



# 2018-2020

## Biennial report



# Contents

<b>Foreword .....</b>	<b>7</b>
<b>Organisation .....</b>	<b>9</b>
Creation of Fórsa .....	9
Finance and administration.....	9
Premises and offices .....	10
Data protection .....	11
Organising and development.....	11
Communications .....	12
Campaigns .....	12
Membership services .....	13
Irish Congress of Trade Unions .....	13
International affiliates .....	13
Code of service standards .....	13
Ombudsman.....	13
<b>Pay and related .....</b>	<b>15</b>
Public service pay .....	15
Additional superannuation contribution .....	16
New entrants.....	16
Private and commercial sectors.....	17
Voluntary and community sector pay .....	17
Gender pay gap .....	18
Travel and subsistence .....	18
<b>Pensions .....</b>	<b>21</b>
Public service pensions .....	21
State pensions qualification age .....	21
State pension reforms .....	21
Auto-enrolment pension scheme .....	22
Survivor pensions for same sex couples .....	22
<b>Working conditions .....</b>	<b>25</b>
Working time .....	25
Parental leave .....	25
Sick leave .....	26
Outsourcing, agency staffing and related issues.....	26
Equality .....	26
Health and safety.....	27
Zero-hours contracts .....	27
Bogus self-employment.....	27

<b>Civil Service Division .....</b>	<b>29</b>
General Council and central issues .....	29
General sequence arrangements.....	32
Equality issues .....	32
Departmental issues .....	33
<b>Education Division.....</b>	<b>35</b>
Sectoral overview .....	35
Job evaluation .....	35
Technological universities.....	35
Education and training boards .....	35
School completion programme.....	36
School secretaries and caretakers .....	36
Special needs assistants (SNAs) .....	37
<b>Health and Welfare Division .....</b>	<b>41</b>
SláinteCare .....	41
Community health organisations .....	41
Mental health .....	42
Health and social care professionals .....	42
Clerical, administrative and management staff .....	44
Tusla .....	44
Social work: child protection .....	44
Leave standardisation .....	44
<b>Local Government and Local Services Division .....</b>	<b>47</b>
Industrial relations and related.....	47
Future of local government service.....	47
Remunicipalisation .....	48
Housing .....	48
Water and waste services.....	48
Psychometric and online testing .....	49
Confined recruitment .....	49
Flexitime .....	49
Job evaluations.....	50
Outstanding adjudications.....	50
Roscommon County Council strike .....	50
Outsourcing .....	50
Libraries .....	50
Fire services .....	50
Technicians.....	50
Grade claims .....	51



<b>Municipal Employees' Division.....</b>	<b>53</b>
Industrial relations and related.....	53
More power to you.....	53
Remunicipalisation .....	54
Water and waste services.....	55
Service level agreement: Irish Water .....	55
Find and fix.....	55
Outsourcing .....	56
Housing .....	56
Housing caretakers.....	56
Dublin Fire Brigade .....	56
Libraries .....	56
Porters.....	56
Road maintenance.....	56
Technological University Dublin .....	57
Schools .....	57
Waste management .....	57
Dun Laoghaire-Rathdown Council.....	57
Ballymun super depot .....	57
Other claims .....	57
 <b>Services and Enterprises Division .....</b>	 <b>59</b>
Private sector pay .....	59
Aviation .....	59
Pay: Commercial and private sectors.....	61
Non-commercial sector .....	61
Pay.....	61
Community sector .....	62
 <b>Appendices .....</b>	 <b>65</b>
Appendix one: Salary scales .....	67
Appendix two: Travel and subsistence .....	91
Appendix three: National Executive Committee (NEC) membership .....	92
Appendix four: Industrial and organising staff.....	95
Appendix five: Report on code of service standards .....	97
Appendix six: Fórsa Ombudsman's report .....	98
Appendix seven: Extracts from accounts .....	99





## Foreword

This first Fórsa biennial report describes our new union's work, challenges and achievements over its first two years. It is a record of effort and commitment at all levels of the organisation, which has resulted in tangible gains for members in all sectors.

Our collective membership is growing, our organising efforts are stronger and more focussed, our communications are reaching more and more members, our campaigning voice is louder, and our industrial relations outcomes are robust.

I want to take this opportunity to acknowledge and thank all of you – members, workplace activists, elected national and divisional officers, and staff – for your contribution to these considerable achievements.

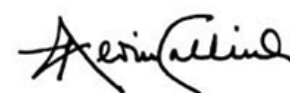
The report covers the period up to the emergence of the Covid-19 public health crisis, which has placed enormous new demands on all of us as public servants, trade unionists, colleagues, citizens, parents and neighbours. Our new union has had to rapidly shift gear to adopt new ways of working so that we can serve and protect Fórsa members at this extraordinary time.

I believe we have risen to the challenge, and I am grateful for the effort and solidarity I see every day from members, activists and staff.

The pandemic has forced us to defer our 2020 biennial union conference, where this report would, in normal times, have been debated and adopted as a record of our achievements and ambitions on behalf of Fórsa members. We have pressed on with its publication all the same, because it represents an important strand of the union's accountability to members.

We will be in a very different space when we table this report at conference later this year. I will also ensure that a supplementary report is presented to that conference, so that there is accountability for the union's strategy and activity in the Covid period and its immediate aftermath.

In the meantime, I thank you again for your efforts and for your loyalty to – and participation in – our great union. I wish you, your colleagues and your family well in this difficult time. Stay safe.



**Kevin Callinan**  
General Secretary



Fórsa general secretary Kevin Callinan.

Fórsa helped school students organise and publicise their strikes in support of climate action.





# Organisation

## Creation of Fórsa

Fórsa came into being on 2nd January 2018 through an amalgamation of the Civil, Public and Services Union (CPSU), the Irish Municipal, Public And Civil Trade Union (IMPACT), and the Public Service Executive Union (PSEU). The new union represents over 80,000 members across the civil and public services, commercial and non-commercial semi-state organisations, the community and voluntary sector, and private companies in aviation, telecommunications and elsewhere. Fórsa is the second largest union in the country, and by far the strongest and most influential trade union voice in the public service and semi-state sector.



Members gave the amalgamation, which was the result of over two years' work and consultation, a strong endorsement in ballot results announced in November 2017. Public Service Executive Union (PSEU) members voted 70% in favour of the move, while those of the Civil, Public and Services Union (CPSU) gave an endorsement of 76%. IMPACT members who voted backed the merger by a margin of 86% to 14%. A fuller report on the amalgamation was published in an update to the union's first national conference, which took place in May 2018 and was addressed by President Michael D Higgins.

The new union's first national conference elected new Fórsa officers. National Executive Committee (NEC) members from the civil service and services and enterprises had earlier been elected, under interim arrangements, at divisional conference in April and May. Additional NEC members were also put forward by the union's health and welfare division. All six divisions met in 2019 and elected NEC members and members of the Standing Orders Committee. Details of the Fórsa officers and NEC members are set out in appendix three.

The union's NEC hosted a function for Fórsa's senior general secretary, Shay Cody, who retired in mid-2019. He was replaced by deputy general secretary Kevin Callinan, under the terms of the amalgamation. The union's general secretary (public service), Tom Geraghty, resigned to take up a senior post at the Labour Court in October 2018. On foot of these changes, an internal competition for the vacant post of deputy general secretary was held in the summer of 2019, and Matt Staunton was appointed as deputy general secretary. The NEC subsequently agreed to rationalise the titles of the union's most senior staff so that Kevin Callinan is now the general secretary, and Eoin Ronayne and Matt Staunton are deputy general secretaries.

## Finance and administration

In the two years since the launch of Fórsa, there has been considerable progress in integrating the different, administrative structures and practices of the three unions that amalgamated to create the new union. Fórsa had considerable financial resources at its launch and the protection and growth of those resources has been a primary task for the NEC and the administration team.

During the last two years the three separate financial management and accounting systems have been brought together gradually with external oversight by Grant Thornton, who carried out the annual audits for 2018 and 2019. This process has involved switching to a single accounting IT solution and consequent reorganisation and training of the union's Finance Unit. During the last year the finance manager Anna

Fórsa activists celebrate the creation of the new union.



Leonard retired and was replaced by Margaret Hughes. Anna's work on the Fórsa amalgamation, and her longstanding contribution to IMPACT, are worthy of special mention.

The detailed annual audit reports from Grant Thornton have been approved by the NEC in line with Fórsa's rules, and will be circulated in advance of the 2020 national conference. The headline figures from our first two years are impressive, notwithstanding the initial costs associated with setting up the new organisation.

Fórsa currently has over 230 union branches across six divisions, and the administrative integration of the different branch structures of the three unions that amalgamated to create the new union continues to be a challenge. New 'model rules' have been agreed by the NEC to facilitate the reorganisation and rationalisation of branches and some moves towards branch rationalisation have taken place.

The default branch management funding model is 10% of subscriptions plus a scaled capitation grant, which depends on membership levels. A legacy funding arrangement for clerical officer branches continues to operate in the civil service and certain branches in the Services and Enterprises Division. This legacy arrangement provides for a funding rate of 5%, with a balance of 5% administered by head office to facilitate Branch representatives attending clerical officer national departmental committee meetings. Block grants are also provided to vocational groups and to facilitate the equivalent grades committees.

The union's Finance Unit manages the application of three different membership subscription rates. The default rate is 0.8% of salary to a maximum subscription of €387.60 a year. This subscription is adjusted in line with movements in the maximum point of the civil service higher executive officer standard salary scale. A 1% of salary rate applies to all new and current civil service clerical officers, and related civil service grades, who have access to additional benefits as a result of the higher subscription. Finally, there is a 0.62% legacy rate for all civil service executive grades who were members of the PSEU immediately prior to the amalgamation that created Fórsa.

The creation of a single membership database, which is an essential resource for union organisation and member representation, is a priority task for the NEC. Bringing three different systems into one has been a difficult and challenging task. The database of the executive grades (former PSEU) has been aligned with that of the former IMPACT grades, and work is progressing on integrating the system for the grades of the former CPSU. As this report went to print, the Fórsa SORT project team (see page 11) was currently exploring options for a user-friendly online membership application system to improve organising outcomes and accessibility.

## Premises and offices

The union holds property assets for three reasons:

- As office space for union staff and representatives
- As meeting venues and facilities for members, branches, and other committees of the union
- As an element of the union's asset portfolio.

In keeping with the recommendations of the report of the ICTU-established commission on the Irish trade union movement, Fórsa is working with other unions through the local trade union centres initiative. This includes exploring the acquisition of premises in appropriate locations to enhance trade union presence and services in local communities.

Fórsa's first audited accounts (2018) showed that the union held assets worth a total of over €97 million. Of these, almost €30 million were accounted for by union premises. In line with standard accounting practice, this is expressed in the accounts as 'net book value', which means the cost of the buildings at the time of purchase, minus accumulated devaluation.

Outside Dublin, Connect and SIPTU trade unions are tenants in most Fórsa premises. Fórsa currently owns seven properties in: Adelaide Road (Dublin), Cork, Limerick, Holles Street/Merrion Square (Dublin), Nerney's Court (Dublin), Sligo, and Woodford (near Dublin airport).

All Fórsa assets, including premises, are overseen by the union's Asset Management Sub-Committee. This is a sub-committee of the NEC, which makes all decisions concerning union assets.

The NEC approved substantial improvement works which were carried out in Nerney's Court, Sligo, and Woodford. In May 2019 the NEC put the now vacant Holles Street and Merrion Square premises on the market. An offer which was acceptable to the NEC had gone to contract stage by the end of 2019. The union's premises in Adelaide Road became vacant towards the end of 2019. The NEC has decided to retain this building in ownership and is examining options to lease it or part of it to preferably another union. The union is looking at premises on the market adjoining our Cork premises with a view to assessing their suitability for enhancing services delivered from those offices.

## Data protection

Fórsa appointed a data protection officer (DPO) from within the union's existing staff complement in June 2018. The union is putting policies and procedures in place, including the training of staff and activists, to ensure that its data records are fully secure, and to meet its other obligations under data protection legislation.

## Organising and development

When Fórsa was launched in January 2018, the combined membership of the three organisations that amalgamated to create the new union was over 76,800. A year later it had increased to over 77,300 and, by the end of 2019, it had reached over 80,100. Women make up over 75% of the membership, and new members are more likely to be women.

In autumn 2019, the union's NEC authorised the establishment of a 'strategic organisational review team' (SORT) to work on a strategic organisational change project. The project is to facilitate the creation of a five-year strategic plan for the union. This involves the development of a set of organisational objectives and strategies which will be applied commonly across Fórsa, to ensure clarity and unity of purpose and ensure that the entire union is working towards the same goals. An extensive consultation process has been put in place by the project team, and the intention is that the initial findings from this consultation will be presented to conference 2020.

Aside from the development of a proposed strategic plan the project is also examining a number of priority areas for action as follows:

- Branch supports, development and membership engagement
- Organising and density building
- Digital strategy and online engagement
- Gender and diversity
- Sustainability and climate leadership
- Membership applications
- Human resources and staff development.

Membership growth through an expansion of Fórsa activities in our core sectors of organisation is a key priority for the union. With the appointment of a director of strategic organising, a focused work programme has been designed and is being rolled out to build organising capacity among workplace representatives across the country. By developing our representatives, Fórsa is confident the union can reach out to new and former members across divisions. The union has placed a particular emphasis on 'infill' recruitment, which means increasing membership in sectors and grades where the union already has members and rights to representation and collective bargaining.



President Michael D Higgins spoke at Fórsa's first national conference in May 2018.



Training is a critical part of Fórsa's organising and development plan. Under a new director of training and development the union is reorganising and expanding its training supports for workplace representatives and senior elected representatives. Existing courses are being reviewed and new ones being developed with a view to rolling out a new training programme.

The organising team also includes a director of campaigning and profile building who has worked with the union's Communications Unit to build a clear and focused identity in the public realm for Fórsa and by extension its members. Through a range of campaigns Fórsa quickly secured widespread media and public recognition as a new and hugely important voice for trade union members in the public service, voluntary and community sectors and in a range of state agencies and private sector companies. A key part of sustaining that profile for the union will be the development of our branch campaigns officers. Fórsa is committed to using a range of media and publicity focused events and campaigns to champion the important work that our members carry out and to defend and enhance the terms and conditions of all our members.

The union established two 'equivalent grades committees,' one to represent clerical officer/grade III grades, and another to represent executive officer/grades IV-VII grades. The National Executive Committee approved reports from the two committees, which consider issues common to the grades and their equivalents across the civil and public service.

## Communications

Digital platforms account for the majority of the Fórsa Communications Unit's output and engagement. The union's website attracted almost 300,000 users in 2019. The website hosted over half a million individual sessions with over a million page views.

The unit produces five sectoral ebulletins (civil service, education, local authorities, health, and services and enterprises) broadly on a fortnightly basis. These currently reach a combined total of over 55,000 Fórsa members. Member engagement with these is high, with 'open rates' averaging in the mid-30% range, and higher at times when major issues, campaigns, agreements and disputes are in the news.

The union's social media activity and engagement is also strong and increasing. Unit staff are participating in a review of the union's digital communications.

The Communications Unit produced four quarterly issues of the Fórsa magazine in both 2018 and 2019, and assisted with the content, production, and distribution of the union's civil service magazine. The unit also assisted with the production of a large number of digital and printed material across the union's divisions and organising staff, and also gave extensive support to a range of the union's campaigns. The Unit also achieved extensive print and broadcast media coverage on a range of issues, campaigns, disputes and agreements.

## Campaigns

Fórsa sought commitments from political parties on a range of public service and workers' rights issues during the 2020 general election campaign. The union published details of each major party's position in advance of polling day, and subsequently sought to influence negotiations on a programme for government.

This was greatly assisted by the network of Fórsa branch campaigns officers (BCOs), which has been established over the last two years. Annual campaigning summer schools, organised for BCOs and senior activists in 2018 and 2019, helped equip activists to contribute effectively to the union's campaigns.

Fórsa launched its 'more power to you' campaign for stronger local government services in 2019 following the publication of a union-commissioned research paper, which found that Ireland had the weakest local government system in Europe in terms of funding, autonomy and service provision. The campaign's five-point pledge, covering democracy, waste, water, energy and housing, was signed by ten political parties and over 1,000 local council candidates in May 2019.

The union's 'support our secretaries' campaign for fair conditions for Ireland's school secretaries has attracted considerable public and political support since its launch in January 2019. A petition of over 12,000 signatures was delivered to the education department in May 2019, and a national day of action took place the following September. When Workplace Relations Commission talks failed to deliver an outcome, the first ever national school secretary strike took place in January 2020.

In November 2018, Fórsa hosted an international conference on working time, and became the first Irish union to back a four-day working week. The union launched the 'four day week Ireland' campaign the following September, and chairs its steering group, which includes representatives of business, academia, environmental NGOs and women's advocacy groups. Fórsa has organised public meetings to promote the campaign, and is now established as the foremost voice in Ireland on the shorter working week.

The union worked closely with Stop Climate Chaos to promote and support school strikes in favour of climate action. Fórsa has an active just transition network and held a seminar on a 'new green deal' in April 2019. The union, which is a member of the 60 organisation-strong Coalition 2030, supported the European Trade Union Confederation's 'climate proof our work' campaign.

Fórsa is involved in the ICTU-led 'raise the roof' campaign, which organised a national demonstration for action on the housing crisis in October 2018. It won cross-party support for a Dáil motion. Fórsa is the only trade union on the steering group of the 'home for good' coalition for a constitutional right to housing.

The union also chairs the 'education futures' a coalition of student and trade unions campaigning for higher education funding to be increased to the OECD average.

## Membership services

Fórsa members continued to have access to a wide range of union-negotiated financial and other benefits including free critical illness, death-in-service and death of spouse/partner cover, up to €5,000 personal accident insurance, and access to €5,000 illness benefit if out of work for more than 12 months, as well as repatriation cover.

Members have access to free helplines that provide counselling, legal advice on non-workplace issues, and domestic assistance. This scheme also covers free legal representation in bodily injury cases. The NEC oversees all these schemes through its membership services sub-committee who met regularly during the period covered by this report. The committee also managed the union's Gaeltacht, third level and other bursary schemes and reviewed union sponsored income continuance schemes.

## Irish Congress of Trade Unions

Fórsa is affiliated to the Irish Congress of Trade Unions, and plays an active part in its various activities and committees. The union's general secretary, Kevin Callinan, has been an elected vice-president of ICTU since 2015, and was elected as chair of its Public Services Committee in May 2019. Fórsa officials Eoin Ronayne, Angela Kirk and Bernard Harbor are elected members of ICTU's Executive Council. Margaret Coughlan and Melissa Brennan were elected chair and secretary, respectively, of the ICTU Women's Committee in 2019.

## International affiliations

Fórsa is affiliated to, and plays an active role in, the following international trade union federations: Public Services International (PSI), the European Federation of Public Service Trade Unions (EPSU), the International Transport Federation (ITF), the European Transport Federation (ETF), and Uni Global Union.

## Code of service standards

A senior Fórsa official oversees the union's code of service standards has been operational, initially in the civil service division, since the 2018 amalgamation that formed the new union. Since then, one civil service case has progressed to investigation and is still ongoing. A second case is awaiting details requested by the complainant. Three cases raised by members outside the civil service division, which are at different stages, are being dealt with on an informal basis. A full report is available in appendix five of this report.

## Fórsa ombudsman

No cases were referred to the Fórsa ombudsman, under the appropriate provisions, during the period covered by this report. The ombudsman's report is set out as appendix six of this report.



# Pay and related

## Public service pay

The Public Service Stability Agreement (PSSA) came into force in January 2018. The deal, which had been negotiated between the ICTU Public Services Committee (PSC) and the Department of Public Expenditure and Reform in 2017, was strongly backed by members of the three unions that later amalgamated to form Fórsa, along with unions representing a large majority of public service workers. The ICTU PSC backed the deal by a margin of over 80% in an aggregate ballot in September 2017.

The PSSA, which expires, on 31st December 2020, governs pay and related matters for virtually all civil and public servants, as well as staff in non-commercial semi-state organisations and ‘section 38’ agencies where pay scales follow the public service. It is intended that, by the time it expires, over 90% of civil and public servants will earn as much as, or more than, they did when pay cuts were introduced during the crisis.

### Summary of income adjustments

1st January 2018:	1% pay adjustment
1st October 2018:	1% pay adjustment
1st January 2019:	Additional superannuation contribution threshold up from €28,750 to €32,000 (worth €325 a year). 1% pay increase for those who don't benefit (ie, those earning less than €30,000 a year)
1st September 2019:	1.75% pay adjustment
1st January 2020:	Additional superannuation contribution threshold increased to €34,500 (worth €250 a year). 0.5% pay increase for those who don't benefit (ie, those earning less than €32,000 a year)
1st October 2020:	2% pay adjustment
31st December 2020:	Agreement concludes.

The agreement saw pay adjusted upwards on 1st January 2018 (1%), 1st October 2018 (1%), and 1st September 2019 (1.75%). A final 2% adjustment is scheduled for October 2020. Further income boosts were implemented on 1st January 2019 and 1st January 2020. For most, this took the form of an increase in the earnings threshold at which ‘additional superannuation contributions,’ which replaced the pension levy as part of the agreement, are deducted. There were percentage pay increases for staff who earned too little to benefit from these adjustments.

The Public Service Pay Commission (PSPC), which had been established prior to the negotiations that led to the PSSA, was asked to investigate the impact of pay on recruitment and retention issues for certain grades. In fact, it only reported on nursing grades, medical grades and certain defence forces’ grades before being wound up in June 2019.

The report of the PSPC was subsequently at the centre of a Labour Court hearing on nurses’ pay and grading. The Court’s February 2019 recommendation formed the basis of a contract negotiation and ballot, in which nurses accepted a package that included significant pay improvements for most. The PSPC process also delivered significant improvements for some military grades and medical consultants.





At its February 2019 meeting, Fórsa's National Executive Committee (NEC) noted that, while ministers had expressed the view that the Labour Court recommendation was in line with the PSSA, Fórsa officials had been assured of continued engagement between the Department of Public Expenditure and Reform (DPER) and the ICTU PSC on the broader implications of the outcome. The NEC said this engagement must address any changes in the assumptions underlying the agreement, and noted that clause 8.4.2 of the PSSA allows for this. The executive also took the view that engagement between unions and DPER must continue to discuss the possibility of a general pay review mechanism, as recommended by ICTU's PSC, to allow a full examination of the adequacy of current pay arrangements, and to resolve ongoing difficulties with the smooth operation of parts of the agreement.

The union had already told the Government that other grades will expect similar opportunities to have their pay reviewed, through local bargaining, during the lifetime of the agreement. Throughout 2018 and early 2019, Fórsa reiterated its view that all civil and public servants, and their unions, must be treated equally under the PSSA.

Speaking at a major industrial relations conference in March 2019, Fórsa's incoming general secretary Kevin Callinan called for the underlying assumptions of the PSSA to be reviewed to take account of lost spending power, recent and projected growth rates, and pay movements in the wider economy. He said these factors had led to a significant reduction in the value of wages during a decade in which public servants had also experienced increased working time and other negative changes. He also said public service agreements should allow for individual grade claims to respond to enhanced responsibilities, higher qualification requirements, additional skills, and increased productivity.

Fórsa subsequently led efforts by the ICTU PSC to review aspects of the PSSA and establish grade-based pay reviews, which could form the basis of negotiations on a successor to the PSSA. This involved a small number of engagements with the Minister for Public Expenditure and Reform, and a substantial number of engagements with senior DPER officials.

This process effectively stalled when the general election was declared for 8th February 2020. Nevertheless, Fórsa succeeded in making public service pay an issue in the election, during which all the major political parties made manifesto commitments to negotiate a new pay deal. The long process of post-election government formation, together with the Covid-19 public health emergency measures, meant the discussions could not resume prior to this report going to press.

## Additional superannuation contribution

The PSSA also facilitated the resolution of two outstanding 'additional superannuation contribution' anomalies. From January 2019, staff who joined the public service after January 2013, and who are in the single public service pension scheme introduced at that time, pay only two-thirds of the additional contribution rate. This figure fell to one-third from January 2020, reflecting the fact that the benefits of the single scheme are different from those in the older scheme. And, with effect from January 2019, the 'additional superannuation contribution' has no longer been payable on non-pensionable elements of incomes, including non-pensionable overtime payments.

## New entrants

The term 'new entrants' refers to people who started work in the civil and public service, and organisations linked to it for pay purposes, after 2011 when inferior pay scales for new staff were imposed by the Government without agreement.

Although those inferior scales, which were worth 10% less at every point of each scale, were abolished at unions' insistence under the 2013 Haddington Road agreement, new entrants continued to have longer pay scales than their longer-serving colleagues, with two lower pay points at the beginning of each scale. In some grades, allowances that made up a significant part of overall income were also abolished for new entrants.

The PSSA established a process, involving the PSPC, to address this problem. Following detailed discussions and inputs from Fórsa and other unions, this resulted in a solution of the pay scale issue, though not the allowances issue, in 2018. The new arrangements came into force in March 2019, at least two years earlier than the PSSA originally provided for.

Under these measures, new entrants skip two points – the fourth and the eighth – on each pay scale. Fórsa welcomed this outcome because it ensures a fair outcome for new entrants regardless of their length of service.

## Private and commercial sectors

ICTU's Private Sector Committee issues guidance on the level of pay increases that unions should consider seeking from employers in pay negotiations. The union-backed Nevin Economic Research Institute (NERI) provides economic data and assistance to the committee.

In early 2019, a survey by CIPD Ireland found that employers in the private sector expect pay to increase by an average of 2.5% in 2019. This is the first time its overall pay projection has risen above 2% for six years. The report highlighted inflation, labour market shortages and recruitment difficulties as drivers of expected pay increases.

In December 2018, ICTU's Private Sector Committee, in which Fórsa participates, set a target of 3.4% for private sector pay settlements in 2019. It said the target takes account of expected inflation, as well as increases in the cost of housing and other necessities. The committee advised unions to seek pay increases of between 3.5% and 4.5% in 2020.

Fórsa has concluded pay agreements in employments across the private and non-commercial semi-state sector, which have generally been in line with, or just, above the economy-wide average.

The national minimum wage was belatedly increased to €10.10 on 1st February 2020. ICTU's Private Sector Committee prepares submissions to the Low Pay Commission, which makes recommendations on the rate of the national minimum wage. ICTU has also called on the Government to align the national minimum wage with the higher non-statutory 'living wage,' which is a measure of the income needed to support a socially acceptable standard of living.

## Voluntary and community sector pay

Fórsa's campaign for pay restoration in section 39 agencies – which are funded by, but operate independently of, the public service – continued throughout 2018-2020. On foot of an industrial action ballot, the union won a mechanism to address the issue, with the assistance of the State's industrial relations machinery, early in 2018.

Although staff in these and similarly-funded bodies are not covered by the PSSA or previous public sector pay deals, the union engaged with individual employers with the aim of unwinding pay cuts imposed during the economic crisis. The union also launched its 'Caring: At What Cost?' campaign to win public and political support for pay recovery in the sector.

Fórsa acknowledged that pay restoration across section 39 agencies is more complex than in the core public service because voluntary and community organisations have different funding arrangements, which leave some better able to fund pay restoration than others. But the union says a significant number of agencies have failed to act even though they have the money to do so.

The February 2018 negotiations led to a Department of Health commitment that the HSE would bring forward a review of pay policy in section 39 agencies. The review, published in 2018, established which agencies cut pay during the crisis, and which has subsequently begun to restore incomes. It covered publicly-funded organisations that have sizable staffing, and looked at the financial implications of adjusting pay in each organisation, taking account of all sources of funding.

The Workplace Relations Commission (WRC) then assisted the parties with the implementation of the report's findings. This resulted in €1,000 payments for workers in 50 community and voluntary sector organisations.



The agreement also provided for discussions to agree a mechanism for pay restoration to get underway in the remaining 254 organisations. However, HSE and health department management told an October 2019 Workplace Relations Commission conciliation conference that they were not in a position to propose such measures. In light of this Fórsa and other ICTU-affiliated unions in the sector said they would ballot for industrial action.

Consequently, the union announced a further ballot of Fórsa members in a small number of section 39 agencies early in 2020. In February 2020, Fórsa members in the sector joined with community employment supervisors in a 'valentine day' demonstration, and members in the National Council of the Blind in Ireland (NCBI) and Delta services CLG in Carlow also took part in a one-day strike later that month.

