

# **IMPACT**

*Eastern Health Board Branch*

**Annual Report 2000/2001**

*and*

**NOTICE AND AGENDA**

*for*

**ANNUAL GENERAL MEETING**



*to be held in*

***THE SOCIAL HALL***

***LIBERTY HALL***

*(Basement)*

***THURSDAY 15TH FEBRUARY 2001***

*at 6.30pm*

# **BRANCH AFFAIRS**

## **BRANCH AFFAIRS**

### **EASTERN HEALTH BOARD BRANCH Election of Branch Committee 2001/2002**

**To: John Broe, Cathaoirleach, EHB Branch**

I have pleasure in reporting the result of the election for the Branch Committee for 2001/2002. As there were only 17 nominations received for election to seventeen positions there is no need to conduct an election.

I hereby recommend that the seventeen named persons who are IMPACT members in good standing be recommended to the EHB Branch AGM as being returned to serve on the Branch for 2001/2002.

	<i>Name</i>	<i>Grade</i>	<i>Location</i>
1.	BELTON, Phil	Asst. House Parent	Parkview
2.	BOLGER, Pat	CWO	Asylum Seekers Unit, Oisín House
3.	BRIDGETT, Andrew	VII	Finance Dept., Dr. Steevens
4.	BROE, John	VIII	East Coast Area Health Board HQ
5.	BYRNE, Adrienne	Social Worker	Community Care Area, 5 Cherry Orchard
6.	CONNELLY, Denise	III	Community Care Area 6, Rathdown Road
7.	COUGHLAN, Margaret	II Mgr. Catering Officer	Lincara
8.	HANLEY, Teresa	CWO	Charles Street Health Centre
9.	KELLY, David	EMT Paramedic	Loughlinstown Ambulance Base
10.	KELLY, Jackie	EHO	Ormond House
11.	O'REILLY-MALONEY, Jacinta	VI	EVE Ltd., Dr. Steevens
12.	PIERSE, Tom	VI	Disabilities, Dr. Steevens
13.	PLAZEWSKA, Irene	V	EVE Ltd.
14.	POWER, Eddie	Porter	Rathfarnham Health Centre
15.	QUINN, Pat	Asst. House Parent	Parkview
16.	WHITE, Aisling	Snr. Clinical Psychologist	St. Brendans Hospital
17.	WHITE, Barry	VI	Finance Dept. Dr. Steevens

**Mr. Gerry Reid,**

**Returning Officer - 10/01/2001**

# IMPACT

103500



Please Note Venue Again for A.G.M. this year

## LIBERTY HALL

EDEN QUAY, DUBLIN 1

Thursday 15th February 2001

*The Annual General Meeting*  
of the  
*Eastern Health Board Branch*

will take place on

*Thursday 15th February 2001*

in

*The Social Hall, LIBERTY HALL, (Basement)*  
*Eden Quay, Dublin 1*

at 6.30 p.m.

*The following people have been invited to attend:*

Ms. GERALDINE MADDOCK .....President of Impact  
Mr. PETER McLOONE .....General Secretary  
Mr. KEVIN CALLINAN ..... National Secretary for Health  
Mr. SEAN McHUGH .....Asst. General Secretary  
Mr. BERNARD HARBOR .....Information Officer

*The following Branches have been invited to attend:*

Dublin Health Services (New Branches/Sections)	Municipal Employees
Fingal Co. Council	Dun Laoghaire/ Rathdown Co. Council
South Dublin Co. Council	Marine Branch
Dublin City	

*Frank Murphy* Hon. Branch Secretary, 1st February, 2001

# AGENDA / MOTIONS

**1. CONFIRMATION OF MINUTES:**

- (i) A. A.G.M. of 24th February 2000  
(see Appendix Ia).
- B. Reconvened A.G.M. of 23rd March 2000  
(see Appendix Ib).

- (ii) The following **Special General Meetings (5)** were held during the year:

(see Appendices II - VI)

**Date: Re:**

**29/02/00** ERHA Corp. Gr. 3s  
(Rule 25) (1999/00)

**17/5/00** Annual Union Conference  
(May 2000) - Ratification of  
Delegates

**27/9/00** Social Workers (Rule 25)

**28/9/00** EVE Ltd. members (Rule 25)

**9/10/00** General Assistants (Rule 25)

**2. BRANCH ANNUAL REPORT 2000/2001**

**3. UNION ANNUAL REPORT 2000/2001**  
(if available)

**4. Hon. Treasurer's Report 2000**

**5. Hon. Auditor's Report 2000**

**6. Result of Ballot for Election to Branch  
Committee 2001/2002.**

**7. Election of Hon. Officers of the Branch for  
2001/2002.**

- (i) Cathaoirleach
- (ii) Leas Cathaoirleach
- (iii) Hon. Branch Secretary
- (iv) Hon. Treasurer
- (v) Training Officer
- (vi) Health & Safety Officer
- (vii) Equal Opportunities Officer

**8. Election of Hon. Auditor and Returning Officer  
2001/2002.**

**9. Election of Delegates to Annual and  
Divisional Union Conferences 2001.**

**10. Branch Nominees to Council of Health and  
Welfare Division.**

**11. Nominations for Chair/Vice Chair and  
Ord. Member of the Health & Welfare**

**Division 2001-2003.**

**12. Nominations to Standing Orders Committee.**

**13. Motions of which notice has been given:**

1. That this AGM supports the motion that EVE Ltd. a wholly owned subsidiary company of the former Eastern Health Board, now ERHA, (engaged in the provision of statutory services for people with disabilities), be subsumed/incorporated into the Eastern Regional Health Authority, in view of the fact that the REVIEW conducted by Phil Flynn in 1997 did not address this issue.

**Proposed: Jacinta O'Reilly-Maloney**

**Seconded: Irene Plazewska**

2. That this AGM calls on IMPACT to ensure that the opportunity to avail of family friendly work options as outlined in the Programme for Prosperity and Fairness (PPF) are afforded to all members of IMPACT in a fair and equitable manner.

**Proposed: Jacinta O'Reilly-Maloney**

**Seconded: Peter McArdle**

3. That this AGM calls on IMPACT to continue to pursue its policy (initiated at national Conference 2000), and enter discussions with the Department of Health, to further advance the inclusion of EVE Ltd. in the common recruitment pool.

**Proposed: Jacinta O'Reilly-Maloney**

**Seconded: Linda Taylor**

4. That this AGM calls on IMPACT to pursue the national Review of Allowances called for in a Motion unanimously passed at IMPACT Conference 2000, on behalf of people with disabilities who currently attend day services, sheltered workshops, supported work centres etc.

