



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

“The Lansdowne Road Proposals are the first steps on the journey to full pay recovery for health workers in the public service.”

SIPTU Health Division Organiser Paul Bell

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.

Following the adoption of the Haddington Road Agreement in 2013, the SIPTU Health Division launched the “Better Healthcare, Better Jobs” campaign.

This campaign involved a consultation process with SIPTU Health Division members across the country on the issues that concerned them.

From this consultation process a pro-active agenda emerged that focused on the key issues for staff of pay, job security, the staff recruitment moratorium and outsourcing.

This agenda was endorsed by delegates at the Health Division Biennial Delegate Conference in 2014 and went on to form the basis of the SIPTU engagement in the negotiations that led to the Lansdowne Road Proposals.

The core Lansdowne Road Proposals:

Pay

SIPTU members in the Health Service will receive up to a €2,000 pay increase over the period of 2016 and 2017 (to see how this affects you see the pay scale chart on the back of this leaflet).

Evaluation Scheme

The Proposals include the return of the Support Staff and officer evaluation scheme for health workers which was suspended under the FEMPI legislation in 2009. This scheme allows for you to have your job/post evaluated for the purpose of achieving a higher grade should it be determined that your duties and responsibilities are of a higher value than those identified in your job description.

Job security

SIPTU has secured a new and strengthened agreement to protect our members in Support Staff Grades from the threat of outsourcing of their jobs to external contractors.

The Lansdowne Road Proposals contain in clause 3.3.5 a commitment that private organisations tendering for services currently provided by directly employed workers “shall exclude the totality of labour costs” from their tender offer.

This clause means that all the pay elements (hourly pay, premia pay, overtime pay, annual leave pay, sick pay, allowances and pension pay etc.) which make up your wage/salary must be excluded from consideration in a tendering competition.

The no compulsory redundancy clause of the Public Service Agreement (Haddington Road Agreement) remains in place in the Lansdowne Road Proposals.

Job creation

Support Staff Interns on reaching 18 months of employment from their date of commencement will be made permanent and placed on the appropriate pay scale for their position and on the next favourable incremental point. This significant proposal will create more than 1,300 permanent and pensionable Support Staff jobs.

The lifting of the Public Service Staff Moratorium has been extended to Support Staff Grades allowing for the renewal of direct recruitment by the HSE and related agencies.

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 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.



LANSDOWNE 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.