## Gender pay gap

Despite a strong campaign from Fórsa and other unions, legislation compelling employers to reveal details their gender pay gaps did not materialise in the 32nd Dáil. The legislation ran out of time after the then-Government has insisted on publishing its own bill, rather than amending an opposition bill that has already passed its second stage. The union criticised the Government move, saying it would at best delay the introduction of pay gap reporting.

The Gender Pay Gap Information Bill 2017 was accepted by the Government when it passed its second stage last October. If enacted, it would have required medium and large companies to publish details of the difference in the average pay of their male and female staff.

The average gender pay gap in Ireland rose to 14.4%, according to the most recent estimates from the Central Statistics Office (CSO). The 2017 figure, which is based on the latest available data, compares to a significantly lower gap of below 12.6% during the recession. The gap is wider for older workers, with younger women who recently entered the workforce suffering a gap of just 3%. This jumps to 15% for the 35-44 age group, which represents most young mothers, and stays high for those aged over 45. This is largely due to the fact that women are far more likely than men to take time out of the workforce to care for children, which stalls their earnings and has a long-term impact on their future pay and promotion prospects. The high cost of childcare also puts constraints on women's participation in the workforce.



Fórsa vice-president Margaret Coughlan was elected as chair of ICTU's Women's Committee.

## Travel and subsistence

The standard overnight rate of civil service expenses was increased to €147 with effect from 1st October 2018, in line with an agreed formula related to inflation, following agreement at Civil Service General Council. During 2019, the standard rates of domestic subsistence were reviewed in accordance with an agreed recommendation made by the Civil Service General Council. As a result, the daily subsistence five-hour rate of €14.01 rose to €15.41, and the ten-hour rate of €33.61 increased to €36.97 with effect from 1st July 2019. In accordance with an agreed formula, and in line with changes to the consumer price index (CPI), there was no change in the standard overnight rate. However, the vouched accommodation rate for Dublin increased as a consequence of the increase in the ten-hour rate.

There were no changes in motor travel or foreign subsistence rates during the period covered by this report.



The launch of Fórsa's Women's Equality Network featured high-level speakers including (left to right) Clíodhna McNamara, Angela Kirk, Lisa Wilson, Patricia King, Orla O'Connor, Laura Bambrick, Melissa Brennan and Ann McGee.



## Pensions

### Public service pensions

The Government bowed to union pressure in 2018, and agreed to legislate to give civil and public servants the option to retire at any age between 65 and 70. Fórsa welcomed the 2018 Public Service Superannuation (Age of Retirement) Act, which meant more staff could avoid a huge gap in retirement income when forced to leave work a year before they reach the amended state pension age of 66.

The change was necessary because many civil and public servants depend on the state pension for a substantial part of their retirement income. The issue has had a massive impact on the individuals who are caught offside by the previous legal requirement to retire at age 65 at the latest. The union also sought measures to assist public servants who, prior to the enactment of the legislation, had taken up the option of working until age 66. But the Government refused to do so.

A long-awaited facility for the purchase and transfer of retirement benefits for members of the single public service pension scheme, which was introduced for those who joined the civil and public service from 2013, was released by the Department of Public Expenditure and Reform (DPER) during 2019. The circular provides an option to purchase additional amounts to top up their pensions, and to transfer amounts from other Revenue-approved retirement schemes into the single scheme. The circular took effect from 1st October 2019.



### State pension qualification age

Fórsa and the Irish Congress of Trade Unions made strong representations to Government about further proposed increases in the state pension qualification age, which is due to rise to 67 in 2021, and to 68 in 2028. The campaign achieved traction in the 2020 general election and the union campaign to stop the increases will resume once a new government is formed.

### State pension reforms

Fórsa was to the fore in helping to develop a common ICTU submission to Government in response to proposals to change the eligibility requirement for the state pension outlined in a Government 'roadmap to pension reform.' Unions opposed a proposed target of 40 years' worth of State pension contributions for a worker to qualify for a full pension. Fórsa said it would be impossible for many workers to achieve this, including those who take time out of the workforce because of caring responsibilities or education and training, and older workers who have spent time in part-time employment. As it transpired, Government plans were not finalised by the time of the general election in 2020.



Fórsa and Siptu campaigned strongly for pension rights for community employment workers.



### Auto-enrolment pension scheme

Fórsa welcomed the August 2018 publication of detailed Government proposals for new ‘auto-enrolment’ pension arrangements, which would introduce compulsory contributions from workers, their employers and the State. But the union said employers and the State should contribute more than workers to the scheme.

In November 2018, the Government issued a draft proposal on how the scheme could work. Under these proposals, workers would have to contribute up to 6% of their salary towards their pension pot, with employers having to match that amount. The state would then pay €1 for every €3 the worker contributes. Participation in the scheme would be compulsory for workers for six months, after which they could opt out. Workers could also suspend their contributions in limited circumstances, but employer and State contributions would also cease if an employee stopped saving. ICTU welcomed the proposals in principle, but said they needed to be strengthened significantly.

Final details of the proposed scheme, including the level of State contribution, were supposed to be ironed out before the end of 2019. But they were not finalised before the 2020 election, and important aspects of the scheme remain unclear almost two years after the launch of the proposals.

### Survivor pensions for same sex couples

The Social Welfare, Pensions and Civil Registration Bill, passed late in 2018, amending the 1990 Pensions Act to give a right, in certain circumstances, to spousal pension benefits for same-sex spouses and civil partners who are members of occupational pension schemes.

Kathleen O'Doherty addresses  
a Letterkenny rally in support  
of school secretaries.







Fórsa spearheaded Ireland's 'four day week' campaign. Its launch event featured (back row) Oisín Coghlan (Friends of the Earth), Kevin Callinan (Fórsa general secretary), Joe O'Connor (Fórsa campaigns director), Laura Bambrick (Irish Congress of Trade Unions) and (front row) Margaret Cox (ICE), Andrew Barnes (Perpetual Guardian), Aideen O'Carroll (Maynooth university) and Orla O'Connor (National Women's Council of Ireland).

## Working conditions

### Working time

Reductions in working time, including the objective of returning public servants to their pre-crisis hours, will be among Fórsa's priorities when talks on a successor to the Public Service Stability Agreement (PSSA) commence.

The additional working time was introduced under the 2013 Haddington Road agreement. Under that deal, higher earners – those on €65,000 a year or more – suffered a third, but temporary pay cut. By January 2018 this had been restored in full, as envisaged in the agreement. Those who earned less than 65,000 a year avoided a further pay cut by accepting increased working hours. But, unlike their higher-paid colleagues, these workers have seen no restoration and are still carrying the cut.

Although there was no general reduction in working hours under the PSSA, the deal gave staff the option of a permanent return to 'pre-Haddington Road' hours on the basis of a pro-rata pay adjustment. Staff were able to opt into this arrangement at the beginning of the agreement (January-April 2018), and can do so for a period after it expires (January-April 2021). The agreement also contains a provision to enable annual leave to be converted into flexitime. So far, the uptake of both options has been relatively low.

The PSSA also commits management to ensuring that work-life balance arrangements, including flexible working, are available to the greatest possible extent across the civil and public service.

In November 2018, Fórsa added its voice to international trade union demands for reduced working time to ensure that workers share the benefits of increased productivity from technological change. This is often expressed in terms of the introduction of a four-day week with no loss of pay. In 2018, the union organised an international conference on the future of working time, which brought together trade unionists and working time experts from Ireland, Germany and the UK. This was part of the union's response to the large number of motions about working time submitted to Fórsa's national conference in May 2018, when an executive motion committed the union to work with others to reduce working time in all sectors of the economy.

In September 2019, Fórsa co-launched 4DWI (Four Day Week Ireland), a coalition of businesses, unions, environmentalists, academics and NGOs established to campaign for shorter working time in all sectors of the economy. The initiative, which is the Irish leg of an international campaign to establish a four-day week without reductions in pay or productivity, supports a gradual, steady, managed transition to a shorter working week for all workers in the private and public sectors.

### Parental leave

Fórsa welcomed long-overdue Government plans, announced in late 2018, to increase paid parental leave from two to seven weeks for each parent by 2021. Along with existing paid maternity and paternity leave, the change would increase to 42 weeks the amount of paid leave available to new parents during the first year of a child's life. It followed the announcement that two weeks' paid parental leave would be rolled out late in 2019.

The developments stem from an EU directive on work-life balance, which obliges governments to increase access to paid parental leave for both parents. Payment will be at the same rate as prevailing maternity and paternity leave, which is currently €245 a week. The paid leave must be taken in the first year of a child's life.

Meanwhile, in February 2019, legislation to extend unpaid parental leave from 18 to 26 weeks and increase the child's qualifying age from eight to 12 years was again backed by the Government after it appeared to have withdrawn support. Although Fórsa welcomed this development, reports that the proposal would be implemented over a two-year period instead of immediately were seen as disappointing.



## Sick leave

The critical illness protocol (CIP), which governs public service arrangements for those on long-term sick leave, was improved in 2018 to allow more managerial discretion about what constitutes a 'critical illness' in cases where the precise medical criteria are not met. Guidelines negotiated with Fórsa and other unions made it clear that managers have the flexibility to accept illnesses as 'critical' even if they have not quite met the threshold on the basis of medical certification. An appeals mechanism against unfavourable management decisions, with access to third party adjudication, was also put in place.

The CIP arrangements for the 'protective year' were also improved. The protective year allows staff who return to work following a critical illness to avail of remaining CIP leave for subsequent non-critical illnesses or injuries within one year of their first date of absence. This protective year period will now begin on the date of return, which means more support for those returning from a serious illness who then suffer a routine health problem in the following 12 months.

Fórsa was involved in discussions about the calculation of certain types of sick leave in the one year/four year look back periods, and on the application of temporary rehabilitation remuneration (TRR). In the absence of agreement, the matter was referred to the Labour Court, which issued a recommendation in November 2018. The recommendation proposed changes in the way the TRR should be calculated. The implementation of the recommendation requires the drafting of detailed regulations, and ICTU's Public Services Committee is currently in discussions with the Department of Public Expenditure and Reform on the detail. The parties last met in December 2019.

## Outsourcing, agency staffing and related issues

Despite management attempts to water them down substantially, the PSSA retains all the outsourcing protections that unions won in negotiations that led to the earlier 2010 Croke Park agreement and subsequent public service agreements.

In November 2019, Fórsa and other unions worked with Dublin City Council to develop new waste management proposals on foot of a cross-party composite motion calling for the remunicipalisation of household waste services, which had been adopted the previous summer. A council working group responsible for the remunicipalisation of waste services made a number of recommendations including an assurance that Dublin City Council would provide funding to conduct research, in partnership with a third level institution, to develop a roadmap to a new waste management system for the capital. Funding of €70,000 was subsequently earmarked for this.

The PSSA also requires management to engage with unions with a view to minimising the use of agency staff. And it includes safeguards over the use of internships, clinical placements, work experience, and job activation measures, saying there must be "agreement on protocols" regarding such programmes.

## Equality

In November 2018, ICTU general secretary Patricia King launched the Fórsa Women's Activist Network. Over 150 activists attended the event, which explored issues affecting women in the workplace. They also reflected on the need to increase female representation at all levels in the union, which is the primary objective of Fórsa's successful annual 'Inspire' training events for women activists.

The network has continued to address these issues, and it reviews the union's work on a range of issues including mandatory gender pay gap reporting. Fórsa officials gave evidence to the Oireachtas Committee for Justice and Equality on this issue in 2019.

Fórsa's Disability Rights Network was launched by disability minister Finian McGrath in April 2019. Delegates heard from a range of speakers on the need for employers to provide opportunities for career development and promotion for workers with disabilities.

The union welcomed a Supreme Court decision, in the case of Nano Nagle versus Daly, which definitively confirmed that employers have a duty to consult on the provision of reasonable accommodations to retain staff with disabilities in the workplace. The union's Equality Committee plans to organise disability

champion training for activists, on a pilot basis, to equip local representatives with the skills to become advocates for disabled members.

In November 2019, Fórsa held a national seminar on Traveller rights, where activists discussed the need for greater inclusion and integration of Travellers in society and the public service. Fórsa now has a place on the National Traveller Inclusion Strategy Working Group.

Fórsa delegates continue to serve on ICTU's Women's Committee and Disability Committee. This ensures that the union has a strong voice on equality issues in the trade union movement.



## Health and safety

Fórsa continues to play an active role in the ICTU's Health and Safety Committee. The union has four seats on the committee, which is working on a mental health publication to help union representatives deal with this very sensitive issue. An international expert group has been working on a survey on workers' exposure to cancer risk factors in Europe. It's estimated that more than half of work-related fatalities in the European Union are related to cancer. Ireland is one of the five countries selected to take part in the survey, which is expected to take two years to complete.

## Zero-hours contracts

In January 2019, Fórsa welcomed the introduction of legislation which bans zero-hour contracts in virtually all circumstances. The Employment (Miscellaneous Provisions) Act, 2018, passed through both houses of the Oireachtas in December and was signed into law on Christmas day 2018. The legislation, which came into force in March 2019, includes provisions on minimum payments for employees called in and sent home again without work. It also requires employers to give workers basic terms of employment within five days. Unions, which had campaigned hard for these reforms, said there was still an urgent need for greater protection for workers in the so-called gig economy.

## Bogus self-employment

In February 2019, ICTU released a policy-summarising factsheet on bogus self-employment as part of its continuing campaign on the issue. The factsheet addresses the negative impact of deliberate misclassification of employees on workers, the state and society. The term 'bogus self-employment' describes situations where employers deliberately misclassify workers as self-employed subcontractors in order to pay them less, reduce their social insurance and pension contribution requirements, dodge benefits like sick leave, and avoid meeting basic employment law protections.



# Civil Service Division

## General Council and central issues

### Workplace Relations Commission and Labour Court

Discussions are continuing on giving civil servants access to the Workplace Relations Commission (WRC) and Labour Court for the first time since the establishment of the Court in 1946. Discussions are focussing on which aspects of the existing civil service conciliation and arbitration scheme, such as the general departmental councils, will be retained. Legislation to bring the Garda under the State industrial relations bodies was passed in 2019, but the Attorney General's office raised regulatory concerns that delayed a similar move for civil servants. Fórsa now expects the move to take place later in 2020. There will be resource implications for the WRC and Labour Court as they prepare to handle issues in the civil service and An Garda Síochána.

### Starting pay on promotion

Fórsa negotiated a new starting pay on promotion circular, which was agreed in 2019. This was a difficult but important negotiation, which simplifies a complex circular that dates to the 1970s and abolishes marking time on a scale, which is a significant improvement for civil servants promoted through open competitions. The circular also introduces incremental progression for those promoted into the civil service from public service analogous grades. The union has not yet reached a similar agreement for non-analogous grades, and the issue is to be determined at arbitration.

### Higher scales

Fórsa won improvements in the percentage of higher scales available for clerical officers (COs) in 2018. The proportion of clerical officers on higher scales increased from 15% to 20% in 2018 and to 25% from January 2019. The union has sought access to higher scales for all clerical officers at General Council, but this is unlikely to be agreed in the short term given the recent positive developments. Fórsa is considering referring the matter to arbitration.

### Leave and related issues

Two days' additional annual leave were secured for clerical officers and executive officers in 2018 in a deal that was subsequently extend to related Fórsa departmental grades. The leave is applicable after 12 and 14 years' service. Union claims for an increase in the overall annual leave threshold, and in special leave including force majeure leave, have been referred to arbitration after they were rejected by the Department of Public Expenditure and Reform (DPER).

The civil service annual leave circular is to be reviewed shortly and Fórsa will seek an end to the three-year 'carry over' rule, which can cause members difficulties and lead to a loss of leave.

The union also won agreement that statutory annual leave will accrue when an individual is on TRR and/or zero rate of pay due to certified sick leave. Periods of sick leave at full and half pay will retain full annual leave entitlements. The Fórsa claim drew on Court of Justice of the European Union (CJEU) rulings on accrual of annual leave entitlements during sick leave.



Members of Fórsa's civil service division.

### NSSO Steering group and related issues

Fórsa engaged with a high-level steering group established to examine various issues arising from the creation of HR shared services, with a view to conducting a civil service-wide survey aimed at identifying issues and developing plans to address them. The union has been critical of the slow pace of movement on this issue, and has distanced itself from the process while re-examining its policy of returning HR shared services to line departments.

### Mobility scheme

Discussions aimed at extending the civil service mobility scheme to Dublin, for clerical officers (COs) and executive officers (EOs), concluded successfully in 2019. Thousands have applied for transfers since the scheme was launched. Since then Fórsa has prioritised the extension of this scheme to higher executive officers (HEOs), administrative officers (AOs) and assistant principals (APs) with a target date of mid-2020.

The union is also addressing issues that have arisen since the introduction of the scheme, including a high number of rejections. This is related to the number of locations that an individual member can express an interest in moving to. Issues over reasonable accommodation for staff members with disabilities have also arisen, and this has led to revised text in the terms of the scheme. This includes an assessment process, which will not be used to impede moves under the mobility scheme.

### Disciplinary code

Staff on probation have been given access to a disciplinary process for the first time under a new disciplinary code negotiated by Fórsa in 2019. While the code for staff on probation is not as robust as the main code, it offers important protections under the principles of natural justice and due process.

Meanwhile, the union is resisting a DPER proposal to devolve sanction for dismissal to principal officer.

### Probation guidelines

Fórsa reached agreement on new guidelines governing the management of probation in the civil service. This is expected to improve consistency across departments and organisations following both recruitment and promotion. The union has sought statistics, in respect of dismissals and promotion reversion, after detecting a spike in cases early in 2020.

### Attendance management

Proposals for a new attendance management policy ran into difficulty when management proposed the same approach as the underperformance policy, which allows for warnings under the disciplinary code. Fórsa says this approach has not been effective in managing underperformance, and should not be adopted for the management of attendance. The union has also objected to long-term and serious illness absences being treated under the same category as other attendance difficulties.

### Automation

Fórsa made a submission to DPER as part of the union's response to civil service management proposals for the procurement of new technologies, and on foot of an automation pilot in a small number of civil service departments. The submission set out important union principles, and said the union's support for technological advancement and greater automation would be based on commitments to service quality and job security.

### Red weather alerts

Discussions and arrangements for red weather alerts are ongoing at General Council. However compensatory arrangements, including the availability of TOIL, are causing difficulties for essential staff. Appropriate credits, including leave or time on the clock, is also a factor for staff who cannot attend work during very bad weather. The union is awaiting an arbitration hearing on these matters.

### Promotion policy

Fórsa's civil service divisional executive has been reviewing civil service competition policy, particularly selection mechanisms in large-volume competitions, on foot of motions at union conferences in 2018 and 2019.

The Public Appointments Service (PAS) and DPER have resolutely defended the testing processes for shortlisting in large-volume competitions. They use a range of techniques for various competitions including:

- Psychometric tests
- Job simulation/work sample exercises
- Situational judgement
- Group exercises
- Case study/strategic exercises
- Presentation exercises
- Role play exercises
- Video/PC-based job simulations
- Media exercises
- Biodata/skills experience questionnaires
- Assessment centres
- Personality questionnaires
- Interviews

Fórsa has received many complaints about these processes. These relate to technical issues arising from the online process and substantive questions about the testing and validation process. Queries have also been raised about scoring and feedback. In presentations to the civil service unions, DPER and PAS have said they will resolve technical issues. They have also challenged the unions to come up with an alternative for shortlisting large volumes of candidates.

A significant issue also arose in over the use of a system called 'remote proctoring' in An Garda Síochána and elsewhere. This sees candidates tested from home or another remote base. Fórsa has advised management that it will oppose remote proctoring in the future, unless there are full guarantees that it works.

Fórsa has also raised the question of reasonable accommodation for staff with disabilities, as there is prima facie evidence to suggest discrimination. The union has sought statistics on promotions for members with disabilities and discussions are continuing.

### Administrative officers

Fórsa is seeking parity for administrative officers (AOs) working in higher executive officer (HEO) roles. The union is also seeking to ensure that staff are not precluded from taking a HEO promotion after taking an assignment from an AO panel. The issue came to light after the Department of Public Expenditure and Reform (DPER) said EOs who had successfully competed for both AO and HEO positions were no longer eligible for the HEO position if they accepted an AO post.



### Temporary clerical officers

Fórsa has expressed concern over the high numbers of civil service temporary clerical officers, particularly in social protection. At the end of August 2018 there were 1,773 temporary clerical officers in the service. The union is contemplating a revision of the agreement on the use of temporary staff to ensure that overall numbers are reduced to acceptable levels, and that fixed-term contracts do not become the norm for long-term projects.

### Review and appeal procedures

There are two distinct review procedures provided for under section 7 and section 8 of the Commission for Public Service Appointments (CPSA) codes of practice. Fórsa has lodged a claim seeking a fundamental review of the appeals process, as the current system is hard to access and does not serve the appellants well.

## General sequence arrangements

### Executive officer sequences

The Public Service Stability Agreement (PSSA) provided for recruitment and promotion sequences for executive officers (EOs). The new temporary sequence applies for a three year period from 1st August 2018. The sequence establishes 40% open competition, 30% interdepartmental competition and 30% internal competition. The sequence is: open; internal; interdepartmental; open; internal; open; interdepartmental; open; internal; interdepartmental. The previous sequencing arrangement was 50% open, 25% internal and 25% interdepartmental.

### Higher executive officers

At higher executive officer (HEO) level there is provision to have one in six posts filled by open competition, but only for specialist posts. This provision, which is rarely used, was established in a national agreement. The proportion of posts to be filled from interdepartmental promotion competitions at HEO level remains at 40%, as agreed under the terms of the Sustaining Progress national agreement. This means that in a sequence of vacancies, the second and fourth will be filled from the interdepartmental panel, and the balance departmentally.

## Equality issues

### Family leave

Fórsa is examining family leave issues arising from various conference motions, including leave to accompany elderly or young relatives to medical appointments. In discussions, management has referenced recent significant changes in bereavement leave, which covered some 40 organisations with 37,000 staff.

### Superannuation

Fórsa has sought a provision to ensure that members are fully aware of the superannuation implications of job sharing, special leave, and other changes to individual working time arrangements.

### Shorter working year

Fórsa has sought greater consistency in the application of the shorter working year scheme. The union has also sought an expansion of the options available to include periods of one, three, five, seven, nine, eleven or twelve weeks. The current scheme allows leave in blocks of two, four, six, eight, ten or thirteen weeks. It also permits three separate periods, provided each is not less than two weeks and the total does not exceed 13 weeks.

## Departmental issues

Significant progress was made with the Department of Justice and Equality with agreement on the payment of the Sunday premium for members in the Border Management Unit (BMU).

A dispute is ongoing in the Department of Employment Affairs and Social Protection (DEASP) over issues arising from a major change initiative called 'front office, back office' or FOBO.

The union is also involved in the biggest civilianisation process in the history of the state in An Garda Síochána.

Brexit planning is very advanced in Revenue and the Department of Agriculture, Food and the Marine, following the employment of hundreds of extra staff members for trade facilitation and agriculture checks.



Delegates of the Revenue Clerical Branch cast their votes at the inaugural Fórsa conference.



## Education Division

### Sectoral overview

The industrial relations climate was governed by the provisions of the Public Services Stability Agreement (PSSA), which delivered complete pay restoration for Fórsa members in education. The education oversight body, which monitors the implementation of national agreements in the sector, was chaired by Mairead Daly of the Workplace Relations Commission. It meets three times each year.

Fórsa is also part of the industrial council comprised of management and union representatives in the ETB sector. Issues affecting members in higher education were generally dealt with on a bilateral basis through meetings with departments or employer bodies.

Regular contact with the Department of Education and Skills takes place regarding strategic and operational issues, including the negotiation of departmental circulars covering terms and conditions of employment from incremental credit, changes to parental leave and other issues.

In 2019, Fórsa secured the establishment of a national industrial relations forum for special needs assistants (SNAs). This forum consists of representatives from the union's four SNA branches and representatives from school management bodies and the Department of Education and Skills.

### Job evaluation

Fórsa secured an agreement on the introduction of job evaluation in the higher education sector in November 2018. This followed a successful campaign of industrial action by clerical, administrative, library and professional staff across the institutes of technology, TU Dublin and Mary Immaculate College. Work is now under way on the final stages of the design of the scheme, which should be tested at the start of the next academic year.

The agreement means that 10% of posts in grades III to VI will be subject to job evaluation each year. This means that over half the staff in those grades will have had the opportunity to have their job evaluated using a fair and transparent mechanism within the first five years. The agreement also provides for a robust appeals process and for joint union management engagement in conducting evaluations.

### Technological universities

Fórsa has welcomed the progress made in establishing technological universities following the introduction of the Technological Universities Act. The first to be created was the Technological University Dublin, which was formally established in January 2019. The Munster Technological University consortium submitted an application for university status in February 2019, mirroring developments within the Technological Universities South East Ireland and the Ulster Connaught consortium. Once designation is granted to all the clusters, four new technological universities will be established. This will lead to an enhanced voice within the education sector for these institutions.

### Education and training boards

An agreement on new recruitment and promotion arrangements within education and training boards (ETBs) was concluded in 2018, and this continues to operate on the basis of a common recruitment pool. The focus of education and training boards on the design of new structures has continued to cause problems for members.

Fórsa's school secretaries campaigned for fair pay and respect.





Whilst senior-level ETB posts have been filled, and an organisation and design structure is in place, no progress has yet been made on an organisational design or workforce planning for other posts. Despite pressure from Fórsa and Siptu, very little progress has been made in establishing viable structures for most staff working in each ETB. The two unions referred the issue to the Workplace Relations Commission (WRC) and an agreement on workforce planning and filling of posts was concluded. However, the employer side has failed to implement this agreement and both Fórsa and Siptu are now considering further action to ensure it is honoured.

In a January 2019 submission on the education department's 2019-2021 strategy statement, Fórsa called for a clear timetable to complete the reorganisation of the country's ETBs. The union says failure to complete the programme four years after new structures were established was creating uncertainty over the future direction of local services.

## School completion programme

Fórsa continues to raise the employment status, pay, pensions and working conditions of school completion programme (SCP) staff who, for the most part, are not considered to be public servants. The majority are employed by voluntary organisations with local boards of management.

Throughout 2019 and 2020 the union has continued to lobby for the SCP to be put on a proper statutory footing. This work culminated in the publication of a draft blueprint for the future of the service by the Department of Children and Youth Affairs (DCYA) in the autumn of 2019. This proposed service structure would provide clear national oversight and governance for all local SCPs within an overarching policy framework, which would secure the future of the service.

DCYA provided initial funding for continuous professional development for SCP staff late in 2019 as a sign that the service was valued. All stakeholders have recognised the benefit of SCPs being part of the public service, although discussions on the potential for delivering this outcome were adjourned pending the outcome of the 2020 general election.

## School secretaries and caretakers

The long-standing injustice affecting many school secretaries and caretakers who are employed through the ancillary grant system prompted Fórsa to launch a national campaign called 'support our secretaries' (SOS) in January 2019. The campaign aims to secure agreement on the transfer of school secretaries and caretakers to public service conditions. The campaign received endorsements from Fianna Fáil, the Labour Party, Sinn Féin, the Social Democrats, and People before Profit, as well as independent TDs. It gathered momentum with regional meetings in north Dublin, Drogheda, Cork, Galway, Limerick and other locations.

On foot of this campaigning activity, the Oireachtas Education Committee sought evidence from Fórsa on issues affecting non-teaching education staff, with a particular focus on school secretaries and caretakers. The union set out the case for transferring members to public service pay scales and working conditions. It also addressed the issue in its submission on the Department of Education and Skills strategy statement for 2019-2021.

A day of action took place in May 2019, and a national strike took place in November when members engaged in a one hour work stoppage at the start of the day. This action was widely supported within the schools sector, with large pickets and demonstrations outside hundreds of local schools.

Following this action a joint referral was made to the Workplace Relations Commission (WRC) for conciliation. In October 2019 the Department of Education and Skills made an offer of a 1.5% pay increase for the next four years. This was rejected by Fórsa's School Secretaries' branch, which then called a national one-day strike on 10th January. This included regional rallies around the country and a large protest outside the Dáil, and was followed by the imposition of a national work to rule.

At this point the WRC invited both sides to further conciliation on the basis that the employers' side would be asked to develop a fresh approach going beyond the paltry 1.5% pay offer. Those discussions were ongoing when the general election was called. Engagement is expected to resume once a new government

is in office. Meanwhile, the union is lobbying for the transfer of school secretaries to public service conditions to be included in any new programme for government based on manifesto commitments of the parties.

The campaign and subsequent dispute generated significant national and local media coverage, and a number of union officials, branch officers and representatives have given media interviews and spoken at public meetings. The union's school secretaries branch has experienced a 50% increase in membership from the start of the initial campaign.

