



IMPACT

Services and Enterprises Division

Report 2005-2007

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Front cover photo

John Colreavy works for the Health and Safety Authority. "It's great to be able to make a difference," he says.

Front cover picture courtesy of the Health and Safety Authority.

IMPACT

Services and
Enterprises Division

Report 2005-2007

Ger Buckley is an establishment forester with Coillte in Wicklow.

“There’s great satisfaction starting with a green field, planting it and watching it mature into a forest,” he says.



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Divisional organisation

Divisional executive committee

The following were elected to IMPACT's Services and Enterprises Divisional Executive Committee at the 2005 divisional conference: Michael McLaughlin (Chairperson), Pierce Dillon (Vice Chairperson), Paul Blake, Bernard Flood, Eamon Gibbons, John Magoye, Joe May, Brendan McLoughlin, John O'Grady, Tim O'Regan, Michael Scully and Dave Jackson who was subsequently elected to the third seat on IMPACT's Central Executive Committee.

Branch organisation

The Communications Managers' branch and Communications Draughtsmen branch merged to form a new Communications branch in 2006.

The Sea Fisheries Agency was established on 1st January 2007 and IMPACT members assigned to the new agency were transferred to the union's Services and Enterprises division from the Civil Service division.

New branches were established for special needs organisers and local enterprises and IMPACT's executive has approved the establishment of a dedicated branch for members in school completion project companies when membership exceeds 100.

FUGE

The Federated Union of Government Employees (FUGE) merged with IMPACT in June 2006 after an overwhelming 90% backing for the move by its members. FUGE represents 1,200 workers employed in Government departments, including service officers, court staff, service attendants, cleaning staff, laboratory attendants and store keepers. Some of their members are employed in state agencies like the Irish Aviation Authority and Ordnance Survey.

Inter-union relations

IMPACT and the Civil and Public Services Union (CPSU) asked consultant John O'Dowd to facilitate discussions and prepare a report on a possible merger. In 2007 he reported that there was insufficient agreement on key issues to conclude merger talks in the one-two year timescale set for the talks.

The two unions then parked the merger talks, but continue to co-operate on issues like benchmarking.

Pay

IMPACT members backed the new national agreement, Towards 2016, by a margin of 79% to 21% in a national ballot in 2006. The union's central executive committee had recommended acceptance of the deal, which was subsequently endorsed at an Irish Congress of Trade Unions (ICTU) special conference.

Towards 2016 will deliver pay increases of 10% over 27 months, with an extra 0.5% for those earning €10.25 an hour or less. Like previous deals, Towards 2016 pay increases require staff in semi-state organisations to co-operate with modernisation and change programmes. The agreement also includes a comprehensive package of workplace protections designed to stop rogue employers driving down employment standards for all.

Early in 2007, ICTU warned that it could seek a renegotiation of pay increases later in the year unless the Government acted to curb inflation. High price increases in December 2006 pushed average inflation for the year to 4% and there was speculation among commentators that it could average around 4% in 2007. With pay increases of just 2% due in 2007, a 4% inflation rate would hit workers with a net loss of 0.5% in the period 2006-2007. However, as the box shows, negotiated pay increases have easily outstripped inflation in the last three years.

ICTU economists believe inflation is likely to level out during 2007 and project that Sustaining Progress increases will outstrip inflation over the lifetime of the deal. They have been both the most accurate and most pessimistic price forecasters recently.

Unions accept that the Government does not control many inflationary pressures. Last year's biggest inflationary factor – mortgage interest rates – are set by the independent European Central Bank, while energy prices are largely determined by the dollar price of oil. Yet ICTU has criticised huge domestic energy price hikes when oil prices were falling and has called on the regulator to change the way increases are handled. ICTU's concerns were raised at the first meeting of the Towards 2016 plenary early in 2007.

Modernisation

Staff in non-commercial semi-state organisations will have to co-operate with modernisation and change to qualify for the pay rises in Towards 2016. The changes will be modelled on a detailed agenda for change in the civil service, which is set out in the agreement. Staff and their unions also have to abide by industrial relations procedures and maintain “industrial peace,” which means no strikes or industrial action over issues covered by the agreement.

The deal requires staff to maintain co-operation with ongoing modernisation and change, including new structures and working methods. But it includes safeguards to ensure that management can't introduce massive changes without agreement. It does not hinder IMPACT's approach in semi-states earmarked for decentralisation. Unions can also appeal to the Labour Court if management attempts to breach the agreement or introduce more change than the agreement requires. The Court's decision is binding in such situations.