**Proposed: Jacinta O'Reilly-Maloney**

**Seconded: Irene Plazewska**

5. That this AGM calls on IMPACT to ensure that representatives of its Union are treated fairly and in accordance with the guidelines as set out in the PPF, regardless of their place of employment.

**Proposed: John Broe**

**Seconded: Margaret Coughlan**

6. That this AGM calls on IMPACT to educate their Representatives in all aspects of bullying and harass-

# MOTIONS

ment in the workplace and to put in place a support network to monitor, evaluate and report on the extent of the problem.

**Proposed: Margaret Coughlan**  
**Seconded: Jacinta O'Reilly-Maloney**

7. That IMPACT will resist any erosion of the duties of CWOs which would replace current CWO duties by the creation of new grades or services. The CWO grade is a care grade in the totality of its functions and any diversion of its duties to other grades is unacceptable. Conference instructs the CEC to ensure that no changes occur in the CWO area without the prior agreement of this Union.

**Proposed: P. Bolger**  
**Seconded: Des Stone**

8. That this Branch condemns the continual neglect of the Salaries Section, Eastern Regional Health Authority, to adjust its member's salaries on their appropriate increment date. Despite assurances to the contrary each year, this problem has not been rectified, with members still experiencing delays of up to six months before payment.

This Branch now calls on the Eastern Regional Health Authority to instigate measures that will ensure incremental adjustment occurs on or within a month of a member's due date. Failing this, the Branch resolves to seek compensation for each member whose salary is being withheld.

**Proposed: Robbie Doyle**  
**Seconded: Breda Flynn**

9. That this AGM calls on the EHB Branch to publish within three months clear procedures for dealing with complaints made by a member of the Branch.

**Proposed: Phil Garland**  
**Seconded: Robert Notley**

10. That this AGM proposes that the terms of the agreement for the resolution of the recent administration dispute be rolled-out to all grades of the members in the Branch.

**Proposed: Jackie Kelly**  
**Seconded: Teresa Hanley**

11. Following on the PPF agreement, this Branch calls on the Union to actively ensure the 3% employment

quota for people with disabilities is effectively implemented and maintained by State employers.

**Proposed: Irene Plazewska**  
**Seconded: Jacinta O'Reilly Moloney**

12. That this Branch calls upon Impact to ensure that the Department of Trade and Employment carries out the Review of existing sheltered employment that was proposed in the PPF.

**Proposed: Irene Plazewska**  
**Seconded: Linda Taylor**

13. That the EHB Branch pursue the Priority status given to a review of the Materials Management Structure by management following the proposed changeover from the EHB to the ERHA.

**Proposed: Robert Notley**  
**Seconded: Terry Myers**

14. That this AGM instructs the incoming Branch Committee to seek to implement an appropriate structure for the home Help Service in the ERHA Area.

**Proposed: Pam Towers**  
**Seconded: Mary Roche**

15. That this AGM mandates the Branch to pursue a Supervisor in Charge post for all centres within EVE Ltd.

**Proposed: Eileen Allister**  
**Seconded: Lavina Cromer**

16. That this AGM approves of the re-organisation of the EHB Branch on the following basis: (1) Eastern Health Board Branch be re-named Eastern Health Branch; (2) Following the AGM of 2002 the Branch will divide into three sections as per the three Area Boards and Section Committees will be elected for each of these areas; (3) In order to give effect to the above and following upon the AGM 2001 the Eastern Health Branch Committee will constitute three Area Board sub committees of the Branch including non-branch committee members to organise the membership towards 2002 and to instigate a training programme for the branch members.

**Proposed: John Broe**  
**Seconded: Pat Bolger**

## EASTERN HEALTH BOARD BRANCH - ANNUAL REPORT 2000/2001

# 1. BRANCH AFFAIRS

### 1.1 RESULT OF BALLOT FOR EHB BRANCH COMMITTEE 2000/01

**Ballots Issued:- 2,954    Ballots Received: 482 (+1 Spoilt Vote)    % Poll: 16.32%**

Name	Grade	Location	Votes
1. Kelly, Jackie	E.H.O.	Pest Control	224
2. Broe, John	Grade VI	Dr. Steeven's	211
3. Hardwick, Jo	D.S.A.	Nt. Strand H. C.	197
4. Murphy, Frank	Grade V	Park House	195
5. Hanley, Teresa	C.W.O.	CCA 6	190
6. Reilly, Cathy	Grade V	Mgmt. Services	181
7. Conneely, Denise	Grade III	CCA 6	180
8. O'Reilly-Maloney, Jacinta	Grade VI	Bureau, Dr. Steevens	179
9. Bolger, Pat	C.W.O.	Asylum S. Unit	165
10. Garland, Phil	Child Care Manager	CCA 6	155
11. Coughlan, Margaret	Catering Officer	Wicklow	153
12. Plazewska, Irene	Grade V	EVE Holdings	141
13. Maguire, Catherine	Clinical Psychologist	Celbridge H. C.	139
14. Byrne, Adrienne	Social Worker	CCA 5	137
15. Power, Eddie	Porter	Rathfarnham H. C.	128
16. Belton, Phil	Asst. House Parent	Park View	115
17. McConvey, Michael	Add. Counsellor	JCM House	113
18. Notley, Robbie	Buyer, Grade VI	Central Purchasing	112
19. Kelly, David	Lead. Amb. Person	Loughlinstown	100
20. Quinn, Pat	Asst. House Parent	Cuan Solas	97
21. O'Reilly, John	Gen. Assistant	City Clinic	69

*I hereby declare that the persons listed above from numbers 1 - 17 are elected to the EHB Branch Committee for the year 2000/2001.*

**Brendan Baker, Returning Officer, 14th March 2000**

### 1.2. RESULT OF BALLOT FOR EHB BRANCH COMMITTEE 2000/01 REVISED

**Ballots Issued:- 2,954    Ballots Received: 482 (+1 Spoilt Vote)    % Poll: 16.32%**

Name	Grade	Location	Votes
1. Kelly, Jackie	E.H.O.	Pest Control	224
2. Broe, John	Grade VI	Dr. Steeven's	211
3. Hardwick, Jo	D.S.A.	Nt. Strand H. C.	197
4. Murphy, Frank	Grade V	Park House	195
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6. Reilly, Cathy	Grade V	Mgmt. Services	181
7. Conneely, Denise	Grade III	CCA 6	180
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9. Bolger, Pat	C.W.O.	Asylum S. Unit	165
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13. Maguire, Catherine	Clinical Psychologist	Celbridge H. C.	139
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18. McConvey, Michael	Add. Counsellor	JCM House	111
19. Kelly, David	Lead. Amb. Person	Loughlinstown	100
20. Quinn, Pat	Asst. House Parent	Cuan Solas	97
21. O'Reilly, John	Gen. Assistant	City Clinic	69

