



# IMPACT

## Municipal Employees Division

Report 2005-2007

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Front cover photo

Connie Ring is a fire fighter with Dublin Fire Brigade, which continues to give outstanding service to the community.

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Pat Morris works for Dublin City Council's parks department in Harolds Cross. "We put a lot of work into making the parks pleasant places. They are there for the public to enjoy and it's very rewarding when somebody comes along and admires our work."

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# 1 Organisation

## 1.1 Branch/Divisional Executive Committee

The Branch Executive Committee meets on the first Monday of each month and the Divisional Executive Committee meets on the third Monday of each month. Membership is set out below. Also listed is the attendance record based on 19 meetings from 27th March 2007 up to and including 12th February 2007.

### Officers

Francis Byrne	President	Dublin City Council Traffic	15
Michael Clarke	Vice-President	Dublin City Council Executive Housing Officer	13
Agnes Maguire	Secretary	Dublin City Council Customer Care	12
Seamus Kavanagh	Treasurer	Dublin City Council Waterworks	10
Ciaran Russell	Equality Officer	Dublin City Council Parks Department	12
Chris Finnerty	Training Officer	Dublin City Council Fire Brigade	11
Mark Wynne	Health & Safety Officer	Dublin City Council Housing & Residential Services	14
Brendan Clarke	Convenor/National Officer		14

### Delegates

Michael Burke	Dun Laoghaire-Rathdown County Council		9
Michael Duffy	Retired Members' Delegate	(Branch Committee Meetings only)	1
David Greene	Dublin City Council Drainage		18
Tom Kavanagh	Dublin City Council, Waterworks		14
Pat Morris	Dublin City Council, Parks Southside		15
Mick McLoughlin	Dublin City Council Housing Caretakers		15
Declan O'Brien	Dublin Institute of Technology, Ordinary Member		9
Phil O'Connor	Traffic Warden	(resigned February 2007)	14
Paul O'Neill	Dublin City Council Public Lighting	(resigned February 2007)	9
Eddie Smith	Dublin City Council Libraries	(co-opted June 2006)	10
John Smithers	Dublin City Council, Housing Maintenance		5
Michael Tomney	Dublin Institute of Technology		12
Paddy Walker	Dublin City Council Cleansing South		12

## 1.2 Financial Report

The Financial Report for 2006 was approved at the AGM. Overall, the financial situation of the Branch/Division remains good.

## 1.3 Annual General Meeting

The Annual General Meeting was held on 8th March 2007.

## 1.4 Branch Convenor

Brendan Clarke has continued to fill the post of Convenor. During the past year Brendan has dealt with individual issues across all departments of the council and the ongoing monitoring of the wheelie-bin system in the waste management department. Brendan's communication skills and his availability to respond to members' queries along with his interaction with the full-time officials has been a major success for the Branch/Division.

## 1.5 Dublin Council of Trade Unions

The period 2006/2007 has been a busy year for the Trades Council with the Irish Ferries issue still coming up re the redundancy package paid for by the PAYE sector. The problems in the ESB and the Shell to Sea problems still being fought by the people of Rosspoint and other issues such as the loss of sections of the waste collection in local authorities to private companies are high on the agenda. The people who serve on the Trades Council, few as they are, still forward motions to ICTU and try to lend their weight to all the above issues and more.

*Report by Jim Nealon, Trades Council Delegate*

## 1.6 Divisional Representation on National Committees

Our current representatives on IMPACT national committees are as follows:

*European Affairs Committee*

Michael Tomney/Mick McLoughlin

*Finance Committee*

Shay Kavanagh

*Health & Safety Committee*

Mark Wynne

*Membership Services Committee*

Brendan Clarke

*National Equal Opportunities Committee*

Ciaran Russell / Agnes Maguire

*Standing Orders' Committee*

Chris Finnerty / Peter McDonald

*Training Committee*

Chris Finnerty / Jim Nealon

## 1.7 Branch Training

The Training Committee for 2006/2007 ran various courses for union officers and activists. It is also running some FETAC listed courses this year which will be run over a few weeks. It is also hoping to run a few courses on partnership and performance management if funds allow. There are also courses in the pipeline for union staff and also to build up the website for people interested in union affairs.

