



# FORSA

We are  
stronger  
together

Wicklow Local Authorities -  
Your Branch news Jan 2020



# YOUR BRANCH CONTACTS

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Chairperson

Karen Boyle

Vice-chair

Colin Heslin

Secretary

Sharon Mulhall

Treasurer

Colin Heslin

Membership Officer

Breda Sinnott

Training Officer

Sinead Sweeney

Health & Safety Officer

Gerry Galligan

Branch Committee

Sinead Boddy

Garvan Hickey

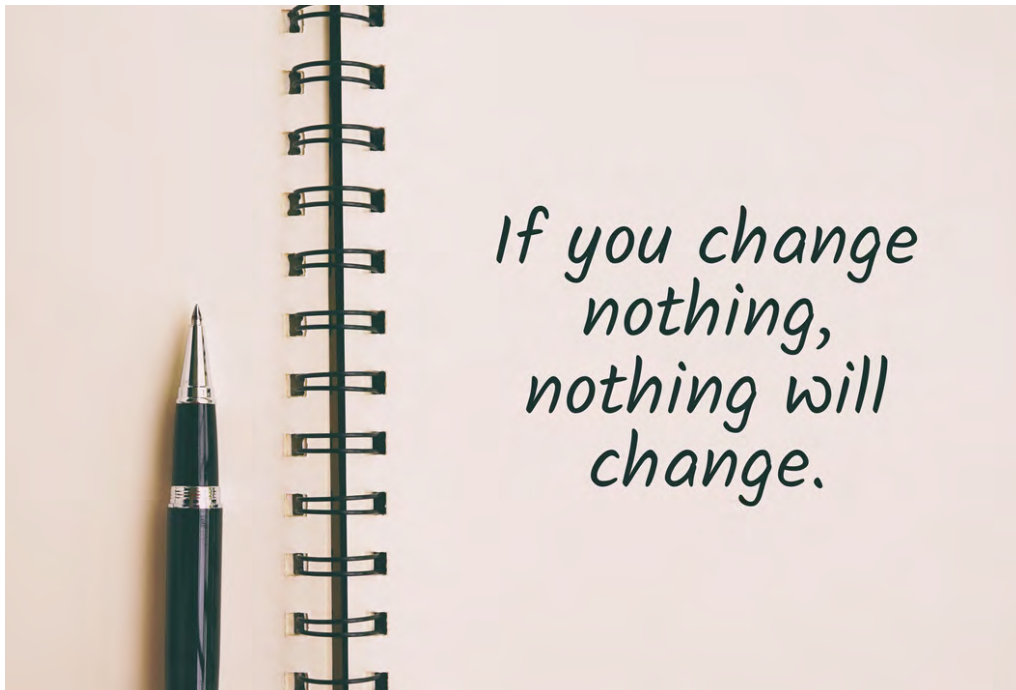
Noeleen Roche

Anne Shannon

Billy Roberts

Sean O'Dwyer

Charlotte Wood



# 2019 Wicklow Overview



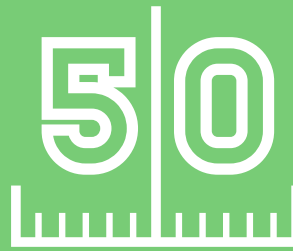
density of staff in membership

€1100

charitable donations on your behalf

## Workforce Planning

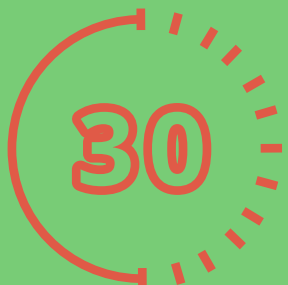
Agreed library workforce plan resulting in extra library posts and promotional opportunities



Members availed of the **Interview preparation** training

## NEW Common Recruitment Pool

"The new arrangement, proposed by the Workplace Relations Commission (WRC), will see 50% of all promotions between grades IV to VII confined to the local authority sector, 20% confined to the employing local authority, and 30% open to public competition."