*I hereby declare that the persons listed above from numbers 1 - 17 are elected to the EHB Branch Committee for the year 2000/2001.*

**Brendan Baker, Returning Officer, 21st March 2000**

# **1. BRANCH AFFAIRS**

## **1.3. ELECTION 2000/2001 (Ballot Jan/Feb 2000)**

Following a complaint by a member in February 2000 in relation to the conduct of the Ballot of 21/1/00 (closing date 7/2/00), whereby information was provided regarding votes cast, in advance of the formal election count, the Branch Committee in consultation with the General Secretary, concluded as follows: **(1)** The practice of providing information regarding votes cast in advance of the formal election count is wrong and completely unacceptable. **(2)** There was no evidence whatsoever to suggest that any person had intentionally taken any action or been guilty of any conduct which was detrimental to the interests of the Union (as contended by the complainant). **(3)** New procedures should be put in place to ensure the practice at (1) above or similar practices should not recur (*see below*). **(4)** The above should be included in the Annual Report 2001 for the AGM of February 2001.

**F. Murphy, Branch Secretary 1st Feb. 2001.**

*Reproduced below is a letter dated 12th January 2001 from Mr. Gerry Reid (Returning Officer) 2000/2001 to Mr. John Broe, Branch Chair., in relation to his recommendation to the Branch Committee, arising from the complaint (cited above) made in February 2000 with respect to certain practices pertaining to the election for the Branch Committee 2000/2001 (see Appendix 1(a)6 of this report). Mr. Reid's recommendations were approved by the Branch Committee on 18/1/2001, to be implemented for all future ballots; Option 2 to be instigated initially until Option 1 can be put into effect:*

**To: Mr. J. Broe, Branch Chair, EHB Branch.**

"I have reviewed the current method used in holding ballots and submit below two options which should be used in future elections to ensure that they are true and fair. Accountability is an integral requirement in ensuring that elections have been held in a fair manner. Unfortunately, the system used in past years is no longer capable of ensuring that each EHB IMPACT member in good standing entitled to vote in ballots is given that right to vote.

The vast increase in membership, the number of locations people are working at, the increase in grades attached to the branch and the massive movement of members to changed areas (largely as a result of promotions) means that the system of sending out a number of ballot papers to a named union rep can no longer be relied on. This method is open to abuse and could result in an unfair election taking place. Every effort should be made to change and the Branch should make it a priority in its need for restructuring.

I firmly believe that all members should receive an individual ballot paper. To achieve this two systems only can be used.

### **OPTION 1.**

The EHB branch must ensure that a database is created showing each member and a contact address. This database must be maintained so as any changes notified to the branch are updated as soon as it possible. Members should be asked to ensure that their details held on the database are correct. Putting the onus on the member to advise of changes reduces any arguments if a ballot paper is sent to the incorrect address.

### **OPTION 2.**

When the need arises to hold elections, an arrangement should be made with Finance Dept. that a ballot paper be put in each member's payslip. The branch should pay the cost of overtime for the staff in Payments.

An up to date database is the ideal, as the branch would be in possession of a valuable tool for communication with its members. The payslip option is suitable if no database exists as it at least ensures that each member is issued with an individual ballot paper."

Yours sincerely

GERRY REID, Returning Officer, 12.01.2001

1.4 ATTENDANCES AT EHB ORDINARY/SPECIAL BRANCH COMMITTEE MEETINGS  
2000/2001 (to 18/01/01 incl.) [incl. period 24/1-21/3/00 inclusive - (1999/00)]  
(MAXIMUM TOTAL - 20 MEETINGS)

Name	Actual Attendance	Possible Attendance	
John Broe	17	18	ERHA Advisor to Mar. 00
Cathy Reilly	11	12	2000/01 only
Irene Plazewska	18	20	
Pat Bolger	17	20	
Margaret Coughlan	17	20	
Jacinta O'Reilly-Maloney	17	20	
Catherine Maguire	9	11	Resigned 18.05.00
Denise Conneely	16	20	
Teresa Hanley	16	20	
Jackie Kelly	16	20	
Pat Quinn	15	19	Co-opted 13.04.00
Phil Garland	13	18	Resigned 19.10.00
Phil Belton	14	20	
Robbie Notley	12	18	Resigned 19.10.00
John O'Reilly	7	11	Co-opted 13.04.00
Frank Murphy	12	20	
Jo Hardwick	10	18	Resigned 19.10.00
Adrienne Byrne	11	20	
Aisling White	4	9	Co-opted 18.05.00
Eddie Power	6	20	

**ERHA  
CORP. DISPUTE  
NOV./DEC. 2000**

There were also  
a further  
**14 Special  
Branch/Strike  
Committee Meetings**

Re:  
**ERHA  
Corp. Dispute  
during the period  
November 7th to  
December 13th incl.**

*Frank Murphy*, Branch Secretary, 26/01/01

Meanwhile . . . . .

