



Irish Nurses and Midwives Organisation
Working Together

PUBLIC SERVICE STABILITY AGREEMENT 2018 – 2020

Updated Briefing Document for INMO Members

EXECUTIVE COUNCIL RECOMMENDING

ACCEPTANCE

28TH August 2017

INTRODUCTION

The INMO, together with other public service unions, were involved in protracted negotiations, over a three week period, in June, on a new public service pay agreement.

The Public Service Stability Agreement 2018 - 2020 must now be balloted on, by members, following a special national meeting of all campaign committees held on 27th June 2017, and consideration by the Executive Council.

Below is a summary of the key points contained within the agreement.

KEY QUESTIONS

Q.1 When will the agreement come into operation?

If ratified, these proposals will come into effect on 1st January 2018 and will run until December 2020. All outstanding pay and allowances to be restored, under the current Lansdowne Road Agreement, will continue to apply.

Q.2 FEMPI

The principle intention of the agreement is to continue the unwinding of the Financial Emergency Measures in the Public Interest (FEMPI) Acts, which were used to cut the pay of public servants in the period 2009 – 2013.

Accordingly, under the proposed terms, more than 90% of all public servants will have exited FEMPI reductions by the conclusion of this proposed

agreement. Those who have not completely exited FEMPI, by 2020, will exit by 2022 and this will be dealt with by legislation as per the Lansdowne Road Agreement.

Pay Measures

If accepted the following pay measures i.e. the unwinding of FEMPI pay reductions, will apply across the lifetime of this agreement:

- 1st January 2018 - annualised salaries to be increased by 1%;
- 1st October 2018 - annualised salaries to be increased by 1%;
- 1st January 2019 - annualised salaries (up to €30,000), to be increased by 1%;
- 1st September 2019 - annualised salaries to be increased by 1.75%;
- 1st January 2020 - annualised salaries (up to €32,000), to be increased by 0.5%;
- 1st October 2020 - annualised salaries to be increased by 2%.

Points to Note

- (i) only those earning less than €30,000 and €32,000 respectively will receive the increases applicable on 1st January 2019 and 1st January 2020; and
- (ii) pay restoration, for higher paid grades, under the current Lansdowne Road Agreement, will continue into 2018 and 2019 where provided for in that agreement.

Q.3 Pension Related Deduction

As part of the unwinding of FEMPI, the Government has proposed that the Pension Related Deduction (PRD) will be replaced by a permanent Additional Superannuation Contribution (ASC).

This ASC would become effective on 1st January 2019 and would operate as follows:

- (i) Public Servants who are members of pre-2013 Pension Schemes with Standard Accrual Terms:

1st January 2019	
Up to €32,000	Exempt
€32,000 to €60,000	10%
€60,000	10.5%

1 st January 2020	
Up to €34,500	Exempt
€34,500 to €60,000	10%
€60,000	10.5%

- (ii) Public Servants who are members of the Single Public Service Pension Scheme (i.e. entrants since 1st January 2013):

1 st January 2019	
Up to €32,000	Exempt
€32,000 to €60,000	6.66%
€60,000	7%
1 st January 2020	
Up to €34,500	Exempt
€34,500 to €60,000	3.3%
€60,000	3.5%

It is important to note that the ASC, unlike the current PRD, will apply to pensionable remuneration only so will now **NOT APPLY** to overtime and on-call payments. Thus increasing the take home value of these payments.

Q.4 What will be the total increase in take home pay (combining pay increases and pension deductions) under the terms of the proposed agreement?

The following details the combination of the increase in pay/pension deductions contained within the proposals:

(i) **Points on Staff Nurse/Midwife Scale**

Current Salary €	Increase as at 1 October 2020 €	Total Pay Increase €	Total PRD Benefit €	Combined Total (Salary/PRD) €	% Increase
28,483	30,609	2,126	Exempt as below 32,000	2,126	7.5
34,189	36,196	2,007	575	2,582	7.6
40,952	43,356	2,404	575	2,979	7.3
46,954	49,711	2,757	575	3,332	7.1

(ii) **Other Salary Ranges**

- for those earning between €50,000 and €55,000 per annum, the combined benefit will €3,675 or 7% approx.; and
- for those earning between €55,000 and €80,00 per annum, the combined benefit will be between €3,864 or 6.9% and €5,280 or 6.6% approx.

