

# WINNING A NEW DEAL FOR AMBULANCE PROFESSIONALS



SIPTU Ambulance Professionals have secured the necessary funding for the development of our National Ambulance Service in accordance with the recommendations of the HSE National Ambulance Service Capacity Review.

The Capacity Review was undertaken at the insistence of SIPTU representatives at a meeting of the Joint Oireachtas Committee on Health in February 2014.

In March 2016, SIPTU Ambulance Professionals held a special conference where your elected representatives adopted the following agenda for a campaign to ensure that our National Ambulance Service is fully funded and fit for purpose:

- The publication of the HSE National Ambulance Service Capacity Review.
- The implementation of a fully developed Intermediate Care Service.
- The payment of compensation for loss of earnings for our members under the terms of the public service agreement.
- That management engage in exploratory talks on annualised hours as per the terms of the Haddington Road Agreement.

Together, we have delivered on this agenda.

Together, we have secured agreement on the following proposals:

- Recruitment of 461 Paramedics.
- An additional 150 Intermediate Care Officers.
- Confirmation of payment of loss of earnings currently outstanding under public service agreements.
- Establishment of a working group to oversee the implementation of the Capacity Review.

## The campaign continues...

Our campaign is not over. Now is the time for us to stand united to ensure these proposals are implemented in full by the Government. This cannot happen without your endorsement and support.

**Winning a New Deal for Health** is our main priority and critical to our agenda as we take the next steps to deliver pay restoration, pay progression and pay justice for our members.

**Please visit [www.siptuhealth.ie/survey](http://www.siptuhealth.ie/survey) and have your say.**



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# PROPOSALS AT A GLANCE

## PUBLICATION OF THE CAPACITY REVIEW

SIPTU members fought a long and hard campaign to get the Health Service Executive (HSE) to commission a root and branch Capacity Review into the National Ambulance Service (NAS) and the ever increasing demand for the service from the public. We fought even harder to convince the Department of Health to publish this comprehensive review, its findings and recommendations. Now, our job is to have the recommendations and findings of the Capacity Review implemented in full.

The proposals which your elected representatives are now asking you to support commit the HSE, Department of Health and the NAS management to participate in a special forum which will oversee the implementation of the Capacity Review. This forum will include your SIPTU representatives, who will speak up for your interests.

Your vote in favour of the proposals is essential for this forum to commence its work in September 2016.

## SUBSTANTIAL INVESTMENT AND JOB CREATION

The proposals include:

- The creation of 150 additional Intermediate Care Services posts at emergency medical technician level between now and 2018.
- A commitment from the HSE, to recruit an additional 461 paramedics.
- Over 600 jobs will be created incrementally over a two to five-year period.

## LOSS OF EARNINGS

- The proposals bring an end to the ongoing dispute for monies outstanding under the terms of

the public service agreement and Labour Court recommendations (LCR20002, LCR20456, LCR20313).

- Payment of these monies will commence in the next available payroll.
- The proposals also establish a joint review process to clarify any remaining outstanding matters concerning loss of earnings. This includes the appointment of an independent adjudicator for the purpose of resolving any disputes that may arise concerning the amount of payment issued for loss of earnings to any individual member.

## STABLE HOURS, STABLE INCOMES

- The proposals commit SIPTU representatives and the HSE/NAS management to establish a working group on annualised hours with agreed terms of reference as per the terms of the Haddington Road Agreement.
- An Independent Chairperson will facilitate the work of this group. The process will commence on 1st October, 2016 and will report back by the end of February 2017.
- The resulting report from the exploratory talks on annualised hours will be made available to all members for consideration and comment.

## NON-ROSTERED STAFF

The proposals aim to resolve issues facing our non-rostered members as a matter of priority. Management has committed to bringing forward concrete proposals before 31st December, 2016 which will address all outstanding issues for the members concerned.

In order to ensure clear communication and participation on this element of the proposals the SIPTU National Ambulance Sector commits to immediately set up a working group of members employed as non-rostered staff to support the process.

It has been agreed to ensure that every effort will be made to address all the outstanding concerns of members. Your National Committee has nominated the Chairperson of the Irish Ambulance Representative Council to both engage in and oversee this process.

## OUR ROLES AND RESPONSIBILITIES

SIPTU Ambulance Professionals play a crucial role in our society. This should be reflected in the opportunities our members get for professional development and progression.

Under the terms of the proposals, SIPTU has established a forum which will be chaired by a Senior Officer of the Workplace Relations Commission. This forum will facilitate our claim for a complete review of the roles and responsibilities of our members which we believe is key to achieving pay justice.

Your vote in favour of the proposals will allow your elected representatives to continue the work of winning a NEW DEAL for Ambulance Professionals.

Fighting for a NEW DEAL presents us with the opportunity:

- To reward SIPTU Ambulance Professionals appropriately for the contribution they make to society.
- To end the two-tier pay-scale for recently and newly recruited ambulance professionals in all grades.