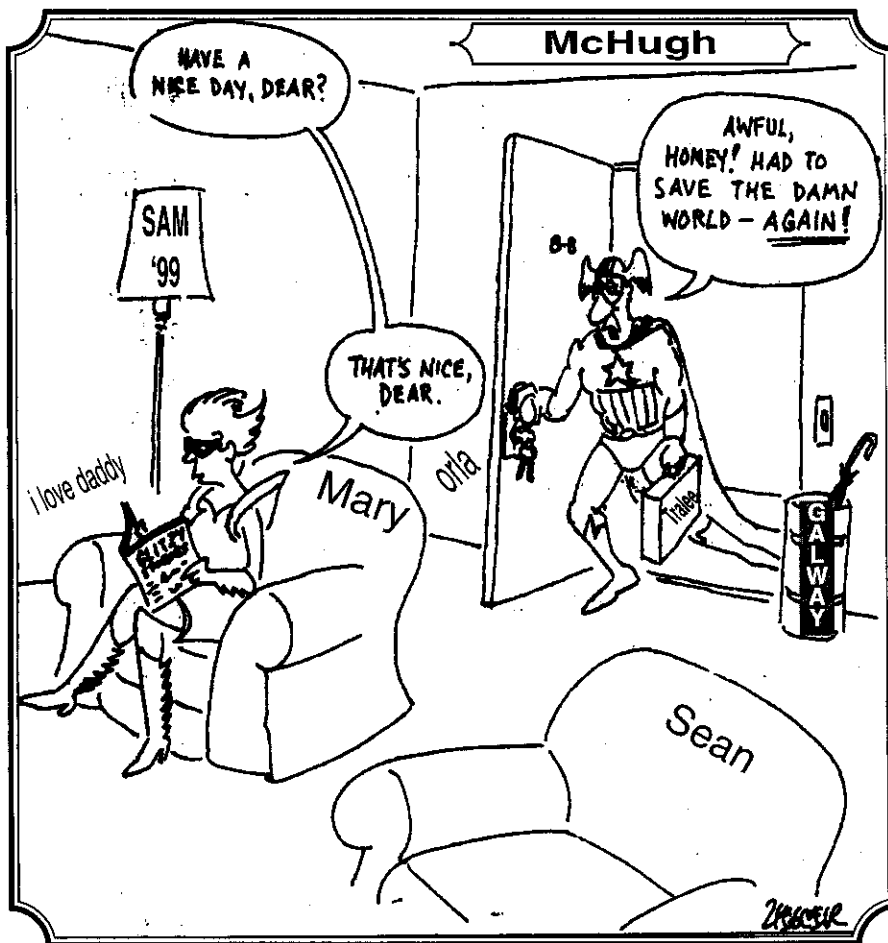
. . . . . somewhere in

North County

Dublin . . . . .

. . . Super Mc

returns to his lair . . . . .



## *Vocational Group/Officers' Reports*

### **2. VOCATIONAL GROUP REPORTS**

*By circular dated 1/12/00 (Preliminary Notice of AGM 2001), submissions for inclusion in the Annual Report were sought from Vocational Groups, to be forwarded by Friday 5th January 2001. At the time of final going to press (early Feb.) the following 1 (one) only report, had been received by the Branch Secretary:*

#### **2.1 E.V.E. LTD. VOCATIONAL GROUP REPORT**

E.V.E. Ltd. is a wholly owned subsidiary of the Eastern Regional Health Authority set up in 1991 to co-ordinate Resource, Training and Enterprise services on behalf of the Authority. E.V.E. have 26 Centres throughout Dublin, Kildare and Wicklow and provide day services for approx. 900 people with disabilities.

During the last year the E.V.E. vocational group met a number of times. The main focus for the group was the REVIEW of the company which had been conducted by a joint working group chaired by Phil Flynn. Following a Labour Court hearing and two conciliation hearings during 2000, the protracted discussions reached finality with an offer which was put to members on 10th January and accepted.

A number of outstanding issues have still to be concluded during 2001, one of which is the evaluations for the Clerical admin. staff in E.V.E. HQ. A number of other issues will be referred to an agreed third party and following this, the implementation stage of the REVIEW of E.V.E. can begin.

On behalf of the Vocational Group committee, we would like to thank those who supported and worked for and on behalf of E.V.E. members, including Sean McHugh, AGS, John Broe, Branch Chairperson, and the members themselves who kept us informed and updated in relation to details and issues to be addressed. We would also like to thank our sister Union SIPTU for working with us over the last year and look forward to working with them all again in the coming year.

**Jacinta O'Reilly-Maloney**  
**Acting Secretary EVE Ltd. Voc. Group**  
**January 2001**

### **3. OFFICERS' REPORTS**

#### **3.1 EQUAL OPPORTUNITIES' REPORT**

The office of "Equal Opportunities" spans a wide remit. Included below are just some of the initiatives embarked on during the year. Also included is some general information that may be of use to members.

##### **CHILDCARE**

In February 2,000, childcare facilities was placed on the agenda for negotiations on the establishment of the Eastern Regional Health Authority (ERHA). During these negotiations it was agreed that:

*"Each Area Chief Executive is committed to the provision of the necessary resources to provide a Child Care Facility for staff in his/her Board's Area. In order to advance these commitments, a committee consisting of management and union representatives will be set up forthwith. It shall be the objective of the committee to have these facilities in place before 2001."*

Nominations to this committee were made in February by the Branch and in October by Management. The childcare questionnaire will be presented to this committee, following which it will be proposed that it be circulated to members.

In the meantime, we urge members throughout the new Area Boards who require childcare facilities, to write to their C.E.O.'s, in order that this issue receives the attention it deserves.

##### **DISABILITIES**

During the year and under the Action Programme "**Towards Integration and Equality**" (to include people with disabilities in the Workplace and in Trade Unions), the Branch began to pursue Union membership in Supported/Sheltered Workplaces.

##### **GENERAL**

In August '00, the Branch wrote requesting the following information from the Board -

1. Who is responsible for ensuring the target disability employment quota of 3% is met?
2. Have the Board run any 'special' competitions since the 1980's?
3. Are there any statistics available in relation to the implementation of the 3% disability employment quota?

## *Officers' Reports*

4. Do the Board plan to introduce Term Time Working?
5. Do the Board propose to develop their equal opportunities policy and draw up action plans to redress any imbalances which may exist?

### **SEMINARS etc.**

Eight members of the Branch committee attended the Equality Seminar held in April '00 and two Branch committee members are planning to attend the ICTU Joint Women's Committee Seminar in Feb. '01. Most members of the Branch committee attended a session on the new Equality Act '98 during the Branch's annual training days. A seminar on the Equal Status Act '00 will take place in March and it is expected that a number of Branch committee members will attend.

### **DISABILITIES Questionnaire?**

If you have any particular needs in your workplace, or in your Union, please be sure to get a copy of the IMPACT questionnaire for members with disabilities. Copies can be obtained from Bernard Harbor, at Nerney's Court D.1, or by e-mailing bharbor@impact.ie.

### **MATERNITY LEAVE - 4 wk. Extension**

A working group set up to review current maternity legislation, has agreed in principle an additional four weeks paid and four weeks unpaid maternity leave.

### **CARER'S BENEFIT**

From October '00 the new Carer's Benefit came into effect. It will be payable for 15 months and amounts to £88.50 p.wk, taxable.

### **FAMILY FRIENDLY WORKPLACE DAY**

1st March 2001 has been set aside as the first ever "*Family Friendly Workplace Day*". Please watch for details from this office of events taking place on this day!