Towards 2016 Pay Increases

Non-commercial semi-states

Payment dates

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

As with Sustaining Progress, non-commercial semi-state staff co-operation with modernisation has to be verified by performance verification groups (PVG), which include equal numbers of management, union and independent representatives, plus an independent chairperson. The parent department of each non-commercial semi-state will undertake this role and there will be direct discussions with IMPACT if there is a dispute.

Benchmarking

The pay of IMPACT members in non-commercial semi-state organisations is linked to civil servants whose pay is determined by the Public Service Benchmarking Body (PSBB). IMPACT made written submissions to the PSBB in July 2006 and made oral presentations early in 2007. ICTU's Public Services Committee has also made written and oral submissions and the benchmarking body is due to make its second report at the end of 2007.

Considerable effort was put into supporting and progressing modernisation action plans in non-commercial semi-state organisations so that staff could qualify for the December 2006 increase. Progress was made in the Health and Safety Authority, where management had initiated an extremely ambitious plan, and difficulties were resolved in An Bord Pleanála.

Workers' rights

Towards 2016 includes a comprehensive package of workplace protections, including fines of up to €250,000 – and possibly prison – for employers who try to dodge employment laws by failing to keep records. The deal will see a trebling of the number of labour inspectors, new measures to stop firms sacking staff to replace them with cheaper labour, and the establishment of a powerful new statutory body to enforce labour protections. There are also new measures to stop bogus self-employment, protection for ‘whistleblowers’, increased compensation for exploited workers, and stronger regulation of employment agencies.

Eircom

A 91% vote of participants authorised the ESOT to ratify a takeover of the company by a consortium of Australian investment bankers Babcock and Browne and the ESOT. The company was de-listed from the stock exchange and became a private company. The ESOT shareholding in the company amounted to 35% following the transaction and

€300 million was placed in guaranteed preference shares for distribution to participants between 2006 and 2009. A distribution of €80 million took place in December 2006 amounting to €8,000 for participants with full allocations. The ESOT also retained around €74 million of Vodafone shares. Union representatives met Babcock and Browne, who agreed that existing employment conditions, including pension rights and industrial relations and partnership structures, would be fully safeguarded and all agreements would be honoured following the takeover.

Towards 2016 Pay Increases

Eircom and Vodafone

Payment dates

1st Nov 2006	3%
1st May 2007	2% (2.5% for low paid)
1st Feb 2008	2.5%
1st Aug 2008	2.5%

IMPACT won a Labour Court case about Sustaining Progress pay increases for service operations managers (SOM), who had received a lower pay increase because they were earning above the salary range.

An independent third party was appointed to adjudicate on disputes about performance ratings when internal company procedures are exhausted. One IMPACT case was resolved in direct discussions with the company and another was referred to the rights commissioner service. Difficulties arose on the application of the performance management scheme for 2006-2007 and a positive meeting was held between the branch executive and the company.

Partnership arrangements were restored after the Communications Workers Union and Meteor signed a trade union recognition agreement.

Vodafone

Discussions took place on the transfer of work from Vodafone Ireland to a new wholly owned subsidiary company, Vodafone Group Services (Ireland) Limited. Staff were offered the opportunity to transfer to the new company after consultation with the trade unions and a revised remuneration policy was implemented. This included a revised market level for market comparisons, leave, and medical insurance. The 2006 pay and bonus review incorporated an uplifted budget, designed to reposition the company at a higher rank compared with the market, and revised bonus ranges will apply in 2007. The company also agreed procedures for dealing with appointments in the context of departmental reorganisations and red-circling 'displaced' employees and their roles. A number of performance appeals were satisfactorily resolved.

In late 2006 the company announced proposals to outsource elements of the IT function to IBM and additional cuts are expected as part of a worldwide agenda. IMPACT is in discussions with the company about outsourcing and a reduction in overall staff numbers, although the numbers involved are significantly less than reported in the media.

Towards 2016 Pay Increases

IAA and Coillte

Payment dates

1st Jan 2006	3%
1st July 2006	2% (2.5% for low paid)
1st April 2007	2.5%
1st Oct 2007	2.5%

Coillte

IMPACT's Eugene Griffin was appointed to the Coillte board for five years.