## Special needs assistants (SNAs)

Considerable progress was made in combatting the fragmentation of special needs assistant (SNA) posts and cuts to SNA hours of work. This culminated in a May 2019 agreement that, for the first time, meant no SNA in a mainstream class would be subject to loss of hours or redundancy in the next school year. The union continues to press for the same terms to apply to special classes and special schools where SNAs can still be vulnerable to cuts in hours and job losses.

Significantly, all the 1060 new SNA posts due to come into the service from September 2020 will be allocated to schools either as 0.5 'whole time equivalent' (WTE) posts, or as full-time posts, avoiding fluctuations in SNA hours of work. The allocation of small fractions of posts such as 0.4 WTE caused great difficulty and hardship to SNAs for many years. The agreement reached for the 2020-2021 school year means posts are either full-time or half-time. It enables existing SNAs to increase hours in their school, on the basis of seniority. This is a significant step forward for the SNA staff group, which has been adversely affected by precarious employment for decades.



Then-education minister Richard Bruton speaks to Fórsa general secretary Kevin Callinan at the union's education conference.



The union continues to discuss the potential for elements of the National Council for Special Education (NCSE) review of the SNA scheme to be implemented through the schools inclusion model (SIM). A pilot involving 75 schools in south Dublin and Kildare has resulted in €4.5 million of additional investment in supports for SEN students. The union fought successfully to retain the special needs assistant job title, and the proposed change in designation to 'inclusion support assistant' has been dropped.

The new SIM would include provision of a national education programme for all SNAs. The union has argued that any such programme should be accredited at QQI level six. Discussions are continuing on this issue. Separately, the union has commenced discussions with a number of educational providers on the development of an SNA major educational programme at QQI level six. This would be the first dedicated level six programme for SNAs, and would form part of the long-term project to establish an SNA institute to develop professional standards and education for all SNAs.

The final element of the NCSE review is the move to a frontloading SNA allocation model, which is currently under discussion. This was due to be implemented at the start of the 2020-2021 school year, but the full implementation was delayed at the outset of the Covid-19 pandemic. A limited version will now be introduced. Frontloading would provide a guarantee of job security as allocations would remain the same for three years. Modelling this new allocation system shows that over 500 schools would increase provision of SNA posts. None would see a reduction in the first cycle.

The move away from SNA posts being allocated in mainstream classes through assessment means students no longer need a diagnosis of a disability to qualify for supports. This creates the risk that SNAs could be asked to work with non-SEN students outside of the scope of the national contract. For this reason, the union sought assurances from all political parties in the 2020 general election that the link between an SNA and their SEN student would be maintained. The EDEC is committed to holding a consultation ballot on the full frontloading model once the final details are clear.

The union has been able to use the new national industrial relations forum to lodge claims seeking improvements to SNA terms and conditions. The claims lodged in 2019 included the claim for the abolition of the obligation for SNAs to work an additional 72 hours per year, as school employers view this as a mandatory obligation rather than the flexible bank of hours originally intended. This issue will be raised in any national discussion on reviewing working hours for all public servants.

Other claims include changing the minimum educational qualifications required to become an SNA from three passes at the junior certificate level to a full QQI level six qualification relevant to special educational needs, as well as claims for improvements to study leave and bereavement leave.



AsIAM chief executive Adam Harris addressed delegates at the union's 2019 education conference.





Health minister  
Simon Harris opened  
Fórsa's international  
seminar for health and  
social care professionals.

## Health and Welfare Division

### SláinteCare

Fórsa broadly welcomed the 2019 annual SláinteCare action plan, but said the Department of Health was moving too slowly on important elements of the initiative. The action plan set out the objective of agreeing a new organisational structure for reconfigured health and social care services in 2019, including the clarification of the roles of the HSE, health department and regional and community organisations. But its unambitious commitment merely to “plan to develop policy proposals” for the provision of universal services “at no or low cost” to patients and service-users was criticised by Fórsa. The union also said plans to “review” existing recommendations for removing private practice from public acute hospitals fell short of what was required. The union called on the Government to move faster, and with more ambition, to get the foundations of a quality health service in place.

Earlier, Fórsa had outlined a range of steps necessary to put SláinteCare in place. The union called for synergy between GP and state healthcare services, along with a shift away from the insurance-based funding model and towards public funding. Fórsa also said there was an urgent need for better alignment of hospital and community-provided services, and that private practice in public hospitals should be phased out.

Fórsa also led the charge on the need for better developed and resourced community care provision as a fundamental requirement of quality health care. It called for a practical commitment to the principle of multi-disciplinary primary care delivered primarily in communities rather than in hospitals. The union has also outlined concerns among health professionals and staff that their experience and contribution will be side-lined, to the detriment of patients and clients, if new structures put GPs and consultants at the epicentre of service delivery structures.

In August 2019, Fórsa welcomed proposals for legislation to ensure that public hospitals would be used for public patients only. The recommendation was included in a report by the independent review group established to examine private activity in public hospitals. The report made eight recommendations aimed at developing a single-tier public hospital system. The group estimated that it would take ten years to implement.

In early 2020, the union placed healthcare reform at the centre of its general election campaign work. The union called for a developed health service model that combines health promotion, disease prevention and reduction, and primary care intervention.

### Community health organisations

Talks on staffing and structural issues related to the roll-out of community health organisations (CHOs), which were established to manage and provide primary and community care services, got underway in early 2018. The negotiations, between Fórsa and the HSE, initially focussed on management and governance structures, qualifications, and reporting relationships in the new bodies.

However, the momentum was soon lost and, in July 2018, Fórsa said it would instruct HSE staff to cease cooperation with interim agreements for the implementation of CHOs. This was a response to management's failure to give assurances that the CHO programme would be rolled out in advance of the full implementation of the SláinteCare programme, which has community services at its core.

The union referred the issue to the Workplace Relations Commission (WRC), and its non-cooperation campaign was lifted after substantial progress was made on issues including senior structures in social and primary care, risk assessment in social care governance structures, the role of network managers, reporting relationships, clerical and administrative competitions, job evaluation, career paths for health and social care professionals, and other related issues.



The issue was later referred to the Labour Court as professional associations in the sector insisted on the maintenance of existing reporting relationships – in which HSCPs report to heads of each of their individual disciplines – rather than to children’s disability network managers (CDNMs) within new service structures. The Court ruled in favour of the HSE proposals for new reporting relationships, saying it could find “no reasonable basis for supporting a change to the role or responsibilities to be assigned to CDNMs in the new model.” It added that the HSE is responsible for the clinical governance of its services, and said the Court would not impede the HSE in discharging this responsibility.

The Labour Court made its recommendation after direct talks between the union and the HSE ended without agreement. Earlier, its chair Kevin Foley had allowed an adjournment for direct talks, warning that he would rule that responsibility for deployment of clinical governance lies with the employer if he were asked to make a recommendation. Fórsa told the professional associations that this would likely mean rejection of its submission, but the associations’ position remained unchanged.

In November 2019, the HSE agreed to Fórsa’s demand for a union-management assessment group to ensure that effective clinical governance in health and social care professions was maintained in pilots of the new structures. This came after the union insisted it was necessary to ensure that senior HSCP managers maintained a direct input into line management in the professions.

## Mental health

In May 2019, Fórsa published a survey, which found that almost half of its members in the health and welfare sector had experienced mental health difficulties, and that over a quarter were currently experiencing a mental health issue. A higher proportion (55%) of workers aged under 35 said they had experienced a mental health issue. Over 60% of those who responded to the survey said they would be uncomfortable discussing a mental health issue with their line manager, while over a third said they would be “very uncomfortable” doing so. Just over 80% said their employer was doing too little to promote mental health awareness, and only 7% felt they were very well supported at work while experiencing mental health difficulties. Some 38% said they were either very or moderately unsupported.

Fórsa condemned the paucity of public provision of mental health services in Ireland, and called on the Government to invest seriously in State supports for those with mental illnesses. The union also called on health sector employers to create an environment of meaningful support for workers who suffer from mental health problems, and sought discussions with health service management with a view to developing policies to remove stigma from workers who experience them.

## Health and social care professionals

A review of health and social care professional (HSCP) career pathways got underway at the end of 2019 on foot of an agreement linked to the union’s cooperation with pilots of new community health structures (see above). This is the first HSCP career pathway review for 16 years, and it will consider career progression against the background of changed working environments since 2003. It will take account of career structures, advanced practise, clinical specialisms and advancement from basic to senior grades.

In summer 2019, the HSE also began processing ‘In Charge III’ claims for professionals whose claims had previously been heard by the Labour Court. Under a Fórsa-negotiated agreement, these were paid with effect from September 2016. The remaining ‘In Charge III’ claims were examined by a joint union/management panel and successful claims are to be paid with effect from 17th September 2018.

Early in 2020, Fórsa announced it would ballot HSCPs for industrial action if the health department proceeded with the recruitment of a chief nursing officer (CNO) on the basis of a job description that subsumed all HSCPs under the authority of the CNO. The union also repeated its demand for the appointment of a specific HSCP advisor in the Department of Health.

Throughout 2018 and 2019, Fórsa continued to press for a mechanism to examine HSCP pay in the context of substantial staff retention problems. In 2017, the Public Service Pay Commission cited turnover rates of 8% for therapy grades, and almost 9% for other health professionals, a category that includes social care grades. The union also pointed out that the SláinteCare report envisages a substantial increase in the number of people working in the professions.

In 2019, it emerged that one of the biggest growth areas in the cost of agency staffing was in the health and social care professions. In the year to June 2019 overall agency staff spending rose by just under 9%. But the figure was 23% for HSCPs.

A Fórsa survey, published in early 2019, found that half of HSCPs identified inadequate staffing levels as their top concern at work. Poor opportunities for career progression was the second biggest concern, while increased caseloads and workloads came in third. Other issues highlighted in the study, which was the first of its kind in Ireland, included lack of administrative support, poor communications, worries about proposed community health structures, work-related stress, and personal safety. A number of HSCPs said personal threats and workplace assaults were on the increase.



Delegates at the union’s health and social care professionals’ event.



## Clerical, administrative and management staff

Hiring of clerical and administrative staff resumed when the public service recruitment embargo was lifted. The embargo had led to significant understaffing in health service administration, and staffing levels have yet to recover. Fórsa raised the slow pace of recruitment a number of times.

In November 2019, the HSE agreed to meet Fórsa after its chief executive made a public statement on the need for targeted voluntary redundancies among management posts. The union criticised the “lazy narrative in media and political circles,” which constantly criticises health service administrative and managerial staff. In the same month, the union’s head of health, Éamonn Donnelly, gave evidence to an Oireachtas committee looking into workforce planning in the health sector. He said that the number of administrative staff in the Irish health sector was lower than many comparable countries.

In 2019, it emerged that the largest increases in the cost of agency staff in the HSE was among central support, which includes administration. In the year to June 2019, overall agency staff spending rose by just under 9%. But the figure was 48% in central support. Fórsa said the latter figure was further proof that so-called front-line services depend heavily on much-maligned administrative staff.

## Tusla

In November 2019, Fórsa reached an agreement that will see 450 agency staff in Tusla moved onto fixed-term contracts. The deal covered a range of grades including social workers, social care workers, family support staff and administrative staff. The union also secured commitments that existing panel arrangements would not be affected. Then, in early 2020, almost 60 temporary clerical officers were transferred onto permanent contracts as part of a stabilisation programme negotiated by the union. Tusla clerical and administrative staff also gained access to a job evaluation scheme from the end of January 2020 under a Fórsa-negotiated deal available to grades III to VI.

## Social work: child protection

Fórsa gave evidence to the Oireachtas Joint Committee on Children and Youth Affairs in July 2019, and said a minimum of 285 additional social workers were needed, after it emerged that almost 4,300 child protection cases were awaiting the allocation of a social worker. These included over 650 high priority cases. Some 8% of existing social work posts were vacant at the time. The union outlined a range of recruitment and retention difficulties regarding social workers in the child protection area, and called for a review of the social work career structure to attract more young people and retain experienced staff.

## Leave standardisation

A number of grades in the HSE and voluntary hospitals, including environmental health officers, biochemists and pharmacy and clinical measurement staff, gained enhanced leave arrangements backdated to 2015 on a ‘cost neutral’ basis. The arrangement, negotiated by Fórsa, brings their leave in line with other health professional grades. Formal ratification of the standardisation arrangement was delayed for over a year after employers’ body Ibec, which represents voluntary hospital management, sought clarification on how it would be implemented. The earlier leave standardisation deal was concluded by the union in 2009, but it emerged that certain grades weren’t covered. Repeated union attempts to redress this stalled because of the financial crisis and subsequent recruitment moratorium.





## Local Government and Local Services Division

### Industrial relations and related

The Local Authority National Council (LANC) is the negotiating forum made up of recognised trade unions and the Local Government Management Agency (LGMA), which represents local authority employers. Fórsa national secretary Peter Nolan is the union side secretary to the LANC, which is chaired by Damien Cannon of the Workplace Relations Commission (WRC).

A revised forum for partnership was agreed by the LANC. Fórsa's insistence that the process would be overseen at national level by a union-management steering group was eventually agreed by the employers.

The local authority oversight group reviews the implementation of the sectoral elements of the Public Service Stability Agreement (PSSA). Peter Nolan is its union-side secretary. The group is chaired by Damien Cannon of the WRC.

### Future of local government services

Early in 2019, Fórsa and other unions, which together represent over 30,000 local council workers, launched a campaign for increased revenue and powers for local authorities. The unions published research that shows Irish councils have less autonomy from central government than their counterparts in 39 European countries.

The 'more power to you' campaign also called for legislative changes to facilitate directly-elected mayors and restore and expand town councils, which were abolished in 2014. The unions' research report, *Democracy works if you let it*, by Dr Mary Murphy of Maynooth University, found that only 8% of Irish public spending occurs at local government level, compared to an EU average of over 23%, and that a quarter of the Irish spend is not under full local authority control. It also found that, with just one city or county council for every 148,500 people, Ireland has far fewer local municipalities than similar-sized European countries.

The study said that Irish local authorities perform fewer functions than municipalities across Europe, with their roles largely confined to physical infrastructure, and environmental and recreational services. The research said local democracy had been eroded by:

- A decade of austerity, which cut budgets and slashed council staffing by a quarter
- The centralisation of services like water, driving licences and higher education grants
- The privatisation of services like refuse collection and housing
- Excessive executive direction and new management processes that have increased bureaucratic powers at the expense of political representatives.

The campaign sought commitments from political parties and candidates in the council elections, on a range of local government reforms covering waste, water, housing, and energy services. These included:

- Legislative changes to facilitate directly-elected mayors
- The return and expansion of the town council system, which was abolished in 2014
- Increased revenue and funding powers, with parallel systems of accountability and transparency, to move the percentage of local authority-managed public spending towards the European average
- An immediate end to the outsourcing of council housing maintenance and a medium-term shift to a new local authority-led public housing model



Members of Fórsa's Roscommon branch staged the union's first ever strike in their campaign for equal rights to flexi-time.



- Stronger regulation of the waste sector to ensure that every household has access to an affordable waste disposal service, as a precursor to the reintroduction of improved public provision
- A constitutional referendum on the right to water, which should ensure that water and waste water services remain in public ownership and control
- Investment in local authority environmental and sustainable energy infrastructure and staff, to facilitate the maximum use of the Sustainable Energy Authority Ireland (SEAI) 'better energy' programme.

The campaign received pledges of support from Fianna Fáil, Sinn Féin, Labour, the Social Democrats, People Before Profit, Solidarity, Aontú and Renua. Over 1,100 local election candidates also supported the campaign's local power pledge.

Together with Siptu and Connect, Fórsa will bring the campaign to each of the 31 local authorities throughout the state. Dublin City Council has already established a cross-party group to remunicipalise domestic waste management collection in the city. The group has secured funding of €70,000 to enable a research project on the matter.

## Remunicipalisation

Fórsa is part of the international trade union federation Public Services International's (PSI) global campaign on remunicipalisation of local authority services, which aims to bring privatised services back into public control. To date, over 1,000 local services have been brought back under the control of local authorities worldwide. Along with Irish politicians, Daria Cibrario of PSI was among the speakers at the union's 2019 local government conference. Dr. Mary Murphy presented a paper on the 'more power to you' campaign to an international PSI-Transnational Institute conference in December 2019.

## Housing

Fórsa has continued to highlight the acute housing and homelessness crisis. Its Local Government Division has specifically sought additional local authority staffing to enable a more efficient turnaround of empty local authority housing and the approval of additional housing. The division has been critical of elements of the Department of Housing, Planning and Local Government's approval process for new housing.

## Water and waste services

Fórsa has been critical of plans by Irish Water to transfer 3,500 local authority staff to a new entity. Prior to entering any discussions on the matter, Fórsa sought and secured agreement from the Minister for Housing, Planning and Local Government that the legal authority to compulsorily transfer staff to the new entity would not be used. The union also secured agreement that the minister would hold a constitutional referendum to guarantee that water services remain under democratic public control. But, despite extensive campaigning and lobbying, the referendum did not take place before the dissolution of the Oireachtas in early 2020.

The union has participated in a process with the Department of Housing, Planning and Local Government, the LGMA and Irish Water as follows. The process covers:

- **Strand one:** which seeks to develop an understanding on local government's future sustainability and revitalisation
- **Strand two:** which is concerned with consulting the unions on the wording and timing of a constitutional referendum on the future ownership of the public water service
- **Strand three:** which examines the future corporate status, structure and governance of the proposed single public water utility
- **Strand four:** which addresses employment and industrial relations issues that arise in the context of the Irish Water proposal.

These strands of discussion have been proposed in the context of assurances that have already been given to the unions which include:

- That there would not be a predetermined outcome to these discussions
- That there is a strong commitment to a viable and sustainable future of local authorities
- That there could be a meaningful engagement on the status, structure and governance of the proposed single public water utility
- A commitment that government will facilitate a constitutional referendum on the future ownership of public water services
- An assurance that the provisions of Section 19 of the Water Services Act (No. 2) of 2013 would not be invoked
- An assurance that all existing agreements will be honoured while the discussions are ongoing.

At the time of writing, Fórsa is awaiting a statement from the Workplace Relations Commission on the sequencing of the discussions. Meanwhile, regular meetings have been held to update members with developments.

## Psychometric and online testing

Fórsa reached agreement at the Workplace Relations Commission in a dispute relating to the use of psychometric and online testing. The agreement ensures that no worker with 12 months or more service will be prevented from competing for promotion to grades IV to VII posts by virtue of online or psychometric testing. The agreement also applies when staff are competing for promotion to another local authority. The union continues its dispute with the Public Appointments Service (PAS), in relation to the use of psychometric and online testing for posts above grade VII.

## Confined recruitment

Fórsa was forced to ballot members for industrial action in relation to the LGMA's proposal to abolish the common recruitment pool and fill all posts by open competition. Following protracted negotiations at the Workplace Relations Commission, the union secured agreement for the creation of a new system of confined competitions for promotion to local authority grades IV to VII. The agreement provides that:

- 20% of promotion posts are confined to eligible candidates in their own local authority
- 50% of promotion posts are confined to eligible candidates in the local authority sector nationwide, and
- 30% of promotion posts are open to public competition.

The agreement, which increases the percentage of grade IV posts to be filled by confined competition from 50% to 70%, was accepted in a nationwide ballot of relevant members.

## Flexitime

The union has lodged a claim for a nationwide scheme of flexi-time similar to the civil service scheme, which has recently restored the 1.5 days flexi-leave per flexi period. The LGMA has flatly rejected the union's claim, and the matter will be the subject of a conciliation hearing at the Workplace Relations Commission. Given the employers' attitude to the claim, it is likely that the Labour Court will ultimately determine the outcome.



## Job evaluations

Fórsa has been seeking an independent job evaluation scheme for the local government sector. Similar schemes exist in health, higher education and the children and family agency Tusla. The union commissioned an independent business case from Resource Employee Relations after the Labour Court asked the union to present a business case to support its claim. The LGMA refused to attend a reconvened Labour Court hearing on the matter and, at the time of writing, the division has decided to ballot members for industrial action in support of their claim.

## Outstanding adjudications

Fórsa has sought a review mechanism for outstanding awards to senior executive officers under the Public Service Stability Agreement, which provides a mechanism to review outstanding adjudications. The matter is under consideration by the national oversight group.

## Roscommon County Council strike

Members in Roscommon County Council engaged in a four-day strike in 2018 arising from management's withdrawal of flexi-time facilities. The strike was the first ever in any Fórsa branch. A well-attended demonstration in support of the striking workers drew support from branches throughout the country, together with the Irish and international trade union movement, including the eight million-strong European Federation of Public Service unions (EPSU). The dispute secured the reintroduction of flexi-time in the council.

## Outsourcing

Fórsa and other local authority unions are considering submitting a claim requesting that local authorities give notice of outsourced contracts that are due to expire. If successful, the claim will bolster unions' ability to ensure that direct labour is used to the greatest possible extent, as set out in the Public Service Stability Agreement.

## Libraries

A major dispute in the library services was averted in 2018 after a ballot of members accepted a comprehensive agreement. The agreement covered staffing, amalgamated libraries, library management systems, staffless libraries, promotions, flexi-time, health and safety, qualifications, non-professional grade V posts, and branch librarians. The agreement has provided significant additional promotions throughout the sector, as well as ensuring that staffless libraries would not be used to reduce staffing levels. A joint union-management review of the agreement has commenced.

## Fire services

A review of internal organisational fire service structures continues. The review group has considered issues relating to external validation, rosters, professional development and incident command. Fórsa participates in the Fire Services National Oversight Implementation Group.

## Technicians

The LGMA has agreed to Fórsa's request for a review of the role of technicians and environmental technicians which, at the employers' insistence, will take place after the completion of the discussions on water services (see above).

## Grade claims

Fórsa has successfully completed a review of grading for arts officers. Outstanding claims exist for archivists, museum curators, civil defence officers, social workers-housing welfare officers, veterinary officers and environmental scientists.



Luke and Mark McLoughlin were among hundreds who turned out to support council workers in Roscommon.



## Municipal Employees' Division

### Industrial relations and related

The Local Authority National Council (LANC) is the negotiating forum made up of recognised trade unions and the Local Government Management Agency (LGMA), which represents local authority employers. Fórsa national secretary Peter Nolan is the union side secretary to the LANC, which is chaired by Damien Cannon of the Workplace Relations Commission (WRC).

A revised forum for partnership was agreed by the LANC. Fórsa's insistence that the process would be overseen at national level by a union-management steering group was eventually agreed by the employers.

The local authority oversight group reviews the implementation of the sectoral elements of the Public Service Stability Agreement (PSSA). Peter Nolan is its union-side secretary. The group is chaired by Damien Cannon of the WRC.

### More power to you

Early in 2019, Fórsa and other unions, which together represent over 30,000 local council workers, launched a campaign for increased revenue and powers for local authorities. The unions published research that shows Irish councils have less autonomy from central government than their counterparts in 39 European countries.

The 'more power to you' campaign also called for legislative changes to facilitate directly-elected mayors and restore and expand town councils, which were abolished in 2014. The unions' research report, *Democracy works if you let it*, by Dr Mary Murphy of Maynooth University, found that only 8% of Irish public spending occurs at local government level, compared to an EU average of over 23%, and that a quarter of the Irish spend is not under full local authority control. It also found that, with just one city or county council for every 148,500 people, Ireland has far fewer local municipalities than similar-sized European countries.

The study said that Irish local authorities perform fewer functions than municipalities across Europe, with their roles largely confined to physical infrastructure, and environmental and recreational services. The research said local democracy had been eroded by:

- A decade of austerity, which cut budgets and slashed council staffing by a quarter
- The centralisation of services like water, driving licences and higher education grants
- The privatisation of services like refuse collection and housing
- Excessive executive direction and new management processes that have increased bureaucratic powers at the expense of political representatives.

The campaign sought commitments from political parties and candidates in the council elections, on a range of local government reforms covering waste, water, housing, and energy services. These included:

- Legislative changes to facilitate directly-elected mayors
- The return and expansion of the town council system, which was abolished in 2014
- Increased revenue and funding powers, with parallel systems of accountability and transparency, to move the percentage of local authority-managed public spending towards the European average
- An immediate end to the outsourcing of council housing maintenance and a medium-term shift to a new local authority-led public housing model

Fórsa, Siptu and Connect leaders at the launch of the unions' 'more power to you' campaign for enhanced local services and democracy.





- Stronger regulation of the waste sector to ensure that every household has access to an affordable waste disposal service, as a precursor to the reintroduction of improved public provision
- A constitutional referendum on the right to water, which should ensure that water and waste water services remain in public ownership and control, and
- Investment in local authority environmental and sustainable energy infrastructure and staff, to facilitate the maximum use of the Sustainable Energy Authority Ireland (SEAI) 'better energy' programme.

The campaign received pledges of support from Fianna Fáil, Sinn Féin, Labour, the Social Democrats, People Before Profit, Solidarity, Aontú and Renua. Over 1,100 local election candidates also supported the campaign's local power pledge.

Together with Siptu and Connect, Fórsa will bring the campaign to each of the 31 local authorities throughout the state. Dublin City Council has already established a cross-party group to remunicipalise domestic waste management collection in the city. The group has secured funding of €70,000 to enable a research project on the matter.



Most political parties pledged to support Fórsa's campaign for better local services and enhanced democracy.

## Remunicipalisation

Fórsa is part of the international trade union federation Public Services International's (PSI) global campaign on remunicipalisation of local authority services, which aims to bring privatised services back into public control. To date, over 1,000 local services have been brought back under the control of local authorities worldwide. Dr. Mary Murphy presented a paper on Fórsa's 'more power to you' campaign to an international PSI-Transnational Institute conference in December 2019.

## Water and waste services

Fórsa has been critical of plans by Irish Water to transfer 3,500 local authority staff to a new entity. Prior to entering any discussions on the matter, Fórsa sought and secured agreement from the Minister for Housing, Planning and Local Government, that the legal authority to compulsorily transfer staff to the new entity would not be used. The union also secured agreement that the minister would hold a constitutional referendum to guarantee that water services remain under democratic public control. But, despite extensive campaigning and lobbying, the referendum did not take place before the dissolution of the Oireachtas in early 2020.

The union has participated in a process with the Department of Housing, Planning and Local Government, the LGMA and Irish Water as follows. The process covers:

- **Strand one:** which seeks to develop an understanding on local government's future sustainability and revitalisation
- **Strand two:** which is concerned with consulting the unions on the wording and timing of a constitutional referendum on the future ownership of the public water service
- **Strand three:** which examines the future corporate status, structure and governance of the proposed single public water utility
- **Strand four:** which addresses employment and industrial relations issues that arise in the context of the Irish Water proposal.

These strands of discussion have been proposed in the context of assurances that have already been given to the unions which include:

- That there would not be a predetermined outcome to these discussions
- That there is a strong commitment to a viable and sustainable future of local authorities
- That there could be a meaningful engagement on the status, structure and governance of the proposed single public water utility
- A commitment that government will facilitate a constitutional referendum on the future ownership of public water services
- An assurance that the provisions of Section 19 of the Water Services Act (No. 2) of 2013 would not be invoked
- An assurance that all existing agreements will be honoured while the discussions are ongoing.

At the time of writing, Fórsa is awaiting a statement from the Workplace Relations Commission on the sequencing of the discussions. Meanwhile, regular meetings have been held to update members with developments.

## Service level agreement: Irish Water

A Dublin City Council monitoring group on projects with respect to Irish Water meets every other month. Representatives from Fórsa's Municipal Employees' branch executive attend the meetings.

## Find and fix

A meeting took place in the Local Government Management Agency, which represents local authority employers, in November 2019. Irish Water indicated it is favourable in terms of performance by direct council staff versus contractors. Some councils have leakage levels down to the sustainable economic leakage level (SELL) and contractors have left. Contractors are starting to hand back district meter areas (DMAs) in Dublin. A report has been requested from Irish Water in terms of leakage levels nationally. A review has been requested under the original Workplace Relations Commission agreement



## Outsourcing

Fórsa and other local authority unions are considering submitting a claim requesting that local authorities give notice of outsourced contracts that are due to expire. If successful, the claim will bolster unions' ability to ensure that direct labour is used to the greatest possible extent, as set out in the Public Service Stability Agreement.

## Housing

Fórsa has continued to highlight the acute housing and homelessness crisis. Its Local Government Division has specifically sought additional local authority staffing to enable a more efficient turnaround of empty local authority housing and the approval of additional housing. The division has been critical of elements of the Department of Housing, Planning and Local Government's approval process for new housing.