On a personal note, I would like to thank my colleagues on the Branch committee, the National Equal Opportunities committee, and the general membership, for their continued support and interest in the work of this office. Suggestions to advance this work are always welcome.

**Jacinta O'Reilly-Maloney**  
**Equal Opportunities Officer**  
**January 2001**

### **3.3 HEALTH AND SAFETY REPORT**

Health and Safety issues continue to be reviewed and are updated on an on-going basis. With so much movement recently in relation to the three Area Health Boards, it is important that staff familiarise themselves with the Health and Safety statement and Fire Drills in their work location.

Health Boards inform the public regularly on healthy eating, safeguards against disease and how to control stress levels, yet workplaces themselves can be bad for peoples' health. I am referring to bullying in the workplace. This is a serious problem that infringes on our health, both mental and physical.

It is my experience that with bullying policies in place and a range of information available, problems still continue. The rights of individuals to work in a safe and stress-free environment means that their physical and mental wellbeing should be protected. This right is violated for victims of bullying. It is hard to believe with politically correct terminology and a more educated workforce that we can continue to allow staff in the workplace to be bullied. Bullying also creates a wave of fear, meaning that any other staff not complying with the bullies wishes, can find themselves next in line for this ill-treatment. One person may be bullied, but the entire work location is under a grey cloud and others are often indirectly suffering as they can themselves be a victim of their own conscience. If we are to achieve a satisfactory solution to this problem, we must first recognise and accept that there is a problem and continue to eradicate this inhumane treatment of individuals or groups within the workplace.

**Margaret Coughlan**

**A/Branch Health & Safety Officer**

**January 2001**

(See extensive article on Bullying on page 17 & 18)

### **3.4 TRAINING OFFICER REPORT**

The main event of the year took place in September in Wicklow. This was a two day seminar organised on the theme of "*Rights, Roles and Rules.*" Featured speakers were Paula Carey from ICTU, Jacinta O'Reilly-Maloney, Margaret Coughlan, Jackie Kelly, Sean McHugh and Kevin Callinan.

A subsequent training event scheduled for November had to be postponed as the Branch was extremely pressured serving members needs during the clerical/admin. industrial action.

The growth of the Branch and the large influx of new members indicate the need for a series of training sessions, which will be held early in 2001.

**Irene Plazewska**  
**Branch Training Officer**

## *Local-National Issues*

### **4. LOCAL/NATIONAL ISSUES**

#### **4.1 CHILDCARE STRATEGY**

In July 2000 following an initiative from Michael Martin, Minister of Health and Children the ERHA and IMPACT decided to embark on a partnership strategy to develop childrens services in our region.

A series of seminars were held where childcare and other relevant members expressed their views on the state of services and their desire for substantial improvement in the interests of the children and families availing of services and the members providing these services.

The Branch Committee formed a sub-committee to deal with these matters, the vice-chair (P. Bolger) of the Branch, being given release by the ERHA to allow the union to participate effectively in the process.

Three sub-committees of the branch have been formed, one for each of the three area boards. These committees are representative of the following grades:

***Family Support Workers***

***Social Workers***

***Residential Childcare Workers***

***Community Childcare Workers***

As the strategy develops we intend to draw in our other concerned grades such as PHN's and Psychologists and eventually other grades in the para-medical area.

The seminars were the basis for a report drawn up by an independent facilitator. This report was submitted to both management and the Union. It very well reflected the frustrations and hopes and was accepted by both sides as the basis for future work.

At the time of writing (early Jan. 2001) the three Area Boards and the Union Sub Committees are arranging meetings to localise the strategy and to address policy development and the careers of our members.

Of particular concern to the Branch is the large numbers of temporary staff in Childcare. We believe that management are equally aware and concerned and that we can progress measures to resolve the matter.

There is a need to revamp or to assist the emergence of vocational groups. The work of our sub committees and the delivery of extra resources to the Branch by the national Union should allow us to improve our organisational situation.

Members of the Branch have also been active in

representing these grades at national level also and the Branch appreciates the commitment of the wider Union to this work.

Pat Bolger

Vice-chair.

10th January 2001

### **4.2 NATIONAL NEGOTIATIONS**

#### **4.2.1 CLERICAL/ADMINISTRATIVE**

Difficulties in relation to the recruitment and retention of clerical / administrative staff were particularly pronounced in the employments covered by the Dublin Health Services and the Eastern Health Board Branches. The Divisional Executive Committee has been reviewing the career-path for clerical/administrative workers and issued a paper to provoke discussion among members about the most appropriate structure for the future. It is felt that we need to develop an idea of what arrangement we would like to see in place before responding to the regular requests from employers to depart from existing procedures.

Grades III to VIII and that of General Manager have been included in the list of grades to be examined under the exercise to be conducted by the Benchmarking Body. This will be a top priority for IMPACT in the months ahead. The Benchmarking Body is required to issue its report by the end of June 2002, but, as a result of the recent agreement in relation to the Programme for Prosperity and Fairness, it has been agreed that 25% of any award that might emerge would be paid retrospectively to December 2001. The terms of reference for benchmarking are much more extensive than that which applied in traditional arbitration. It is likely that matters such as pay structures and reward systems may feature. This places an added importance on the need to clarify our own requirements regarding career structure and related matters.

There are other issues such as the removal of age related points from the Grade III and IV scales and the implications for existing staff, developments in relation to incremental credit, outcomes of certain job evaluation and the continuing evolution of the grade VIII level, all of which are being pursued with a view to improving the position of members generally.

#### **4.2.2 HEALTH PROFESSIONALS EXPERT GROUP**

The long awaited report of the Expert Group was published in April 2000. An extensive process of consulta-

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tion followed its publication. It is fair to say that (1) there was a general sense of disappointment at the scope and content of the Report; (2) the terms of reference had been narrowly interpreted and the issue of pay had not in itself been dealt with; (3) we should nonetheless engage in sets of negotiations based on its recommendations; (4) we should seek a political commitment from the minister to back up and to oversee such a process and (5) we should take the opportunity to point out to him our priorities in those discussions. This was certainly the position of the Divisional Executive Committee and it was supported by most of the Vocational Groups involved.