Approximately 30 representatives made to HR on your behalf



**Day Fortnight**

consulted and agreed by your union

## My Open Library

Arklow Library opening halted by FORSA until risk assessments and procedures were agreed. Review meetings held quarterly between management and FORSA

**Members are automatically added to the monthly draw for €100 each month**

**FÓRSA**

**TRAVEL MUGS FOR ALL MEMBERS WERE DISTRIBUTED DURING THE SUMMER MONTHS**





**FORS**

**AGM**

Monday 17th February 2019

@ 5.30pm

Council Chamber,

Wicklow County Council

Draw for members in attendance.  
Refreshments will be served in the foyer



## Job evaluation ballot to commence

*by Mehak Dugal*

Job evaluation is an established tool that allows the knowledge, skills and responsibilities associated with individual jobs – rather than grades or staff categories – to be assessed and appropriately rewarded.

Fórsa is to ballot members for industrial action in an ongoing dispute with the Local Government Management Agency (LGMA) over the introduction of a job evaluation system for clerical and admin staff.

The ballot, which is set to take place in February, was announced by the union's Local Government divisional executive because of local authority employers' refusal to discuss the introduction of a job evaluation scheme in the sector.

Most recently, representatives of local government employers failed to appear at a reconvened labour court hearing on the dispute. Peter Nolan, head of the Fórsa's Local Government Division, said the ballot would seek a mandate for industrial action "up to and including the withdrawal of labour arising from the union's claim to have an agreed job evaluation system introduced to local authorities."

Job evaluation is an established tool that allows the knowledge, skills and responsibilities associated with individual jobs – rather than grades or staff categories – to be assessed and appropriately rewarded.

The union has recently negotiated job evaluation schemes in education, the HSE and Tusla. These have enabled staff who have taken on substantial new responsibilities to have their roles re-evaluated. But local government employers have so far refused their staff the same opportunity, even though the sector suffered the worst staffing cuts during the economic crisis.

## Financial benefits

- **€5,000** Personal Accident/Illness benefit if you are out of work for more than 12 months as a result of an accident/illness as defined in the policy that occurred after the 2nd January 2018
- **€5,000** critical illness or death benefit Spouses covered for death benefit
- Evacuation or repatriation expenses up to **€250,000** for members deceased, seriously injured or ill abroad

## Helplines for Fórsa members

Fórsa members can avail of counseling, legal advice and support 24 hours a day, 7 days a week, 365 days a year, at no additional cost to the member, through the following helplines:

- At no additional cost to the member, legal help in bodily injury cases **1850-77-66-44**
- At no additional cost to the member, 24/7 legal advice helpline **1850-77-66-44**
- At no additional cost to the member, 24/7 confidential counselling helpline **1850-77-66-55**
- At no additional cost to the member, 24/7 domestic assistance helpline **1850-77-66-44**
- Health and medical information service – **1890 254 164**

Another service exclusive to Fórsa members is an information service on health and fitness, and non-diagnostic advice on medical matters.

Advice on allergies, the side effects of drugs and how to improve general fitness are also available as part of this service.

Health and medical information is provided by qualified nurses 9am – 5pm, Monday to Friday, excluding public and bank holidays.

If you call outside these times, a message will be taken and a return call arranged within the operating hours.

**Call 1890 254 164**





## **Fórsa-facilitated financial benefits**

Fórsa members can opt into Fórsa-facilitated financial benefits:

- Car insurance
- Home insurance
- Travel insurance
- Additional pension benefits
- Salary protection and life cover.

## **Lifestyle saving – Fórsa group scheme**

Fórsa members enjoy savings and discounts from hundreds of well-known retailers and brands.

As a Fórsa member, you can save hundreds of euro when you change your shopping habits just a little bit. Your dedicated Fórsa savings portal will teach you how to use cashback, shopping cards, and online discounts and special offers so that you can save money whenever you are shopping. Average savings are approximately €700 per year, including the Tesco Shopping Card (save €208), the Circle K Fuel Card (save €72), and travel or holiday options (save hundreds of euro).