## Housing caretakers

Dublin City Council tabled a proposal under the Public Service Stability Agreement to have housing caretakers move to a quad-based pilot scheme. The pilot was due to start on several occasions but management cancelled a number of times. It is now scheduled to start early in 2020.

## Dublin Fire Brigade

Fórsa and Siptu members voted to accept an agreement on moving the ambulance control room moving out of Tara Street in May 2019. The agreement was subject to the Health Service Executive (HSE) providing funding, but this had not happened by the time this report went to print. The unions referred the matter to the Labour Court following a Workplace Relations Commission hearing.

Discussions on a fire fighter recruitment panel are ongoing. Some 500 candidates have been interviewed to make up a panel of 180 recruits. However, this is barely keeping up with agreed staffing numbers. Ongoing discussions are taking place to resolve the issue.

## Libraries

A national library agreement, which has been in place since July 2018, provided for a review to take place within a year of its ratification, and a joint Fórsa-management review is currently underway. The union is assessing if there are any difficulties with 'my open library' and will assess the implementation of agreed workforce plans and the process for filling vacancies.

Issues relating to workplace practices have been raised by a number of library attendants, and the union continues to engage with management on them.

The filling of permanent vacant library attendant posts remains a union priority. Fórsa has secured an agreement that the number of library attendant posts will not be reduced, despite council plans for a review.

## Porters

Agreement was reached to create a relief panel to provide cover to the monitoring room function in civic buildings after the union made representations to management.

## Road maintenance

The union expressed concerns in relation to the on-call relief panel. This led to an instruction to all inspectors and superintendents to ensure correct usage of the panels.

## Technological University Dublin

After a successful outcome in the Labour Court, the union oversaw the implementation of the Court's recommendation. This has seen a number of our members successfully compete for promotional posts. The migration of staff and functions from former campuses to the new TU Dublin campus at Grangegorman is due to take place in summer 2020. Fórsa aims to be in a position to enter negotiations on the staffing plan shortly.

## Schools

The formulation for the calculation of support staff to education and training board (ETB) schools and colleges continues to be problematic. Fórsa and Siptu are in consultation with the education department on the issue. School cleaners and caretakers have been represented on an individual basis within their employments.

## Waste management

The Compact 50 claim has been referred to the Workplace Relations Commission (WRC). A claim regarding breathing apparatus has also been referred to the WRC.

## Dun Laoghaire-Rathdown Council

Ongoing monthly joint industrial relations meetings took place throughout the period covered by this report.

## Ballymun super depot

Discussions are ongoing in relation to the centralising of existing stores to a new depot in Ballymun. A working group of members working in stores meets regularly and meetings with management are ongoing.

## Other claims

Fórsa successfully claimed a pensionable allowance for the operation of new recyclable machines in water and drainage. A claim in waste management rapid response section was also successful.



Peter Nolan, head of Fórsa's local government and municipal employees' divisions.



## Services and Enterprises Division

### Private sector pay

The Irish Congress of Trade unions' (ICTU) Private Sector Committee, in which Fórsa participates, issues guidance on the level of pay increases that unions should seek in pay negotiations. The union-backed Nevin Economic Research Institute (NERI) provides economic data and assistance to the committee.

In early 2019, a survey by CIPD Ireland found that employers in the private sector expected pay to increase by an average of 2.5% in 2019. This was the first time its overall pay projection had risen above 2% for six years. The report highlighted inflation, labour market shortages and recruitment difficulties as drivers of pay increases.

In December 2018, the ICTU Private Sector Committee set a target of 3.4% for private sector pay settlements in 2019. It said the target took account of expected inflation, as well as increases in the cost of housing and other necessities. The committee advised unions to seek pay increases of between 3.5% and 4.5% in 2020.

Fórsa has concluded pay agreements in employments across the private and non-commercial semi-state sector, which have generally been in line with, or just, above the economy-wide average. There's more information on the outcomes below.

The ICTU committee welcomed the Employment Miscellaneous Provisions Act, which was signed into law in March 2019. This legislation provides protections for vulnerable and low paid workers, and goes a long way to prohibiting zero-hours contracts for workers.

### Aviation

#### Cabin crew

Since May 2018, Fórsa has increased its cabin crew membership across all airlines, as well as the main employment agencies that supply crew to airlines. On top of its longstanding presence in Aer Lingus, the union is now the sole representative body for Republic of Ireland-based cabin crew in Ryanair, and the agencies Workforce and Crewlink. The union is in negotiations for similar agreements in CityJet and Stobart.

Fórsa has established section committees for each of the airlines, and is developing a network of crew representatives across the sector. The union is building the capacity to protect and improve our terms and conditions in the sector, and working closely with international trade union federations. Direct engagement with crew is maintained through regular 'drop-in' days and general meetings at the union's Woodford office.

The union has engaged in pay discussions with most airlines, and these have sought outcomes in line with the recommendations from the ICTU Private Sector Committee (see above).

Aer Lingus cabin crew have a vibrant elected committee, which engages with management regularly and deals with a wide range of issues. Its recent priority has been to develop a team of united and strong representatives.

In July 2018, Fórsa hosted the first ever Ryanair cabin crew summit. The two-day event, organised by the International Transport Workers' Federation (ITF) and the European Transport Workers' Federation (ETF), saw cabin crew from 80% of Ryanair bases meet collectively for the first time. It concluded with the launch of a 'Ryanair Crew Charter', which outlines the changes needed to bring Ryanair crew in line with comparable airlines. Fórsa and its representatives continue to engage with Ryanair, Workforce and Crewlink on the issues set out in the charter.



Activists from Fórsa and Siptu sought pension rights for community employment supervisors and assistant supervisors.



Stobart Air members hosted their inaugural annual general meeting in early 2020, and a section committee has been elected. Fórsa has developed a draft recognition agreement with the company, which continues to liaise with the union's representatives.

### Pilots

As this report went to print, there had been three sittings of the Aer Lingus pay tribunal, which determines pay, and terms and conditions for the airline's pilots. The tribunal is likely to conclude its work in the coming months. A separate tribunal is addressing disagreements over search and rescue pilot rosters in CHC Helicopters. The union is insisting on the principle of six day' work, followed by three days off.

Talks on the implementation of fleet and associated base transfers are ongoing with CityJet management following operational changes at its Dublin base. The union is seeking the same terms secured by pilots operating out of the airline's other European bases. Fórsa secured an offer of base transfers for pilots in talks with Norwegian airlines management in the months leading up to the wind-up of the airline's Dublin operations at the end of 2019.

### Ryanair pilots

In December 2017, Ryanair agreed to recognise Fórsa for collective bargaining purposes for its directly-employed pilots in Ireland. In July and August 2018, a series of five 24-hour pilot strikes took place over the company's failure to agree a seniority agreement to cover base transfers, allocations to bases, annual leave, 'command upgrade' allocation of duties, and involuntary base closures. This led to a third-party mediation process, which produced an agreement in late August 2018. Following information meetings, the branch executive committee recommended acceptance and balloted its members. The agreement was unanimously accepted by the pilots.

Third-party intervention also resulted in an interim pay agreement, which was accepted by the airline's pilots in March 2019. The union then submitted a comprehensive pay proposal, which was rejected by management, and attempts to find a mediated settlement broke down. Following a ballot, IALPA served strike notice for two days in August 2019. Ryanair sought an injunction to prevent the strikes, and this was subsequently granted by the High Court. Ryanair then agreed to return to the mediation process, which produced a set of proposals in November 2019.



Ryanair pilots went on strike in July 2018.

### Pay: Commercial and private sectors

The period covered by this report has seen annual pay increases averaging around 2.5% in An Post, Bord Na Mona, Bus Éireann, CIE, Coillte (forest), ESB, Ervia, and Premier Lotteries Ireland. The average increase in Dublin Airport Authority (DAA) was 3% in each of the three years to 2019.

There were exceptions in the Irish Aviation Authority (IAA) and Coillte (professional grades). In the IAA, a basic increase of 1.5% a year over four years came with additional gains linked to productivity. Allowances were increased and pay scales reduced, resulting in an agreement that averaged 2.5% a year.

Coillte professional grades experienced a combination of low annual pay increases, individual performance incentives, and lump sum awards to offset further pressure on the company's defined pension scheme.

Annual pay increases in Vodafone Ireland generally averaged between 1% and 2%, although the company's pay methodology does not result in annual pay increases for all. Fórsa has challenged this method of pay determination and the issue has been referred to the Workplace Relations Commission. The union recently achieved a backdated award of 6.25% for a number of workers who had not received pay increases for a number of years.

### An Post

Management has raised concerns about the suitability of Dublin's GPO as its head office. A survey of staff found that an overwhelming majority want to remain in the GPO, and the group of An Post unions is pressing for the retention of staff in the location.

### Eir

At the end of 2017 Eir was taken over by new owners. Shortly afterwards, a voluntary redundancy scheme was announced and 750 voluntary redundancies were sought. The scheme was oversubscribed, and this led to a large reduction of staffing.

### Non-commercial sector

#### Sectoral oversight body

A joint union-management oversight body, established under the Public Service Stability Agreement (PSSA), deals with issues relating to interpretation and implementation of the agreement in the sector. Agreement was reached on the extension of access to 1.5 days flexi-leave, and the application of two days additional service-related annual leave for clerical officers, executive officers, and related grades.

### Pay

Staff in non-commercial state bodies benefit from the pay provisions negotiated by Fórsa under the Public Service Stability Agreement (see chapter two).

### An Bord Pleanála

Difficulties remain with the Plean-it system management, which was introduced to assist in remote planning applications several years ago. The system has resulted in increased workloads and planning application delays. Management has sanctioned an independent review of the system.



### Chester Beatty Library

Conditions agreed under an attendant grade review are now sanctioned and fully funded. This involves three new attendant staff to help populate a shift roster across the library, which operates seven days a week. The deal includes a pensionable shift allowance.

### Institute of Public Administration

Following lengthy negotiations, Fórsa agreed a job evaluation scheme in the IPA, where many employees have been doing work above their grade for some time. Nearly half of applicants had their post regraded in the first phase.

### National Library of Ireland

A flexi-leave pilot is now in place in the National Library, and it will run for most of 2020. Fórsa has been seeking this provision for a long time, and the union will seek to regularise flexi-leave once the pilot concludes.

### National Museum of Ireland

Relations with senior management have improved over the last two years and regular meetings now take place under the Museum Council, which is independently chaired by Joe McDermott. Fórsa reached agreement with the National Museum Science and Arts Attendants Branch on a long standing claim about the consolidation of overtime and weekend working into basic pay.

### Ordnance Survey Ireland

Fórsa won a commitment to full engagement on the methodology of Ordnance Survey Ireland (OSI) staff transfers to Tailte Éireann, the new body established to bring OSI, Government Valuation and Property Registration together. The agreement also ensures that existing terms and conditions will be protected in advance of any move. The OSI branch is working with branch officers in the other organisations, with a view to creating a common forum to protect all Fórsa members' interests.

### Road Safety Authority

Fórsa agreed to the recruitment of contracted driver testers to deal with a demand surge on foot of a campaign to highlight the abuse of repeat learner permits. The agreement ensures that there is no reduction in the number of full time driver testers, which has increased in recent years. An external consultant has been appointed to assist with a review of a new supervisory structure, which was agreed in 2017.

## Community sector

### Community employment supervisors

Community employment (CE) workers took part in a 24-hour work stoppage in February 2020 in a continuing dispute over the Government's failure to implement a 2008 Labour Court recommendation to give CE supervisors and assistant supervisors access to an occupational pension scheme. Earlier, they attended a rally, organised under the auspices of the Irish Congress of Trade Union Community Sector Committee.

Fórsa has estimated that it would cost just over €30 million to implement the outstanding Labour Court recommendation, and put the cost of a 6% employer pension contribution for CE supervisors at around €3.5 million a year.

The union also wants the terms of an enhanced redundancy agreement for CE supervisors to be honoured. And it is pressing for the re-activation of a high-level forum for the community and voluntary sector, which would enable unions to address sectoral issues directly with relevant government departments.

### Local enterprises

We continue to endeavour the securing of the return of incremental progression and other elements of pay and conditions that were discontinued by Local Enterprises during the economic crisis. We have secured the employment of some members beyond 65, for those whom wish to carry on working at Wicklow County Partnership.







Fórsa was involved in campaigns for action on housing and homelessness.

## Appendices



# Appendix 1

## Salary scales

### Civil Service Salary Scales

Revision of salaries with effect from 1st January 2020 (unless otherwise stated).

#### General service grades: staff appointed after 6th April 1995

Secretary general I (PPC)  
207,590

Secretary general II (PPC)  
207,590

Secretary general III (PPC)  
196,665

Deputy secretary (PPC)  
180,276

Assistant secretary (PPC)  
139,628 - 145,973 - 152,851 - 159,725

Principal higher (PPC)  
93,785 - 97,539 - 101,311 - 105,075 -  
108,286 - LSI 1 111,668 - LSI 2 115,051

Principal (PPC)  
87,325 - 90,920 - 94,487 - 98,082 - 101,114 -  
LSI 1 104,258 - LSI 2 107,399

Assistant principal higher (PPC)  
74,068 - 76,787 - 79,512 - 82,234 - 84,959 -  
86,550 - LSI 1 89,251 - LSI 2 91,961

Assistant principal (PPC)  
67,659 - 70,104 - 72,537 - 74,977 - 77,411 -  
78,816 - LSI 1 81,274 - LSI 2 83,740

Administrative officer (PPC)  
32,405 - 34,849 - 35,546 - 38,606 - 42,522 -  
45,502 - 48,484 - 51,475 - 54,458 - 57,429  
LSI 1 59,489 - LSI 2 61,545

Administrative officer higher scale (PPC)  
45,502 - 48,484 - 51,475 - 54,458 - 57,429 -  
59,489 - 61,517 - 63,547

Higher executive officer (PPC)  
48,868 - 50,297 - 51,722 - 53,147 - 54,577 -  
56,003 - 57,429 - LSI 1 59,489 - LSI 2 61,545

Higher executive officer higher scale (PPC)  
51,722 - 53,147 - 54,577 - 56,003 - 57,429 -  
59,489 - 60,838 - 62,192 - 63,547

Executive officer (PPC)  
30,278 - 32,036 - 33,028 - 34,965 - 36,702 -  
38,380 - 40,053 - 41,691 - 43,346 - 44,954 -  
46,614 - 47,712 - LSI 1 49,274 - LSI 2 50,834

Executive officer higher scale (PPC)  
33,028 - 34,965 - 36,702 - 38,380 - 40,053 -  
41,691 - 43,346 - 44,954 - 46,614 - 47,712 -  
49,274 - 50,435 - 51,599 - 52,766

Clerical officer (PPC)  
24,104 (461.96) - 25,681 (492.18) - 26,083  
(499.85) - 26,864 (514.83) - 28,017 (536.93) -  
29,167 (558.99) - 30,319 (581.05) - 31,157  
(597.11) - 32,105 (615.29) - 33,209 (636.43) -  
33,986 (651.32) - 35,078 (672.24) - 36,162  
(693.04) - 37,855 (725.48) - LSI 1 39,186  
(750.99) - LSI 2 39,796 (762.68)

Clerical officer higher scale (PPC)  
26,864 (514.83) - 28,017 (536.93) - 29,167  
(558.99) - 30,319 (581.05) - 31,157 (597.11) -  
32,105 (615.29) - 33,209 (636.43) - 33,986  
(651.32) - 35,078 (672.24) - 36,162 (693.04) -  
37,855 (725.48) - 39,186 (750.99) - 39,796  
(762.68) - 40,620 (778.48)

Head services officer (PPC)  
614.18 - 630.75 - 644.10 - 663.52 - 682.93 -  
702.35 - LSI 1 725.50 - LSI 2 751.00

Services officer (PPC)  
434.30 - 460.20 - 469.97 - 490.63 - 509.08 -  
520.12 - 533.04 - 548.58 - 575.14 - LSI 1  
588.27 - LSI 2 609.18

Services attendant (PPC)  
428.42 - 445.99 - 469.97 - 477.58 - 493.31 -  
511.77 - 527.87 - 545.99 - 568.26 - LSI 1  
586.45 - LSI 2 601.67

Cleaner (PPC)  
414.72 - 441.99 - 449.62 - 467.44 - 488.85 -  
LSI 1 502.09 - LSI 2 515.37

#### Grades common to two or more departments

Engineer grade I and professional accountant grade I (PPC)  
71,155 - 73,306 - 75,465 - 77,619 - 79,770 -  
82,329 - LSI 1 85,242 - LSI 2 88,158

Engineer grade II and professional accountant grade II (PPC)  
62,034 - 63,451 - 64,866 - 66,286 - 67,702 -  
68,079 - 69,456 - 70,851 - LSI 1 73,122 - LSI 2  
75,399

A member of Fórsa's Visually Impaired branch got impressive canine support at the union's national conference.



**Engineer grade III and professional accountant grade III (PPC)**

31,687 - 33,971 - 34,582 - 37,630 - 40,688 - 43,747 - 46,807 - 48,696 - 50,580 - 52,476 - 54,360 - 56,249 - 58,139 - 60,024 - 61,921 - LSI 1 64,022 - LSI 2 66,118

**State solicitor and prosecution solicitor (PPC)**

32,716 - 35,181 - 35,888 - 38,975 - 42,926 - 45,943 - 48,948 - 51,971 - 54,986 - 57,985 - 67,659 - 70,105 - 72,537 - 74,977 - 77,411 - 78,816 - LSI 1 81,274 - LSI 2 83,740

**Law clerk (PPC)**

510.75 - 532.64 - 565.24 - 589.56 - 618.50 - 637.94 - 651.10 - 670.36 - 689.64 - 708.89 - 728.23 - LSI 1 748.13 - LSI 2 767.98

**Higher legal executive (PPC)**

48,868 - 50,297 - 51,722 - 53,147 - 54,577 - 56,003 - 57,429 - LSI 1 59,489 - LSI 2 61,545

**Legal executive (PPC)**

33,520 - 35,531 - 37,129 - 38,667 - 40,060 - 41,307 - 42,567 - 43,825 - 45,088 - 46,309 - LSI 1 47,460 - LSI 2 48,961

**Senior engineering draughtsperson (PPC)**

40,948 - 41,732 - 42,714 - 43,708 - 44,696 - 45,691 - 46,624 LSI 1 48,139 LSI 2 49,669

**Engineering draughtsperson (PPC)**

605.90 - 624.35 - 646.13 - 661.10 - 682.57 - 704.12 - 725.69 - 746.34 - 767.00 - 787.66 - 808.39 - LSI 1 834.71 - LSI 2 861.07

**Chief superintendent mapping (PPC)**

51,032 - 53,423 - 55,814 - 58,198 - 60,590 - 62,974 - 65,363 - 67,757 - 68,803 - 70,851 - LSI 1 73,122 - LSI 2 75,399

**Superintendent mapping (PPC)**

45,297 - 46,867 - 48,175 - 49,470 - 50,779 - 52,092 - 53,370 - LSI 1 55,000 - LSI 2 56,621

**Examiner in charge (PPC)**

39,336 - 40,181 - 41,015 - 41,869 - 42,718 - 43,574 - 45,297 - LSI 1 46,667 - LSI 2 48,049

**Examiner of maps (PPC)**

678.46 - 697.11 - 715.07 - 731.80 - 749.88 - 763.03 - LSI 1 788.071 - LSI 2 813.16

**Mapping draughtsperson (PPC)**

511.15 - 518.28 - 535.63 - 553.03 - 570.54 - 588.04 - 599.50 - 613.37 - 629.49 - 639.39 - 655.36 - 671.30 - 687.34 - LSI 1 709.53 - LSI 2 731.77

**Senior architect (PPC)**

66,255 - 68,615 - 71,942 - 75,263 - 78,595 - 82,329 - LSI 1 85,242 - LSI 2 88,158

**Architect (PPC)**

36,099 - 38,700 - 39,994 - 42,883 - 45,759 - 48,657 - 50,575 - 52,493 - 54,419 - 56,332 - 58,253 - 60,173 - 62,093 - 64,016 - 65,955 - LSI 1 68,070 - LSI 2 69,113

**Architectural assistant grade II (PPC)**

552.80 - 592.10 - 605.90 - 624.35 - 646.13 - 661.10 - 682.57 - 704.12 - 723.81 - 745.38 - 767.00 - 787.66 - 808.39 - LSI 1 834.71 - LSI 2 861.07

**Senior laboratory analyst (PPC)**

50,695 - 52,984 - 55,012 - 57,089 - 59,225 - 61,331 - 63,495 - 65,638 - 67,794

**Laboratory analyst (PPC)**

33,232 - 34,614 - 36,809 - 37,849 - 38,840 - 41,183 - 42,696 - 44,221 - 45,777 - 47,329 - 48,884 - 50,452 - 52,033 - 53,631 - 55,180 - LSI 1 56,250

**Nightwatchman (PPC)**

433.98 - 458.57 - 470.70 - 489.21 - 507.26 - 517.86 - 533.83 - LSI 1 551.25 - LSI 2 571.25

**Technical grades in agriculture**

**Technical agricultural officer (PPC)**

24,589 - 25,940 - 26,820 - 28,302 - 29,785 - 30,968 - 32,404 - 33,525 - 34,953 - 36,389 - 37,832 - 39,273 - 40,718 - 42,118 - 44,010 - LSI 1 45,450 - LSI 2 46,883

**Supervisory agricultural officer (PPC)**

38,192 - 39,971 - 41,747 - 43,495 - 45,261 - 47,028 - 48,779 - 50,531 - 52,274 - LSI 1 54,142 - LSI 2 56,014

**District superintendent (PPC)**

39,296 - 42,240 - 45,182 - 48,095 - 51,019 - 53,950 - 56,866 - 59,798 - LSI 1 61,941 - LSI 2 64,085

**Area superintendent (PPC)**

55,425 - 57,214 - 58,994 - 60,780 - 62,564 - 64,351 - 66,136 - LSI 1 68,381 - LSI 2 69,552

**General service grades: staff appointed before 6th April 1995**

**Secretary general I**

207,590

**Secretary general II**

197,211

**Secretary general III**

186,831

**Deputy secretary**

171,263

**Assistant secretary**

132,646 - 138,675 - 145,207 - 151,740

**Principal higher**

89,219 - 92,792 - 96,378 - 99,950 - 103,002 - LSI 1 106,219 - LSI 2 109,430

**Principal**

83,090 - 86,500 - 89,891 - 93,310 - 96,189 - LSI 1 99,177 - LSI 2 102,159

**Assistant principal higher**

70,490 - 73,075 - 75,669 - 78,251 - 80,840 - 82,347 - LSI 1 84,926 - LSI 2 87,495

**Assistant principal**

65,356 - 67,734 - 69,043 - 71,356 - 73,672 - 75,011 - LSI 1 77,342 - LSI 2 79,681

**Administrative officer**

31,024 - 33,513 - 33,857 - 36,764 - 40,484 - 43,318 - 46,150 - 48,993 - 51,825 - 54,651 - LSI 1 56,602 - LSI 2 58,556

**Administrative officer higher scale**

43,318 - 46,151 - 48,994 - 51,824 - 54,652 - 56,601 - 58,533 - 60,462

**Higher executive officer**

46,517 - 47,875 - 49,226 - 50,579 - 51,933 - 53,296 - 54,652 - LSI 1 56,601 - LSI 2 58,556

**Higher executive officer higher scale**

49,226 - 50,579 - 51,933 - 53,296 - 54,652 - 56,601 - 57,883 - 59,171 - 60,462

**Executive officer**

28,851 - 30,834 - 31,621 - 33,312 - 34,957 - 36,556 - 38,143 - 39,698 - 41,270 - 42,797 - 44,371 - 45,421 - LSI 1 46,902 - LSI 2 48,385

**Executive officer higher scale**

31,621 - 33,312 - 34,957 - 36,556 - 38,143 - 39,698 - 41,270 - 42,797 - 44,371 - 45,421 - 46,902 - 48,007 - 49,111 - 50,216

**Clerical officer**

24,828 (475.83) - 25,937 (497.09) - 26,668 (511.08) - 27,763 (532.06) - 28,857 (553.03) - 29,951 (573.99) - 30,736 (589.04) - 31,800 (609.41) - 32,688 (626.47) - 33,414 (640.35) - 34,447 (660.14) - 36,053 (690.95) - LSI 1 37,319 (715.19) - LSI 2 37,901 (726.35)

**Clerical officer higher scale**

25,937 (497.09) - 26,668 (511.08) - 27,763 (532.06) - 28,857 (553.03) - 29,951 (573.99) - 30,736 (589.04) - 31,800 (609.41) - 32,688 (626.47) - 33,414 (640.35) - 34,447 (660.14) - 36,053 (690.95) - 37,319 (715.19) - 37,901 (726.35) - 38,681 (741.30)

**Head services officer**

590.78 - 603.95 - 619.52 - 638.21 - 650.52 - 668.96 - LSI 1 690.95 - LSI 2 715.19

**Services officer**

424.20 - 438.21 - 450.79 - 467.59 - 484.65 - 502.13 - 514.62 - 522.17 - 547.53 - LSI 1 565.37 - LSI 2 585.89

**Services attendant**

424.20 - 424.95 - 450.79 - 457.88 - 469.95 - 487.18 - 509.66 - 519.68 - 540.84 - LSI 1 558.18 - LSI 2 578.48

**Cleaner**

397.91 - 421.33 - 431.39 - 448.39 - 465.91 - LSI 1 478.02 - LSI 2 497.59

**Grades common to two or more departments**

**Engineer grade I and professional accountant grade I**

67,723 - 69,770 - 71,821 - 73,871 - 75,911 - 78,340 - LSI 1 81,111 - LSI 2 83,881

**Engineer grade II and professional accountant grade II**

59,021 - 60,372 - 61,713 - 63,064 - 64,410 - 65,756 - 67,097 - 68,459 - LSI 1 69,596 - LSI 2 71,755

**Engineer grade III and professional accountant grade III**

33,261 - 35,836 - 38,743 - 41,644 - 44,556 - 46,354 - 48,148 - 49,943 - 51,731 - 53,528 - 55,321 - 57,115 - 58,911 - LSI 1 60,914 - LSI 2 62,904

**State solicitor and prosecution solicitor**

31,317 - 33,511 - 34,178 - 37,119 - 40,871 - 43,738 - 46,591 - 49,466 - 52,329 - 55,177 - 65,356 - 67,734 - 69,043 - 71,356 - 73,672 - 75,011 - LSI 1 77,342 LSI 2 79,681

**Law clerk**

493.10 - 514.20 - 537.98 - 561.08 - 592.20 - 610.85 - 626.27 - 638.56 - 656.90 - 675.23 - 693.59 - LSI 1 712.48 - LSI 2 731.34

**Higher legal executive**

46,517 - 47,875 - 49,226 - 50,579 - 51,933 - 53,296 - 54,652 - LSI 1 56,601 - LSI 2 58,556

**Legal executive**

35,363 - 36,827 - 38,146 - 39,332 - 40,524 - 41,725 - 42,929 - 44,085 - LSI 1 45,182 - LSI 2 46,611

**Senior engineering draughtsperson**

38,990 - 39,734 - 40,666 - 41,621 - 42,552 - 43,497 - 44,383 - LSI 1 45,826 - LSI 2 47,275



#### Engineering draughtsperson

582.60 - 597.85 - 615.38 - 635.92 - 650.17 - 670.62 - 691.15 - 710.78 - 730.41 - 750.04 - 769.72 - LSI 1 794.70 - LSI 2 819.73

#### Chief superintendent mapping

48,576 - 50,842 - 53,114 - 55,382 - 57,648 - 59,912 - 62,188 - 64,461 - 66,460 - 68,459 - LSI 1 69,596 - LSI 2 71,755

#### Superintendent mapping

43,128 - 44,614 - 45,861 - 47,087 - 48,332 - 49,576 - 50,797 - LSI 1 52,340 - LSI 2 53,882

#### Examiner in charge

37,455 - 38,262 - 39,059 - 39,866 - 40,676 - 41,488 - 43,128 - LSI 1 44,428 - LSI 2 45,733

#### Examiner of maps

646.25 - 663.99 - 681.03 - 697.00 - 714.12 - 726.59 - LSI 1 750.43 - LSI 2 774.30

#### Mapping draughtsperson

486.60 - 500.31 - 509.85 - 526.37 - 542.97 - 559.70 - 576.31 - 592.99 - 602.82 - 621.21 - 630.39 - 639.52 - 654.70 - LSI 1 675.81 - LSI 2 696.89

#### Senior architect

63,023 - 66,280 - 68,473 - 71,634 - 74,795 - 78,340 - LSI 1 81,111 - LSI 2 83,881

#### Architect

38,091 - 40,830 - 43,569 - 46,312 - 48,137 - 49,958 - 51,780 - 53,606 - 55,431 - 57,255 - 59,083 - 60,903 - 62,749 - LSI 1 64,753 - LSI 2 66,770

#### Architectural assistant grade II

582.60 - 597.85 - 615.38 - 635.92 - 650.17 - 670.62 - 689.33 - 709.87 - 730.41 - 750.04 - 769.72 - LSI 1 794.70 - LSI 2 819.73

#### Senior laboratory analyst

48,254 - 50,427 - 52,350 - 54,325 - 56,356 - 58,352 - 60,411 - 62,448 - 64,494

#### Laboratory analyst

32,126 - 33,291 - 35,062 - 36,049 - 36,988 - 39,214 - 40,653 - 42,102 - 43,580 - 45,053 - 46,529 - 48,021 - 49,520 - 51,040 - 52,512 - LSI 1 53,528

#### Nightwatchman

452.09 - 466.27 - 482.91 - 500.06 - 515.37 - LSI 1 524.70 - LSI 2 543.69

### Technical grades in agriculture

#### Technical agricultural officer

25,894 - 26,937 - 28,351 - 29,766 - 30,874 - 32,250 - 33,294 - 34,658 - 36,034 - 37,399 - 38,776 - 40,106 - 41,904 - LSI 1 43,263 - LSI 2 44,623

#### Supervisory agricultural officer

36,367 - 38,065 - 39,751 - 41,412 - 43,090 - 44,768 - 46,432 - 48,095 - 49,754 - LSI 1 51,524 - LSI 2 53,302

#### District superintendent

37,423 - 40,224 - 43,016 - 45,781 - 48,564 - 51,346 - 54,117 - 56,897 - LSI 1 61,941 - LSI 2 64,085

#### Area superintendent

52,746 - 54,437 - 56,135 - 57,829 - 59,525 - 61,225 - 62,917 - LSI 1 65,056 - LSI 2 67,196

### Education Salary Scales

Revision of salaries with effect from 1st January 2020 unless otherwise stated.

