



An Colmisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

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LGMA/Roscommon Co Council

FÓRSA

SIPTU

Further to facilitated discussions on 5th July 2018 between Roscommon County Council, FÓRSA and SIPTU the following proposal has been issued by the WRC.

Proposal

This proposal is issued in consequence of the agreement reached by the parties under the auspice of the WRC on 3 July 2018 and the statement of the National Oversight Body of 20 April and 2 July 2018. It aims to develop a framework to ensure the full implementation of the flexitime and flexi leave arrangements in Roscommon Co Council.

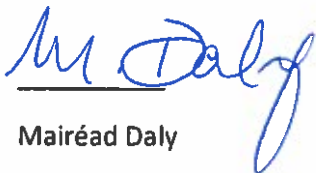
- Both parties, as recommended by the WRC, will re-engage in the Pilot Scheme process. The Pilot will take place over two flexi periods commencing on 16th July 2018.
- Both parties accept that the following principles will be applied to the operation of flexi-time/flexi leave:-
 - All the grades encompassed within the scheme (Clerical/Admin, Grades 6, 7 and analogous grades (up to and including, SEE/Cognate/Technicians)) will be able to avail of flexitime and allowed to generate flexi leave, as provided for in the Public Service
 - Management would have to be satisfied that there is sufficient, productive work to enable the generation of flexitime/flexi leave, as provided for in the Public Service
- In the application of the flexitime/flexi leave the parties will have regard to the flexi leave scheme of February 2011. The additional amendments on foot of LC Recommendations are also taken into consideration. These include the flexible bandwidths – 8.30am to 6.30pm and the opening times – 9.15am to 5.30pm Monday to Friday, closed for lunch.
- The parties agree that going forward and as part of the pilot process there is a need to formulate a new document which reflects

- The accepted principles as agreed under the auspice of the WRC – that staff encompassed by the Scheme are allowed to generate flexitime/flexileave and that Management would have to be satisfied that there is sufficient, productive work to enable the generation of flexitime/flexileave, as is provided in the Public Service.
- any issues that may be raised by both sides during the pilot phase.

This document will be agreed by both sides within two months unless otherwise agreed by the parties.

The parties remain under the auspice of the WRC and will reconvene on August 8th, 2018 at 11am in Roscommon Co Council.

This proposal is issued on the basis that it is recommended for acceptance by both sides. If it is rejected by either party it is deemed withdrawn and has no further status.



Mairéad Daly

Regional Manager

5th July 2018