To register, visit the group scheme website to ensure you are kept up to date on any new savings. To receive weekly updates you need to opt-in.

# HAVE YOUR SAY

Fórsa have recently set up a Strategic Organisational Review Team, and as part of this process the union are seeking to develop a strategic plan which will inform the union's direction over the next five years. In doing so, we want to hear from Fórsa members in every division, branch and corner of the country.

This is a unique opportunity to have your say on what you believe the union's priorities should be, to put forward your ideas, and to raise any issues which you believe should be considered in the development of our strategic plan. Today, we are launching a consultation platform which will enable members to share their views and play their part.

You can register for the platform at [this link](#) and you'll then be able to make a submission under one or all of our simple themes: priorities, ideas and issues. When registering, while a number of the 'Address' fields are mandatory under 'Additional Information', we do not require this data so you may enter your work address or a Fórsa office address if you wish. You have until the end of January 2020 to make your submission. All member submissions are private, and will only be visible to members of the SORT team. We will treat these submissions as strictly confidential.

The platform will also be used for later stages of consultation on the strategic plan. In addition, it will be used for future consultations on some additional priority items being worked on by the union's SORT project team. Once you've registered on the platform, you'll receive notice and information on these consultations when they go live.

So now is the perfect time for you to get active, get in contact with your branch, and find out how you can input into the branch submission process. We want to build a better, stronger Fórsa for our members and branches, and we need your help.

So, get registered, make your submission, and have your say!

Regards,  
Fórsa's Strategic Organisational Review Team

## INTRODUCTION

This leaflet is intended to equip you to ask candidates in the general election questions concerning you and your union. The focus of this is on Fórsa's core national objectives, as well as some issues that may be more specific to the sector/division in which you work.

The union is not affiliated to any political party. But, on behalf of its members, the union is and will be putting these questions to all political parties participating the 2020 general election. Fórsa will publish the responses and circulate them to its branches and members in advance of polling day on 8th February.

### How do I use it?

Keep it near the door for use when canvassers come to the door, or at your desk to help inform your colleagues. Realistically you won't get to ask all of these questions, so just focus on the ones that matter the most to you.

These leaflets are specific to your division, but if you feel you need more information please go to the Fórsa website and check out the manifesto, we have included introductions and talking points for each of the below items.

### What to ask on public service pay and working time:

- Will you (and your party) commit to negotiations to reach a pay deal to succeed the PSSA?
- Will you (and your party) commit to inflation-plus pay increases for the public sector?
- Will you (and your party) commit to addressing the issue of additional hours introduced as an emergency crisis measure as part of the 2013 pay deal?

### What to ask on water:

- If in Government, will you (and your party) commit to holding an early referendum to enshrine public ownership of water in our constitution?

### What to ask on re-municipalisation of waste services:

- If in Government, will you (and your party) commit to the re-municipalisation of waste services by local authorities?

### What to ask on housing:

- If in Government, will you (and your party) commit to the establishment of a new, local authority led, cost rental public housing model?
- Will you (and your party) commit to a large-scale public home-building programme to address the housing and homelessness crisis?

### Public service champions charter:

- Ask candidates in your area if their parties have signed up to Fórsa's Public Service Champions Charter.



- Will you (and your party) commit to negotiations to reach a pay deal to succeed the PSSA?
- Will you (and your party) commit to inflation-plus pay increases for the public sector?
- Will you (and your party) commit to addressing the issue of additional hours introduced as an emergency crisis measure as part of the 2013 pay deal?
- If in Government, will you (and your party) commit to holding an early referendum to enshrine public ownership of water in our constitution?
- If in Government, will you (and your party) commit to the re-municipalisation of waste services by local authorities?
- If in Government, will you (and your party) commit to the establishment of a new, local authority led, cost rental public housing model?
- Will you (and your party) commit to a large-scale public home-building programme to address the housing and homelessness crisis?
- Has your party signed up to the Public Service Champions Charter?  
[www.forsa.ie/championscharter](http://www.forsa.ie/championscharter)