We met with the Minister on 18th May 2000 and the meeting was a positive one. He agreed to authorise the sets of negotiations which would be required and to review the situation again in September with representatives of the Union. Various discussions took place, which at times were intensive in nature in some cases, up until November. There had been significant progress in relation to the conversion of Basic grade posts to Senior level for Physiotherapist, occupational Therapists, Dietitians, Orthopists, and Chiropodist. This had been one of our priorities. The introduction of a new grade of Clinical Specialists for these professions has also been negotiated. This was another of our priorities. In relation to some of the other professions the situation is less satisfactory. This is largely due to the nature of the recommendations contained in the Report. However, we continue to try to progress issues to do with improvements in the structures for both Child Care Workers and for Social Workers. In the latter case recruitment and retention difficulties are being addressed in a joint forum which was approved by the Minister to address various issues, including recruitment and retention, which are arising as a result of continuing changes in the responsibilities of Social Workers.

### **4.2.3 INCREMENTAL CREDIT**

The Union secured a major victory on 16th March 2000 when agreement was reached at the Labour Relations Commission following the threat of a national strike. The effect of this agreement was to achieve incremental credit for previous relevant experience for clerical and paramedical staff. In addition from the start of this year all temporary and part-time staff are entitled to progress incrementally to the maximum of the relevant pay scale. The Divisional Executive Committee is particularly concerned to ensure that all members who have an entitlement under the provisions of this agreement are benefiting. If you feel that

you or a colleague has a claim it is important that you would check the situation with your shop steward or Union Official.

### **4.2.4 Y2K LOYALTY BONUS**

While agreement had been reached on the payment of the bonus the employers were only prepared to list people who fulfilled the strict criteria which applied within the Civil Service. IMPACT has been trying to broaden the eligible categories to fit a health service context. The matter was referred as one of dispute to the Labour Relations Commission and a conciliation conference took place. It is important to recognise that, as the ground rules were set in the Civil Service, it will be difficult to extend them at this stage.

### **4.2.5 'ACTING UP' CLAIMS**

The Union has been endeavouring to progress three claims in relation to 'acting up'. The claims seek an increase in the allowance, a reduction in the qualifying period from one month to one week and incremental progression while acting. At a conciliation conference in June the Union sought the referral of the claims for investigation by the Labour Court. A hearing by the Court is due to take place at the end of January 2001.

### **4.2.6 PARTNERSHIP**

The main focus of activity during the past year has been on the recruitment of Facilitators for the remaining sites. In the case of the Dublin Health Services branch area this has meant that many of the Hospitals are only now in the course of appointing a Facilitator. The major hospitals will have a Facilitator in their own right while smaller voluntary hospitals have grouped for this purpose. In the EHB area the facilitators are in place.

### **4.2.7 DUBLIN WEIGHTING ALLOWANCE**

At the beginning of November 2000 IMPACT submitted a claim to health service employers for a pay allowance to counter the high cost of living in Dublin. At the time of writing there has been no response from management.

### **4.2.8 PATERNITY LEAVE**

The Department of Health has issued a circular governing paternity leave. It has been agreed to grant three days special leave with pay to fathers in respect of children born on or after 1st January 2001. The circular also covers arrangement for job-sharers, part-time workers and adoptive parents, in addition to stillbirths after the 24th week of pregnancy.

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### **4.2.9 PROGRAMME FOR PROSPERITY AND FAIRNESS:**

Discussions took place between the social partners to review the pay elements of the PPF in the light of continued high inflation. It was agreed that an increase of 2% will be applied with effect from 1st April 2001, to all points of the salary scale of each grade, group and category of employee, and that a non-pensionable once-off lump sum payment will be paid on 1st April 2002 equal to 1% of basic pay on that date.

It was also agreed that following the report of the Benchmarking Body which is due on 30th June 2002, one quarter of any increase arising from the report will be implemented with effect from 1st December 2001.

**Kevin Callinan**  
**National Secretary**  
**Health & Welfare Division**  
**10.01.2001**

4.2.10

## **ERHA**

*Irish Times Editorial of Tuesday 23rd January 2001*

### **CHALLENGES TO MEET**

The report of the Eastern Regional Health Authority (ERHA) on how to spend its £1.8 billion budget for this year makes impressive reading. Its review of the services provided, and of the services needed, is comprehensive and rational. The setting out of its aims and its philosophy in the provision and development of the services provided is admirable and it does not try to avoid the challenges which it must meet and overcome if it is to deliver its programmes satisfactorily. Some of those challenges are formidable and not all of them are fully within the control of the Authority to meet.

The remit of the Authority is vast. It must arrange and oversee the provision of health and many social services for almost half of the population of the State. It must accept that 20 per cent of the patients in the hos-

pital beds in its region come from outside the area (because of the number of national specialist units situated in Dublin) and that, on current estimates, its shortfall in the number of hospital beds required to meet the demand is of the order of 700 or more. And, among its many other functions, is the need to provide secure accommodation for the troubled, and often homeless, children whose therapeutic requirements have not been properly met for decades, and the need to abolish the wholly unacceptable waiting lists which delay the admission to hospital of public patients in urgent need of treatment.

These last two issues have had a high public profile in recent times because of the neglect of successive governments in providing the financial resources required by all health authorities. It is encouraging to note the confidence of the ERHA in its assertion that "during 2001 it will be possible to provide a range of accommodation options which will mean that no young person need be out of home at night". It is to be hoped that, in addition, the highly expert specialist staff required to counsel and treat these young persons can also be recruited and retained. The provision of additional family support services, which may help to prevent the homelessness in the first place, is also to be welcomed.

There are also proposals to improve the flow of patients through the region's busy Accident and Emergency departments in the hospitals although it seems unlikely that the over-crowding in these departments will subside significantly until a mechanism is devised whereby general practitioners can refer patients directly to hospital without their having to wait to be seen by a junior doctor in casualty. The recruitment of 10 additional Accident and Emergency consultants for hospitals in the region makes sound sense if such consultants can be recruited.

The 22 per cent under-use of existing operating theatres in the region is attributed to shortages of staff and poor management of existing theatre facilities. There are promises to improve the management, but staff shortages are acknowledged as one of the main challenges facing the health services in the eastern region. Despite the unprecedented size of its budget for 2001, the ERHA may need some further assistance to recruit, and to retain, further professional staff.

# *Impact - Your Union*

IMPACT is the largest public sector trade union in the Republic of Ireland, with over 37,000 members in health, local government, education, the civil service, state-owned companies, telecommunications, aviation, and the voluntary and community sector.

We were founded on 1st January 1991, through the merger of three unions with a long tradition of serving those who serve the public.

IMPACT is affiliated to the Irish Congress of Trade Unions and the international trade union body Public Services International. We are also affiliated to the European Public Services Union.