The union won salary increases above the basic terms of the national agreement and IMPACT grades will receive 2% from 1st January 2006, 1.5% from 1st January 2007 and 0.5% before the end of 2007. The Labour Court backed an IMPACT appeal and awarded almost €44,000 to a member in an age-related equality case.



Bernard Flood is a horticulture technician with Teagasc in county Kilkenny.

“It’s very rewarding to see the students mature, progress and qualify in their chosen career, especially those who have become very successful in Ireland and abroad,” he says.

The company tabled proposals for pilot terms and conditions for new graduate recruits, which allow for accelerated incremental progression based on performance. If performance is 'unsatisfactory' no increment is awarded, although national pay agreement increases apply. If performance is 'satisfactory' an increment is awarded and two increments are awarded for 'superior' and three for 'outstanding' performance. Discussions are to commence on the introduction of a similar scheme for existing staff.

Two IMPACT cases, on the team-based bonus scheme and the application of performance-related bonus to Level one, were referred back to the Labour Court after the company made unacceptable proposals for the implementation of successful Court outcomes. The Court again backed IMPACT's position on the basis that those who did not opt for individual contracts should not be treated less favourably than those who did. The company accepted the recommendation.

An independent review of the efficiency of Coillte, which was initiated by the union to address excessive workloads, was completed. Both sides welcomed the direction of the report and a joint group was established to deal with the next steps. The company also consulted staff and the union on a reorganisation of work functions, including the merging of forest establishment and forest districts.

Discussions took place on the principle of the company paying Society of Irish Foresters' subscriptions for relevant members. A 'pre-existing' forum on information and consultation was agreed in advance of the specified date.

The recommendations of a 2004 branch review were implemented, which includes two year terms of office for executive members, two regional meetings a year in company time in each region, and a recruitment drive. There were 25 new members in the last year. More use is being made of the Coillte intranet site for union matters and there is a link to the IMPACT web site. This is only available to IMPACT members. The retired members section now has 155 members, comprising those recently retired with part-time contracts and those fully retired.

Aer Lingus

IMPACT gave evidence to the Joint Oireachtas Committee on Transport in April 2006. The union called for direct Government investment in the company or the establishment of a state holding company, as proposed by the Irish Congress of Trade Unions. However, the Government proceeded with partial privatisation of the company in September 2006 and reduced its holding to 25%.

Towards 2016 Pay Increases

Aer Lingus and Dublin Airport Authority

Payment dates

1st July 2006	3%
1st Jan 2007	2% (2.5% for low paid)
1st Oct 2007	2.5%
1st April 2008	2.5%

Prior to the flotation, the Labour Court dealt with the company business plan and recommended a 4% pay increase above the terms of the new national deal, improvements to long service increments, and lump sum payments of between €400 to €4,400 depending on years of service. Staff had the option of taking this in the form of shares and 80% did. The Court also increased death-in-service benefit but did not recommend improved pension benefits.

A separate 'memorandum of understanding' was agreed between the company, the departments of transport and finance, and the unions. This allowed the ESOT to retain its proportionate shareholding following the IPO and the issue of new shares. It cost the ESOT €67 million to buy the new shares. About half were bought at the time and the rest will be acquired via a profit share scheme over time. The initial €33 million was financed through €16 million of the ESOT's assets, €5 million from the 2001 profit share agreement, and a company payment of €12 million in lieu of 0.5% of the Labour Court pay award. This proposition was accepted in a separate aggregate ballot and the pay increase effective from 1st September 2006 was amended to 3%. Similar proposals on pay and the 0.5% offset were recommended by the pilots' pay tribunal. IMPACT members overwhelmingly backed the proposals.

Cost of living 2004-2006

	Inflation	Pay rises
2004	2.2%	7%
2005	2.5%	3%
2006	4.0%	5.5%
Total	8.7%	15.5%

Source: Inflation = Central Statistics Office Consumer Price Index
Pay = Public sector increases under national agreements, excluding benchmarking.

Two supplementary pension funds are to be established to cover a shortfall in the payment of indexation in the general scheme. Supplementary fund A will improve the past service pension funding position in general scheme for all members at the time of the IPO. Only active scheme members will have access to supplementary fund B, which will improve the future service pension funding position for individuals who agree to an increase in their contribution. Full details were circulated to members.

