



# THE LANSDOWNE ROAD PROPOSALS

## HOME HELPS **VOTE YES** TO PAY AND JOB SECURITY

Dear Member,

I write to inform you of the details on pay recovery and other issues which are contained in the Lansdowne Road Proposals. These Proposals were negotiated on your behalf by your SIPTU representatives and will be of considerable interest to you and your colleagues.

The pay element of the Proposals offer lower paid workers up to €2,000 in restored pay over a two year period from 2016 to 2017.

The increases in pay are exhibited in the pay scale on the reverse of this letter.

Management has accepted that the principle of job evaluation applies. It has also given a commitment to conclude arrangements on the conduct of job evaluations in the sector.

The Proposals also strengthen protections against the outsourcing of jobs to private contractors. Earlier commitments on consultation and evaluation must be undertaken prior to any outsourcing of an existing service taking place and – significantly - in the evaluation process any cost comparisons shall exclude the totality of labour costs which includes basic pay, leave, premium payments and pension benefits.

Your ballot paper is enclosed with this letter. Please use your opportunity to vote on the Lansdowne Road Proposals. Return your ballot paper in the freepost envelope provided no later than Monday, 20th July.

Visit [www.siptuhealth.ie](http://www.siptuhealth.ie) for the full text of the Lansdowne Road Proposals.

See [www.siptuhealth.ie](http://www.siptuhealth.ie) or visit 'SIPTU Home Helps' on Facebook for information on local briefings on the Lansdowne Road Proposals in your area.

If you would like to discuss or clarify any element of the Proposals please contact 01 858 8293 for assistance.

In solidarity,

A handwritten signature in black ink, appearing to read "Paul Bell".

**Paul Bell**  
**SIPTU Health Division Organiser**



## LANDSDOWNE ROAD PROPOSALS PAY SCALE CHART

Salary	Pay 2016	Levy 2016	Total 2016	Pay 2017	Total 2016-17	Percentage
22000	550	325	875	1000	1875	8.52%
23000	575	425	1000	1000	2000	8.70%
24000	600	525	1125	1000	2125	8.85%
25000	250	625	875	1000	1875	7.50%
26000	260	725	985	1000	1985	7.63%
27000	270	825	1095	1000	2095	7.76%
28000	280	925	1205	1000	2205	7.88%
29000	290	1000	1290	1000	2290	7.90%
30000	300	1000	1300	1000	2300	7.67%
31000	310	1000	1310	1000	2310	7.45%
32000		1000	1000	1000	2000	6.25%
33000		1000	1000	1000	2000	6.06%
34000		1000	1000	1000	2000	5.88%
35000		1000	1000	1000	2000	5.71%

*Figures for guidance purposes only. SIPTU Note: The final effect of the Pensions Related Deduction and the pay adjustments are subject to each individual's personal taxation circumstances.*



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