We have some 60 staff. Our head office is in Dublin and we also have offices in Cork, Sligo and Galway.

**Our objectives are:**

*\*To protect and promote the interests of  
IMPACT members*

*\*To maintain and improve their conditions of  
employment*

*\*To promote equality of opportunity in the workplace*

*\*To promote excellence and effectiveness throughout  
the public sector*

*\*To provide services to IMPACT members*

*\*To promote equity and equality in society*

## **YOUR RIGHTS AT WORK**

The recent Parental Leave Act means workers can now take time off to deal with family emergencies. This force majeure leave has so far been the most used and the most disputed element of the new parental leave rights. Most of the 33 parental leave cases that have gone to the Rights Commissioner's service have been about force majeure leave. MARTINA O'LEARY answers some of the questions that keep coming up.

**What exactly is force majeure leave?**

Force majeure is a legal term to describe unforeseeable circumstances that prevent someone from fulfilling a contract. Under the Parental Leave Act, force majeure describes new entitlements to paid leave for staff who need time off for urgent family reasons. The leave only covers injury or illness to specified relatives where the immediate presence of the employee is indispensable.

The Act leaves open to interpretation the question of how urgent any particular situation is. The employer's organisation IBEC has concentrated a significant amount of its criticism of the legislation on the force majeure provisions.

**Which of my relatives are specified under the Act?**

Your children or adoptive children; spouses, including a person with whom you are living as husband or wife; A person to whom you are in loco parentis; your brother or sister; and your parents or grandparents.

**Is there a limit on the amount of force majeure leave I can take?**

Yes. You are only entitled to three days in any period of 12 months, subject to a maximum of five days in any 36 month period. If you only take part of a day as force majeure leave it counts as a full day's leave.

**Do I have to give notice?**

By its nature force majeure leave can only be taken in emergency situations. So it's not possible to give prior notice. However, you must confirm to your employer that you have taken force majeure leave as soon as is "reasonably practicable" after your return to work. You must specify the information contained in the form below.

**Do I need to provide a sick note or doctor's letter for the sick person?**

No. The only information you have to give is set out below.

**Am I entitled to force majeure leave if I have a hospital appointment for my child?**

No. It's for urgent family reasons only. Any appointment, including doctor's or dentist's appointments, are foreseen. They are not urgent.

**Can I be refused force majeure leave?**

There is nothing in the Act about circumstances in which force majeure leave can be refused, unlike parental leave itself which an employer can postpone in certain circumstances. But disputes have arisen where employers claim force majeure leave has been abused.

In the event of a dispute between you and your employer, the issue can be referred by either party to a Rights Commissioner who will investigate the circumstances and issue a recommendation.

Disputes must be referred to a Rights Commissioner in writing within six months of the occurrence of the dispute. The Rights Commissioner may extend this time limit by six weeks if they consider it reasonable to do so in the circumstances.

You can also appeal against a Rights Commissioner's decision. This must be done in writing to the Employment Appeals Tribunal (EAT) within four weeks of the decision. Again, the Tribunal may extend this time limit.

Appeals against an EAT determination may only be made to the High Court on a point of law.

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### **Don't get caught in the net**

*E-mail is becoming a normal part of office life but BERNARD HARBOR says staff should use it with care.*

MOST IRISH workers haven't heard of Lois Franxhi. But she's been well known in UK industrial relations circles since last year when she was fired for using her employer's time and equipment to book a holiday over the internet.

Unless Irish workers and their unions wake up to the implications of electronic commerce, she might soon have an Irish counterpart. E-mail and the web are becoming a normal part of office life. And management is getting jittery about security, productivity and misconduct. Examples of how electronic communications can be taken down and used against you are legion. Even Bill Gates had his e-mails read back to him in last year's anti-trust case against Microsoft. Yet as many as 99 per cent of e-mails are still sent unsecured. This leaves organisations wide open. Sensitive messages can be scrutinised, data can be tampered with and, in some cases, organisations have exposed themselves to expensive libel actions. Another big problem is the potential for downloading viruses, the virtual equivalent of unsafe sex! And there are a host of other hazards including inadvertently entering binding contracts and failing to keep proper records of correspondence.

Employers are also concerned that staff will waste time e-mailing their friends and surfing the net. Indeed, staff themselves can be driven mad by constant streams of unsolicited messages, jokes, pictures and most of all sexist racist and other offensive material. What really strikes fear into management hearts, though, is the prospect of staff viewing and downloading inappropriate material from the web. At best, this could damage an organisation's reputation; at worst they could end up in the courts. While nobody condones downloading or distributing offensive material, unions are increasingly worried about the management response. There are basically two ways of dealing with the problem. One is to develop e-mail and internet policies, the right approach provided staff and their unions are consulted on, and agree with, the detail of the policy. Unions will have to actively instigate agreed codes of practice to avoid the second, and more sinister, response. Surveillance.

It's estimated that 20 per cent of US firms monitor employees' electronic communications, and experts reckon this figure will reach 80 per cent next year. Telecom giant AT&T monitors the e-mails of over a million staff. In Ireland, employers' body IBEC says monitoring is necessary to protect firms. But many fear surveillance could be used as a broader management tool for monitoring the workforce, or even trade union activity. What's more, monitoring PCs can give an inaccurate picture. Someone else could be using your computer. You could receive unsolicited and unwanted offensive e-mails. And, as any parent knows, even the most innocent search word can lead you to a porn site. So it's easy enough to accidentally click on non-work related sites when looking for work-related information.

Irish unions will resist widespread monitoring of staff e-mails, just as we'd reject monitoring of phone calls. In the meantime, staff should be cautious when using e-mail and the web at work. Don't send anything you wouldn't send in a letter. And don't download anything you wouldn't want your boss to see.

*Bernard Harbor is IMPACT's Information Officer.*

### **Public Holiday Pay**

*PUBLIC holiday entitlements for full-time staff are reasonably straightforward.*

*But the picture starts to get confusing for part-timers and job-sharers.*

*MARTINA O'LEARY outlines your entitlements.*

#### ***New developments for part timers and job sharers***

Equality legislation has been with us since the early 1970s. But recent cases on job-sharing and part time work have had a significant effect on national and European case law. MARTINA O'LEARY investigates the consequences of the European Court of Justice (ECJ) findings in the Gerster and Hill/Stapleton cases, and the Irish Labour Court finding in the Mayo County Council/IMPACT case.