Q.5 Are there any changes to Overtime Payments?

From January 2019, non-pensionable overtime payments would no longer be subject to the pension levy. This would increase the value of overtime payments by around 10%.

Unions had sought the full restoration of overtime rates, which were cut during the emergency, but management were not prepared to concede this in the context of other measures leading to income restoration.

Q.6 What about the restoration of the Haddington Road Pay Cuts (applicable to public servants earning above €65,000)?

The 2011 Haddington Road Agreement introduced temporary pay cuts for staff who earned €65,000 a year or more. This was a third pay cut - which did not apply to public servants earning less than €65,000 a year. The restoration of these cuts began in April 2017 and full pay restoration, as previously agreed, will take place on 1st January 2019.

Q.7 Recruitment and Retention - What is Proposed?

In relation to the recruitment and retention issues, affecting the nursing and midwifery professions, and the health service in general, the proposals allow for a process to commence, under the Public Service Pay Commission, to comprehensively examine those areas of the public service where recruitment and retention issues are clearly evident.

At the insistence of the INMO, supported by other nursing and medical unions in the health service, this process is time limited and a commitment to engage with relevant parties, following the Commission's recommendations, is also in the agreement.

Q.8 Have any further clarifications been obtained, since the proposals were issued, regarding how the Public Service Pay Commission will address the issues of recruitment and retention?

At the insistence of the INMO, two meetings have been held, on 26th June and 4th August 2017, with the Department of Public Expenditure and Reform and the Public Services Committee (ICTU), to discuss this issue. Following these meetings the following has been clarified:

- (i) Nursing and Midwifery (recruitment and retention) will be examined by the Public Service Pay Commission (PSPC) immediately if this agreement is ratified.
- (ii) The PSPC will engage relevant independent experts, to assist them in examining underlying difficulties in recruitment and retention of nursing and midwifery staff, who will forward a report to the PSPC.
- (iii) The PSPC will, informed by this expert report, recommend options for resolving the problems identified.
- (iv) The PSPC has confirmed that it will adopt a modular approach to its work, i.e. some sectors/grades will be examined independently of other sectors and within an earlier timeframe. This approach will allow for a report to issue earlier than the timeframe that is set out in the original proposal, i.e. the end of 2018.

It has now been confirmed that nursing and midwifery will be examined in the first module with the PSPC issuing a report during the second quarter of 2018.

- (v) Within four weeks of the receipt of the proposals from the PSPC, detailed in the first modular report, management have committed to meeting with the INMO to discuss implementation.

Q.9 New Entrants - All Grades

Clearly, the issues of recruitment/retention and new entrants are linked. An acknowledgement was secured that issues, affecting post 1st January 2011 entrants, still require to be addressed, and will be reviewed by the parties to the agreement, commencing within 12 months, if the agreement is ratified.

Points to Note:

- **as is the case with Recruitment and Retention further clarifications have been requested and discussions are expected to take place in mid-September; and**
- **this affects a number of public service grades i.e. nursing/midwifery/teachers.**

Q.10 Time and Attendance System

The Government side are insistent that modernised time and attendance systems, including electronic systems, must be introduced. Where it is proposed to introduce, develop, modernise or update current time and attendance systems, full consultation and, where necessary, industrial relations engagement must take place.

Q.11 Working Hours

The Government side was unyielding in their determination to maintain the additional productivity generated by additional hours under the Haddington Road Agreement. However, in recognition of work-life balance issues, public servants may, at defined points, seek to arrange to return to their pre – Haddington Road Agreement hours. However, there would be a pro-rata reduction in salary should this occur.