#### Special Needs Assistants

##### Pre-1 January 2011 entrants

26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,320 - LSI 39,794

##### Post-1 January 2011 entrants

24,119 - 25,704 - 26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,203 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,320 - LSI 39,794

### Casual SNA hourly pay rates

#### Part Time hourly rates

##### Pre-1 January 2011 entrants

14.38 (Value of Statutory Annual leave accumulated per hour worked from 1/1/2019 = 1.25)

##### Post-1 January 2011 entrants

13.25 (Value of Statutory Annual leave accumulated per hour worked from 1/1/2019 = 1.19)

### Salary Scales for Clerical and Administrative Staff Institutes of Technology

#### Grade VII

49,835 - 51,053 - 52,477 - 53,906 - 55,337 - 56,615 - 57,917 - 59,184 - 60,444 - LSI 1 62,611 - LSI 2 64,787

#### Grade VI

47,589 - 48,736 - 50,121 - 52,724 - 54,728 - LSI 1 56,212 - LSI 2 58,157

#### Grade V

42,777 - 44,138 - 45,499 - 46,861 - 48,221 - LSI 1 49,798 - LSI 2 51,373

#### Grade IV

30,895 - 32,850 - 34,645 - 36,218 - 37,735 - 39,787 - 41,270 - 42,777 - LSI 1 44,163 - LSI 2 45,555

#### Grade III

##### Pre-1 January 2011 entrants

26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,321 - LSI 39,794

##### Post-1 January 2011 entrants

24,119 - 25,704 - 26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,321 - LSI 39,794

### Salary Scales for Senior Grades in IOTs and DIT

IOT President Level I\* - Cork, Galway/Mayo and Waterford

162,575

\*Includes addition of 1/19th to allow for superannuation contribution

IOT President Level II\* - Presidents of other IOTs

157,561

\*Includes addition of 1/19th to allow for superannuation contribution

### Dublin Institute of Technology

#### President\*

196,665

\*Includes addition of 1/19th to allow for superannuation contribution

#### Directors\*

151,492

\*Includes addition of 1/19th to allow for superannuation contribution

### Revised Salary Scales for Management Grades in Institutes of Technology (excluding DIT)

Registrar, Secretary/Financial Controller in Cork, Waterford, Galway/Mayo, Limerick, Athlone, Sligo, Dundalk and Carlow Institutes of Technology  
93,380 - 96,566 - 99,752 - 102,940 - 106,127 - 109,311 - 112,746 - 115,956 - 119,362

Registrar, Secretary/Financial Controller in other Institutes of Technology

90,077 - 93,150 - 96,216 - 99,288 - 102,363 - 105,436 - 108,739 - 111,831 - 115,114

Head of Development in Cork, Waterford, Galway/Mayo, Limerick, Athlone, Sligo and Dundalk Institutes of Technology

93,380 - 96,566 - 99,752 - 102,940 - 106,127 - 109,311 - 112,746 - 115,956 - 119,362

Head of Development in other Institutes of Technology

90,077 - 93,150 - 96,216 - 99,288 - 102,363 - 105,436 - 108,739 - 111,831 - 115,114

Senior Management Grades (formerly A.P. related)

71,850 - 74,282 - 76,712 - 79,146 - 81,528 - 84,011 - 86,632 - 89,082 - 91,680

### Clerical Officers and Caretakers employed in National Schools under the 1978/79 Scheme and Clerical Officers employed in Post Primary Schools under the 1978 Scheme

Caretakers in Dublin National Schools

#### Pre-1 January 2011 entrants

603.58 - 607.99 - 609.80 - 611.48 - 613.25 - 615.03 - 616.79 - 618.55 - 620.47 - 622.29 - 624.72 - 627.20 - 629.57

#### Post-1 January 2011 entrants

550.67 - 563.86 - 603.58 - 609.80 - 611.48 - 613.25 - 615.03 - 616.79 - 618.55 - 620.47 - 622.29 - 624.72 - 627.20 - 629.57

Caretakers in National Schools outside Dublin (and Cork City Post 1989)

#### Pre-1 January 2011 entrants

606.54 - 609.82 - 612.88 - 614.61 - 616.33 - 618.13 - 619.88 - 621.67 - 623.50 - 625.43 - 627.34 - 629.37 - 631.16

#### Post-1 January 2011 entrants

553.35 - 566.35 - 606.54 - 609.82 - 612.88 - 614.61 - 616.33 - 618.13 - 619.88 - 621.67 - 623.50 - 625.43 - 627.34 - 629.37 - 631.16



## Caretakers in National Schools outside Dublin (and Cork City Post 1989) Phase I of PCW award paid only

### Pre-1 January 2011 entrants

590.64 - 590.64 - 591.38 - 593.11 - 594.85 - 596.61 - 598.37 - 600.17 - 601.95 - 603.88 - 605.84 - 607.85 - 609.66

### Post-1 January 2011 entrants

533.58 - 546.80 - 590.64 - 590.64 - 591.38 - 593.11 - 594.85 - 596.61 - 598.37 - 600.17 - 601.95 - 603.88 - 605.84 - 607.85 - 609.66

## Clerical Officers

### Grade III

#### Pre-1 January 2011 entrants

26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,321 - LSI 39,794

#### Post-1 January 2011 entrants

24,119 - 25,704 - 26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,321 - LSI 39,794

### Grade IV

30,895 - 32,850 - 34,645 - 36,218 - 37,735 - 39,787 - 41,270 - 42,777 - LSI 1 44,163 - LSI 2 45,555

### Post-1 January 2011 entrants

28,048 - 29,966 - 30,741 - 32,850 - 34,645 - 36,218 - 37,735 - 39,787 - 41,270 - 42,777 - LSI 1 44,163 - LSI 2 45,555

## Pay Scales for School Secretaries in Community and Comprehensive Schools

### Grade III

#### Pre-1 January 2011 entrants

26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,321 - LSI 39,794

#### Post-1 January 2011 eEntrants

24,119 - 25,704 - 26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,321 - LSI 39,794

### Grade IV

30,895 - 32,850 - 34,645 - 36,218 - 37,735 - 39,787 - 41,270 - 42,777 - LSI 1 44,163 - LSI 2 45,555

### Post-1 January 2011 eEntrants

28,048 - 29,966 - 30,741 - 32,850 - 34,645 - 36,218 - 37,735 - 39,787 - 41,270 - 42,777 - LSI 1 44,163 - LSI 2 45,555

## Pay of Caretakers in Community and Comprehensive Schools outside the Dublin Area (including Cork City Post 1989)

### Pre-1 January 2011 entrants

On Recruitment 609.39 - after 6 months 612.63 - after 1½ years 615.70 - after 2½ years 615.70 - after 3½ years 615.95 - after 4½ years 617.70 - after 5½ years 619.41 - after 6½ years 621.26 - after 7½ years 623.01 - after 8½ years 624.86 - after 9½ years 626.80 - after 10½ years 628.75 - after 11½ years 630.55

### Post-1 January 2011 entrants

On Recruitment 555.96 - after 6 months 568.78 - after 1½ years 609.39 - after 2½ years 612.63 - after 3½ years 615.70 - after 4½ years 615.70 - after 5½ years 615.95 - after 6½ years 617.70 - after 7½ years 619.41 - after 8½ years 621.26 - after 9½ years 623.01 - after 10½ years 624.86 - after 11½ years 626.80 - after 12½ years 628.75 - after 13½ years 630.55

## Pay of Attendants in Community and Comprehensive Schools outside the Dublin Area

### Pre-1 January 2011 entrants

On Recruitment 593.36 - after 6 months 596.62 - after 1½ years 599.66 - after 2½ years 601.36 - after 3½ years 603.14 - after 4½ years 604.91 - after 5½ years 606.60 - after 6½ years 608.44 - after 7½ years 610.24 - after 8½ years 612.13 - after 9½ years 614.00 - after 10½ years 615.96 - after 11½ years 615.96

### Post-1 January 2011 entrants

On Recruitment 541.38 - after 6 months 554.31 - after 1½ years 593.36 - after 2½ years 596.62 - after 3½ years 599.66 - after 4½ years 601.36 - after 5½ years 603.14 - after 6½ years 604.91 - after 7½ years 606.60 - after 8½ years 608.44 - after 9½ years 610.24 - after 10½ years 612.13 - after 11½ years 614.00 - after 12½ years 615.96 - after 13½ years 615.26

## Pay of Caretakers in Community and Comprehensive Schools outside the Dublin Area (including Cork City Post 1989) (Non Members of Pension Scheme)

### Pre-1 January 2011 entrants

On Recruitment 608.83 - after 6 months 612.09 - after 1½ years 615.19 - after 2½ years 615.19 - after 3½ years 615.47 - after 4½ years 617.19 - after 5½ years 618.91 - after 6½ years 620.72 - after 7½ years 622.52 - after 8½ years 624.34 - after 9½ years 626.26 - after 10½ years 628.20 - after 11½ years 630.05

### Post-1 January 2011 entrants

On Recruitment 555.45 - after 6 months 568.31 - after 1½ years 608.83 - after 2½ years 612.10 - after 3½ years 615.19 - after 4½ years 615.19 - after 5½ years 615.47 - after 6½ years 617.19 - after 7½ years 618.91 - after 8½ years 620.72 - after 9½ years 622.52 - after 10½ years 624.34 - after 11½ years 626.26 - after 12½ years 628.20 after 13½ years 630.04

## Pay of Attendants in Community and Comprehensive Schools outside the Dublin Area (Non Members of Pension Scheme)

### Pre-1 January 2011 entrants

On Recruitment 593.36 - after 6 months 596.62 - after 1½ years 599.66 - after 2½ years 601.36 - after 3½ years 603.14 - after 4½ years 604.91 - after 5½ years 606.60 - after 6½ years 608.44 - after 7½ years 610.24 - after 8½ years 612.13 - after 9½ years 614.00 - after 10½ years 615.96 - after 11½ years 615.96

### Post-1 January 2011 entrants

On Recruitment 541.38 - after 6 months 554.31 - after 1½ years 593.36 - after 2½ years 596.62 - after 3½ years 599.66 - after 4½ years 601.36 - after 5½ years 603.14 - after 6½ years 604.91 - after 7½ years 606.60 - after 8½ years 608.44 - after 9½ years 610.24 - after 10½ years 612.13 - after 11½ years 614.00 - after 12½ years 615.96 - after 13½ years 615.96

## Dublin Zone General Operative PCW Agreement (Members of contributory pension scheme)

### Pre-1 January 2011 entrants

582.46 - 586.98 - 588.83 - 590.65 - 592.34 - 592.34 - 592.34 - 592.34 - 593.92 - 595.85 - 598.39 - 600.84 - 603.29

### Post-1 January 2011 entrants

526.24 - 539.72 - 582.46 - 586.98 - 588.83 - 590.65 - 592.34 - 592.34 - 592.34 - 592.34 - 593.92 - 595.85 - 598.39 - 600.84 - 603.29

### Senior Caretaker Allowance

72.38

### Junior Caretaker Allowance

28.22

Senior Caretaker allowance for C&C caretakers in Dublin area where shift working arrangements have been approved

70.13

Junior Caretaker allowance for C&C caretakers in Dublin area where shift working arrangements have been approved

28.22

## Dublin Zone General Operative PCW Agreement

### General Operative

#### Pre-1 January 2011 entrants

582.46 - 586.98 - 588.83 - 590.65 - 592.34 - 592.34 - 592.34 - 592.34 - 593.92 - 595.86 - 598.39 - 600.84 - 603.29

#### Post-1 January 2011 entrants

526.24 - 539.72 - 582.46 - 586.98 - 588.83 - 590.65 - 592.34 - 592.34 - 592.34 - 592.34 - 593.92 - 595.86 - 598.39 - 600.84 - 603.29

### Adult Education Guidance Counsellor/Co-ordinator, Adult Literacy Organisers and Community Education Facilitators

44,086 - 45,564 - 47,043 - 48,523 - 50,001 - 51,483 - 52,961 - 54,441 - 55,918 - 57,398 - 58,877 - 60,569 - 62,682

### New entrants

39,781 - 42,443 - 44,086 - 45,564 - 47,043 - 48,523 - 50,001 - 51,483 - 52,961 - 54,441 - 55,918 - 57,398 - 58,877 - 60,569 - 62,682

### NALA/WIT Certificate

1,003

### NALA/WIT Diploma

2,011



**Adult Education Guidance Co-ordinator Allowances**

+1 information Officer or Counsellor 3,335 / +2-3 staff 4,298 / +4-5 staff 5,684 / +6-7 staff 7,120

**Adult Education Guidance Information Officers**  
30,741 - 32,850 - 34,645 - 36,218 - 37,735 - 39,787 - 41,270 - 42,777 - LSI 1\* 44,163 - LSI 2\* 45,555

\*Adult Education Guidance Information Officers grade - see paragraph 5, Circular 0015/2007: LSIs payable to serving staff on a personal basis.

**Adult Education Guidance Information Officers (new entrants)**  
28,048 - 29,966 - 30,741 - 32,850 - 34,645 - 36,218 - 37,735 - 39,787 - 41,270 - 42,777 - LSI 1\* 44,163 - LSI 2\* 45,555

\*Adult Education Guidance Information Officers grade - see paragraph 5, Circular 0015/2007: LSIs payable to serving staff on a personal basis.

**City of Dublin ETB, Buildings and Maintenance Section**

**Buildings Officer**

65,677 - 67,693 - 68,655 - 70,620 - 72,587 - 74,549 - 76,522 - LSI 1 79,003 - LSI 2 81,483

**Buildings Supervisor**

47,588 - 48,736 - 50,122 - 52,723 - 54,278 - LSI 1 56,212 - LSI 2 58,157

**Assistant Buildings Supervisor**

42,777 - 44,138 - 45,499 - 46,860 - 48,221 - LSI 1 49,798 - LSI 2 51,373

**Assistant Buildings Supervisor (new entrants)**

38,603 - 41,053 - 42,777 - 44,138 - 45,499 - 46,860 - 48,221 - LSI 1 49,798 - LSI 2 51,373

**Salary scales for Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development; Assistant Principal Officers and Clerical and Administrative Grades in E.T.B.s**

Director of Further Education and Training (FET); Director of Schools; Director of Organisation Support and Development (OSD)  
70,089 - 73,649 - 77,193 - 80,751 - 84,304 - 87,849 - 91,996 - 96,140 - 100,287 - 104,432 - 108,577

**Assistant Principal Officer**

69,347 - 70,928 - 72,514 - 74,094 - 75,680 - 77,264 - 79,218 - LSI 1 81,555 - LSI 2 83,895

**Revised Salary Scales for Clerical and Administrative Staff in E.T.B.s**

**Grade VII**

49,835 - 51,053 - 52,477 - 53,906 - 55,337 - 56,615 - 57,917 - 59,184 - 60,444 - LSI 1 62,611 - LSI 2 64,787

**Grade VI**

47,589 - 48,736 - 50,121 - 52,724 - 54,278 - LSI 1 56,212 - LSI 2 58,157

**Grade V**

42,777 - 44,138 - 45,499 - 46,861 - 48,221 - LSI 1 49,798 - LSI 2 51,373

**Grade IV**

30,895 - 32,850 - 34,645 - 36,218 - 37,735 - 39,787 - 41,270 - 42,777 - LSI 1 44,163 - LSI 2 45,555

**Grade III**

**Pre-1 January 2011 entrants**

26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,321 - LSI 39,794

**Post-1 January 2011 entrants**

24,119 - 25,704 - 26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,321 - LSI 39,794

**Telephonist Grade in CDETB**

26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - LSI 34,702

**Telephonist Grade in CDETB (new entrants)**

24,119 - 25,704 - 26,094 - 26,887 - 28,042 - 29,201 - 30,362 - 31,202 - 32,156 - 33,261 - 34,045 - LSI 34,702

**City of Dublin Youth Services Board**

**Director**

77,622 - 79,769 - 82,331 - LSI 1 85,244 - LSI 2 88,159

**Head of Operations (Asst. Director)**

71,159 - 73,310 - 75,465 - 77,622 - LSI 1 80,370 - LSI 2 83,116

**Development Officer**

62,031 - 63,453 - 64,864 - 66,286 - 67,702 - 68,079 - 69,455 - 70,848 LSI 1 73,123 - LSI 2 75,399

**Liaison Officer**

34,579 - 37,627 - 40,688 - 43,739 - 46,807 - 48,696 - 50,583 - 52,475 - 54,362 - 56,248 - 58,133 - 60,026 - 61,915 - LSI 1 64,023 - LSI 2 66,117

**Youth Worker**

33,882 - 36,871 - 39,863 - 42,859 - 45,857 - 47,328

**Youth Worker (new entrant)**

31,048 - 33,288 - 33,882 - 36,871 - 39,863 - 42,859 - 45,857 - 47,328

**Senior Youth Worker**

47,328 - 48,810 - 50,292 - 51,777 - 53,252

**Pay Scales for Chief Executive Officers of ETBs (Categories I to IV)**

**Category I**

111,238 - 114,909 - 118,568 - 122,986 - 127,369 - 131,069 - 134,783

**Category II**

106,099 - 109,595 - 113,069 - 117,215 - 121,339 - 124,841 - 128,341

**Category III**

95,247 - 98,659 - 102,072 - 105,503 - 108,920 - 112,333 - 115,7509 - 119,166

**Category IV**

92,802 - 96,368 - 99,928 - 103,499 - 107,053 - 110,630 - 114,155

**Revised Salary for C.E.O. City of Dublin E.T.B. (Appendix II to agreed report 1/98)**

**\*C.E.O. CDETB**

**\*Non PPC**

125,808 - 131,426 - 137,723 - 143,917

**\*PPC**

132,431 - 138,449 - 144,971 - 151,492

**Salary Scale for Adult Education Officers in Education and Training Boards**

**Adult Education Officer**

52,278 - 54,682 - 57,086 - 59,489 - 61,892 - 64,293 - 66,699 - 68,062 - 70,398 - 72,734 - 75,074 - 77,412 - 80,921

**Outdoor Education Centres**

**Director**

61,451 - 62,977 - 64,508 - 65,959 - 67,424 - 67,834 - 69,428 - LSI 1 71,651 - LSI 2 73,879

**Assistant Manager/Senior Instructor**

30,819 - 33,767 - 37,465 - 41,182 - 44,914 - 48,661 - 52,429

**Qualification Allowances**

Level 3 3,010

Level 2 2,011

Level 1 1,003

**Saturday Premium**

15.30

**Sleepover Allowance**

44.46

**Scales for former SOLAS employees who transferred to ETBs**

**Grade 06D**

67,659 - 70,104 - 72,536 - 74,976 - 77,411 - 78,816 - LSI 1 81,274 - LSI 2 83,740

**Grade 06X (Contributory)**

67,602 - 70,269 - 73,052 - 75,671 - 78,268 - 80,855 - 82,373 - 82,559 - LSI 1 85,140 - LSI 2 87,725

**Grade 06B (Non-Contributory)**

65,299 - 67,892 - 69,529 - 72,017 - 74,484 - 76,942 - 78,384 - 78,560 - LSI 1 81,013 - LSI 2 83,469

**Grade 07X (Contributory)**

61,202 - 63,024 - 65,021 - 66,512 - 67,423 - 68,573 - 70,586 - 71,801 - 72,609 - LSI 1 74,8724 - LSI 2 77,131

**Grade 07B (Non-Contributory)**

58,232 - 59,964 - 61,861 - 63,278 - 64,142 - 66,238 - 68,202 - 68,341 - 69,109 - LSI 1 71,257 - LSI 2 73,405



**Grade 08 (D,E,X) (Contributory) X Standard, D/E Higher Standard**

38,199 - 39,920 - 41,304 - 42,642 - 44,044 - 45,384 - 46,770 - 48,139 - 49,496 - 50,895 - 52,286 - 53,677 - 55,063 - 56,426 - 57,326 - LSI 1 59,379 - LSI 2 61,433

**Higher**

41,304 - 42,642 - 44,044 - 45,384 - 46,770 - 48,139 - 49,496 - 50,895 - 52,286 - 53,677 - 55,063 - 56,426 - 57,326 - 59,379 - 60,735 - 62,081 - 63,432

**Grade 08 (B,C) (Non-Contributory) B-Standard, C-Higher Standard**

36,379 - 38,014 - 39,331 - 40,601 - 41,933 - 43,206 - 44,523 - 45,823 - 47,112 - 48,441 - 49,763 - 51,083 - 52,401 - 53,695 - 54,551 - LSI 1 56,501 - LSI 2 58,452

**Higher**

39,331 - 40,601 - 41,933 - 43,206 - 44,523 - 45,823 - 47,112 - 48,441 - 49,763 - 51,083 - 52,401 - 53,695 - 54,551 - 56,501 - 57,789 - 59,069 - 60,351

**Grade 08H**

**Higher**

49,226 - 50,579 - 51,934 - 53,296 - 54,651 - 56,602 - 57,882 - 59,171 - 60,462

**Grade 08K**

**Higher**

51,723 - 53,147 - 54,577 - 56,003 - 57,429 - 59,489 - 60,839 - 62,192 - 63,548

**Grade 09 (X and D) (Contributory) X - Standard, D - Higher Standard**

33,660 - 35,679 - 37,095 - 38,679 - 40,015 - 41,346 - 42,703 - 44,004 - 45,278 - 46,579 - 47,869 - 49,122 - 50,378 - 51,572 - 52,478 - LSI 1 54,283 - LSI 2 56,089

**Higher**

37,095 - 38,679 - 40,015 - 41,346 - 42,703 - 44,004 - 45,278 - 49,122 - 50,378 - 51,572 - 52,478 - 55,540 - 56,795 - 58,051

**Grade 09B Standard (Non-Contributory)**

32,378 - 33,985 - 35,332 - 36,837 - 38,105 - 39,370 - 40,660 - 41,895 - 43,105 - 44,341 - 45,567 - 46,757 - 47,949 - 49,085 - 49,944 - LSI 1 51,660 - LSI 2 53,376

**Grade 10 (X and E) (Contributory) X - Standard, E - Higher Standard**

29,802 - 31,899 - 33,204 - 34,717 - 35,986 - 37,307 - 38,636 - 39,869 - 41,059 - 42,263 - 43,454 - 44,567 - 45,693 - 46,717 - 47,630 - LSI 1 49,187 - LSI 2 50,745

**Higher**

33,204 - 34,717 - 35,986 - 37,307 - 38,636 - 39,869 - 41,059 - 42,263 - 43,454 - 44,567 - 45,693 - 46,717 - 47,630 - 49,187 - 50,345 - 51,507 - 52,670

**Grade 10 (D and F) (Non-Contributory) D - Standard, F - Higher Standard**

28,364 - 30,681 - 31,793 - 33,393 - 34,277 - 35,532 - 36,795 - 37,965 - 39,098 - 40,241 - 41,373 - 42,429 - 43,498 - 44,473 - 45,339 - LSI 1 46,819 - LSI 2 48,299

**Higher**

31,793 - 33,393 - 34,277 - 35,532 - 36,795 - 37,965 - 39,098 - 40,241 - 41,373 - 42,429 - 43,498 - 44,473 - 45,339 - 46,819 - 47,919 - 49,022 - 50,127

**Grade 10B**

**New entrant**

26,926 - 29,102 - 29,801 - 31,899 - 33,204 - 34,717 - 35,986 - 37,307 - 38,636 - 39,869 - 41,059 - 42,263 - 43,454 - 44,567 - 45,693 - 46,717 - 47,630 - LSI 1 49,187 - LSI 2 50,745

**Grade 11 (G and H) (Contributory) G - Standard, H - Higher Standard**

26,082 - 26,864 - 28,017 - 29,167 - 30,319 - 31,158 - 32,105 - 33,209 - 33,986 - 35,078 - 36,162 - 37,855 - LSI 1 39,186 - LSI 2 39,796

**Higher**

26,864 - 28,017 - 29,167 - 30,319 - 31,158 - 32,105 - 33,209 - 33,986 - 35,078 - 36,162 - 37,855 - 39,796 - 40,620

**Grade 11 (A and J) (Contributory) A - Standard, J - Higher Standard**

30,706 - 31,617 - 32,680 - 33,577 - 34,739 - 35,883 - 37,031 - 38,173 - 39,276 - 40,385 - 41,441 - 42,743 - LSI 1 44,187 - LSI 2 45,271

**Higher**

31,617 - 32,680 - 33,577 - 34,739 - 35,883 - 37,031 - 38,173 - 39,276 - 40,385 - 41,441 - 42,743 - 44,187 - 45,652 - 46,646

**Grade 11K Higher (Non-Contributory)**

25,937 - 26,668 - 27,763 - 28,856 - 29,951 - 30,736 - 31,800 - 33,155 - 33,414 - 34,437 - 36,053 - 37,319 - 37,901 - 38,681

**Grade 11N**

30,892 - 32,851 - 34,645 - 36,215 - 37,734 - 39,784 - 41,273 - 42,773 - LSI 1 44,162 - LSI 2 45,557

**Grade 11L**

**Higher**

497.07 - 511.07 - 532.05 - 553.02 - 573.98 - 594.92 - 609.42 - 626.45 - 640.35 - 660.15 - 690.93 - 715.18 - 726.34 - 741.29

**Grade 13X (Contributory) (General Assistant)**

27,814 - 28,625 - 30,011 - LSI 1 30,694 - LSI 2 31,788

**Career Grade staff (Contributory)**

39,869 - 41,059 - 42,263 - 43,454 - 44,567 - 45,693 - 46,717 - 47,630 - 49,122 - 50,378 - 51,572 - 52,478 - 53,677 - 55,063 - 56,426 - 57,326 - 59,379 - LSI 1 61,433 - LSI 2 63,432

**Career Grade staff (Non-contributory)**

37,965 - 39,098 - 40,241 - 41,373 - 42,429 - 43,498 - 44,473 - 45,339 - 46,757 - 47,949 - 49,085 - 49,944 - 51,083 - 52,401 - 53,695 - 54,551 - 56,501 - LSI 1 58,452 - LSI 2 60,351

**Pay of Caretakers in ETBs outside the Dublin Area (including Cork City Post 1989)**

**Caretaker**

On Recruitment 609.39 - after 6 months 612.63 - after 1½ years 615.70 - after 2½ years 615.70 - after 3½ years 615.95 - after 4½ years 617.70 - after 5½ years 619.41 - after 6½ years 621.26 - after 7½ years 623.01 - after 8½ years 624.86 - after 9½ years 626.80 - after 10½ years 628.75 - after 11½ years 630.55

