



THE LANSDOWNE ROAD PROPOSALS FOR PAY RECOVERY AND JOB SECURITY **VOTE YES**

The Lansdowne Road Proposals, which you are now being asked to consider, arose from the determined efforts of SIPTU members to secure the restoration of their pay and commitments on job security from employers.

Nurses, Midwives and Allied Health Professionals

Members earning under €65,000 will receive up to a €2,000 increase over the period of 2016 and 2017 through the reduction of the pension levy and pay increases as applicable (to see how this affects you see the pay scale chart on the back of this leaflet).

Members earning €65,000 or over will receive a reduction in the pension levy in 2016, to the value of €1,000, and restoration of pay as outlined in the Haddington Road Agreement.

The pension 'grace period' will extend until the end of this proposed agreement.

The Proposals provide for robust engagement and consultation for workplace change, dispute resolution and protection from outsourcing.

Nurses and Midwives

Professional Fees

If accepted the Proposals guarantee the NMBI annual retention fee of €100 will continue for the lifetime of the proposed agreement.

Hours

Discussions will commence in September 2015 on measuring all time worked by Nurses and Midwives to ensure all attendance hours are recorded.

Transfer of tasks

A new engagement to address issues raised regarding the proposed transfer of four identified tasks from medical to nursing.

SIPTU has highlighted the importance of the reinstatement of time + 1/6 and appropriate staffing levels must be comprehended within this process.

Group Directors of Nursing

Commitment to engagement on proposed grading of Group Directors of Nursing.

Student Nurses and Midwives

The Proposals contain a commitment by employers to engage with SIPTU on the issues of pay for 4th year placement and incremental credits to establish their impact on recruitment and retention. This process will be completed within three months.

Allied Health Professionals

Professional Fees

If accepted the Proposals guarantee the CORU fee of €100 will continue for the lifetime of the proposed agreement.

Job Evaluation

Management accepts the principle of job evaluation applies in the Health Sector. It has given a commitment to conclude arrangements on the conduct of job evaluations.

Binding Industrial Relations decisions

Commitment to maintain binding Labour Court recommendations derived from the Public Service Agreement (PSA) such as those applicable to radiography and radiation therapy sectors.

The ballot on the Lansdowne Road Proposals will commence on Tuesday, 23rd June, and conclude on Tuesday, 21st July. Contact your local Shop Steward or SIPTU Organiser for the specific arrangements of the ballot in your facility or service.

Visit www.siptuhealth.ie for the full text of the Lansdowne Road Agreement and to request a postal vote if you require one.



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%
36000		1000	1000	1000	2000	5.56%
37000		1000	1000	1000	2000	5.41%
38000		1000	1000	1000	2000	5.26%
39000		1000	1000	1000	2000	5.13%
40000		1000	1000	1000	2000	5.00%
41000		1000	1000	1000	2000	4.88%
42000		1000	1000	1000	2000	4.76%
43000		1000	1000	1000	2000	4.65%
44000		1000	1000	1000	2000	4.55%
45000		1000	1000	1000	2000	4.44%
46000		1000	1000	1000	2000	4.35%
47000		1000	1000	1000	2000	4.26%
48000		1000	1000	1000	2000	4.17%
49000		1000	1000	1000	2000	4.08%
50000		1000	1000	1000	2000	4.00%
51000		1000	1000	1000	2000	3.92%
52000		1000	1000	1000	2000	3.85%
53000		1000	1000	1000	2000	3.77%
54000		1000	1000	1000	2000	3.70%
55000		1000	1000	1000	2000	3.64%
56000		1000	1000	1000	2000	3.57%
57000		1000	1000	1000	2000	3.51%
58000		1000	1000	1000	2000	3.45%
59000		1000	1000	1000	2000	3.39%
60000		1000	1000	1000	2000	3.33%
61000		1000	1000	1000	2000	3.28%
62000		1000	1000	1000	2000	3.23%
63000		1000	1000	1000	2000	3.17%
64000		1000	1000	1000	2000	3.13%
65000		1000	1000	1000	2000	3.08%

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.



Services Industrial Professional and Technical Union
Liberty Hall, Dublin 1 • Tel: 1890 747 881 • E-mail: info@siptu.ie • www.siptuhealth.ie

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@siptuhealth