*Report by Jim Nealon, Training Officer*

## 1.8 Retired Members

Michael Duffy represents the Retired Members' Section on the Branch Executive and is secretary of the group. Gerry Walsh is the chairperson, John Hayes vice-chairperson and Hannah Walsh the treasurer. The year 2006 was a very successful year for us. We started off the year in January with our Christmas dinner (courtesy of the City Manager). A number of enjoyable events took place during the year including social evenings in civic offices, day trips to Kilkenny, and a week's break in Killarney. All of these events were a great success and enjoyed by everybody. The Committee put a great deal of work into the organisation of these events. We would like to see some new members, especially recently retired staff, becoming part of the Committee in order to keep things going. A varied and interesting programme of events is being organised for 2007 in which we would like to see all retired members participate.

*Report by Michael Duffy, Secretary Retired Members' Section.*

## 1.9 Health & Safety

2006 saw the passing into law a number of significant pieces of health and safety regulations including:

- Safety, Health and Welfare at Work (Exposure to Asbestos) Regulations 2006
- Safety, Health and Welfare at Work (Work at Heights) Regulations 2006
- Safety, Health and Welfare at Work (Construction) Regulations 2006
- Safety, Health and Welfare at Work (Control of Noise) Regulations 2006
- Safety, Health and Welfare at Work (Control of Vibration) Regulations 2006

Implementation of the above regulations will enhance and improve the health and safety of all employees represented by IMPACT. It is Dublin City Council's policy to have safety committees set up in all work locations. The role of a safety committee is to:

- Help develop safe systems of work and safety procedures.
- Help analyse accidents to prevent a re-occurrence.
- Monitor the effectiveness of health and safety training.
- Monitor and review the adequacy of health and safety communication.

Most importantly safety committees have been established to represent the health and safety interests of all staff. I would encourage any member of staff who is interested in health and safety to get involved in their local safety committee. You will make a difference.

IMPACT has sought an audit be undertaken on an ongoing basis of the welfare facilities throughout Dublin City Council. I am a member of Dublin City Council's Corporate Safety Strategy Group, which continues to develop and implement health and safety policies.

*Mark Wynne, Health and Safety officer.*

## 1.10 Recruitment

IMPACT and the "Muno" Branch/Division are prioritising recruitment. Over the past year we are proud of what we have achieved in areas like education and the fire brigade. We also continue to recruit our fair share of new entrants to Dublin City Council, although this area is unlikely to grow. However, we can only continue to deliver success on this scale if new employees are encouraged to join trade unions. It is not acceptable that some opt out and yet continue to enjoy the benefits and conditions of trade union membership without making a contribution. Trade unions need to continually recruit new members. This is vital if we are to achieve our "trade union agenda" with the various employers. Accordingly, it is essential that shop stewards and branch executive members recruit new staff as they enter the employment areas. IMPACT will continue to highlight this issue in 2007.



John O'Neill is a leisure attendant in Cabra community sports complex in Dublin. "People are under so much stress these days but they can really benefit from leisure activities. I get great enjoyment from training people, especially in our youth programmes and specialist groups."

## 2 Conditions of employment, section and group report

### 2.1 Pay restructuring/benchmarking – Dublin City Council general operative staff

Pay rates for general operatives in Dublin City Council have drifted compared to general operatives in the public sector in the Dublin area who previously followed the former Dublin Corporation for pay determination. The reason for this is the application of parallel benchmarking (craft analogue) and the knock-on effects of percentage increases in national pay agreements. Both IMPACT and SIPTU accept that entry into parallel benchmarking makes sense. However, the 'pay drift' still needs to be resolved irrespective of whether there is a benchmarking exercise or not.

IMPACT has put forward a formula to resolve this problem, which could be implemented over a period of time and still allow entry into the parallel benchmarking process. Traditionally the OPW general operatives followed Dublin City Council for pay awards based on "good employment rates of pay in the Dublin area." This was the criteria for pay determination in the Dublin public sector for general operative staff laid down by the Labour Court. Both IMPACT and SIPTU have told Dublin City Council management that this situation cannot continue. If the position is not corrected before the next parallel benchmarking exercise the drift in pay levels will get worse.

We have proposed a restructuring of the pay groups in Dublin City Council similar to those for State industrial employees in the Dublin area (OPW).

The comparisons are based on the following:

1. Dublin City Council Pay Group 2  
OPW General Operative Light Equipment Operator (Band 3)
2. Dublin City Council Pay Group 3  
OPW Driver Plant Operator 'A' (Band 2)
3. Dublin City Council Pay Group 4  
OPW Supervisor (Band 1)

Any exercise that attempts to include travelling allowance in figures for comparison purposes for one group to the disadvantage of the other is unrealistic, based on the criteria laid down by the Labour Court and accepted by management and trade unions at the last benchmarking exercise.