**Caretaker (new entrants)**

On Recruitment 555.96 - after 6 months 568.78 - after 1½ years 609.39 - after 2½ years 612.63 - after 3½ years 615.70 - after 4½ years 615.70 - after 5½ years 615.95 - after 6½ years 617.70 - after 7½ years 619.41 - after 8½ years 621.26 - after 9½ years 623.01 - after 10½ years 624.86 - after 11½ years 626.80 - after 12½ years 628.75 - after 13½ years 630.55

**Pay of Attendants in ETBs outside the Dublin Area**

**Attendants**

On Recruitment 593.89 - after 6 months 597.14 - after 1½ years 600.15 - after 2½ years 601.89 - after 3½ years 603.68 - after 4½ years 605.37 - after 5½ years 607.15 - after 6½ years 608.92 - after 7½ years 610.78 - after 8½ years 612.65 - after 9½ years 614.56 - after 10½ years 614.56 - after 11½ years 615.26

**Attendants (new entrants)**

On Recruitment 541.86 - after 6 months 554.77 - after 1½ years 593.89 - after 2½ years 597.14 - after 3½ years 600.15 - after 4½ years 601.89 - after 5½ years 603.68 - after 6½ years 605.37 - after 7½ years 607.15 - after 8½ years 608.92 - after 9½ years 610.78 - after 10½ years 612.65 - after 11½ years 614.56 - after 13½ years 615.26

**ETB**

**Cleaner P/T Rate**

15.23

**ETB (new entrants)**

**Cleaner P/T Rate**

13.89

**Pay of Caretakers in ETBs outside the Dublin Area (including Cork City Post 1989)(Non-members of Pension Scheme)**

**Caretaker**

On Recruitment 608.83 - after 6 months 612.09 - after 1½ years 615.19- after 2½ years 615.19 - after 3½ years 615.47- after 4½ years 617.19- after 5½ years 618.91- after 6½ years 620.72- after 7½ years 622.52 - after 8½ years 624.34- after 9½ years 626.26 - after 10½ years 628.20- after 11½ years 630.05

**Caretaker (new entrants)**

On Recruitment 555.45 - after 6 months 568.31 - after 1½ years 608.83 - after 2½ years 612.10 - after 3½ years 615.19 - after 4½ years 615.19 - after 5½ years 615.47 - after 6½ years 617.19 - after 7½ years 618.91 - after 8½ years 620.72- after 9½ years 622.52 - after 10½ years 624.34 - after 11½ years 626.25 - after 12½ years 628.20 - after 13½ years 630.04



## Pay of Attendants in ETBs outside the Dublin Area (Non-members of Pension Scheme)

### Attendant

On Recruitment 593.36 - after 6 months 596.62  
- after 1½ years 599.66 - after 2½ years 601.36  
- after 3½ years 603.14 - after 4½ years 604.91  
- after 5½ years 606.60 - after 6½ years 608.44  
- after 7½ years 610.24 - after 8½ years 612.13  
- after 9½ years 614.00 - after 10½ years 615.96 - after 11½ years 615.96

### Attendant (new entrants)

On Recruitment 541.38 - after 6 months 554.31  
- after 1½ years 593.36 - after 2½ years 596.62  
- after 3½ years 599.66 - after 4½ years 601.36  
- after 5½ years 603.14 - after 6½ years 604.91  
- after 7½ years 606.60 - after 8½ years 608.44  
- after 9½ years 610.24 - after 10½ years 612.13 - after 11½ years 614.00 - after 12½ years 615.96 - after 13½ years 615.96

## Dublin Zone General Operative PCW Agreement - Members of Contributory Pension Scheme

### Caretakers/General Operative

582.46 - 586.98 - 588.83 - 590.65 - 592.34 - 592.34 - 592.34 - 592.34 - 593.92 - 595.85 - 598.39 - 600.84 - 603.29

### Caretakers/General Operative (New Entrants)

526.24 - 539.72 - 582.46 - 586.98 - 588.83 - 590.65 - 592.34 - 592.34 - 592.34 - 592.34 - 593.92 - 595.85 - 598.39 - 600.84 - 603.29

### Senior Caretaker Allowance

72.38

### Junior Caretaker Allowance

28.22

## Dublin Zone General Operative PCW Agreement - Non-members of Contributory Pension Scheme

### General Operative

582.46 - 586.98 - 588.83 - 590.65 - 592.34 - 592.34 - 592.34 - 592.34 - 593.92 - 595.85 - 598.39 - 600.84 - 603.29

### General Operative (new entrants)

526.24 - 539.72 - 582.46 - 586.98 - 588.83 - 590.65 - 592.34 - 592.34 - 592.34 - 592.34 - 593.92 - 595.85 - 598.39 - 600.84 - 603.29

## Revised Salaries Payable to Caretakers/Cleaning Supervisor in the City of Cork ETB (Pre 1989)

### Senior Caretaker

On Recruitment 645.46- after 6 months 648.81- after 1½ years 652.18 - after 2½ years 654.05 - after 3½ years 655.98 - after 4½ years 657.85 - after 5½ years 659.80 - after 6½ years 661.85 - after 7½ years 663.88 - after 8½ years 666.07 - after 9½ years 668.14 - after 10½ years 670.26 - after 11½ years 672.46

### Caretaker/Cleaning Supervisor

On Recruitment 638.68 - after 6 months 642.15 - after 1½ years 645.44 - after 2½ years 647.16 - after 3½ years 649.18 - after 4½ years 651.02 - after 5½ years 652.78 - after 6½ years 654.91 - after 7½ years 656.87 - after 8½ years 658.90 - after 9½ years 661.00 - after 10½ years 663.13- after 11½ years 665.27

## Caretakers - Senior and Junior Allowances (Co Dublin and Borough of Dun Laoghaire ETB)

### Senior Caretaker Allowance

72.38

### Junior Caretaker Allowance

28.22

### CDET B Truck Driver - inclusive of GO Analogue Award

#### Truck Driver (G.O. Related)

605.76 - 609.99 - 611.92 - 613.34 - 615.09 - 615.74 - 617.71 - 619.36 - 621.29 - 623.63 - 626.13 - 628.52

#### Truck Driver (G.O. Related) (new entrants)

552.65 - 565.71 - 605.76 - 609.99 - 611.92 - 613.34- 615.09 - 615.09 - 615.74 - 617.71 - 619.36 - 621.29 - 623.63 - 626.13 - 628.52

### CDET B Storeman/Storekeeper (G.O. Related)

633.84 - 644.59 - 656.99 - 668.20 - 679.31 - 690.59 - 701.76

### New entrants

581.06 - 612.01 - 633.84 - 644.59 - 656.99 - 668.20 - 679.31 - 690.59 - 701.76

## CDET B Personnel Maintenance Differentials

Assistant Porter 27.65

Porter 51.78

Senior Porter 70.91

Head Porter 90.11

Caretaker 40.77

Boilerman 27.65

Tractor Driver 38.88

Chargehand Cleaner 18.34

Foreman Cleaner 36.96

Night Allowance 15.24

Semi-skilled Allowance 15.24

Group 4 Allowance 11.90

Group 3 Allowance 9.01

Class Aide 23.81

Goods inwards Officer 30.68

## Psychologists

### Psychologists Co. Dublin and City of Dublin ETBs

59,979 - 62,538 - 65,076 - 67,602 - 69,690 - 74,388 - 78,635 - 82,939 - 86,437 - LSI 1 89,145 - LSI 2 91,855

### Psychologists Co. Dublin and City of Dublin ETBs (New Entrants)

54,085 - 57,530 - 59,979 - 62,538 - 65,076 - 67,602 - 69,690 - 74,388 - 78,635 - 82,939 - 86,437 - LSI 1 89,145 - LSI 2 91,855

### Senior Psychologist

83,926 - 85,862 - 87,813 - 89,749 - 91,676 - 92,412 - LSI 1 95,303 - LSI 2 98,195

## Technicians in Dun Laoghaire ETB, Kilkenny ETB and Co. Cork ETB (Davis College)

### Technicians Scale A

36,496 - 37,529 - 38,506 - 40,823 - 43,330 - 45,126 - 46,999 - 48,834 - 50,679 - 53,010 - 54,865 - 56,873 - 58,881 - 60,838 - LSI 62,119

\*This scale applies to those who opted not to join 1977 Superannuation Scheme

### New Recruits Scale A

33,269 - 34,320 - 36,496 - 37,529 - 38,506 - 40,823 - 43,330 - 45,126 - 46,999 - 48,834 - 50,679 - 53,010 - 54,865 - 56,873 - 58,881 - 60,838 - LSI 62,119

\*This scale applies to those who opted not to join 1977 Superannuation Scheme

### Technicians Scale B

36,846 - 37,887 - 38,875 - 41,219 - 43,705 - 45,513 - 47,395 - 49,259 - 51,123 - 53,471 - 55,343 - 57,372 - 59,399 - 61,379 - LSI 62,670

\*This scale applies to those who have joined 1977 Superannuation Scheme

### New Recruits Scale B

33,265 - 34,646 - 36,846 - 37,887 - 38,875 - 41,219 - 43,705 - 45,513 - 47,395 - 49,259 - 51,123 - 53,471 - 55,343 - 57,372 - 59,399 - 61,379 - LSI 62,670

\*This scale applies to those who have joined 1977 Superannuation Scheme

### Youth Officer ETBs

47,589 - 48,736 - 49,835 - 51,294 - 52,987 - 54,724 - 56,570 - 58,471 - 60,444 - 62,611 - 64,787

### Youth Officer ETBs (new entrants)

42,934 - 45,063 - 47,589 - 48,736 - 49,835 - 51,294 - 52,987 - 54,724 - 56,570 - 58,471 - 60,444 - 62,611 - 64,787

## Youthreach Pay Scales

### Resource Person

32,517 - 34,189 - 36,181 - 38,176 - 40,177 - 42,181 - 44,193 - 46,210 - 48,230 - 50,259 - 52,429 - LSI 1 54,231 - LSI 2 56,036

### Resource Person (new entrants)

29,812 - 31,328 - 32,517 - 34,189 - 36,181 - 38,176 - 40,177 - 42,181 - 44,193 - 46,210 - 48,230 - 50,259 - 52,429 - LSI 1 54,231 - LSI 2 56,036

### Co-ordinator

38,621 - 42,100 - 45,570 - 49,813 - 52,474 - 55,938 - 59,380 - LSI 1 - 62,038 - LSI 2 - 63,988

### Qualification Allowances

Degree/tch.recognition 3,010

Diploma 2,011

Certificate 1,003



## Health Salary Scales

Revision of salaries with effect from 1st January 2019 (unless otherwise stated).

### Health and Social Care Professionals Grades

#### Analytical Chemist, Executive without Branch E Cert

LRA 44,691 - 47,125 - 49,541 - 51,344 - 53,148 - 54,954 - 56,756 - 58,562 - 60,364 - 62,165 - 63,974 - 65,777 - LSI 1 67,854 - LSI 2 68,866

#### Analytical Chemist, Executive (Advanced Practitioner)

LRA 50,233 - 53,523 - 55,699 - 58,146 - 60,564 - 63,010 - 65,471 - 67,920 - 69,284 - LSI 1 72,345 - LSI 2 74,529

#### Audiologist, Staff Grade

LRA 32,178 - 33,862 - 35,295 - 36,509 - 37,507 - 38,511 - 39,557 - 40,590 - 41,585 - LSI 42,379

#### Audiologist, Senior

LRA 44,432 - 46,173 - 47,292 - 48,568 - 49,866 - 51,193

#### Audiologist, Clinical Specialist

LRA 48,568 - 49,866 - 51,193 - 53,922 - 56,718 - 59,581

#### Audiologist, Chief

LRA 51,193 - 53,922 - 56,718 - 59,581 - 62,511 - 65,509

#### Audiologist, Assistant National Lead

LRA 64,140 - 66,999 - 68,798 - 71,580 - 74,366 - 77,148 - 79,930 - 82,716 - LSI 1 85,280 - LSI 2 88,082

#### Audiology, National Lead

LRA 79,172 - 84,664 - 90,254 - 95,896 - 101,118 - LSI 1 104,272 - LSI 2 107,424

#### Biochemist

LRA 36,085 - 37,592 - 39,980 - 41,115 - 42,193 - 44,745 - 46,397 - 48,064 - 49,758 - 51,450 - 53,146 - 54,857 - 56,579 - 58,321 - 60,013 - LSI 61,176

#### Biochemist, Senior

LRA 55,916 - 58,447 - 60,693 - 62,991 - 65,358 - 67,685 - 69,012 - 71,320 - 73,644

#### Biochemist, Principal

LRA 67,730 - 70,888 - 74,740 - 78,584 - 82,443 - 86,289 - 90,553 - 93,394 - 96,254

#### Cardiac Physiologist (formerly Cardiac Catheterisation Physiologist)

LRA 36,037 - 38,078 - 39,926 - 40,764 - 41,693 - 44,124 - 45,599 - 47,076 - LSI 1 50,721 - LSI 2 54,306

#### Cardiac Physiologist Senior (formerly Cardiac Catheterisation Physiologist Senior)

LRA 45,266 - 46,618 - 48,048 - 49,510 - 51,016 - 52,414 - LSI 1 55,873 - LSI 2 59,336

#### Cardiac Physiologist Chief I (formerly Cardiac Catheterisation Physiologist Chief I)

LRA 49,325 - 50,348 - 51,707 - 53,027 - 54,347 - 55,654 - LSI 1 59,032 - LSI 2 62,479

#### Cardiac Physiologist Chief II (formerly Cardiac Catheterisation Physiologist Chief II)

LRA 50,743 - 53,211 - 55,617 - 58,035 - 60,492 - 63,660 - LSI 1 67,246 - LSI 2 69,598

#### Chiropodist

LRA 36,296 - 38,445 - 40,214 - 41,500 - 42,589 - 43,717 - 44,830 - 45,974 - 47,111 - 48,248 - 49,445 - 50,705 - 51,962 - LSI 52,970

#### Chiropodist, Senior

LRA 53,074 - 54,206 - 55,373 - 56,530 - 57,687 - 58,904 - 60,187 - 61,467 - 62,493

#### Clinical Specialist Chiropodist

LRA 58,711 - 59,842 - 61,007 - 62,166 - 63,321 - 64,540 - 65,822 - 67,102 - 68,129

#### Clinical Engineering Technician

LRA 31,148 - 32,270 - 33,992 - 34,692 - 36,100 - 38,884 - 40,954

#### Clinical Engineering Technician, Senior

LRA 42,378 - 44,459 - 46,738 - 49,147 - 51,722 - 54,299 - 56,926 - LSI 1 58,959 - LSI 2 60,858

#### Clinical Engineering Technician, Principal

LRA 59,050 - 60,990 - 63,663 - 65,478 - 67,032 - 67,778

#### Clinical Engineering Technician, Chief

LRA 61,663 - 64,066 - 66,550 - 68,462 - 69,401 - 71,348 - 73,496 - 75,308

#### Clinical Photographer (Basic Grade)

LRA 29,240 - 30,858 - 32,051 - 33,675 - 35,261 - 36,780 - 38,299 - 39,785 - 41,273 - 42,736 - 44,237 - 45,657 - 46,822 - LSI 1 48,355 - LSI 2 49,881

#### Clinical Photographer (Senior Grade)

LRA 46,822 - 48,188 - 49,553 - 50,876 - 52,240 - 53,597 - 54,952 - 56,348 - LSI 1 58,367 - LSI 2 60,385

#### Counsellor Therapist - National Counselling Service

LRA 44,503 - 46,944 - 49,333 - 52,044 - 54,758 - 57,470 - 60,182 - 62,894 - 65,605 - 68,318 - 69,937 - 72,576 - 75,215 - 77,848

#### Director of Counselling - National Counselling Service

LRA 90,917 - 92,894 - 94,872 - 96,849 - 98,826 - 100,803 - 102,779 - 105,786 - 109,191

#### Dental Hygienist

LRA 36,405 - 38,798 - 40,334 - 41,713 - 42,977 - 44,289 - 45,613 - 46,949 - 48,449 - 49,241 - 50,607 - 51,789 - 52,991 - LSI 1 54,014

#### Dietician

LRA 36,296 - 38,445 - 40,214 - 41,500 - 42,589 - 43,717 - 44,830 - 45,974 - 47,111 - 48,248 - 49,445 - 50,705 - 51,962 - LSI 1 52,970

#### Dietician, Senior

LRA 53,074 - 54,206 - 55,373 - 56,530 - 57,687 - 58,904 - 60,187 - 61,467 - 62,493

#### Clinical Specialist Dietician

LRA 58,711 - 59,842 - 61,007 - 62,166 - 63,321 - 64,540 - 65,822 - 67,102 - 68,129

#### Dietician Manager

LRA 63,980 - 66,282 - 67,542 - 69,794 - 72,033 - 74,275 - 76,511

#### Dietician Manager-in-Charge III

LRA 73,870 - 75,037 - 76,201 - 77,428 - 78,719 - 80,008 - 81,040

#### Dosimetrist, Basic

LRA 34,788 - 37,113 - 38,538 - 40,299 - 41,943 - 43,797 - 45,240 - 46,660 - 49,285 - 50,796 - 52,373 - 53,946 - 55,947 - 56,654 - LSI 1 57,751

#### Dosimetrist, Senior

LRA 54,874 - 57,644 - 60,128 - 62,642 - 54,175 - 67,054 - 67,917 - 69,782

#### E.C.G. Technician, Student

LRA 23,481 - 24,450 - 25,536 - 26,411 - 26,669

#### E.C.G. Technician (with formal qualification)

LRA 27,586 - 29,052 - 30,535 - 31,789 - 31,137 - 31,789 - 33,789 - 33,399 - 34,110 - 35,135 - 36,259 - 37,297 - 38,368 - LSI 1 40,791 - LSI 2 43,234

#### E.C.G. Technician (without formal qualification)

LRA 27,862 - 29,342 - 30,840 - 31,137 - 31,789 - 33,399 - 34,110 - 35,135 - 36,259

#### E.C.G. Technician, Senior

LRA 38,013 - 38,962 - 39,797 - 41,022 - 42,107 - LSI 1 44,481 - LSI 2 46,791

#### E.C.G. Technician, Chief I

LRA 40,584 - 41,448 - 42,572 - 43,672 - 44,963 - LSI 1 47,222 - LSI 2 49,464

#### Environmental Health Officer, Basic

LRA 38,750 - 41,163 - 42,940 - 44,731 - 46,511 - 48,295 - 50,085 - 51,869 - 53,650 - 55,435 - 57,227 - LSI 1 59,062 - LSI 2 60,890

#### Environmental Health Officer, Senior

LRA 49,545 - 51,344 - 53,150 - 54,952 - 56,756 - 58,564 - 60,366 - 62,165 - 63,978 - 65,780 - LSI 1 67,855 - LSI 2 68,868

#### Environmental Health Officer, Principal

LRA 65,676 - 67,692 - 68,655 - 70,620 - 72,586 - 74,548 - 76,523 - LSI 1 79,005 - LSI 2 81,484

#### Environmental Health Officer, Regional Chief

LRA 81,934 - 85,624 - 89,302 - 92,987 - 96,189

#### Hospital Chaplains, Roman Catholic

LRA 47,589 - 48,736 - 50,124 - 52,723 - 54,279 - LSI 1 56,212 - LSI 2 58,158

#### Laboratory Manager

LRA 69,449 - 72,524 - 75,229 - 77,945 - 80,715 - 83,432 - 86,220 - 88,921 - 91,639

#### Medical Scientist

LRA 33,264 - 34,647 - 36,845 - 37,886 - 38,887 - 41,219 - 42,734 - 44,264 - 45,820 - 47,372 - 48,930 - 50,500 - 52,080 - 53,679 - 55,232 - LSI 1 56,300

#### Medical Scientist, Senior (with F.A.M.L.S.)

LRA 50,838 - 53,132 - 55,167 - 57,249 - 59,394 - 61,502 - 63,672 - 65,821 - 67,986

#### Specialist Medical Scientist

LRA 56,475 - 58,768 - 60,803 - 62,885 - 65,030 - 67,137 - 68,263 - 70,353 - 72,459

#### Medical Scientist, Chief

LRA 61,948 - 64,713 - 67,145 - 68,535 - 70,960 - 73,337 - 75,776 - 78,140 - 80,520

#### Neuro-Physiologist

LRA 36,037 - 38,078 - 39,926 - 40,764 - 41,693 - 44,124 - 45,599 - 47,076 - LSI 1 50,721 - LSI 2 54,306

#### Neuro-Physiologist, Senior

LRA 45,266 - 46,618 - 48,048 - 49,510 - 51,016 - 52,414 - LSI 1 55,873 - LSI 2 59,336

#### Neuro-Physiologist, Chief I

LRA 49,325 - 50,348 - 51,707 - 53,027 - 54,347 - 55,654 - LSI 1 59,032 - LSI 2 62,479



**Neuro-Physiologist, Chief II**

LRA 50,743 - 53,211 - 55,617 - 58,035 - 60,492 - 63,660 - LSI 1 67,246 - LSI 2 69,598

**Occupational Therapist**

LRA 36,296 - 38,445 - 40,214 - 41,500 - 42,589 - 43,717 - 44,830 - 45,974 - 47,111 - 48,248 - 49,445 - 50,705 - 51,962 - LSI 1 52,970

**Occupational Therapist, Senior**

LRA 53,074 - 54,206 - 55,373 - 56,530 - 57,687 - 58,904 - 60,187 - 61,467 - 62,493

**Clinical Specialist Occupational Therapist**

LRA 58,711 - 59,842 - 61,007 - 62,166 - 63,321 - 64,540 - 65,822 - 67,102 - 68,129

**Occupational Therapist Manager**

LRA 63,980 - 66,282 - 67,542 - 69,794 - 72,033 - 74,275 - 76,511

**Occupational Therapist Manager-in-Charge III**

LRA 73,870 - 75,037 - 76,201 - 77,428 - 78,719 - 80,008 - 81,040

**Orthoptist**

LRA 36,296 - 38,445 - 40,214 - 41,500 - 42,589 - 43,717 - 44,830 - 45,974 - 47,111 - 48,248 - 49,445 - 50,705 - 51,962 - LSI 1 52,970

**Orthoptist, Senior**

LRA 53,074 - 54,206 - 55,373 - 56,530 - 57,687 - 58,904 - 60,187 - 61,467 - 62,493

**Pathology Technician, Basic**

LRA 30,151 - 31,835 - 32,889 - 33,438 - 34,315 - 35,179 - 36,043 - 36,907 - 37,773 - 38,643 - 39,509 - 40,373 - 41,156

**Pathology Technician, Senior**

LRA 35,198 - 36,437 - 37,679 - 38,919 - 40,160 - 41,400 - 42,644 - 43,885 - 45,125 - 46,368 - 47,619

**Pharmaceutical Technician, Student**

LRA 24,914 - 26,291 - 27,178 - 28,182 - 29,187

**Pharmaceutical Technician**

LRA 33,517 - 35,664 - 37,126 - 38,080 - 39,034 - 39,988 - 40,943 - 41,897 - 42,851 - 43,805

**Pharmaceutical Technician, Senior**

LRA 45,526 - 46,498 - 47,469 - 47,469 - 48,440 - 49,411 - 50,384

**Pharmacy Student**

LRA 24,410 - 26,625

**Pharmacist**

LRA 34,077 - 36,783 - 37,748 - 40,755 - 43,610 - 46,499 - 49,401 - 52,338 - 55,293 - 58,303 - 61,366 - 64,488 - LSI 1 65,742

**Pharmacist, Senior**

LRA 62,720 - 65,603 - 66,526 - 67,445 - 67,557 - 68,842 - 70,208 - 72,590

**Pharmacist, Chief II**

LRA 69,421 - 73,941 - 76,581 - 79,846 - 83,333 - 86,942

**Pharmacist, Chief I**

LRA 78,613 - 82,219 - 83,631 - 85,586 - 87,753 - 89,964

**Phlebotomist Trainee**

LRA 19,869

**Phlebotomist**

LRA 30,160 - 32,132 - 32,899 - 34,316 - 35,820 - 37,346 - 38,878 - 40,450 - LSI 41,223

**Phlebotomist, Senior**

LRA 36,018 - 37,995 - 39,690 - 41,448 - 43,199 - 45,008

**Physicist, Graduate Trainee - Year 1**

LRA 26,432

**Physicist, Graduate Trainee - Year 2**

LRA 27,656

**Physicist**

LRA 37,876 - 40,672 - 41,969 - 44,046 - 46,106 - 48,539 - 50,142 - 51,678 - 55,592 - 57,258 - 59,018 - 60,775 - 62,528 - 64,302 - 65,280

**Physicist, Senior**

LRA 64,140 - 66,999 - 68,798 - 71,580 - 74,366 - 77,148 - 79,930 - 82,716 - LSI 1 85,280 - LSI 2 88,082

**Physicist, Principal**

LRA 79,172 - 84,664 - 90,254 - 95,896 - 101,118 - LSI 1 104,272 - LSI 2 107,424

**Physicist, Chief**

LRA 101,687 - 104,580 - 107,477 - 109,837 - LSI 1 113,270 - LSI 2 116,698

**Physiotherapist**

LRA 36,296 - 38,445 - 40,214 - 41,500 - 42,589 - 43,717 - 44,830 - 45,974 - 47,111 - 48,248 - 49,445 - 50,705 - 51,962 - LSI 1 52,970

**Physiotherapist, Senior**

LRA 53,074 - 54,206 - 55,373 - 56,530 - 57,687 - 58,904 - 60,187 - 61,467 - 62,493

**Clinical Specialist Physiotherapist**

LRA 58,711 - 59,842 - 61,007 - 62,166 - 63,321 - 64,540 - 65,822 - 67,102 - 68,129

**Physiotherapist Manager**

LRA 63,980 - 66,282 - 67,542 - 69,794 - 72,033 - 74,275 - 76,511

**Physiotherapist Manager-in-Charge III**

LRA 73,870 - 75,037 - 76,201 - 77,428 - 78,719 - 80,008 - 81,040

**Play Specialist, Basic**

LRA 36,265 - 38,384 - 40,179 - 41,325 - 42,565 - 43,711 - 44,760 - 46,000 - 46,726 - 48,291 - 49,436 - 50,677 - 51,917 - LSI 1 52,919

**Play Specialist, Senior**

LRA 51,549 - 52,812 - 54,171 - 55,725 - 57,086 - 58,358 - 59,504 - 60,282

**Play Therapist, Basic**

LRA 36,296 - 38,445 - 40,214 - 41,500 - 42,589 - 43,717 - 44,830 - 45,974 - 47,111 - 48,248 - 49,445 - 50,705 - 51,962 - LSI 1 52,970

**Play Therapist, Senior**

LRA 53,074 - 54,206 - 55,373 - 56,530 - 57,685 - 58,905 - 60,187 - 61,467 - 62,493

**Psychologist, Trainee Clinical (post 2006)**

LRA 34,444 - 37,085 - 42,063

**Psychologist, Clinical**

LRA 51,467 - 54,741 - 57,070 - 59,499 - 61,916 - 64,311 - 67,326 - 70,798 - 74,833 - 78,920 - 82,248 - LSI 1 84,817 - LSI 2 87,389

**Psychologist, Educational**

LRA 51,467 - 54,741 - 57,070 - 59,499 - 61,916 - 64,311 - 67,326 - 70,798 - 74,833 - 78,920 - 82,248 - LSI 1 84,817 - LSI 2 87,389

**Psychologist, Counselling**

LRA 51,467 - 54,741 - 57,070 - 59,499 - 61,916 - 64,311 - 67,326 - 70,798 - 74,833 - 78,920 - 82,248 - LSI 1 84,817 - LSI 2 87,389

**Psychologist, Senior Clinical**

LRA 81,317 - 83,188 - 85,074 - 86,951 - 88,813 - 89,526 - LSI 1 92,325 - LSI 2 95,127

**Psychologist, Counselling Senior**

LRA 81,317 - 83,188 - 85,074 - 86,951 - 88,813 - 89,526 - LSI 1 92,325 - LSI 2 95,127

**Psychologist, Educational Senior**

LRA 81,317 - 83,188 - 85,074 - 86,951 - 88,813 - 89,526 - LSI 1 92,325 - LSI 2 95,127

**Psychologist, Principal Clinical**

LRA 94,469 - 96,670 - 98,876 - 101,064 - 102,716 - LSI 1 105,909 - LSI 2 109,102

**Psychology, Director of**

LRA 102,715 - 105,178 - 107,644 - 110,107 - 111,969 - LSI 1 115,458 - LSI 2 118,946

**Radiographer**

LRA 34,841 - 36,862 - 38,597 - 39,708 - 40,837 - 41,981 - 43,093 - 44,202 - 45,353 - 46,477 - 47,564 - 48,681 - 49,833 - LSI 1 50,916