Ryanair made a takeover bid for Aer Lingus within a few weeks of the IPO but the bid failed after 97% of ESOT members rejected the Ryanair offer in a ballot. However, Ryanair increased its Aer Lingus stake to 25% and the European Commission is examining the competition implications of a takeover.

The company subsequently published a 'programme for continuous improvement', which calls for significant work practice changes and payroll savings. The unions asked the company to defer implementation of the 2% Towards 2016 pay increase, due on 1st January 2007, to allow implementation of the additional superannuation contribution.

Negotiations on a 'fly anywhere' agreement were concluded for cabin crew and there was agreement on the payment of overtime for hours worked over 70 in a fortnight. All temporary cabin crew were made permanent and the long outstanding pay differential between cabin managers and supervisors was resolved. There was a rights commissioner hearing on the cabin manager selection process and it was agreed that further direct negotiations would take place. There was a satisfactory outcome to a long running pay anomaly in the non-application of performance pay to pilot instructors.

Ryanair

The Supreme Court issued its ruling on the Ryanair pilots' case early in 2007. It ordered the Labour Court to rehear the case, saying it had not used fair procedures in its January 2005 recommendation. It also awarded costs against IMPACT. The Supreme Court said the Labour Court needed direct evidence to conclude that the company had no collective bargaining arrangements in place. Proving this is essential to allow the Labour Court to consider a dispute under the 2004 Industrial Relations (Miscellaneous Provisions) Act. The Court also said collective bargaining procedures could exist even if workers were unwilling to use them.

Ryanair was appealing an October 2005 High Court ruling, which backed IMPACT and said the Labour Court could undertake a formal investigation into the dispute between the airline and its pilots. The High Court also ruled against Ryanair in another case in 2006, which it took against IMPACT and its representatives, as well as the British pilots' union BALPA. In that case, Mr Justice Thomas Smyth ruled that two senior Ryanair managers had given false evidence and he emphatically rejected the company's claim that union members had bullied and intimidated other pilots. He awarded costs of €1 million against the company.

Irish Aviation Authority

A major disagreement regarding the Towards 2016 change agenda was resolved and payment of the first two phases of the deal was agreed. The Labour Court subsequently ruled that the company's change agenda for air traffic controllers exceeded the provisions of Towards 2016. The IAA also sought measures to reduce its pension costs. An acceptable outcome over the increasing amount of foreign travel required of aeronautical inspectors, and security risks in some of the destinations visited, was reached in the Labour Relations Commission.

Dublin Airport Authority

Staff rejected Labour Relations Commission proposals on the company's outsourcing proposals, which included setting up a separate catering company, and negotiations resumed. The unions raised the pensions issue following the Aer Lingus flotation, and the company has agreed to enter negotiations.

Aer Arann

Management agreed to engage in voluntary conciliation on IMPACT's claim on aspects of pay and conditions after the union referred them to the Labour Relations Commission under the 2004 Industrial Relations (Miscellaneous Provisions) Act. But there was no progress and the case was referred to the Labour Court. The company agreed that a union official could represent staff in their internal grievance and disciplinary procedures.

CHC Helicopters

A three-year pay deal, from 2006 to 2009, was agreed with increases of 6.5% in the first year and CPI plus 0.4% in the second and third years. The search and rescue allowance is to be consolidated into basic pay and a new allowance of €2,000 a year will be paid to staff in Dublin, Shannon, Waterford and Sligo.

Decentralisation

Most of the discussions on decentralisation for IMPACT grades focused on civil service professional and technical grades as the Department of Finance has no obvious strategy for addressing issues in the semi-state sector. Following IMPACT's intervention, the Health and Safety Authority re-

advertised jobs that had previously been advertised as contracted to Thomastown. The Labour Court ruled against linking promotions to decentralisation in FÁS.

Ordnance Survey Ireland

IMPACT members accepted amendments to the 2005 agreement covering the outsourcing of the revision of the 1:5000 map series. A number of individual cases were referred to the rights commissioner service. Terms of reference were agreed for a strategic review and recommendations affecting staff terms and conditions will be dealt with in industrial relations fora. Agreement was reached on a third party facilitator to carry out workshop meetings as part of the strategic review.

Teagasc

The Labour Court said the restructuring of the advisory service exceeded the 'normal ongoing change' required under Sustaining Progress and an external evaluator was engaged to assess pay related implications of the restructuring. Teagasc teachers are included in the exercise.

