
NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

Haddington Road Briefing
Muiriosa Foundation, Moore Abbey, Monasterevin, Co. Kildare
Wednesday, 3rd July, 2013

Present:

Brothers of Charity Services Galway - Michelle Kenny
Brothers of Charity Services Roscommon – Mary Hennigan
Brothers of Charity Services South East - Sonya Kirwan
Carriglea Cairde Services - Eileen Skehan
Cheeverstown House - Brian Gallagher & Paula O’Riordan
COPE Foundation – John Murphy & Aine O’Callaghan
Daughters of Charity Service - Natalya Jackson & Denis Cronin
Eamon Naughton
Holy Angels Carlow – Geraldine Connell
KARE - Mary O’Connor
L’Arche Ireland Secretariat - Maria Garvey
Laura Lynn – Philomena Dunne, Rosemary Morris & Mike Higgins
MIDWAY Services - Edith Kennedy
Muiriosa Foundation - Olive Leonard, Brendan Broderick, Sheila O’Neill & Ciara Molyneux
Northwest Parents & Friends – Hazel Clarke & Mary Boyle
Peamount HealthCare - Pat Fitzgerald
Prosper Fingal – Orla Whitfield
Rehab Care – Claire McKenna, Michael O’Connor & Karen Fanneran
SOS Kilkenny – Francis Coughlan
St. Christopher’s Service – Pat O’Toole & Martina McCormack
St. Cronan’s Association - Martin Carney
St. Hilda’s Services - Sheila Buckley Byrne
St. John of God Community Services – Viv Egan
St. Joseph’s Foundation - Kathleen O’Callaghan
St. Patrick’s Kilkenny – John Murphy & Adrienne Hayes
Stewarts Care – Lorraine Gallagher, Andrea O’Kelly & Gillian Ledwidge
Sunbeam House Services - Shelley Lynch
Waterford Intellectual Disability Association - Meg Lynch
Western Care Association - Pauline Brennan & Annette Joyce
Windmill Therapeutic Training Unit - Joan MacDonald & Linda Kelly
National Federation Secretariat - Jillian Sexton & Maria McMahan

Apologies:

Ability West - Adrian Harney
Kerry Parents & Friends – Maura Crawley
Prosper Fingal - Tony Stewart

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Welcome:

The meeting was chaired by Olive Leonard, Director of Human Resources, Muiriosa Foundation / Chair National Federation Operational Human Resources Group. Olive welcomed those present and thanked John Delamere for attending the briefing session. The session opened with a presentation by John on the main provisions of the Agreement (see attached) and was followed by an open forum / Q's & A's session. The following is a summary note on the key points raised during the discussion.

- The most recent version of the Agreement is dated June 28th 2013.
- The commencement date for the main provisions of the Agreement is July 1st 2013 (e.g. for the increase in weekly working hours, etc.) – organisations should now be implementing the agreement and there is supporting legislation in place for same.
- In relation to the application of the Agreement to Section 39 agencies John indicated that where organisations are linked to the consolidated pay scales and historically benefited in more prosperous times that they should now also be implementing the provisions of the Agreement.
- In relation to the additional working hours of staff – the way in which this is implemented will vary across / within organisations depending on the particular needs of the organisation and the services it's providing.
- Regarding consultations with staff regarding proposed changes – there is not necessarily a need for consultation with national full-time Trade Union officials rather management can discuss proposals at a local level.
- In relation to the option for staff to continue working current hours for a period of time but with an appropriate pay reduction – it was clarified that this option should be kept to a minimum and for a specified period of time (e.g. 6 months) in order to allow for reviews. There will be further discussions in relation to this option at a national level in the short-term.
- Twilight hour's payment: this will no longer apply to hours between 6 & 8pm but will apply from 8pm onwards to the end of shift. The payment will no longer be available to nursing staff but will apply to SCW's, CA's, etc.
- In relation to Sunday rosters agencies need to look at current staffing / composition of same to determine if further savings can be made.
- Senior Staff Nurse: The post of 'Senior Staff Nurse' is to be restored from July 1st 2013 – there will be 4 cohorts of staff involved i.e. from 2009 onwards but there will be no retrospection for same.
- Graduate Nurse Recruitment: This initiative will run for a 2-year period and won't impact on agencies head count. The Trade Unions won't be blocking this initiative which should assist

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agencies in reducing their requirement for agency staff. Full details in relation to how interested agencies can avail of this initiative will be circulated shortly.

- Support Grades Intern Programme – it will most likely be Sept before this programme will commence and a query was raised as to whether or not Section 39 agencies will be able to benefit from same. Clarification in relation to this will be sought.
- A block grant will be issued by the HSE in relation to the CORU registration fees and therefore the CORU registration fee is confirmed at €100.
- Concerns were expressed in relation to the level of savings which it is envisaged that agencies will be able to secure through the provisions of the Agreement i.e. many organisations do not use agency staff, pay overtime and some have frozen increment payments in recent years. Given this there should not be a blanket / unilateral cut in budgets with the assumption that there are significant savings to be made by all agencies. In considering how it will achieve the required €150 million savings for 2013 the HSE needs to analyse current spending and identify where the high levels of expenditure currently exist. It was requested that John Delamere relay this message to HSE colleagues.
- Clarification was sought in relation to the position of staff members within agencies that have annual leave entitlement of 24 days – should agencies be seeking to reduce the leave levels by 6 days over the period of the Agreement as this would result in annual leave reducing to below the 23 days specified in the agreement? There is further clarification required on this issue and further information will be provided by the HSE within the next week or so.
- In relation to the banking of hours – i.e. whereby staff are due to work additional hours from July 1st but aren't doing so – a request was made that the HSE issue correspondence to the effect that the increase in working hours commenced on July 1st 2013 and that while staff are required to undertake the additional hours from that date employers may need time to determine how best these hours can be utilized and so can 'bank' the hours for future use.
- In relation to performance management there is provision within the Agreement to introduce performance management at individual level. For organisations that do not presently have a performance management system in place they should now be considering how best to introduce a system.
- Many agencies operate a 'time-in-lieu' system (rather than paying overtime) – so in relation to this should the first hour of same be discounted (i.e. similar to the proposal regarding the non-payment of the first hour of overtime). This is not covered by the Agreement.
- Where there are local arrangements in place which are efficient and working well for agencies employers should be cautious of interfering with same.
- A request was made that the updated consolidated pay scales would be circulated to all organisations.

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- In some agencies while staff may be contracted to work a 39 hour week ‘custom & practice’ has been that they may be working less hours – the Agreement provides an opportunity for agencies to negotiate locally in relation to these practices in order to bring all staff in line with the agreed working hours for the public sector as a whole.
- Concerns were expressed in relation to the loss of ‘goodwill’ from staff who have in many instances shown considerable commitment and flexibility (e.g. many staff already work over their contracted hours, have accepted increment freezes, etc.) and we need to acknowledge this and ensure that we don’t lose same.

The meeting concluded with Olive thanking all for their attendance and John for his input and the clarifications provided. As further clarifications on the various element of the Agreement are issued by the HSE they will be made available to organisations.

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