Dublin City Council should use this opportunity to re-align the pay of general operatives in their employment with that of good employment in the public sector in the Dublin area. This can be achieved and improve the current problem of red-circling pay groups and pay points that currently exist within the Council, ie 2,326 staff assigned to 104 pay points throughout 31 groups which in themselves have 298 points.

It is our view that general operative grades in the Dublin area which heretofore followed Dublin Corporation were assisted, encouraged and facilitated by Finance to break this link ie state industrials, education, traffic wardens etc. All of these groups continue to have travelling allowances on the same basis as those in Dublin City Council. Accordingly, to compare general operatives in Dublin City Council to any other group, including general operatives outside Dublin, is unrealistic and will not be accepted.

### 2.2 Pay

The year saw protracted negotiations between the social partners that led to eventual agreement on the terms of Towards 2016. Again payment is subject to the delivery of the modernisation and change which will have to be verified by the Performance Verification Group (PVG). This group is comprised of management, unions and independent members who determine whether or not payments are warranted. The pay terms cover a 27 month period commencing 1st July 2006 with a combined increase of 10 percent in the following phases:

#### Towards 2016 Pay Increases

1st December 2006	3%
1st June 2007	2% (2.5% for low paid)
1st March 2008	2.5%
1st September 2008	2.5%

The last phase of the previous agreement Sustaining Progress fell due for payment on 1st June 2006 and all members of the Municipal Employees' Division qualified for payment.

## 2.3 Partnership

IMPACT is well represented on all partnership committees established in Dublin City Council, Dublin Fire Brigade, Dun Laoghaire-Rathdown County Council, Dublin Institute of Technology, Athlone Institute of Technology and the Dublin VECs. Our representatives are playing a key role on the major challenges at partnership level, dealing with major issues facing members. These include waste management, housing, performance management, and innovation and change. Our representatives are also dealing with issues like return to learning programmes, work-life balance initiatives, upskilling programmes, organisational change, and training.

The main partnership strands and projects for in 2006 included Towards 2016 performance verification, return-to-learning projects, handling significant change through partnership, the LANPAG review of partnership, the extension of facilitators contracts and information and consultation. Almost 170 members are involved in partnership forums in areas like housing and community, libraries, Ballymore Eustace, waste management, training and development, motor tax, PMDS, the fire brigade, dignity at work, planning review, absenteeism and innovation.

## 2.4 Waste Management

The number of bins being presented for collection has fallen by up to 50 per cent in some areas since the introduction of bin charges in the four Dublin local authorities. This has prompted management to propose reductions in the number of daily collections, threatening members' job security. A joint union-management committee has been set up, in the partnership process, to look at the future of waste management in Dublin City Council. IMPACT has made proposals to prevent privatisation and secure waste management jobs, which involve the council workforce being responsible for all waste collection including grey bins, brown (biodegradable) bins and the green waste collection currently contracted to a private firm.

In Dun Laoghaire-Rathdown, the Division has successfully fought off management plans to dramatically cut waste collection services and privatise future waste collection services such as biodegradable waste. We have successfully got agreement to review waste collection services, including discussing the direct labour workforce collecting biodegradable and green waste, which is currently done by a private contractor.

A strategic review of waste management services is now underway in Dublin City Council. The first meeting of this group took place on 12th February 2007. These discussions will cover the following:

- The full integration of the grey, brown and green bin collection services via direct labour.
- The restructuring of the street cleaning service via the introduction of rostered and extended hours of attendance.
- Full involvement of direct labour staff in litter enforcement.
- Bring and amenity centres.
- Waste processing.

The review group consists of five union representatives and five management representatives. It is hoped that this group will conclude all of its discussions within six months.

## 2.5 Sale of Flats Scheme

In 2005 Dublin City Council announced plans to set up a scheme to sell their flats complexes to tenants. Following discussions at partnership level, it was agreed to set up a joint committee to discuss the details. IMPACT expressed concerns that the scheme included plans to set up management companies to run and maintain the complexes once 50 per cent of tenants in any complex purchased their flats. The union said the plan was a threat to housing quality and jobs because the proposed management companies could decide to dispense with the council services and outsource them to private companies. IMPACT, along with other unions on the committee, made alternative proposals, which could see the council setting up an internal business unit to run and maintain the complexes to ensure job security and quality housing services into the future.

During the year agreement was reached in partnership on a scheme to sell flats. However this agreement and its contents are dependent on the scheme being agreed by the Department of the Environment. The Division intend to monitor the situation closely during the coming year.

