

Public Service Stability Agreement 2018 – 2020

Introduction

The INMO, together with other public service unions, has been involved in protracted negotiations, over a three week period, on a new public service pay agreement which have now concluded. The Public Service Stability Agreement 2018 – 2020 will now be considered by the INMO Executive Council, on 30th June 2017, following a special national meeting of all campaign committees scheduled for 27 June 2017.

To access a copy of the full agreement [please click here](#):

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

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 restoration, under the 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 public servants will have exited FEMPI reductions by the conclusion of this 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%.
- Please note that only those earning less than €30,000 and €32,000 respectively will receive the increases applicable on 1 Jan 2019 and 1st Jan 2020.

It should be borne in mind, that pay restoration, under the current Lansdowne Road Agreement, will also 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:

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

1 st 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%

- 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 exclude overtime and on-call payments.

Q.4 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 called for the full restoration of overtime rates, which were cut during the emergency, but management was not prepared to concede this in the context of other aspects of income restoration.

Q.5 What about the restoration of the Haddington Road Pay Cuts?

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 staff on less than €65,000 a year. The restoration of these cuts began in April 2017. Full restoration of this cut will be implemented, as previously agreed, on 1st January 2018.

Q.6 Recruitment and Retention

In light of 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 was time limited and a commitment to engage with the relevant parties on foot of the Commission's recommendations is also in the agreement.

The INMO Executive Council is seeking further clarification on this aspect of the proposal.

Q.7 New Entrants

Clearly, the issues of recruitment and retention and new entrants are linked. An acknowledgement was secured that issues affecting post 1st January 2011 still fall to be addressed, and will be reviewed by the parties to the agreement.

As is the case with Recruitment and Retention further clarifications have been requested.

Q.8 Time and Attendance System

The Government side are insistent that more modern 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, consultations and, where necessary, industrial relations engagement must take place.

Q.9 Working Hours

The Government side were 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.10 What has been agreed on Outsourcing and Agency Staff?

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

Management wanted 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. Crucially, it cannot cite labour costs (i.e. pay) as part of the business plan. They also wanted to amend the rules to allow projects, worth €10 million or less, to 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.

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.11 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. They say disputes of local and sectoral implementation of work-life balance arrangements can be processed through normal disputes resolution processes and they also say management in each sector must monitor progress on gender balance in career progression.

Q. 12 Is there any change to the NMBI fee?

As this proposal is an extension of the LRA, the commitments the INMO secured, to maintain the professional registration fee at the current rate of €100, will be extended to at least the expiry of this proposal in 2020.

NEXT STEPS

As advised in Update No. 6, the Executive Council of the INMO undertook an initial review of the proposals at their meeting on Tuesday, 13th June 2017. Arising from this they have decided to convene a special national meeting, of all Campaign Committees, which will be held, in the **Green Isle Hotel, Dublin, on Tuesday, 27th June 2017.**

1. The purpose of this meeting will be to consult with all of these important committees, appraise them of what is in the final proposals and receive feedback, from these key activists, ahead of the Council making a final determination with regard to a recommendation pertaining to these proposals
 - a notice about this meeting will be issued, directly, to all campaign committee members immediately.
2. The Council has also decided to seek further clarification, from the Minister for Health, whoever that is following the appointment of a new cabinet later today. Specifically the Organisation will be seeking clarity as to how, under the proposed agreement, the Minister would envisage our claim for parity, with degree level health professionals, being addressed to ease the nursing/midwifery staffing crisis.

The Executive Council will reconvene, on Friday, 30th June 2017, to complete its consideration of the proposals, including the feedback from members and clarification

from the Minister, and make a final decision with regard to a recommendation pertaining to same.

Following this special Council meeting, on Friday, 30th June 2017, the Organisation will commence information meetings and a nationwide workplace ballot of all members,

Further, more detailed, information, with specific attention to the proposals and how they affect nurses/midwives, will be provided in tandem with these information meetings and prior to workplace ballots.

Wednesday, 14th June 2017