**Radiographer, Senior**

LRA 46,779 - 48,557 - 50,410 - 52,291 - 54,197

**Radiation Therapist**

LRA 34,842 - 36,349 - 38,598 - 39,707 - 40,838 - 44,100 - 46,779 - 48,559 - 50,410 - 52,291 - 54,195

**Clinical Specialist Radiographer and Former Superintendent 1 not in charge of Departments**

LRA 52,511 - 55,180 - 57,445 - 59,713 - 62,025

**Radiography Service Manager 1 (Formerly Radiographer, Superintendent I and II)**

LRA 54,476 - 57,423 - 59,924 - 62,448 - 65,021

**Radiography Service Manager 2 (Formerly Radiographer, Superintendent III)**

LRA 59,347 - 62,113 - 65,904 - 68,699 - 72,503

**Regional Public Analyst, Deputy without Branch E Cert**

LRA 68,044 - 66,687 - 70,312 - 71,984 - 73,608 - 75,264 - LSI 1 77,663 - LSI 2 80,141

**Regional Public Analyst, Deputy (Advanced Practitioner)**

LRA 72,392 - 73,824 - 75,253 - 76,707 - 78,132 - 79,572 - LSI 1 82,107 - LSI 2 84,731

**Regional Public Analyst**

LRA 83,960 - 85,775 - 87,571 - 89,382 - 91,194 - LSI 1 94,119 - LSI 2 97,139

**Respiratory Physiologist**

LRA 36,037 - 38,078 - 39,926 - 40,764 - 41,693 - 44,124 - 45,599 - 47,076 - LSI 1 50,721 - LSI 2 54,306

**Respiratory Physiologist, Senior**

LRA 45,266 - 46,618 - 48,048 - 49,510 - 51,016 - 52,414 - LSI 1 55,873 - LSI 2 59,336

**Respiratory Physiologist, Chief I**

LRA 49,325 - 50,348 - 51,707 - 53,027 - 54,347 - 55,654 - LSI 1 59,032 - LSI 2 62,479

**Respiratory Physiologist, Chief II**

LRA 50,743 - 53,211 - 55,617 - 58,035 - 60,492 - 63,660 - LSI 1 67,246 - LSI 2 69,598



**Social Work Practitioner, Senior**

LRA 51,022 - 53,265 - 55,540 - 57,807 - 60,065 - 62,318 - 64,567 - LSI 1 65,710

**Social Worker**

LRA 34,616 - 37,303 - 38,347 - 40,315 - 42,350 - 44,390 - 46,420 - 48,479 - 50,513 - 52,075 - 53,641 - LSI 1 54,680

**Professionally Qualified Social Worker**

LRA 41,330 - 44,286 - 45,807 - 47,997 - 50,186 - 52,377 - 54,565 - 56,752 - 58,944 - LSI 1 60,086

**Medical Social Worker**

LRA 41,330 - 44,286 - 45,807 - 47,997 - 50,186 - 52,377 - 54,565 - 56,752 - 58,944 - LSI 1 60,086

**Psychiatric Social Worker**

LRA 41,330 - 44,286 - 45,807 - 47,997 - 50,186 - 52,377 - 54,565 - 56,752 - 58,944 - LSI 1 60,086

**Social Worker Senior Medical**

LRA 58,944 - 60,625 - 62,306 - 63,987 - 65,667 - 67,349 - 67,992

**Social Worker, Principal (Ex - Social Worker, Senior/Head Medical)**

LRA 67,349 - 69,288 - 72,217 - 75,146 - 78,076 - 81,009

**Social Worker, Team Leader**

LRA 58,944 - 60,625 - 62,306 - 63,897 - 65,987 - 67,349 - 67,992

**Speech and Language Therapist**

LRA 36,296 - 38,445 - 40,214 - 41,500 - 42,589 - 43,717 - 44,830 - 45,974 - 47,111 - 48,248 - 49,445 - 50,705 - 51,962 - LSI 1 52,970

**Speech and Language Therapist, Senior**

LRA 53,074 - 54,206 - 55,373 - 56,529 - 57,687 - 58,904 - 60,187 - 61,467 - 62,493

**Clinical Specialist Speech and Language Therapist**

LRA 58,711 - 59,842 - 61,007 - 62,166 - 63,321 - 64,540 - 65,822 - 67,102 - 68,129

**Speech and Language Therapist Manager**

LRA 63,980 - 66,282 - 67,542 - 69,795 - 72,034 - 74,275 - 76,511

**Speech and Language Therapist Manager-in-charge III**

LRA 73,870 - 75,037 - 76,201 - 77,428 - 78,719 - 80,008 - 81,040

**Trainee Social Care Worker**

LRA 26,937 - 29,813 - 89,813 - 31,028 - 32,162

**Social Care Worker (with qualification)**

LRA 32,480 - 33,891 - 35,628 - 36,899 - 38,184 - 39,474 - 40,786 - 42,117 - 43,440 - 44,786 - 46,138 - LSI 1 47,025

**Social Care Worker (without qualification)**

LRA 32,480 - 33,891 - 35,628 - 36,899 - 38,184 - 39,474 - 40,786 - 42,117 - 43,440 - 44,786 - 46,138

**Social Care Leader**

LRA 46,773 - 47,795 - 48,816 - 51,514 - 52,558 - 53,597 - 54,648

**Social Care Manager in Children's Residential Centers**

LRA 56,530 - 57,745 - 60,957 - 62,198 - 63,435 - 64,686

**Vascular Physiologist**

LRA 36,037 - 38,078 - 39,926 - 40,764 - 41,693 - 44,124 - 45,599 - 47,076 - LSI 1 50,721 - LSI 2 54,306

**Vascular Physiologist, Senior**

LRA 45,266 - 46,618 - 48,048 - 49,510 - 51,016 - 52,414 - LSI 1 55,873 - LSI 2 59,336

**Vascular Physiologist, Chief I**

LRA 49,325 - 50,348 - 51,707 - 53,027 - 54,347 - 55,654 - LSI 1 59,032 - LSI 2 62,479

**Vascular Physiologist, Chief II**

LRA 50,743 - 53,211 - 55,617 - 58,035 - 60,492 - 63,660 - LSI 1 67,246 - LSI 2 69,598

**Clerical, Administration and Related Grades**

**Catering Officer, Grade III**

LRA 28,186 - 30,116 - 30,892 - 32,851 - 34,644 - 36,215 - 37,734 - 39,784 - 41,273 - 42,773 - LSI 1 44,162 - LSI 2 45,557

**Catering Officer, Grade II**

LRA 42,773 - 44,136 - 45,497 - 45,497 - 46,861 - 48,222 - LSI 1 49,800 - LSI 2 51,375

**Catering Officer, Grade I**

LRA 47,589 - 48,736 - 50,121 - 52,725 - 54,277 - LSI 1 56,216 - LSI 2 58,158

**Catering Manager**

LRA 49,837 - 51,053 - 52,477 - 53,904 - 55,337 - 56,615 - 57,186 - 60,444 - LSI 1 62,612 - LSI 2 64,786

**Head of Catering**

LRA 68,310 - 68,924 - 71,519 - 74,123 - 76,708 - 79,304 - 81,884

**Cook, Trainee**

LRA 20,135 - 23,551 - 26,050

**Chef II (formerly Cook Grade II) with qualification**

LRA 25,506 - 26,741 - 27,825 - 28,731 - 29,572 - 30,482 - 31,092 - 31,906 - 32,629 - 33,445 - 34,009 - 35,100

**Chef II (formerly Cook Grade II) without qualification**

LRA 25,506 - 26,741 - 27,825 - 28,731 - 29,527 - 30,482

**Chef I (formerly Cook Grade I)**

LRA 28,154 - 29,046 - 30,003 - 30,891 - 31,528 - 32,226 - 33,158 - 33,693 - 34,624 - 35,476 - 36,328 - 37,265 - 38,433

**Chef, Senior**

LRA 29,914 - 30,763 - 31,838 - 32,570 - 33,402 - 34,318 - 35,318 - 36,236 - 37,237 - 38,159 - 39,080 - 40,089 - 41,352

**Chef, Executive**

LRA 31,465 - 32,277 - 33,323 - 33,959 - 34,998 - 35,959 - 37,009 - 37,947 - 39,026 - 39,993 - 40,962 - 42,021 - 43,349

**Community Welfare Officer**

LRA 29,036 - 30,799 - 31,827 - 33,610 - 35,665 - 37,676 - 39,649 - 41,539 - 43,427 - 45,333 - 47,176 - 49,040 - 50,947 - 52,779 - 54,650 - LSI 1 56,601 - LSI 2 58,559 - LSI 3 60,456

**Superintendent Community Welfare Officer**

LRA 65,356 - 67,733 - 69,043 - 71,357 - 73,672 - 75,006 - LSI 1 77,344 - LSI 2 79,681

**Draughtsman/Technician II**

LRA 27,380 - 28,854 - 30,305 - \* 31,092 - 32,002 - 33,061 - 33,779 - 34,842 - 35,879 - 36,943 - 37,993 - 38,993 - 40,098 - LSI 1 41,400 - LSI 2 42,695

**Draughtsman/Technician I**

LRA 40,098 - 40,767 - 41,640 - 42,515 - 43,374 - 44,246 - 45,042 - LSI 1 46,508 - LSI 2 47,979

**Dental Surgery Assistant (without qualification)**

LRA 24,453 - 25,893 - 26,673 - 27,786 - 28,713 - 29,636 - 30,951

**Dental Nurse (formerly Dental Surgery Assistant (with qualification))**

LRA 24,453 - 25,893 - 26,673 - 27,786 - 28,713 - 29,636 - 30,951 - 31,861 - 32,664 - 33,519 - 34,997 - 35,550 - 36,599 - 37,913 - 39,903 - 42,257 - LSI 1 45,138

**Dental Nurse, Senior**

LRA 42,482 - 44,049 - 45,457 - 46,722 - 48,261 - 49,569 - 51,005

**Fire Prevention Officer**

LRA 44,694 - 47,126 - 49,545 - 51,344 - 53,150 - 54,954 - 56,758 - 58,564 - 60,368 - 62,165 - 63,976 - 65,777 - LSI 1 67,854 - LSI 2 68,866

**Clerical Officer Grade**

LRA 24,119 - 25,704 - 26,093 - 26,886 - 28,042 - 29,201 - 30,361 - 31,202 - 32,155 - 33,263 - 34,045 - 35,141 - 36,246 - 38,320 - LSI 1 39,796

**Grade IV (Clerical)**

LRA 28,185 - 30,116 - 30,891 - 32,851 - 34,645 - 36,215 - 37,734 - 39,783 - 41,274 - 42,773 - LSI 1 44,162 - LSI 2 45,556

**Grade V (Clerical)**

LRA 42,773 - 44,136 - 45,498 - 46,860 - 48,222 - LSI 1 49,801 - LSI 2 51,375

**Grade VI (Clerical)**

LRA 47,589 - 48,736 - 40,124 - 50,124 - 52,723 - 54,279 - LSI 1 56,212 - LSI 2 58,158

**Grade VII (Clerical)**

LRA 49,837 - 51,053 - 52,477 - 53,904 - 55,337 - 56,615 - 57,919 - 59,186 - 60,444 - LSI 1 62,612 - LSI 2 64,786

**Supplies Officer Grade D**

LRA 28,347 - 30,122 - 31,069 - 32,046 - 32,856 \* - 33,505 - 34,467 - 35,430 - 36,397 - 37,359 - 38,320 - LSI 1 39,796

**Supplies Officer Grade C**

LRA 34,644 - 36,215 - 37,734 - 39,784 - 41,273 - 42,773 - 42,773 - LSI 1 44,162 - LSI 2 45,557

**Supplies Officer Grade B**

LRA 42,773 - 44,136 - 45,497 - 46,861 - 48,222 - LSI 1 49,800 - LSI 2 51,375

**Supplies Officer Grade A**

LRA 47,589 - 48,736 - 50,121 - 52,725 - 54,277 - LSI 1 56,216 - LSI 2 58,158

**Assistant Technical Services Officer**

LRA 38,750 - 41,163 - 42,940 - 44,731 - 46,511 - 48,297 - 50,085 - 51,868 - 53,648 - 55,435 - 57,229 - LSI 1 59,064 - LSI 2 60,896

**Senior Assistant Technical Services Officer**

LRA 49,543 - 51,344 - 53,150 - 54,954 - 56,758 - 58,564 - 60,368 - 62,165 - 63,976 - 65,777 - LSI 1 67,854 - LSI 2 68,866

**Chief Assistant Technical Services Officer**

LRA 65,676 - 67,692 - 68,653 - 70,618 - 72,588 - 74,549 - 76,502 - LSI 1 79,005 - LSI 2 81,481



**Technical Services Officer**  
LRA 82,241 - 84,192 - 86,141 - 88,092 - 90,041 - 91,997 - LSI 1 94,941 - LSI 2 97,888

**Home Help Organiser**  
LRA 42,773 - 44,136 - 45,497 - 46,861 - 48,222 - LSI 1 49,800 - LSI 2 51,375

**Home Help Co-Ordinator**  
LRA 47,589 - 48,736 - 50,124 - 52,723 - 54,279 - LSI 1 56,212 - LSI 2 58,158

**Supervisor of Welfare Home - without Nursing qualification**  
LRA 33,349 - 33,896 - 34,758 - 35,627 - 36,487 - 37,366 - 38,204

**Assistant Supervisor, Welfare Home**  
LRA 30,954 - 31,702 - 32,295

**Supervisor, Welfare Home - HSE Eastern Regional Area only**  
LRA 44,317 - 45,126 - 45,177 - 46,233 - 47,290 - 48,437 - 49,585 - 50,732 - 51,880

**Nursery Nurse**  
LRA 29,520 - 31,124 - 32,199 - 33,121 - 33,564 - 34,349 - 35,143 - 35,926 - 36,717 - 37,525 - 38,329 - 39,145 - LSI 1 39,891

**Home Management Advisor (HSE Western Area only)**  
LRA 32,532 - 33,620 - 35,095 - 36,565 - 38,022 - 39,482 - 40,925 - 41,984 - 43,054 - 44,134 - 45,019 - 45,884

## Clerical Administrative Management Grades

**Director General (HSE)**  
LRA 207,589

**Deputy Director General (Strategy/Operations) (HSE)**  
LRA 179,040

**Chief Financial Officer (HSE)**  
LRA 179,040

**National Director, Health and Wellbeing (HSE)**  
LRA 164,302  
Full reduction for pension contribution and benefits from 1/10/18 LRA 161,477

**National Director, Hospital Care (HSE)**  
LRA 164,302  
Full reduction for pension contribution and benefits from 1/10/18 LRA 161,477

**National Director, Mental Health (HSE)**  
LRA 164,302  
Full reduction for pension contribution and benefits from 1/10/18 LRA 161,477

**National Director, Primary Care (HSE)**  
LRA 164,302  
Full reduction for pension contribution and benefits from 1/10/18 LRA 161,477

**National Director, Quality Improvement (HSE)**  
LRA 164,302  
Full reduction for pension contribution and benefits from 1/10/18 LRA 161,477

**National Director, Social Care (HSE)**  
LRA 164,302  
Full reduction for pension contribution and benefits from 1/10/18 LRA 161,477

**National Director, Human Resources (HSE)**  
LRA 164,302  
Full reduction for pension contribution and benefits from 1/10/18 LRA 161,477

**Chief Executive Officer, Hospital Groups**  
LRA 157,973

**Chief Executive Officer, Hospital Groups (new incumbents post)**  
LRA 166,865

**National Director, Communications (HSE)**  
LRA 151,497  
Full reduction for pension contribution and benefits from 1/10/18 LRA 163,995

**Chief Information Officer (HSE), National Director**  
LRA 151,497  
Full reduction for pension contribution and benefits from 1/10/18 LRA 141,188

**National Director, Internal Audit (HSE)**  
LRA 151,497  
Full reduction for pension contribution and benefits from 1/10/18 LRA 148,892

**Manager, National Women and Infants Health Programme**  
LRA 133,127

**Assistant National Director (Services)**  
LRA 99,863 - 104,301 - 108,739 - 113,175 - 117,615 - 122,053

**Chief Officer, Community Healthcare Organisations**  
LRA 99,863 - 104,301 - 108,739 - 113,175 - 117,615 - 122,053

**Chief Finance Officer, Hospital Groups**  
LRA 99,863 - 104,301 - 108,739 - 113,175 - 117,615 - 122,053

**Chief Operations Officer, Hospital Groups**  
LRA 99,863 - 104,301 - 108,739 - 113,175 - 117,615 - 122,053

**Director Regional Health Office (HSE)**  
LRA 99,863 - 104,301 - 108,739 - 113,175 - 117,615 - 122,053

**Assistant National Director (Support)**  
LRA 98,393 - 102,551 - 106,785 - 111,101 - 115,490 - 119,965

**Deputy CEO (Beaumont) (St. James) (St. Vincents) (Mater) (Tallaght)**  
LRA 94,100 - 98,284 - 102,466 - 106,648 - 110,829 - 115,013

**Director of Information Systems (HSE)**  
LRA 90,358 - 94,067 - 97,843 - 101,693 - 105,608 - 109,599

**Head of Service/Function, Community Healthcare Organisations**  
LRA 92,857 - 96,619 - 100,379 - 104,139 - 107,898

**Children First Programme Lead**  
LRA 92,857 - 96,619 - 100,379 - 104,139 - 107,898

**Procurement, Assistant Head**  
LRA 92,857 - 96,619 - 100,379 - 104,139 - 107,898

**Deputy General Manager (Cork University Hospital) (Galway Regional Hospitals)**  
LRA 87,215 - 90,976 - 94,736 - 98,498 - 102,258 - 106,020

**CEO Band H1 Hospitals (Cork Dental Hospital, Dublin Dental Hospital, Incorporated Orthopedic Hospital, Royal Hospital Donnybrook, St. Vincents (Fairview), Leopardstown Park)**  
LRA 68,310 - 68,924 - 71,519 - 74,123 - 76,708 - 79,304 - 81,884

**CEO Band H2 Hospitals (Cappagh Hospital, National Rehabilitation Hospital, Peamount Hospital, Royal Victoria Eye and Ear Hospital, St. Johns Hospital, St. Michaels Hospital)**  
LRA 82,378 - 83,771 - 85,181 - 86,590 - 88,002

**CEO Band H3 Hospitals (Coombe Hospital, Mercy University Hospital, National Maternity Hospital, Rotunda Hospital, South Infirmary Victoria University Hospital)**  
LRA 98,155 - 100,976 - 103,795 - 106,616 - 109,437 - 112,257 - 115,078

**CEO Band H4 Hospitals (Our Lady's Childrens Hospital, Temple Street Childrens University Hospital)**  
LRA 104,916 - 107,744 - 110,565 - 113,386 - 116,207 - 119,026 - 121,847

**CEO Band H5 Hospitals (AMNCH, Beaumont Hospital, Mater Misericordiae Hospital, St. Vincents University Hospital, St. James Hospital)**  
LRA 134,933

**CEO Band SC1 Social Care (Brothers of Charity Clare, Carriglea Cairde Services, The Childrens Sunshine Home, Sisters of Charity Kilkenny, Brothers of Charity Roscommon, KARE)**  
LRA 68,310 - 68,924 - 71,519 - 74,123 - 76,708 - 79,304 - 81,884

**CEO Band SC2 Social Care (Brothers of Charity Limerick, Brothers of Charity South East, Central Remedial Clinic, Cheeverstown House, Our Ladys Hospice, Sunbeam House)**  
LRA 82,378 - 83,771 - 85,181 - 86,590 - 88,002

**CEO Band SC3 Social Care (Brothers of Charity Galway, Brothers of Charity South, COPE Foundation, Muiriosa Foundation, Stewarts Care)**  
LRA 98,155 - 100,976 - 103,795 - 106,616 - 109,437 - 112,257 - 115,078

**CEO Band SC4 Social Care (St Michaels House, Daughters of Charity, St. John of God Hospitaller)**  
LRA 104,916 - 107,744 - 110,565 - 113,386 - 116,207 - 119,026 - 121,847

**Service Manager (Beaumont) (St. James) (Mater) (St. Vincents) (Tallaght) (Cork UH) (UCHG)**  
LRA 71,807 - 73,556 - 76,324 - 79,114 - 81,880 - 84,654 - 87,415

**General Manager**  
LRA 71,807 - 73,556 - 76,324 - 79,114 - 81,880 - 84,654 - 87,415

**Child Care Manager**  
LRA 71,807 - 73,556 - 76,324 - 79,114 - 81,880 - 84,654 - 87,415

**Hospital and Community Care Administrator**  
LRA 68,310 - 68,924 - 71,519 - 74,123 - 76,708 - 79,304 - 81,883

**Grade VIII**  
LRA 68,310 - 68,924 - 71,519 - 74,123 - 76,708 - 79,304 - 81,883

**Ambulance Officer, Chief**  
LRA 68,310 - 68,924 - 71,519 - 74,123 - 76,708 - 79,304 - 81,883

**Technical Services Manager (St Vincents)**  
LRA 56,557 - 58,147 - 59,768 - 61,353 - 62,979 - 64,577

**Technical Services Officer (Mater) (Tallaght)**  
LRA 54,659 - 56,959 - 58,253 - 59,517 - 60,765



**Project Technical Services Manager (Beaumont) (St. James)**  
LRA 54,659 - 56,958 - 58,253 - 59,517 - 60,765

**Engineering Officer (Formerly EHB) (Mater, St. James, Tallaght, Beaumont, Crumlin)**  
LRA 54,277 - 56,582 - 57,899 - 59,175 - 60,444 - LSI 1 62,611 - LSI 2 64,787

**Assistant Technical Services Manager (Mater)**  
LRA 54,277 - 56,582 - 57,899 - 59,175 - 60,444 - LSI 1 62,611 - LSI 2 64,784

**Journeyman Chef**  
LRA 36,438 - 37,560 - 39,229 - 40,380 - LSI 1 41,705 - LSI 2 43,046

**Transport Officer (Formerly EHB)**  
LRA 47,589 - 48,736 - 50,121 - 52,725 - 54,277 - LSI 1 56,213 - LSI 2 58,158

**Workshop Instructors (HSE Health Areas) (Craft +12.5%) (Level 1)**  
LRA 41,620 - 42,087 - 42,312 - 42,561 - 42,796 - 42,918 - 43,036 - 43,156 - 43,469 - 43,616 - 43,975

**Workshop Instructors (HSE Health Areas) (Craft +25%) (Level 2)**  
LRA 41,542 - 42,941 - 46,042 - 46,561 - 46,812 - 47,089 - 47,349 - 47,485 - 47,616 - 47,749 - 47,749 - 47,885 - 48,097 - 48,261 - 48,660

**Workshop Supervisors (HSE Midland Area, HSE North Western Area) (Pre-1/6/97 Entrants)**  
LRA 41,237 - 42,411 - 43,594 - 44,729 - 45,852 - 46,995 - 48,013 - 48,930 - 50,376 - 51,638 - 52,821 - 53,734 - 54,884 - 56,277 - 57,643 - 58,542 - LSI 1 60,596 - LSI 2 62,648

**Workshop Supervisors (HSE Midland Area, HSE North Western Area) (Post-1/6/97 Entrants)**  
LRA 41,237 - 42,411 - 43,594 - 44,729 - 45,852 - 46,995 - 48,013 - 48,930 - 50,376 - 51,638 - 52,821 - 53,734 - 54,884 - 56,277 - 57,643 - 58,542 - LSI 1 60,596

**Workshop Manager (Specialist Agencies)**  
LRA 44,096 - 45,629 - 47,218 - 48,866 - 50,608

**Senior Supervisor/Instructor (Specialist Agencies)**  
LRA 32,635 - 33,429 - 34,576 - 35,765 - 36,996 - 38,273 - 39,594 - 40,964 - 42,385 - LSI 1 43,856 - LSI 2 45,381

**Supervisor/Instructor (Specialist Agencies)**  
LRA 28,026 - 29,987 - 30,716 - 31,774 - 32,696 - 33,492 - 34,640 - 35,831 - 37,065 - 38,343 - 39,668 - 41,040 - 42,464  
(1st LSI payable after 3 years on max, 2nd after 3 more, and 3rd after 3 more).

## Local Government Salary Scales

Revision of salaries with effect from 1st January 2020, unless otherwise stated.

### Local authority operative scales

**Director of service/executive manager DCC**  
93,887 - 98,154 - 102,423 - 106,688 - 110,957

**Senior executive officer/county and city librarian/head of information systems/financial accountant/management accountant/financial and management accountant**  
67,909 - 68,516 - 71,096 - 73,677 - 76,263 - 78,820 - 81,394 - LSI 1 84,314 - LSI 2 87,225

**Grade 7 - Administrative officer/senior executive librarian**  
49,835 - 51,054 - 52,479 - 53,906 - 55,336 - 56,611 - 57,918 - 59,184 - 60,445 - LSI 1 62,611 - LSI 2 64,786

**Grade 6 - Senior staff officer/executive librarian/senior legal assistant/clerk of works/building inspector**  
47,588 - 48,736 - 50,122 - 52,725 - 54,279 - LSI 1 56,213 - LSI 2 58,157

**Grade 5 - Staff officer/librarian/legal assistant**  
42,777 - 44,137 - 45,499 - 46,861 - 48,221 - LSI 1 49,798 - LSI 2 51,374

**Grade 4 - Assistant staff officer/senior library assistant**  
28,189 - 30,116 - 32,850 - 34,646 - 36,218 - 37,736 - 39,786 - 41,271 - 42,777 - LSI 1 44,163 - LSI 2 45,554

**Grade 3 - Clerical officer/library assistant/branch librarian\***  
24,120 - 25,704 - 26,096 - 26,887 - 28,043 - 29,202 - 30,361 - 31,202 - 32,156 - 33,261 - 34,045 - 35,142 - 36,244 - 38,320 - LSI 39,793

**Branch librarian\* (hourly rate)**  
12.49 - 13.32 - 13.52 - 13.93 - 14.52 - 15.13 - 15.73 - 16.16 - 16.66 - 17.23 - 17.63 - 18.20 - 18.77 - 19.85 - LSI 20.61

\*Hourly rate for a Branch Librarian is based on the Library Assistant salary scale. The rate below, effective from 01/01/2020, is based on a 37 hour working week. Local authorities should amend the hourly rate as appropriate to the authority's working week.