The Labour Court backed an IMPACT claim on behalf of former assistant agricultural inspectors who had transferred from the civil service in 1983 and who experienced less favourable career progression than their colleagues who had remained. The Court said a way should be found for the claimants to retire from the grade of advisory grade three.

Contracts of indefinite duration were agreed for forestry advisers who had at least four-year continuous employment with Teagasc by the end of 2006. Staff officers in the county structure and colleges rejected an offer and it was agreed that a facilitator should deal with the value of the disputed allowance. The Labour Court issued a favourable recommendation regarding the union's demand for a review of technicians' grading and terms and conditions.

Health and Safety Authority

Agreement was reached on on-call payments for inspectors and on a method of filling promotion posts.

An Bord Pleanála

The Labour Court recommended that both sides explore the implementation of an IPC review over a six-month period, having ruled that the IMPACT claims were not contrary to the terms of Sustaining Progress. The Court also issued a favourable recommendation on allowances for professional grades. Discussions on the Strategic Infrastructure Act commenced after the Labour Court concluded that this should be a separate process from the IPC review.

Marine

A removal payment claim for the Marine Institute was referred to the Labour Court. A meeting with the funding agency resulted in clarification of a number of issues concerning transfer of undertakings matters relating to the loss of its contract by MTDS and the transfer was completed.

Special needs organisers

It was agreed to make all 80 SENO posts permanent by designation. Discussions on permanency and interim allowances for management and specialists, pending an overall grading review, were concluded and agreed in a ballot of members. Discussions on qualifying relevant previous service for incremental credit are underway.

Local enterprises

Most area partnership companies have agreed action plans and paid benchmarking awards from January 2006, in line with a Labour Court recommendation. The Department of Community and Rural Affairs and Pobal have indicated their willingness to fund the Labour Court recommendation and accept a 'B' listing in the second benchmarking review. The question of arrears was referred to the Labour Relations Commission and agreement was reached on the introduction of standard public service pension terms and standard permanent contracts for staff in county enterprise boards.

State Enterprise branch

An independent chair was agreed for the IPA grading committee and discussions on the pension scheme took place with the director general. IMPACT referred the failure of the HEA to respond to its proposal to upgrade the lowest clerical grade in the Royal Irish Academy to the Labour Relations Commission.

Agreement was reached on an independent grading review in Pobal and it is likely that a bi-annual grading committee, similar to that in the IPA, will emerge. The chief executive rejected proposals to move to the standard semi-state pension scheme. The Labour Relations Commission made proposals following delays in establishing a pension scheme and the matter was referred to the Labour Court.

A Labour Court recommendation that FÁS honour transfer of undertakings commitments on pay in Work4U but this has not been implemented. An annualised hours review commenced for technicians in the Commissioners of Irish Lights. An independent review of staff structures in the office of the taxi regulator was agreed following the establishment of a single union agreement. Staff in school completion project companies also chose IMPACT as their union and the union's executive has approved the establishment of a dedicated branch when membership there exceeds 100. An ad hoc section committee was formed to recruit and progress issues like permanency and pay.

Jeannine Hallinan and Jill Macdonald are first officers with Aer Lingus.

"We get great satisfaction taking people to new destinations, despite the negative factors along the way," they say.

Michael O'Leary doesn't want you on his payroll.

"Onerous and bordering on oppression."

... 5000 ...
... 10 years ...

ESOT

trade union

REJECT KAVANAIR
in the Aer Lingus ESOT ballot

Do you want him as your boss?

"There will be significant job losses in Aer Lingus because that's how we'll reduce costs."

on his payroll

"Onerous and bordering on oppression."

High Court Judge Justice Patrick Smith describing Kavanair's treatment of staff



An Gum

Meetings were held to discuss the north-south pension scheme, added years and purchase of service issues.

National Museum

A joint conciliation council commenced in September 2006 and progress was made on some long standing issues, including unfilled posts.

National Library

A joint conciliation council commenced in September 2006 and progress was made on some long standing issues like filling promotional posts. It was agreed to commence the pension scheme process.

Waterways Ireland

IMPACT experienced continuous delays in delivering Sustaining Progress increases and a special meeting was held to construct a modernisation action plan to bring the agency in line with others to qualify for Towards 2016 increases. A review of the structure was initiated.



IMPACT Services and Enterprises Division Executive Committee.

