



## STEWARTS CARE LIMITED - SIPTU MEMBERS UPDATE

*Dear member,*

*We are engaging with management to progress the following workplace issues on behalf of you and your colleagues.*

### **Residential Services Care Staff and Nursing**

- Increasing demands of paperwork which results in a reduction in direct client contact.
- Proposals around the process of night checks for clients.
- Staffing levels and available resources.
- Changes in rosters.
- Concerns over the extension of SAMS training to non-nursing grades.
- Requirements to cover more than one location.
- Dignity in the workplace concerns.
- Advertising of temporary posts within the organisation.
- Restrictions on access to annual leave.

### **Pension Related Deduction (PRD) clarification**

From 1st January 2016, there was a single increase to the exemption threshold for the year, from €17,500 to €26,083. This is a blended threshold, which gives the effect of introducing a threshold of €24,750 from January 2016 and a threshold of €28,750 from September 2016.

*From 1st January 2017, the exemption threshold will increase from €26,083 to €28,750.*

#### **2016 PRD rates and thresholds:**

- (a) Up to €26083 @ 0%
- (b) Over €26,083 - €60,000 @ 10%
- (c) Over €60,000 @ 10.5%

#### **2017 PRD rates and thresholds:**

- (a) Up to €28,750 @ 0%
- (b) Over €28,750 - €60,000 @ 10%
- (c) Over €60,000 @ 10.5%

***For more information contact your local shop steward***

***Assistant Industrial Organiser - Damian Ginley - 087 9915039 - [dginley@siptu.ie](mailto:dginley@siptu.ie)***

***Organiser - Paul Tomkins - 087 9701289 - [ptomkins@siptu.ie](mailto:ptomkins@siptu.ie)***

***Organiser - Mick Lawlor - 0873776958 - [mlawlor@siptu.ie](mailto:mlawlor@siptu.ie)***

## National Intellectual Disability Sector

The Union have established a new committee focusing solely on members working in the Intellectual Disability Sector.

The aim of the committee is to force employers to recognise, respect and value the role of workers in the sector. A range of items will be pursued through a campaign agenda including Trust in Care Policy, Provisions of the Assault at Work Scheme, evaluation of the work carried out by support staff within the Sector, protocol for the de-congregation of residential settings.

Stewarts have a representative on this National Committee - Naomi Williams

## Job Evaluation

The reintroduction of the Job Evaluation is a vital component of the Lansdowne Road Agreement. This scheme marks the beginning of our members active participation in the process of re-introducing such evaluations for support grade workers in the Health Service.

Members across the country are being trained to assist in the completion of evaluations in their workplace and are being supported in this process by a SIPTU Organiser.

For the purpose of accelerating the process, a number of sites and services will be identified on a regional basis for initial evaluation.

### **So what are the next steps. Simple:**

Step 1 - If you are not a member - JOIN SIPTU

Step 2 - If you are an existing member and feel like you want to have your say. Become active

Step 3 - Attend Union information session and become engaged.

## Training courses for Union Activists

Log on to [www.siptucollege.ie](http://www.siptucollege.ie) or contact Laura at [ltucker@siptu.ie](mailto:ltucker@siptu.ie) for information on upcoming courses that have been added to the schedule.

The courses offered including Basic and Advanced activist training, health and safety training, organising training, two year HETAC Employment Law course. Most courses take place between 1 and 3 days in SIPTU College, 563 South Circular Road, Dublin 8.

Paid release will be sought for any interested members.

## Download the SIPTU Health Smartphone App

**Our new SIPTU Health App is available to download free in the App Store (for iPhone/iPad) and on Google Play (for android).**

**Simply go to the App Store on your phone, type in SIPTU into the search and our App comes up.**

**Then press GET & INSTALL.**