**County engineer**  
81,343 - 84,266 - 87,182 - 90,104 - 93,024 - LSI 1 96,097 - LSI 2 99,166

**Senior engineer**  
76,002 - 77,802 - 79,596 - 81,393 - 83,189 - 84,994 - LSI 1 87,706 - LSI 2 90,423

**Senior executive engineer**  
65,678 - 67,694 - 68,657 - 70,619 - 72,587 - 74,547 - 76,524 - LSI 1 79,005 - LSI 2 81,480

**Executive engineer**  
49,543 - 51,345 - 53,147 - 54,953 - 56,759 - 58,563 - 60,369 - 62,166 - 63,978 - 65,777 - LSI 1 67,852 - LSI 2 68,868

**Assistant engineer**  
38,747 - 41,165 - 42,939 - 44,732 - 46,512 - 48,295 - 50,085 - 51,868 - 53,649 - 55,434 - 57,228 - LSI 1 59,063 - LSI 2 60,899

**Graduate engineer**  
31,571 - 34,141 - 37,819 - 41,172

**Project resident engineer**  
92,064

**Senior resident engineer**  
83,116

**Resident engineer**  
From: 62,983 to: 70,611

**Assistant resident engineer**  
From: 45,213 to: 62,574

**Graduate resident engineer**  
From: 34,364 to: 45,213

**Site technician level 1**  
From: 51,011 to: 55,389

**Site technician level 2**  
From: 43,359 to: 51,011

**Chief technician**  
47,219 - 48,354 - 49,690 - 51,028 - 52,373 - 53,570 - 54,792 - 55,973 - 57,145 - LSI 1 59,190 - LSI 2 61,244

**Senior executive technician**  
45,692 - 46,633 - 47,921 - 50,102 - 51,416 - LSI 1 53,246 - LSI 2 55,084

**Executive technician**  
42,953 - 44,028 - 45,131 - 46,227 - 47,329 - 48,424 - LSI 1 50,008 - LSI 2 51,586

**Technician grade I**  
40,098 - 40,766 - 41,639 - 42,516 - 43,374 - 44,246 - 45,041 - LSI 1 46,509 - LSI 2 47,981

**Technician grade II**  
27,378 - 28,856 - 30,305 - 31,092 - 32,003 - 33,064 - 33,780 - 34,840 - 35,877 - 36,940 - 37,993 - 38,991 - 40,098 - LSI 1 41,401 - LSI 2 42,692

**Senior social worker**  
67,348 - 69,288 - 72,218 - 75,145 - 78,076 - 81,006

**Social worker**  
34,617 - 37,306 - 38,347 - 40,314 - 42,355 - 44,394 - 46,413 - 48,480 - 50,516 - 52,078 - 53,641 - LSI 1 54,678

**Professionally qualified housing welfare officer**  
45,807 - 47,996 - 50,185 - 52,380 - 54,565 - 56,752 - 58,944 - LSI 1 60,087

**Housing welfare officer**  
36,018 - 38,653 - 39,905 - 41,827 - 43,838 - 45,830 - 47,804 - 49,796 - 51,791 - 53,278 - 54,785 - LSI 1 55,842

## General operatives and related grades (outside the Dublin area)

**Foreman**  
632.61 - after 0.5 years 636.14 - after 1.5 years 639.36 - after 2.5 years 641.20 - after 3.5 years 641.20 - after 4.5 years 641.20 - after 5.5 years 641.20 - after 6.5 years 642.40 - after 7.5 years 644.24 - after 8.5 years 646.20 - after 9.5 years 648.29 - after 10.5 years 650.20 - after 11.5 years 652.14

**Driver plant operator A**  
619.86 - after 0.5 years 623.34 - after 1.5 years 626.34 - after 2.5 years 628.15 - after 3.5 years 629.94 - after 4.5 years 631.77 - after 5.5 years 633.42 - after 6.5 years 635.34 - after 7.5 years 637.16 - after 8.5 years 639.06 - after 9.5 years 641.01 - after 10.5 years 641.01 - after 11.5 years 641.01

**Light equipment operator**  
604.52 - after 0.5 years 607.76 - after 1.5 years 610.86 - after 2.5 years 612.56 - after 3.5 years 614.30 - after 4.5 years 616.05 - after 5.5 years 616.05 - after 6.5 years 616.45 - after 7.5 years 618.26 - after 8.5 years 620.10 - after 9.5 years 622.09 - after 10.5 years 623.99 - after 11.5 years 625.79

**Refuse collector**  
609.34 - after 0.5 years 612.56 - after 1.5 years 615.69 - after 2.5 years 615.69 - after 3.5 years 615.96 - after 4.5 years 617.69 - after 5.5 years 619.42 - after 6.5 years 621.24 - after 7.5 years 623.02 - after 8.5 years 624.83 - after 9.5 years 626.79 - after 10.5 years 628.70 - after 11.5 years 630.51



**Ganger**  
 614.36 - after 0.5 years 614.71 - after 1.5 years  
 617.76 - after 2.5 years 619.69 - after 3.5 years  
 621.39 - after 4.5 years 623.16 - after 5.5 years  
 625.04 - after 6.5 years 626.79 - after 7.5 years  
 628.69 - after 8.5 years 630.75 - after 9.5 years  
 632.54 - after 10.5 years 634.56 - after 11.5  
 years 636.46

**Driver plant operator B**  
 633.94 - after 0.5 years 637.27 - after 1.5 years  
 640.63 - after 2.5 years 642.46 - after 3.5 years  
 642.46 - after 4.5 years 642.46 - after 5.5 years  
 642.46 - after 6.5 years 643.56 - after 7.5 years  
 645.48 - after 8.5 years 647.47 - after 9.5 years  
 649.46 - after 10.5 years 651.44 - after 11.5  
 years 653.45

**Mobile library driver/assistant**  
 640.78 - after 0.5 years 644.04 - after 1.5 years  
 647.32 - after 2.5 years 649.15 - after 3.5 years  
 650.95 - after 4.5 years 652.76 - after 5.5 years  
 654.56 - after 6.5 years 656.46 - after 7.5 years  
 658.34 - after 8.5 years 660.25 - after 9.5 years  
 662.20 - after 10.5 years 664.26 - after 11.5  
 years 666.15

**Water and sewerage caretaker grade 3**  
 632.61 - after 0.5 years 636.14 - after 1.5 years  
 639.36 - after 2.5 years 641.20 - after 3.5 years  
 641.20 - after 4.5 years 641.20 - after 5.5 years  
 641.20 - after 6.5 years 642.40 - after 7.5 years  
 644.24 - after 8.5 years 646.20 - after 9.5 years  
 648.29 - after 10.5 years 650.20 - after 11.5  
 years 652.14

**General operative/labourer**  
 541.84 - after 0.5 years 554.75 - after 1.5 years  
 593.86 - after 2.5 years 597.06 - after 3.5 years  
 600.13 - after 4.5 years 601.87 - after 5.5 years  
 603.64 - after 6.5 years 605.37 - after 7.5 years  
 607.10 - after 8.5 years 608.92 - after 9.5 years  
 610.73 - after 10.5 years 612.65 - after 11.5  
 years 614.53 - after 12.5 years 614.53 - after  
 13.5 years 615.24

**Water and sewerage caretaker grade 5**  
 678.28 - 685.11 - 691.78 - 699.03 - 706.27 -  
 713.64 - 720.84 - 727.62 - 734.37 - 738.88

**General services supervisor**  
 742.00 - 757.66 - 773.29 - 789.40 - 805.41 -  
 821.40 - 837.46 - 853.38 - 869.33 - 885.21

**Part-time fire service personal**

**Part-time firefighter**  
 0 - 2 years 8,033  
 2 - 5 years 8,927  
 5 - 10 years 10,010  
 10+ years 11,001

**Station officer**  
 0 - 5 years 16,403  
 5 - 10 years 18,396  
 10+ years 20,216

**Sub officer/driver mechanic**  
 0 - 5 years 12,417  
 5 - 10 years 13,927  
 10+ years 15,303

**Attendance rates**  
 Drill rate 21.19

**Day**  
 1st hour 42.38  
 subsequent hours 21.19

**Night/weekend**  
 1st hour 84.76  
 subsequent hours 42.38

# **Appendix two** **Travel and subsistence**

**Standard domestic subsistence rates**

Effective from 1st July 2019

**Overnight rates remain**

Normal rate	Reduced rate	Detention rate
€147.00	€132.30	€73.50

**Day rates**

10 hours or more	5 hours but less than 10 hours
€36.97	€15.41

**Vouched Accommodation (VA) Domestic subsistence rates (for use in Dublin only)**

Effective from 1st July 2019 will remain

Vouched Accommodation (VA) rate	Accommodation	Plus	Meals
VA Rate	Vouched cost of accommodation up to €147.00		€36.97



# Appendix three

## National Executive Committee (NEC) membership

### NEC April 2018

#### President

Ann McGee, Niall McGuirk, Pat Fallon.

#### Officers

Michael Barry, Margaret Coughlan, Alan Duffy, Patricia Fanning, Alan Hanlon, Terry Kelleher, Paul O'Halloran, Kevin O'Malley, Paddy Quinn, Mark Wynne.

#### NEC members

##### Civil Service

Tony Conlon, Cormac Donoghue, Adam Egan, Rhona McEleney, John O'Flanagan, Denis Ryan, Kieran Sheehan, Gerry Wilson.

##### Education

Gina O'Brien, Noreen O'Mahony, Michael Smyth.

##### Health and Welfare

Maura Cahalan, Finán Gallagher, Don Gibney, Michelle Spearman Geraghty, Daniel Sweeney, Martin Walsh.

##### Local Government

Tom Browne, Gerry O'Quigley, Sean Reid.

##### Municipal Employees

Seamus Kavanagh, Thomas Murtagh.

##### Services and Enterprises

Evan Cullen, Eugene Gargan, Gillian White.

##### Immediate Past President

Jerry King.

### Outgoing NEC members May 2018

#### Immediate Past President

Jerry King.

#### Officers

Pat Fallon, Michael Barry, Alan Duffy, Patricia Fanning, Alan Hanlon, Terry Kelleher, Paul O'Halloran, Paddy Quinn, Mark Wynne.

#### Civil Service

Tony Conlon, Cormac Donoghue, Adam Egan, John O'Flanagan.

#### Health and Welfare

Margaret Coughlan.

#### Service and Enterprises

Gillian White.

### NEC May 2018

#### Civil Service

Ronan Bolger, Melissa Brennan, Sue Kelly, Kathleen McGee, Jack O'Connor, Tanya O'Neill.

#### Education

Clare Keaveney.

#### Health and Welfare

Jarlath O'Connor.

#### Service and Enterprises

Niall Mullally, Steve Pilgrim.

### NEC July 2018

#### President

Ann McGee.

#### Senior Vice President

Maura Cahalan (resigned February 2019).

#### Vice-President

Eugene Gargan, Michael Smyth.

#### Treasurer

Kevin O'Malley.

#### Civil Service

Ronan Bolger, Melissa Brennan, Sue Kelly, Rhona McEleney, Kathleen McGee, Niall McGuirk (resigned February 2020) Jack O'Connor, Tanya O'Neill, Denis Ryan, Kieran Sheehan.

#### Education

Clare Keaveney, Gina O'Brien, Noreen O'Mahony.

#### Health and Welfare

Finan Gallagher, Don Gibney, Jarlath O'Connor, Michelle Spearman Geraghty, Martin Walsh.

#### Local Government

Tom Browne, Gerry O'Quigley, Sean Reid.

#### Municipal Employees

Seamus Kavanagh, Thomas Murtagh.

#### Service and Enterprises

Evan Cullen, Niall Mullally, Steve Pilgrim.



## NEC July 2019 following Civil Service and Services and Enterprises divisional conferences

### President

Ann McGee.

### Senior Vice President

Michael Smyth.

### Vice Presidents

Margaret Coughlan (From March 2019), Eugene Gargan.

### Treasurer

Kevin O'Malley.

### Civil Service

Michael Crowe, Cormac Donoghue, Alan Hanlon, Sue Kelly, Rhona McEleney, Liam McLoughlin resigned July 2019) Kathleen McGee (co-opted July 2019) Niall McGuirk, John O'Flanagan, ean Taylor, Betty Tyrrell Collard.

### Education

Antoinette Mullen, Kathleen O'Doherty, Noreen O'Mahony.

### Health and Welfare

Don Gibney, Clodagh Kavanagh, Jarlath O'Connor, Corinne Phelan, Michelle Spearman Geraghty, Martin Walsh.

### Local Government

Julie Flood, Gerry O'Quigley, Sean Reid.

### Municipal Employees

Seamus Kavanagh, Thomas Murtagh.

### Service and Enterprises

Evan Cullen, Niall Mullally, Steve Pilgrim.

## NEC 2020

### President

Ann McGee.

### Senior Vice President

Michael Smyth.

### Vice Presidents

Margaret Coughlan (from March 2019), Eugene Gargan.

### Treasurer

Kevin O'Malley.

### Civil Service

Melissa Brennan (co-opted February 2020), Michael Crowe, Cormac Donoghue, Alan Hanlon, Sue Kelly, Rhona McEleney, John O'Flanagan, Jean Taylor, Betty Tyrrell Collard. Niall McGuirk (resigned February 2020).

### Education

Antoinette Mullen, Kathleen O'Doherty, Noreen O'Mahony.

### Health and Welfare

Don Gibney, Clodagh Kavanagh, Jarlath O'Connor, Corinne Phelan, Michelle Spearman Geraghty, Martin Walsh.

### Municipal Employees

Seamus Kavanagh, Thomas Murtagh.

### Service and Enterprises

Evan Cullen, Niall Mullally, Steve Pilgrim.

## Appendix four Industrial and organising staff

Division	Name	Title
Senior Team	Kevin Callinan Eoin Ronayne Matt Staunton	General Secretary Deputy General Secretary Deputy General Secretary
Head of Division	Éamonn Donnelly Billy Hannigan Bernard Harbor Angela Kirk Derek Mullen Peter Nolan  Andy Pike	Head of Health and Welfare Division Head of Strategic Change Head of Communications Head of Service and Enterprises Division Head of Civil Service Division Head of Local Government Division and Municipal Employees' Division Head of Education Division
Communications	Niall Shanahan	Communications Officer (Assistant General Secretary)
Civil Service	Des Fagan Paul McSweeney Paul Moyer Paul Caffrey Úna Faulkner Sean Caribini Thomas Cowman Shay Clinton Eugene Quinn Cliodhna McNamara Geraldine O'Brien Lynn Coffey	Assistant General Secretary Assistant General Secretary Industrial Relations Officer Assistant General Secretary Assistant General Secretary Assistant General Secretary Assistant General Secretary Assistant General Secretary Assistant General Secretary Assistant General Secretary Assistant General Secretary Industrial Relations Officer
Education	Stella Griffin Shane Lambert	Assistant General Secretary Assistant General Secretary
Health and Welfare	Sean McElhinney David Field Adam O'Maolagain Deirdre O'Connell Ryan McKinney Colm Lawless Brian Gorman Catherine Keogh Katie Morgan Chris Cully Eimear Ryan	Assistant General Secretary Assistant General Secretary Industrial Relations Officer Industrial Relations Officer acting Assistant General Secretary Industrial Relations Officer Assistant General Secretary Assistant General Secretary Assistant General Secretary Assistant General Secretary Assistant General Secretary Assistant General Secretary



## Health and Local Government

Maura Cahalan  
Michelle Connaughton  
Richy Carrothers  
Lisa Connell  
Hilary Kelleher  
Shane Lambert  
Tony Martin  
Michael McNamara  
Padraig Mulligan  
Eddie Walsh

Industrial Relations Officer  
Industrial Relations Officer  
Assistant General Secretary  
Assistant General Secretary  
Assistant General Secretary  
Assistant General Secretary  
Assistant General Secretary  
Assistant General Secretary  
Assistant General Secretary

## Local Government

Dessie Robinson  
Liz Fay

Assistant General Secretary  
Industrial Relations Officer

## Services & Enterprises

Ashley Connolly  
Johnny Fox  
Denis Keane  
Ian McDonnell

Assistant General Secretary  
Assistant General Secretary  
Assistant General Secretary  
Assistant General Secretary

## Organising

Orlagh Fawl  
Linda Kelly  
Joe O'Connor  
Bernie Aston  
Ruth Crowley  
Kevin Donoghue  
Grace Williams  
Helen Cousins  
Michael Kerrigan  
Joan McCrohan  
Róisín Nolan  
Olajide Ogidan  
Helena Pryor  
Dave Sexton  
Paul Walsh  
Seamus Ryan

Director of Strategic Organising  
Director of Training and Development  
Director of Campaigning  
Lead Organiser  
Lead Organiser  
Lead Organiser  
Lead Organiser  
Organiser  
Organiser  
Organiser  
Organiser  
Organiser  
Organiser  
Organiser  
Organiser  
Organiser

# Appendix five

## Code of service standards - report to conference 2020

### Introduction

Appendix two of the Fórsa instrument of amalgamation and rule book provides that the senior official charged with overseeing the application of the code (Section 7) should make a report to the biennial union conference. Deputy general secretary Eoin Ronayne was assigned this duty, and this report covers the period 2018-2019.

In line with a commitment set out in the transitional provisions for the new union, progress has been made on designing an IT platform to enable the code to be applied initially in the Civil Service Division. This is not yet operational as the necessary rationalisation of the membership database is not yet complete. Meanwhile the union is examining ways to apply the code in all divisions of the union.

Consequently the code has only been operational on an-hoc basis within the civil service division. Complaints raised by members in other divisions have been dealt with on an informal basis, outside of the provision of the code.

### Cases in the civil service division

One case has progressed through to the investigation stage under the code, and is still ongoing. A second case has not been brought to investigation as further details requested from the complainant have not been received.

### Other cases

Three separate cases raised by members from other divisions are at different stages of review. These are being handled on an informal ad-hoc basis as the code does not apply outside the civil service division at this stage.

### Commentary

There is a common thread in almost all of the five cases received, which is that they relate to personal rather than collective issues. Complainants are generally unfamiliar with normal industrial relations processes, and feel aggrieved when the outcomes do not meet their expectations.

## Appendix six: Report of the Fórsa Ombudsman 2018-2020

The powers relating to the creation of the Fórsa Ombudsman are contained at Section 28 (1) to (v) of the Fórsa Instrument of Amalgamation. Appendix two of the Instrument of Amalgamation, although not part of the Rules, contains the Code of Service Standards. The process for referring a complaint to the Ombudsman is detailed at paragraph 9 of this Appendix.

To date, no cases have been referred to the Ombudsman under the appropriate provisions. However one member did contact the Ombudsman directly with a complaint before the internal process had been completed. The complainant was advised to pursue the matter internally. It was also pointed out that any complaint could only be referred to the Ombudsman by the relevant officer except in the circumstances referred to in paragraph 9 to Appendix 2.

An issue also arose as to whether it was appropriate for the Ombudsman to become involved in what was essentially an internal union disciplinary matter. The Ombudsman concluded that the disciplinary provisions, contained at Appendix 3 of the Instrument of Amalgamation were separate provisions and that the Ombudsman had no locus in internal union disciplinary matters. Indeed, for the Ombudsman to become involved in any part of the disciplinary process, in particular, the provisions relating to appeals had the potential to compromise the integrity of the position of the Ombudsman. In any event the disciplinary procedures contain quite separate appeal mechanisms, including a reference to the right of appeal to an agreed independent outside party.

In order to avoid any confusion in respect of the Ombudsman's remit and the disciplinary procedures, it is recommended that the National Executive Committee (in line with paragraph 14 of Appendix 2 Code of Standards of the amalgamated union) consider clarifying that the remit of the Ombudsman does not extend to matters appropriate to the disciplinary procedures.

**Brian Campfield,**  
Fórsa Ombudsman

## Appendix seven Extracts from accounts

### General Fund Statement of Income & Expenditure For the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
<b>Income</b>			
Subscription income	4	17,291,441	16,692,574
Deposit interest receivable		-	21,522
Loan interest receivable		-	614
Investment income			
- Interest on deposits, government stocks and dividend income		4,514	29,400
- Fair value gain on investments held	10	129,801	8,525
		<b>17,425,756</b>	<b>16,752,635</b>
<b>Expenditure</b>			
Administration, establishment and general expenses		(17,819,622)	(16,236,698)
Depreciation on office equipment and motor vehicles	9	(257,466)	(277,186)
Once-off redundancy costs		-	(645,995)
Net other finance (expenses)/income	5	78,020	59,000
Deficit for the financial period before tax	6	(573,312)	(348,244)
Tax	8	-	(7,254)
Deficit for the financial period after tax		<b>(573,312)</b>	<b>(355,498)</b>

### Statement of other comprehensive surplus for the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
Deficit for the financial period after tax		(573,312)	(355,498)
Remeasurement of defined benefit plans	15	1,071,000	1,099,000
Total comprehensive surplus for the financial period		<b>497,688</b>	<b>743,502</b>



**General Fund**
**Statement of changes in the general fund**  
 for the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
Surplus at the beginning of the financial period		35,804,645	-
Surplus transferred from legacy unions		-	35,750,932
Adjustment to exclude branch operations		-	(689,789)
Total comprehensive surplus for the financial period	2.1	497,688	743,502
Surplus at the end of the financial period		36,302,333	35,804,645
All amounts relate to continuing operations.			

**Developing World Fund**
**Statement of Income & Expenditure**  
 For the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
<b>Income</b>			
Subscription income	4	642,765	621,894
Deposit interest receivable		-	15
		642,765	621,909
<b>Expenditure</b>			
Projects		(633,119)	(519,952)
Surplus for the financial period before tax	6	9,646	101,957
Tax	8	-	-
Surplus for the financial period after tax		9,646	101,957

**Statement of other comprehensive surplus**  
 for the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
Surplus for the financial period after tax		9,646	101,957
Total comprehensive surplus for the financial period		9,646	101,957

**Statement of changes in the developing world fund**  
 for the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
Surplus at the beginning of the financial period		151,592	-
Surplus transferred from legacy unions		-	49,635
Total comprehensive surplus for the financial period		9,646	101,957
Surplus at the end of the financial period		161,238	151,592
All amounts relate to continuing operations.			

**Contingency Fund**
**Statement of Income & Expenditure**  
 For the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
<b>Income</b>			
Subscription income	4	1,071,275	1,036,490
Investment income			
- Interest on deposits, government stocks and dividend income		687,891	1,034,198
- Profit on disposal of investments held at fair value	10	695,336	163,285
- Fair value gain/(loss) on investments held	10	2,820,535	(2,999,597)
- Rent receivable		532,659	529,344
- Fair value increment on investment properties	9	260,326	-
		6,068,021	(236,280)
<b>Expenditure</b>			
Strike pay and other expenses		(13,382)	(45,868)
Commission on sale of investments		(916)	(1,316)
Investment consultancy fees		(56,419)	(24,600)
Depreciation on buildings	9	(518,811)	(507,117)
Legal costs of disputes		(94,165)	(6,174)
Property management charges		(54,359)	(35,667)
		(738,052)	(620,742)
Surplus/(deficit) for the financial period before tax	6	5,329,969	(857,022)
Tax charge	8	(481,542)	(194,556)
Surplus/(deficit) for the financial period after tax		4,848,427	(1,051,578)

## Contingency Fund

### Statement of other comprehensive surplus

For the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
Surplus/(deficit) for the financial period after tax		4,848,427	(1,051,578)
Fixed assets revaluation reserve	9	1,028,582	-
Total comprehensive surplus (deficit) for the financial period		<u>5,877,009</u>	<u>(1,051,578)</u>

## Statement of changes in the contingency fund

for the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
Surplus at the beginning of the financial period		58,709,618	-
Surplus transferred from legacy unions		-	59,761,196
Total comprehensive deficit for the financial period		5,877,009	(1,051,578)
Surplus at the end of the financial period		<u>64,586,627</u>	<u>58,709,618</u>

All amounts relate to continuing operations.

## Benefit Fund

### Statement of Income & Expenditure

For the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
<b>Income</b>			
Subscription income	4	521,337	524,993
Investment income		5,847	3,680
		<u>527,184</u>	<u>528,673</u>
<b>Expenditure</b>			
Benefit expenses		(397,335)	(399,583)
Overhead expenses		(78,075)	(77,596)
Surplus for the financial period before tax		51,773	51,494
Tax	8	-	-
Surplus for the financial period after tax		<u>51,773</u>	<u>51,494</u>

## Statement of other comprehensive surplus

for the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
Surplus for the financial period after tax		51,773	51,494
Total comprehensive surplus for the financial period		<u>51,773</u>	<u>51,494</u>

## Statement of changes in the benefit fund

for the financial period 1 January 2019 to 31 December 2019

	Note	2019 €	2018 €
Surplus at the beginning of the financial period		2,632,226	-
Surplus transferred from legacy unions		-	2,580,732
Total comprehensive surplus for the financial period		51,773	51,494
Surplus at the end of the financial period		<u>2,683,999</u>	<u>2,632,226</u>

All amounts relate to continuing operations.



**Balance Sheet**  
 As at 31 December 2019

	Note	31 Dec 2019 €	31 Dec 2018 €
<b>Non-current assets</b>			
Tangible fixed assets	9	23,100,912	24,023,916
Investment properties	9	8,787,500	5,264,943
Investments	10	37,595,416	32,891,729
Pension asset – net	15	5,916,629	4,862,629
		<u>75,400,457</u>	<u>67,043,217</u>
<b>Current assets</b>			
Investments	10	4,505,968	7,154,639
Debtors	11	3,686,374	4,235,500
Cash and cash equivalents	12	23,318,928	21,643,945
		<u>31,511,270</u>	<u>33,034,084</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	13	(2,309,530)	(1,956,320)
		<u>(2,309,530)</u>	<u>(1,956,320)</u>
<b>Net current assets</b>			
		<u>29,201,741</u>	<u>31,077,764</u>
<b>Total assets less current liabilities</b>			
		<u>104,602,197</u>	<u>98,120,981</u>
<b>Other liabilities</b>			
Provision for liabilities and charges	14	(868,000)	(822,900)
		<u>(868,000)</u>	<u>(822,900)</u>
Total net assets		<u>103,734,197</u>	<u>97,298,081</u>
<b>Represented by:</b>			
General fund	16	36,302,333	35,804,645
Developing world fund	16	161,238	151,592
Contingency fund	16	64,586,627	58,709,618
Benefit funds	16	2,683,999	2,632,226
		<u>103,734,197</u>	<u>97,298,081</u>

**Statement of Cash flows**  
 For the financial period ended 31 December 2019

	Note	31 Dec 2019 €	31 Dec 2018 €
Surplus/(deficit) for the financial period before tax –			
General fund		(573,312)	(348,244)
Developing world fund		9,646	101,957
Contingency fund		5,329,969	(857,022)
Benefit fund		51,773	51,494
Total surplus/(deficit) for the financial period before tax		<u>4,818,076</u>	<u>(1,051,815)</u>
<b>Non cash adjustments</b>			
- Profit on disposal of investments held at fair value	10	(695,336)	(163,285)
- Fair value adjustment on investments	10	(2,950,336)	2,991,072
- Fair value increment on investment properties	9	(260,326)	-
- Impairment loss on investment property	9	32,286	-
- Depreciation of property and equipment	9	776,276	784,303
- Interest and dividend income		(620,230)	(1,063,598)
- Actuarial gains on pension asset (net)	15	1,071,000	1,099,000
- Gain on sale of fixed asset	9	(9,542)	-
Total non cash adjustments		<u>(2,656,208)</u>	<u>3,647,492</u>
		<u>2,186,868</u>	<u>2,595,677</u>
<b>Net changes in working capital</b>			
- Decrease/(increase) in debtors		938,616	(1,223,740)
- Increase/(decrease) in creditors		273,691	(49,983)
- Increase/(decrease) in provision for liabilities and charges		45,100	(10,000)
- Increase in pension asset (net)	15	(1,071,000)	(3,510,000)
- Deposits transferred out from cash	12	75,000	-
- Exclusion of opening Branch bank balances	2.1	-	(445,226)
Net changes in working capital		<u>261,407</u>	<u>(5,238,949)</u>
Total net changes in working capital		<u>2,423,275</u>	<u>(2,643,272)</u>
Income taxes paid		(282,024)	(201,810)
<b>Net cash generated from/(used in) operating activities</b>		<u>2,141,251</u>	<u>(2,845,082)</u>

## Statement of Cash flows (continued)

For the financial period ended 31 December 2019

	Note	31 Dec 2019 €	31 Dec 2018 €
<b>Net cash generated from/(used in) operating activities (brought forward)</b>		2,141,251	(2,845,082)
<b>Investing Activities</b>			
Purchase of property and equipment	9	(2,127,665)	(3,521,860)
- Purchase of investment properties	9	-	(5,264,943)
- Purchase of investments	10	(3,830,897)	(732,652)
- Proceeds from sale of investments	10	4,391,860	1,674,526
- Proceeds from sale of fixed assets	9	18,000	-
- Interest and dividends received		(103,000)	1,063,598
- Investments transferred to cash	10	1,185,434	-
<b>Net cash used in investing activities</b>		(466,268)	(6,781,331)
<b>Net change in cash and cash equivalents</b>		1,674,983	(9,626,413)
<b>Cash and cash equivalents transferred from legacy unions</b>	1	21,643,945	31,270,358
<b>Cash and cash equivalents, end of financial period</b>	12	23,318,928	21,643,945

Fórsa has no borrowings, loans and other finance related transactions which requires disclosures of net debt reconciliation as part of the statement of cash flows.

forsa\_union\_ie 

forsaunionie 

Fórsa Trade Union 

Fórsa trade union 

forsa\_union 

forsa.ie 

**CORK**  
Father Matthew Quay, Cork, T12 EWW0  
Phone: 021-425-5210  
Email: forsacork@forsa.ie

**DUBLIN**  
Nerney's Court, Dublin, D01 R2C5  
Phone: 01-817-1500  
Email: info@forsa.ie

**GALWAY**  
Unit 23-24, Sean Mulvoy Business Park, Sean Mulvoy Road, Galway, H91 HT27  
Phone: 091-778-031  
Email: forsagalway@forsa.ie

**LIMERICK**  
Roxborough Road, Limerick, V94 YY31  
Phone: 061-319-177  
Email: forsalimerick@forsa.ie

**SLIGO**  
Ice House, Fish Quay, Sligo, F91 HHX4  
Phone: 071-914-2400  
Email: forsasligo@forsa.ie

**WOODFORD**  
Unit 2.2 Ground Floor, Woodford Business Park, Santry, D17 E524  
Phone: 01-817-1500  
Email: admin@ialpa.net

Front cover: Fórsa president Ann McGee addresses the crowd at a rally in support of Roscommon County Council workers.