## 2.6 Innovation and Change Programme

The Division has successfully argued for the establishment of a joint committee to bring forward proposals on a programme to modernise the way the Dublin City Council organises work. Our aim is to improve service quality, cost effectiveness and working conditions and examine the possibility of introducing innovative reward schemes. The union wants to ensure that, by modernising the organisation of work and service standards, cost efficiencies and productivity will improve to an extent where future job security is safeguarded and pay and conditions of employment will improve.

The trade unions are aware that the issues of innovation and incentive are significant and require a better understanding of the process involved. We should be upfront and not take a defensive stand and from a management's point of view they should have time to go through their financial model and develop one that more clearly aligns with costing against a private bid. In some cases overhead costs are only averaged across the organisation's divisions and it is difficult for the existing financial systems to separate. This is sometimes construed by trade unions or management as not being upfront. We accept that sometimes management cannot get the data separated the way that is required in order to make fair comparisons. The fact that the trade unions have identified these issues should be seen as a positive development.

In terms of restructuring work in innovative ways that meet the needs of Dublin City Council and the trade unions, the progress to date should be seen as a first step that requires further discussion perhaps in an extended working group. Any pilot project would require a comprehensive assessment of the work that is being considered, identifying all of the variances and barriers that might be preventing innovation, quality and productivity. This would be followed by a new work design process that looks at all of the structures, systems (social and technical) including reporting relationships, layers of supervisor, maintenance, etc. with the view of a re-design that meets the needs of all the stakeholders.

The Dublin City Council Partnership Forum, at a meeting in Johnstown House from 28th February to 1st March 2006, listed innovation and change as a priority in the Action Plan 2006-2009. We know that the Council require a more efficient and effective delivery of services and this transition will present significant challenges for both employers and trade

unions. This has been recognised by the Forum on the Workplace of the Future and the National Workplace Strategy. The purpose of this strategy is to coordinate the approach of all government departments and agencies to workplace development and to support employers and unions to promote change through partnership. The National Workplace Strategy identified a range of workplace practices that need to be improved including; leadership and the capacity for change, upskilling and workplace learning, promoting diversity and work-life balance and practical approaches to partnership.

Dublin City Council, as the leading Council in the local government sector, should be the driver for innovation and change. Following on from Better Local Government (1996) and the Local Government Act of 2001 the capacity to bring about the required change currently exists. However, such changes require leadership at the highest levels within the organisation. These changes will require re-organisation of management and operational structures, the introduction of cutting-edge information and communications technologies, and significant integration and streamlining of financial and H.R. management systems. The key challenges facing the Council are to make the partnership process more robust and imaginative and engage with the unions on identified strategic issues, including Innovation and Incentive.

## 2.7 Performance Management Development Systems

Our partnership representatives in all the Dublin local authorities, Dublin and Athlone Institutes of Technology, and the Dublin VECs have been to the forefront in discussions on the introduction of performance management development systems (PMDS). This system has now been introduced in all areas where we represent members and our partnership representatives are actively involved in the ongoing implementation of this system. In the Dublin Institute of Technology, IMPACT's representatives succeeded in establishing an implementation group where we play a leading role in ensuring that workers' interests are protected while the system is introduced. In the Dublin VECs the system has been introduced following a series of consultative meetings with our representatives and progress is discussed on the basis of a structured review process.

## 2.8 Contractors

Comprehensive reviews of agreements on the use of contractors have been undertaken in Dublin City Council and the Dublin VECs. These reviews have ensured IMPACT's input into the use of contractors, the levels of work to be contracted, and the list of companies to be used. IMPACT is working to minimise the amount of work contracted out. Where contracting is necessary, we want to ensure it goes to companies with a good track record of service quality, fair pay and conditions, and engagement with unions. Both agreements are now operational and are being jointly monitored by joint management-union groups.

## 2.9 Dublin Fire Brigade

IMPACT membership in the Dublin Fire Brigade continues to grow at a steady pace. The Health Service Executive (HSE) is currently reviewing the ambulance service and current response times, and return to hospital times, in Dublin City and County. Another element of the analysis is to explore spatial options required to produce a tactical development plan that will improve response times to emergency and urgent calls and optimise the deployment of paramedic services, EMT services and a dynamic development of first responder/co-responder. Dublin Fire Brigade staff at the control centre at Townsend Street have agreed to co-operate with this review and IMPACT has made a detailed submission to the HSE.

Agreement has been reached with the trade unions in conjunction with the opening of the Dublin Port Tunnel to develop North Strand Fire Station and provide a new tunnel response vehicle. All fire fighters have received extensive training to meet the requirements of tunnel rescue.