Back row, left to right: Paul Blake, Mick Scully, John O'Grady, Shay Cody (Deputy General Secretary), John Magoye, Pierce Dillon (Vice Chair), Brendan McLoughlin, Michael Landers (Assistant General Secretary).
Front row, left to right: Eamon Gibbons, Mick McLoughlin (Chair), Joe Maye, Dave Jackson, Bernard Flood.

Appendix one – Salary scales

Eircom

Staff above executive engineer level are on service agreements or personal terms, with a remuneration package based on base pay, bonus, health insurance and, in certain circumstances, car allowance/company car.

Scales at 1st November 2006 (Application of first phase of Towards 2016).

Executive Engineer

34,180 - 37,240 - 41,669 - 43,153 - 44,545 - 46,135 - 47,828 - 49,630 - 51,369* - 53,171 - 54,894 - 56,708 - 58,257 ^{Efficiency Barrier}

Assistant Solicitor

39,622 - 42,053 - 44,125 - 46,202 - 50,451 - 51,469 - 52,708 - 54,095

Chief Telecommunications Draughtsman

46,656 - 47,518 - 48,379 - 49,220 - 50,080 - 50,927

Senior Telecommunications Draughtsman

41,759 - 42,727 - 43,711 - 44,682 - 45,676 - 46,656

Telecommunications Draughtsman Grade I

39,202 - 39,802 - 40,586 - 41,359 - 42,134 - 42,908 - 43,632

Telecommunications Draughtsman Grade II

(per week)

539.03 - 553.74 - 571.04 - 588.91 - 606.99 - 624.98 - 642.85 - 661.06 - 678.88 - 697.06 - 715.05 - 732.20 - 751.21

Plan Design Team Manager

26,743 - 28,435 - 30,398 - 32,425 - 34,700 - 37,043 - 38,911 - 40,011 - 41,122 - 42,217 - 43,340 - 44,441 - 45,539 - 46,675 - 47,814

Plan Design Team Member

39,289 - 39,951 - 40,614 - 41,275 - 41,936 - 42,599 - 43,265 - 43,924 - 44,587

Coillte

Civil service clerical, administrative, professional and technical pay scales generally apply in this sector.

Effective 1st January 2006. Application of two per cent provided for under the 'Platform for Coillte's Strategic Development (Framework Agreement)'

Level 1

64,637 - 66,585 - 68,544 - 70,491 - 72,438 - 74,578 - 76,720

Level 2

54,943 - 55,707 - 56,494 - 57,263 - 58,042 - 58,811 - 59,592 - 60,364 - 61,136 - 61,912 - 62,688 - 63,464 - 64,245 - 65,026 - 65,807

Level 3

29,526 - 32,298 - 33,220 - 34,782 - 36,657 - 38,531 - 40,401 - 42,276 - 44,147 - 46,018 - 46,824 - 47,627 - 48,430 - 49,232 - 50,034 - 51,225 - 51,988 - 52,752 - 53,516

Level 4

22,054 - 23,426 - 24,805 - 26,182 - 27,563 - 28,939 - 30,317 - 32,245 - 34,171 - 36,102 - 38,034 - 39,960 - 41,891 - 43,256

Training Instructor

26,092 - 27,020 - 28,325 - 29,633 - 30,937 - 32,242 - 33,546

Ordnance Survey Ireland

Scales at 1st December 2006.

General Manager

68,021.34 - 70,609.82 - 73,207.98 - 75,796.47 - 78,389.10 - 79,899.86 - 82,481.42 - 85,054.68 - 89,101.35

General Manager full PRSI

71,608.69 - 74,334.13 - 77,069.26 - 79,794.71 - 82,522.92 - 84,113.92 - 86,831.07 - 89,539.91 - 93,799.63

Level 1

64,273.20 - 66,719.06 - 69,174.06 - 71,619.91 - 74,069.68 - 75,497.19 - 77,936.51¹ - 80,367.98²

Level 1 AP

68,021.34 - 70,609.82 - 73,207.98 - 75,796.47 - 78,389.10 - 79,899.86 - 82,481.42¹ - 85,054.68²

Level 1 full PRSI

67,662.89 - 70,238.15 - 72,822.57 - 75,397.84 - 77,975.72 - 79,479.05 - 82,046.48¹ - 84,606.06²

Level 1 full PRSI AP

71,608.69 - 74,334.13 - 77,069.26 - 79,794.71 - 82,522.92 - 84,113.92 - 86,831.07¹ - 89,539.91²

Level 2

52,053.93 - 54,258.49 - 57,081.45 - 59,217.16 - 61,352.87 - 63,489.85 - 65,626.84 - 66,862.36 - 69,015.92¹ - 71,174.58²

Level 2 AP

56,480.38 - 58,872.41 - 61,935.43 - 64,252.75 - 66,570.07 - 68,888.77 - 71,207.48 - 72,548.07 - 74,884.76¹ - 77,226.98²

1 = After three years satisfactory service at the maximum.

