

2 July 2018

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Peter Nolan – FORSA

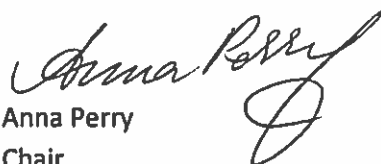
The National Oversight Body refers to its statement of April last issued to the parties in relation to the dispute concerning flexible working arrangements in Roscommon Co Council.

The conclusions set out in that statement were designed to assist both sides in this dispute to reach a satisfactory outcome on the effective implementation of flexible working arrangements in the Council. In this regard the Body referred in its previous statement to the availability of family friendly policies for staff across employments in the public service including other local authorities. This position is furthermore reiterated in the PSSA 2018 – 2020 where it is agreed that access to work life balance arrangements for staff should be available to the greatest extent possible subject to normal service need requirements.

In this particular regard it is disappointing to note that Roscommon Co Co have not over the past period of time facilitated staff with the full suite of family friendly policies including in particular the facility of flexi – leave. This non availability of the full suite of family friendly policies is in contrast to the arrangements in other public service organisations tasked with the delivery of equally demanding front line services having regard to overall business needs. Accordingly the absence of the facility on the part of public service employments to allow their staff to generate the level of flexi – leave in line with normal public service arrangements would be regarded as being at variance with the principles of family – friendly policies in the public service and as a consequence would constitute a breach of such arrangements. On this basis a key purpose of the WRC initiated pilot scheme of February 2018 and further continued under the Oversight Body’s statement of April last was to ensure that the full suite of family friendly policies could be availed of by staff in Roscommon County Council which would include flexi - leave.

It is the conclusion of the National Oversight Body that in order for Roscommon County Council as employer to prevent itself from being held to be in breach of the family – friendly provisions of the PSSA 2018 – 2020 that it should re-engage under the aforementioned Pilot Scheme process and working through the WRC develop a framework of proposals to ensure the full implementation of the PSSA agreed family – friendly policies. It is envisaged that this process should be concluded within three weeks taking into account the original time frame envisaged for the Pilot Scheme. On confirmation of such arrangements being progressed through the WRC the union side interests are requested to suspend their industrial action.

Yours sincerely



Anna Perry
Chair

Public Service Oversight Body