Dublin Fire Brigade has launched a new fulltime fire service for Swords and Malahide. Dublin Fire Brigade will provide a 24-hour fire and rescue service including an emergency ambulance, to Swords, Malahide and surrounding areas. 40 fulltime Fire fighters, spread across four watches who are also fully qualified paramedics, will be able to respond to medical emergencies, road traffic accidents as well as fire callouts in the area.

## 2.10 Workplace Stress and Wellness

Dublin City Council and other major city councils across Europe are struggling with increased stress related illness and absences from work. Most of the study of workplace stress has focused on high-risk employments or physically demanding occupations, such as fire fighters and general operatives. The Division, through the Dublin City Council Partnership Forum, is actively pursuing a joint research project with Cornell University, New York. Some funding has been granted from LANPAG to carry out this research and IMPACT, with the co-operation of Boyle and Associates has made a research proposal to Cornell University with the view of commencing the project in 2007.

## 2.11 Training and Development Partnership Group – Dublin City Council

This group meets on a regular basis to monitor and improve the training requirements for all staff in Dublin City Council. Last year the total cost of training activities was €20,355,766 which represents 6.73 percent of payroll. The total productive payroll in Dublin City Council for 2006 was €302,398,701.

### Interview Skills Pack – Dublin City Council

More than a third of Dublin City Council employees work outdoors providing essential front line services for the people who live, work and visit the city. Dublin City Council values the work carried out by these employees and would encourage them to gain new skills and to develop a rewarding career in the organisation. For most employees, going for promotion will be something they do at least once in their working lives. A recent partnership survey called "The Workplace Review" found that 71% of our employees are interested in promotion but a significant number lack confidence in the selection procedures.

Dublin City Council has produced an interview skills pack to support general operative and craft employees who are interested in being promoted. It has been developed as part of a European project called Equal at Work that seeks to make workplaces fair and equitable. The aims of the project were two-fold, firstly to develop this interview skills pack and also to develop an interview skills training course.

This project involved working with a group of employees from the water division and the drainage division who helped to design the interview skills training course and gave feedback on the information contained in this pack. The interview skills training has been developed and piloted and can be arranged by any manager in the organisation for their staff.

A large number of training courses were attended by IMPACT members in 2006.

## 2.12 Education Sector

This section of our Branch has been particularly busy this year and great credit must go to our representatives and shop stewards who worked tirelessly on behalf of members. The Division would like to acknowledge the work done by the members of the City and County VEC Group of Unions, the Dublin Institute of Technology Group of Unions, Mick Tomney Union Convenor DIT, Eddie Madden Athlone IT, Antoinette Mason Athlone IT, Harry Hughes County Dublin VEC, James Cole City of Dublin VEC, Derek Long City of Dublin VEC, Susan McEvoy Coolmine Community School, Dolores Curran Coolmine Community School and John Heaney Tallaght IT. During the year long serving Executive Committee member Jim Nealon retired and his departure from the day to day business of the Division leaves a void which will be hard to fill. We wish Jim and his family a long and happy retirement.

A lot of the business in the education section was taken up ensuring the concluding pay round of the PPF agreement and the first phase pay award under the Towards 2016 agreement were paid. This involved negotiations with the employers in the sector ensuring all the action plans and flexibility measures were implemented. We are pleased to report that all members in the section were paid though a number of employers were slow to meet payment dates and this is a matter that will be rectified during the coming pay rounds. One of the most pleasing aspects of the past year was the successful conclusion of the claim to the Labour Court on behalf of members in the Coolmine Community and Comprehensive School. The union claimed members in the school had a traditional pay determination link to the VECs and as such should be covered by benchmarking. The Court found in favour of our claim and our members have this year been paid all benchmarking awards with retrospection. The union is now fighting a similar claim in the Court for our members in the Tallaght Sports complex attached to Tallaght Community and Comprehensive School.

The union has for sometime now been seeking to bring consistency to the pay and conditions of our members in the education sector particularly in primary and secondary schools. We are aware that members' pay and conditions differ from school to school where pay awards are generally at the discretion of the schools' board of management. In most cases we are aware that pay increases in this sector are not keeping pace with national pay awards and this matter was raised by the unions during negotiations on the recent Towards 2016 agreement. It has now been agreed that an informal group at national level will be set up to look at the pay and conditions of caretakers and school secretaries particularly in the primary and Secondary schools. The Division is pleased with this development and we are hopeful of achieving real progress on members' pay and conditions into the future.