2 = After six years satisfactory service at the maximum.

Level 2 full PRSI

54,799.11 - 57,119.70 - 60,091.84 - 62,339.76 -
64,588.94 - 66,838.13 - 69,088.60 - 70,389.15 -
72,656.19¹ - 74,928.33²

Level 2 full PRSI AP

59,459.01 - 61,976.93 - 65,201.81 - 67,640.88 -
70,081.33 - 72,521.78 - 74,963.62 - 76,374.76 -
78,834.58¹ - 81,299.93²

Level 3A

40,195.86 - 41,635.70 - 42,857.09 - 44,070.30 -
45,271.30 - 46,469.61 - 47,663.92 - 49,974.96 -
52,287.34 - 54,598.39 - 56,912.10

Level 3A full PRSI

42,315.65 - 43,831.90 - 45,117.79 - 46,394.72 -
47,658.57 - 48,921.09 - 50,178.25 - 52,611.00 -
55,045.08 - 57,477.83 - 59,913.25

Level 3B

40,195.86 - 41,635.70 - 42,857.09 - 44,070.30 -
45,271.30 - 46,469.61 - 47,663.92 - 49,164.49 -
50,665.07 - 52,047.95 - 53,347.91

Level 3B full PRSI

42,315.65 - 43,831.90 - 45,117.79 - 46,394.72 -
47,658.57 - 48,921.09 - 50,178.25 - 51,757.73 -
53,337.21 - 54,793.65 - 56,161.82

Level 3 internal auditor

40,195.86 - 41,635.70 - 42,857.09 - 44,070.30 -
45,271.30 - 46,469.61 - 47,663.92 - 49,974.96 -
52,287.34 - 54,598.39 - 56,912.10 - 59,873.13 -
62,113.29 - 64,353.45

Level 3 internal auditor full PRSI

42,315.65 - 43,831.90 - 45,117.79 - 46,394.72 -
47,658.57 - 48,921.09 - 50,178.25 - 52,611.00 -
55,045.08 - 57,477.83 - 59,913.25 - 63,030.75 -
65,388.60 - 67,747.79

Level 3 higher superintendent

44,426.10 - 45,668.75 - 46,915.93 - 50,743.97 -
52,047.95 - 53,346.57 - 54,647.87 - 55,931.78 -
58,479.55

Level 3 higher superintendent full PRSI

46,768.81 - 48,077.36 - 49,390.53 - 53,420.13 -
54,793.65 - 56,160.48 - 57,529.99 - 58,882.11 -
61,563.61

Level 4

35,921.18 - 36,823.25 - 37,621.06 - 38,385.49 -
39,129.31 - 39,907.15 - 41,368.13 - 42,614.08 -
43,853.71 - 45,115.86 - 46,381.69 - 47,573.74¹ -
49,071.47²

Level 4 full PRSI

37,815.85 - 38,765.62 - 39,604.66 - 40,410.44 -
41,193.63 - 42,011.71 - 43,550.22 - 44,861.97 -
46,166.71 - 47,495.01 - 48,828.52 - 50,083.31¹ -
51,659.80²

Level 5

22,646.98 - 24,044.57 - 25,442.16 - 26,839.75 -
28,237.34 - 29,634.92 - 31,032.51 - 32,430.10 -
33,827.69 - 35,225.28 - 36,622.87 - 38,020.45 -
39,418.04

Level 5 full PRSI

23,841.91 - 25,313.19 - 26,783.16 - 28,255.76 -
29,727.04 - 31,198.33 - 32,669.61 - 34,140.90 -
35,612.18 - 37,083.46 - 38,554.75 - 40,026.03 -
41,497.32

Level 6

22,646.99 - 23,658.99 - 24,669.67 - 25,679.04 -
26,689.73 - 27,699.09 - 28,709.78 - 29,691.51 -
30,728.52 - 31,731.30 - 33,297.35 - 34,438.31 -
36,056.99

Level 6 Full PRSI

23,839.37 - 24,904.65 - 25,968.55 - 27,031.06 -
28,094.96 - 29,157.47 - 30,221.37 - 31,254.79 -
32,346.40 - 33,401.99 - 35,050.47 - 36,251.52 -
37,955.42

Aer Lingus Cabin Crew

Scales at 1st September 2006.