Q.12 What has been agreed on Outsourcing and Agency Staff?

(i) *Outsourcing:*

There has been no change to existing outsourcing protections that unions secured in the Croke Park and Haddington Road negotiations.

Management sought to dilute existing protections that require management to consult with unions, and produce a business plan setting out the case for what it calls ‘external service delivery’, if it wanted to outsource a service or part of a service. Critically the current agreement does not allow management cite labour costs (i.e. pay) as part of the business plan. Management also wanted to amend the agreement to allow projects, worth €10 million or less, be outsourced without reference to existing protections, or any consultation.

The unions declared this a ‘red line’, (as it effectively means privatisation), and management eventually withdrew its proposals.

(ii) *Agency Staffing:*

On Agency Staffing the proposals require management to engage with unions with a view to minimising the use of agency staff as much as possible.

Q.13 Work–Life Balance

The proposals commit management to ensure that work-life balance arrangements (including flexible working) are available, to the greatest possible extent, across the public service. The proposals say disputes on local/sectoral implementation, of work-life balance arrangements, can be processed through normal disputes resolution processes. The proposals also say management, in each sector, must monitor progress on gender balance in career progression.

Q. 14 Is there any change to the NMBI fee?

As this proposal is an extension of the LRA the commitment obtained by the **INMO**, to maintain the professional registration fee, at the current rate of **€100**, will be extended to at least the expiry of this proposed agreement (2020).

Q. 15 Will allowances, which were removed from post-2012 new entrants, be restored?

Yes - all nursing/midwifery allowances, which were removed from new entrants post-2012, will be restored as follows:

- (i) Midwifery Qualification - in the Community;
- (ii) Registered General Nurse in the Community;
- (iii) Nurse Co-Ordinator Allowance;
- (iv) Nurse Tutor - Specialist Co-Ordinator Allowance; and
- (v) Nurses assigned to Occupational Therapy.

These allowances will be restored, if the agreement is ratified, from 1st July 2017.

NEXT STEPS

As previously advised the Executive Council undertook an initial review of the proposals at its meeting on Tuesday, 13th June 2017. The Council decided to convene a special national meeting, of all campaign committees, which took place in the Green Isle Hotel, on Tuesday, 27th June 2017.

The Council, in the context of the feedback from this special meeting, decided, at its meeting on 10th/11th July 2017, to defer making any decision, with regard to a recommendation, to allow for further clarification to be sought, from the management side, on the recruitment/retention aspects of the proposals (as mentioned earlier in this briefing document).

The Executive Council has now completed its review of the proposals, taking into account the clarifications now received, with regard to recruitment/retention, and the emerging picture, with regard to other public service unions, towards the agreement.

The Executive Council has decided to recommend **ACCEPTANCE** of the proposals in view of the following:

Rationale

- (i) In adopting this recommendation, the Executive Council believes that the commitments, given by the Department of Public Expenditure and Reform, in respect of the work of the Public Service Pay Commission, should ensure that a robust, expert, analysis of the problems, in recruiting and retaining nurses/midwives, will be undertaken. They have also confirmed that nursing and midwifery will be the first module of that review.

In this context the Organisation should await the recommendations from this independent review as this is what we sought as directed by the ADC motion.

- (ii) If we reject the proposals, the Executive Council also believes that, at that point, members will be excluded from the Public Service Stability Agreement, including the pay and pension levy reductions. The recruitment/retention review may not take place, or worse, that it may proceed without input from the INMO.
- (iii) The Executive Council's opinion is that engaging in industrial action, in advance of the Public Service Pay Commission concluding its work, would be premature and not in the best interest of members.

MEMBERS DECIDE

Following this Council decision, the Organisation has now commenced information meetings and a nationwide workplace ballot of all members.

All members are asked to familiarise themselves, with the details of the proposed agreement and, if possible, attend regional/local information meetings, before balloting.

Monday, 28th August 2017

NOTES