The past year has also been extremely busy in the Dublin Institute of Technology where the Union made a major breakthrough on pay and conditions for portering grades. In August following the intervention of the conciliation service of the LRC, members accepted proposals which included new attendance rosters which will see colleges opening six days a week due to increased demand from students. Porters will work one Saturday in a four-week cycle and be paid a fully pensionable weekly allowance equivalent to one sixth of basic pay. New promotional porter positions are also being established to ensure the new five over six rosters will work and the proposals will also see the re-grading of head porters to buildings services supervisors at administrative Grade IV level. This agreement came about following very long and protracted negotiations over a seven year period and will increase pay and conditions and promotion opportunities and increase the viability of portering grades into the future. As this report goes to print the union is involved in a national union group seeking to pursue a claim for improved pay and grading conditions for members employed on class aide duties.

While the union has had a busy year in the DIT's industrial relations forum two key issues over the coming months and years will require a strategic approach from the group of unions. These issues are the proposed new Grangegorman campus and the mainstreaming of partnership. The union has established a joint committee with the DIT to look at the staffing issues associated with any future move to a new campus. We view this initiative as imperative to ensure all our members in any future move will have their jobs, pay and conditions of employment protected. We have signalled our support for mainstreaming partnership, which is an opportunity for all unions to contribute to strategic

decision making process within the Institute. The demand for change and modernisation in the Institute will increase dramatically, requiring a very strong strategic policy from the unions.

In the City and County VECs the majority of union time was taken up with ensuring the modernisation and flexibility measures associated with the last and current national pay agreements were agreed and resulted in full payment of the pay terms. No problems were encountered in this regard however once again in one or two instances delays in payment dates did occur though in overall terms this problem has not been as bad as in previous agreements. A lot of time and effort also went into agreeing to establish the partnership process in both the City and County VECs. There is still a long way to go although the new partnership committee in the City VEC is now up and running and the union is hopeful that it will meet the objectives we have set for it to be a success. In January 2007 the group of unions' committee met the chief executive officer of CDVEC to outline our concerns on a number of issues, which mainly centred around the lack of engagement between local management in the schools and local union reps, the lack of personnel training for the portering grades, and the slow response times from management to union issues. While we did receive worthwhile assurances from the CEO the group of unions will be monitoring the situation closely over the coming months.

In Tallaght Institute of Technology our active members kept the union presence to the fore. All issues taken up with management were successfully concluded with the exception of waste management, where IMPACT was seeking recognition for our members' input into this initiative. However while our claim for improved grading on this issue ultimately fell the success of management's waste initiative will depend on our members' input and active co-operation which in our view deserves to be recognised soon. The union also concluded agreements for our members in the stores and secured a financial settlement allowing third party after hours access to new areas of the campus safeguarding current call out arrangements. The main issue for our members is to secure shift allowance payments and the union has as we go to press sought a meeting with management which we are confident will result in agreement.

## 2.13 Dun Laoghaire/ Rathdown County Council

Once again our members in the Council have shown their traditional strong support for the union and its activities during a very busy year. At the beginning of the year we lost our convenor Johnny Gaynor who was very ably replaced by Micky Burke. The Branch would like to thank Johnny for his outstanding work for the Branch and our members in the Council and we extend our congratulations to Micky on an excellent job well done since he became convenor. The past year has been busy but mixed in terms of making progress on a number of claims, which remain outstanding. At present we have outstanding claims on behalf of members in the roads maintenance, water, sewerage, stores, roads sweeping and housing maintenance departments. Some of these claims are near to conclusion while others have been referred to the Labour Relations Commission where we are awaiting hearing dates.

The union concluded important agreements in the litter warden, cemeteries, housing maintenance and waste collection departments. We negotiated significant allowances as part of an agreement to extend the litter warden service. In the cemeteries the union negotiated a new rostering and flexibility agreement which will see members working significantly fewer overtime hours with no loss of earnings. The new rostering arrangement will also give members more Saturdays off which will be supplemented by opportunities to earn an increased daily cemeteries attendance allowance. Agreement has been reached to introduce the craft travel allowance agreement to general operatives in the housing maintenance department who have to travel to worksites outside of their own work areas. Management has also sought the services of an independent consultant to review the housing maintenance operations and the unions have successfully ensured the review will also look at pay and working conditions. As we go to press on this report the union and its representatives will be meeting the consultant to ensure our views and aspirations will be considered as part of the review.