Cabin crew members

22,177.45 - 23,335.06 - 24,492.65 - 25,650.25 -
26,807.91 - 27,965.53 - 29,123.14 - 30,280.74 -
31,438.34 - 32,595.96 - 33,753.57 - 34,911.20 -
36,068.83 - 37,226.41 - 38,384.04

Long service increments

20 years - 852.97
25 years - 852.97
30 years - 852.97
35 years - 1,705.99
LSI Max of Scale - 42,648.94

Cabin crew senior

27,551.20 - 28,751.46 - 29,951.73 - 31,151.98 -
32,352.26 - 33,552.53 - 34,752.78 - 35,953.06 -
37,153.29 - 38,353.54 - 39,553.83 - 40,754.10 -
41,954.37 - 43,154.61 - 44,354.88

Long service increments

20 years - 852.99
25 years - 852.98
30 years - 852.97
35 years - 1,705.96
LSI Max of Scale - 48,619.78

Cabin crew supervisor

32,413.17 - 33,631.74 - 34,850.26 - 36,068.83 -
37,287.32 - 38,505.88 - 39,724.40 - 40,942.95 -
42,161.54 - 43,380.06 - 44,598.62 - 45,817.13 -
47,035.70 - 48,254.21 - 49,472.76

1 = After three years satisfactory service at the maximum.

2 = After six years satisfactory service at the maximum.

Appendix one – Salary scales

Long service increments

20 years - 852.96
25 years - 853.00
30 years - 852.98
35 years - 1,705.94
LSI Max of Scale - 53,737.64

Cabin Crew Cabin Manager

32,413.17 - 33,631.74 - 34,850.26 - 36,068.83 -
37,287.32 - 38,505.88 - 39,724.40 - 40,942.95 -
42,161.54 - 43,380.06 - 44,598.62 - 45,817.13 -
47,035.70 - 48,254.21 - 49,472.76

Long service increments

20 years - 852.96
25 years - 853.00
30 years - 852.98
35 years - 1,705.94
LSI Max of Scale - 53,737.64

Aer Lingus Superintendents

Scales at 1st September 2006 phase one of Towards 2016

Superintendent II

42,222 - 43,856 - 45,489 - 47,122 - 48,755 - 50,388
- 52,021 - 53,655 - 55,288 - 56,921

Long service increments

20 years - 853
25 years - 853
30 years - 853
35 years - 1,706
LSI Max of Scale - 61,186

Superintendent I

57,092 - 58,725 - 60,358 - 61,991 - 63,624 - 65,257
- 66,891 - 68,524 - 70,157 - 71,093

Long service increments

20 years - 853
25 years - 853
30 years - 853
35 years - 1,706
LSI Max of Scale - 75,358

1 = After three years satisfactory service at the maximum.

2 = After six years satisfactory service at the maximum.

Motor travel rates

Effective from 1st July 2006

Rates per kilometre

1 mile = 1.609 kilometres

Official travel in a calendar year	Engine capacity up to 1,200cc	Engine capacity 1,201cc to 1,500cc	Engine capacity 1,501cc and over
	cent	cent	cent
Up to 6,437km	52.16	61.66	78.32
6,438km and over	26.97	30.96	36.65

Reduced travel rates

Effective from 1st July 2006

Rates per kilometre

1 mile = 1.609 kilometres

Engine capacity under 1200cc	Engine capacity 1201cc to 1500cc	Engine capacity 1501cc and over
cent	cent	cent
19.52	22.17	25.83

Domestic subsistence rates

Effective 1st July 2006

Class of Allowances	Night allowances			Day allowances	
	Normal Rate	Reduced Rate	Detention Rate	10 hours or more	5 hours but less than 10 hours
A	140.44	129.48	70.21	41.55	16.95
B	132.18	113.05	66.12	41.55	16.95

