

Tipperary South Health and Community Branch Summer newsletter continued

Emergency Motions from South Tipperary Health and Community Branch to the Forsa Health and Welfare Divisional Conference, Galway, 2023.

1. That this conference directs the incoming DEC to address the anomaly between the duration of recommended Covid special leave, in the updated working arrangements for healthcare staff covid leave in the recent guidelines, dated the 8th May, 2023, and the duration of HSE recommended non-contact. These guidelines recommend special leave of 5 days for healthcare workers infected with covid. However, the advice provided to healthcare staff, by the HSE Helpline and website, to protect vulnerable populations with whom they work, recommends no contact for 10 days.

<https://www.gov.ie/en/news/092fff-update-on-working-arrangements-and-leave-associated-with-covid-19-fo/#>

The above document provides for paid leave of five days for healthcare staff who are positive with covid, to ensure that vulnerable populations with whom they work, are not put at risk by infected staff, forced to attend work for financial reasons.

However, the HSE helpline, advises that staff working with vulnerable populations should remain out of contact for 10 days, to ensure that vulnerable persons remain safe.

The latest guidelines are dated the 8th May. This is long after the deadline for motions to be submitted to conference. Consequently, the South Tipperary Health and Community Branch hope that this motion will proceed and be put before conference.

2. EMERGENCY MOTION

On the 2nd of May, the South Tipperary Branch Executive Committee, at it's Branch committee meeting, was made aware of an "evolved job description" for Physiotherapy Aide.

We ask that this conference calls on the incoming DEC to engage immediately with the HSE regarding job descriptions for all HSCP related Aide/Assistant grades.

The purpose is to ensure that there is no grade encroachment into existing clinical and administrative roles.

Motions from Members and passed by delegates at the Health and Welfare Divisional Conference in Galway, May 2023.

South Tipperary Motions.

1. That this conference direct the DEC to instruct all Forsa paid and voluntary representatives to do their utmost to ensure the Dignity at the Work Policy for the Public Service is fully adhered to in the HSE, and all health service agencies. The policy states that Mediation is the preferred method under the Dignity at Work policy for resolving complaints of bullying and harassment. Union representatives must be instructed to ensure that an option of accessing a Mediation Service by trained mediators is offered to employees participating in the Complaints procedure under this policy.
2. That this conference directs the DEC to form as part of upcoming Public Sector Agreement negotiations a union membership incentive. Specifically, to seek an agreement that all Forsa member grades be issued a Forsa membership packet at the onset of their employment in the Public Sector.
3. That this conference instructs the DEC to negotiate with immediate effect that Health Sector employees to get on par Bereavement Leave entitlements as those that the Civil Service have obtained. Specifically, we seek to have the arrangements under Circular Title-Bereavement Leave in the Civil Service Circular number - 01/2017, File Reference - DPE202-020-2016 applied to the Health Sector.
4. That this conference direct the DEC to immediately and effectively engage with the HSE to gain immediate and full consultation for Clinical Measurement Physiologists role in relation to Community Healthcare Networks, alias Community Hubs. Specifically, agreement to be reached on appropriate grade structures, job descriptions and overall reporting structure within the Hubs with a focus on stopping job encroachment.
5. That this conference direct the DEC to fully and immediately support the Workforce Review currently being undertaken by Clinical Measurement Physiologists with all powers available to them. Furthermore, that this Forsa Executive Committee are on stand-by to act in the best interests of the Workforce Review when called upon by the National Professional Committee.
6. That this conference directs the DEC to negotiate in the immediate future that all working unsocial/Twilight Hours be in receipt of That Twilight Hour Payment/ Unsocial Hours payment, regardless of Location of Work or Job Title.

Further to this, that the DEC negotiate in the immediate future that all FORSA members are in receipt of the best available entitlements with regards to Overtime payment calculation rates.
7. That this conference directs the DEC to seek the payment of unsocial hour pay

/ twilight hours/ shift pay to all workers in the health care sector working eight hour shifts or more over 24-hour periods.
8. That this conference directs the DEC that in the upcoming negotiations on a new Public Service Agreement Forsa make the removal of the temporary tax, the Universal Social Charge a key demand.

9. That this conference direct the DEC that in the negotiations on a new Public Service Agreement Forsa make the restoration of the Sick Leave benefits which had been effectively halved in 2014 to the position which existed prior to March 2014, a central demand.

10. That this conference direct the DEC to reject the DPER Guidelines “Guidance and FAQs for Public Service Employers during COVID-19”, which took effect on the 7th February 2022 and seeks reversion to the DPER Guidelines of 29th September, 2021.

11. Motion That this AGM reaffirms that motions put forward by the South Tipperary Branch and adopted as union policy by national conference in the past, from this year forward, will become operational, whether to enact or pursue.

12. That this AGM declares that FORSA pursues what has been taken from members since 2008 and not yet restored, be that income reductions/freezes, changes in conditions of employment, etc.

13. That this AGM states that the PRD/ASC which was introduced under FEMPI legislation, (PRD on 1st March; ASC on 1st January, 2019), that in 2022 it is time for this to be undone.

14. That this conference directs the DEC to immediately raise the issue of the unacceptable delay in payment of national pay awards to retired members (pensioners). Payment of pay awards should be paid when they are paid to all members. The cost of living affects retired members equally as much as it does those working full time consequently the ageist approach of the HSE and Dept. of Health is a disgrace.

This conference directs the DEC to bring this delay and discrimination to the attention of the HSE and Dept. of Health urgently. This practice has to cease.

15. That this conference directs the DEC to work with management to clearly define the roles and responsibilities, of each grade of Care Assistant, Health Care assistant, SCW, in Section 38 organisations, and the HSE, and other organisations, etc to ensure an appropriate number of managers and grades of a higher responsibility, and so increase the promotional opportunities in social care, whilst also protecting members doing the work of a higher grade whilst not getting paid the rate for this work. If effected this will ensure a proper system of accountability whilst giving protection to service users.

16. That this conference directs the DEC to ensure that parity of pay and work conditions, between Social Care grades and nursing grades, which has been the operating system for establishing pay and working conditions for Social Care grades for decades, is maintained.

17. That this conference affirms its disappointment at the glacial progress of the Career Pathway Review initially agreed in 2020 and calls on the DEC to continue to priorities implementation of career pathway review. If necessary to ballot all affected members.

18. That this conference directs the DEC to pursue unpaid child rearing leave i.e. maternity leave, parental leave, job sharing/flexible working be reckonable for pension purposes and bought back at nominal rate.

19. That this conference directs the DEC to seek the application of long service increments across all Therapy grades. Currently there are no LSI applied to Senior, clinical specialist and Manager grades. LSI should be also applied to these grades.

20. That this conference directs the DEC to support equal application of Professional Added Years calculation, for all our HSCP Grades, ensuring parity with other professions afforded this consideration.

21. That this conference directs the DEC to seek for the inclusion of HSE Dental Hygienists in the automatic progression to senior level after five years of full-time service for Health and Social Care Professionals.

22. That this conference directs the DEC to pursue the pandemic payment for frontline Social Care Staff in Tusla. If payment continues to be refused the DEC is to ballot affected members.

23. That this conference commits to resolving the current difficulties with the retention of staff in the Children's Disability Network Team in Clonmel, (CDNT5). Members working in the service believe that this is due to the ongoing systemic problems with implementing Progressing Disability Services. This conference calls on the incomi