Perhaps the most significant and far-reaching discussions for members took place in the waste collection department. Following hearings at the LRC's conciliation service and a Labour Court hearing SIPTU members balloted twice to accept restructuring proposals put forward by the Council. While IMPACT members have yet to vote on final implementation proposals the restructuring will see a reduction of approximately 16 general operative positions in the wheeled bin service. The new proposals will offer members consolidated pay-

Mick Burke works for Dun Laoghaire/Rathdown Council's drainage department in Blackrock. "Keeping the rivers and streams flowing freely prevents all kinds of hazards including flooding and accidental drowning. It also keeps the environment attractive."



ments into basic pay, once-off lump sums and a productivity scheme, but IMPACT is concerned at developments in the waste collection service. It is clear the general public in response to waste charges is recycling more of their waste, which is resulting in fewer presentations of bins for collection. This impacts on members' jobs and the decision to licence a private company Panda to offer a waste collection service in the Council's areas will bring further pressure on jobs and services. Serious questions need to be asked about how private companies can get licences to compete on more favourable terms with the Council's waste collection service and this Division intends to oppose this method of licensing vigorously during the coming year. We argued all through the restructuring discussions that the Council using direct labour should offer residents and businesses a universal collection service on grey, brown and green bin collections. IMPACT and SIPTU officials will be opening discussions with the Council in April to ensure such a universal service is agreed and introduced and we will accept nothing less than this service being undertaken exclusively by Council staff.

## 2.14 Traffic Wardens

IMPACT is awaiting a date to meet with departmental officials to review the continued viability of this service. IMPACT and SIPTU through the National Joint Industrial Council argued for a review because local authorities who have responsibility for traffic management are increasingly employing their own traffic wardens and introducing clamping operations. The result of these initiatives has been to undermine the role of the Department's traffic wardens. The issue has dominated union activity for the past two years. The Division also wishes to use this divisional report to record our appreciation to Phil O'Connor who has served the members in this area with enthusiasm and dedication which has won her the admiration of all who have worked with her. Phil's contribution to the Municipal Division has been immense and we wish her continued success into the future.

## 2.15 Pest Control HSE

Since the HSE came into being it has been practically impossible to conclude any agreement on any issue for our members in this area. The main concern for IMPACT members is the refusal of management to fill vacant posts. What makes matters worse is the inconsistency of line management in how they deal with the union between

Northside operations and Southside operations. Both city operations are managed by former health board structures and it seems management are not prepared to meet jointly with the union even though the issues outstanding are common to both city operations. We have sought assistance from the conciliation service and the management team for the Southside operation failed to appear at the scheduled hearing. Correspondence and phone calls to management in this area have not even generated a response let alone an acknowledgement. Following a meeting of very frustrated members it was decided the union should meet with Irish Congress of Trade Unions officials to examine the viability of taking the unresolved issues to the National Implementation Body under Towards 2016.

## 2.16 Athlone Institute of Technology

It has been a busy year in the Institute and it has also been good year on the industrial relations front with most issues taken up with management dealt with successfully. It has also been a good year in terms of increasing membership and this is down to the hard work of our local representatives who do an exemplary job on behalf of members. The union won full annual leave entitlement with retrospection for caretakers and got time off arrangements for local reps to attend partnership meetings. We have also clarified contentious call-out arrangements for the caretaking grades and ensured that part time cleaners were awarded their full annual leave entitlements.

Longstanding problems regarding payment of increments due to our members in the cleaning grades have also been resolved and a number of individual cases were taken to the Rights Commissioners service. Our local representatives also continue to represent the Branch on the partnership committee and have ensured a very vibrant IMPACT presence throughout the year. The main focus of attention during the coming year will be to continue progress in the industrial relations forum and to ensure a strong union presence in the partnership forum as proposals on modernisation and flexibility are discussed as part of the Towards 2016 Agreement.



## Salary scales

Figures current 1st December 2006 unless otherwise indicated.

### Dublin City Council

#### Group 0 General Operative (Labourer)

436.13 – 438.29 – 440.43 – 442.55 – 444.68 –  
446.82 – 448.97 – 451.09 – 453.21 – 455.37 –  
457.48 – 459.64 – 461.80

#### Transitional

441.88 – 450.13 – 458.35 – 466.67 – 474.89 –  
483.18

#### Group 1 Service Operative Grade 2

457.03 – 463.62 – 470.27 – 476.88 – 483.49 –  
490.20

#### Group 2 Service Operative Grade 1

467.21 – 474.32 – 481.45 – 488.58 – 495.70 –  
502.90

#### Group 3 Senior Service Specialist Grade 2

477.53 – 484.71 – 491.92 – 499.08 – 506.22 –  
513.45

#### Group 4 Senior Service Specialist Grade 1

488.86 – 495.88 – 502.96 – 509.92 – 516.98 –  
524.01

### Dublin City Council, Clerical and Administrative

(i) = max. (ii) = 2nd LSI

#### Grade 3 Clerical Officer, Library Assistant

22,776 – 23,847 – 24,913 - 25,982 - 27,054 -  
28,122 - 29,188 - 30,252 - 31,324 - 32,389 -  
33,461 - 35,479 - 36,912(i)

#### Grade 4 Assistant Staff Officer, Senior Library Assistant, Storekeeper Grade B

27,831 - 29,857 - 31,907 - 33,435 - 34,911 -  
36,904 - 38,346 - 39,811 – 41,157(i) – 42,511(ii)

#### Grade 5 Staff Officer, Assistant Librarian, Legal Assistant, Storekeeper Grade A

39,811 - 41,133 - 42,456 - 43,780 - 45,102 –  
46,634(i) – 48,166 (ii)

#### Grade 6 Senior Staff Officer, Executive Librarian, Senior Legal Assistant, Clerk of Works, Building Inspector

44,488 - 45,602 - 46,949 – 49,478 – 50,989 –  
52,869(i) – 54,760(ii)

#### Grade 7 Administrative Officer

46,671 – 47,855 – 49,238 – 50,627 – 52,018 –  
53,256 – 54,526 – 55,757 – 56,982 – 59,088(i) –  
61,202(ii)

### Dublin City Council, Fire Brigade

#### Weekly Rate

468.87 – 554.87 – 607.83 – 661.05 – 713.89 –  
730.77 – 774.24 – 806.29 (i) – 842.61(ii)

#### Sunday Day

108.20 – 128.05 – 140.27 – 152.55 – 164.74 –  
168.64 – 178.67

#### Sunday Night

180.33 – 213.41 – 233.78 – 254.25 – 274.57 –  
281.07 – 297.78

#### Public Holiday Payments

##### Daily rate

66.9814 – 79.2671 – 86.8329 – 94.4357 –  
101.9843 – 104.3957 – 110.6057 – 115.1843(i)  
120.3729(ii)

##### Good Friday (1/6 week)

78.15 – 92.48 – 101.31 – 110.18 – 118.98 – 121.80  
– 129.04 – 134.38(i) – 140.44(ii)

##### Leave (8 hours)

96.18 – 113.82 – 124.68 – 135.60 – 146.44 –  
149.90 – 158.82 – 165.39(i) – 172.84(ii)

##### Day (18 hours)

216.40 – 256.09 – 280.54 – 305.10 – 329.49 –  
337.28 – 357.34 – 372.13 (i) – 388.90(ii)

##### Night (30 hours)

360.67 – 426.82 – 467.56 – 508.50 – 549.15 –  
562.13 – 595.57 – 620.22(i) – 648.16 (ii)

##### Single Rent

75.62

##### Married Rent

75.62

1 = After three years satisfactory service at the maximum.

2 = After six years satisfactory service at the maximum.

3 = After six years satisfactory service with the 'barrier'.

## Salary scales

### Traffic Warden Pay Rates

as at July 2005

#### Full-Time

520.13 - 521.68 - 522.95 - 524.55 - 526.15 -  
527.55 - 529.11 - 530.76 - 532.23 - 534.01 -  
536.46 - 538.50

#### Part-Time

265.75 - 267.81 - 268.65 - 269.41 - 270.13 -  
271.11 - 271.82 - 272.80 - 273.64 - 274.42 -  
275.59 - 276.71 - 277.79

### City of Dublin VEC –

### Dublin Institute of Technology

as at 1st December 2006

#### General Operative

519.02 – 523.20 – 524.90 – 526.59 – 528.16 –  
529.98 – 531.72 – 533.32 – 535.09 – 536.90 –  
539.32 – 541.68 – 544.02

### Differentials

#### Head Porter

88.51

#### Senior Porter

69.65

#### Porter

50.85

#### Assistant Porter

27.16

#### Caretaker

40.05

#### Boilerman

27.16

#### Tractor Driver

38.20

#### Chargehand Cleaner

18.11

#### Foreman Cleaner

36.30

#### Night Allowance

14.97

#### Semi-Skilled Allowance

14.97

#### Group 4 allowance

11.69

#### Group 3 allowance

8.84

#### Class Aide

23.38

1 = After three years satisfactory service at the maximum.

2 = After six years satisfactory service at the maximum.

3 = After six years satisfactory service with the 'barrier'.