#### ***Should I get a full year's seniority for each year I work on a part time or job sharing basis?***

Yes. Following the ECJ ruling in the Gerster case part time workers must be treated similarly to full time staff when considered for promotion, unless objective criteria, unrelated to sex can be shown. Gerster, a Bavarian tax official took the case because German part time civil servants seeking promotion were only credited for seniority with a proportion of years served. The ECJ ruled that without "objective criteria" for the distinction between full time and part time staff, this was discriminatory.

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### ***How is part time work defined?***

Part time work means any period less than full time work. All the ECJ cases involved staff who worked at least 50 per cent of the full time equivalent. These part time workers are permanent employees. The position of staff who work less than 50 per cent is less clear.

### ***Will part time workers or job sharers in Ireland have to be given full credit for seniority arising from the Gerster case?***

There is consensus that unless there are objectively justifiable reasons, not related to sex, then full, instead of the proportionate credit, will have to be given for part time or job sharing service. This will be relevant where seniority or service is a factor in consideration for promotion, for entry to promotion competitions, for assignment to higher duties and for transfers. Promotion by seniority subject to suitability takes place mainly in the civil service and state enterprises sector. Obviously, if seniority is not a factor in relation to promotion or conditions, (as is the situation in health and local authorities) the Gerster case will only affect non-promotion issues.

However, unless management across the public sector agree to grant full seniority to part time and job sharing workers, cases will have to be processed using the Employment Equality Act 1977 (pending the enactment of the new Employment Equality Act 1998) *\*In place Autumn 2000.*

### ***Assuming that full credit is granted for part time or job sharing service does this mean that individuals would have to be promoted from the date they would otherwise have been promoted if they had been given full credit in the past?***

This is where the experts, legal and otherwise, disagree. Some say that an individual (subject to satisfying any other conditions like suitability) should have their promotion backdated. Others are of the view that while all of an individual's part time or job-sharing service should be credited as full service in future, this should not be backdated before 2nd October 1997 (the date of the Gerster finding).

It is understood that legal advice received by the Department of Finance falls into the latter category. In a practical example this would mean that a job sharer eligible for a seniority/suitability promotion if s/he had been given full seniority credit in the past will not be promoted retrospectively beyond 2nd October 1997 but will now get full seniority credited for all future seniority promotions.

### ***How do I claim my full service credit?***

First calculate whether, after receiving your full service credit, you have missed out on promotion by seniority. If this is not the case, just write to your employer seeking your full service credit for future promotions.

If you would have been promoted on the basis of seniority before 2nd October 1997, a formal claim must be submitted to the Labour Court through IMPACT. You should contact your branch secretary.

### ***What is the Labour Court procedure?***

Under equality legislation, claims must be submitted six months after the first instance of discrimination, but the Labour Court has discretion to extend this time limit. In the majority of these cases, the first instance of discrimination took place many years ago.

IMPACT is going to take several test cases through the Labour Court. Once these are underway, these issues should be clearer.

### ***Should I receive an increment every year?***

Currently within the public sector there is an agreement that job sharers receive an increment every year. Permanent part time employees should receive the same increment on a pro-rata basis as their full time equivalent.

### ***I job share or work part time I do not receive an increment every year. What should I do?***

If you are a permanent employee you should contact your IMPACT branch representative.

In an IMPACT case concerning permanent branch librarians employed part time by Mayo County council, the Labour Court recommended that branch librarians be granted full incremental progression to the maximum of their scale. Up to then, they were paid the minimum point of the scale.

IMPACT argued that the principle of equal pay for equal work is well established and the Labour Court had found on a number of previous occasions that part time workers should be paid the same rate as full time workers on a pro-rata basis. The implications of this case are significant. The less favourable treatment of workers by virtue of their part time status has been acknowledged as constituting discrimination under employment equality law because part time workers are predominantly female. Basically, permanent employees either job sharing or working part time are entitled to be treated as favourable as their full time equivalent on a pro-rata basis for pay purposes.

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***What should happen if I return to full time employment after job sharing or working part time?***

You should be paid on the same point of the incremental scale as if you had been working full time. This is covered in the Hill/Stapleton case, where the ECJ found that job sharers on return to full time employment cannot be paid at a lower point on the incremental scale than that applicable while job sharing, unless this can be justified by objective criteria unrelated to any discrimination on the grounds of sex.

***I am a temporary part time employee, should I receive an increment every year?***

In many cases temporary staff do not get any incremental credit. However for many grades in health, local government and the civil service incremental credit is only paid up to the fifth point of the scale. The rule of thumb is that temporary part time employees should get the same incremental credit as their full time temporary equivalent.

### ***Planning your holidays***

***The Working Time Act gives all workers a minimum of 20 days annual leave.***

***MARTINA O'LEARY explains your legal entitlements.***

***What are my legal holiday entitlements?***

Under the Organisation of Working Time Act, employees are entitled to a minimum of 20 days paid annual leave for each leave year. Certain people are excluded from all or part of the Act including Gardai, doctors in training and those involved in sea fishing, transport or civil protection services.

To qualify for four weeks annual leave you must either have worked for the employer for at least 117 hours in each calendar month, or must have worked for the same employer for at least 1,365 hours during a leave year. This includes overtime. A lot of staff in the public service are entitled to more than the 20-day minimum, because of deals negotiated by the union. There are also agreements in relation to additional annual leave entitlements for shift work.

***What happens if I get sick while on annual leave?***

Sickness covered by a medical certificate on an annual leave day is not counted as part of your leave.

***Can I take annual leave straight after being on sick leave?***

In the public service, the normal arrangement is that you can. But you are likely to be asked for a medical certificate confirming you are able to work.

***What if I have used over seven days uncertified sick days in the year?***

In the past, most public sector employers would deduct anything above seven uncertified sick days from your annual leave entitlement. They are still entitled to do so, but under the Working Time Act they can't reduce your annual leave entitlements below 20 days once you meet the 1,365 hours criteria.

***How is my leave entitlement affected if I take the 13 weeks unpaid leave under the civil service pilot term-time working scheme?***

In the past your annual leave entitlements would have been reduced on a pro-rata basis and this can still happen. But, again, under the Working Time Act your annual leave entitlements can't be reduced below 20 days once you meet the 1,365 hours criteria.

***What are my entitlements if I work part-time,?***

Annual leave entitlements should be calculated on a pro-rata basis to your full time equivalent.

***Can I take my leave whenever I like?***

The Working Time Act says the timing of annual leave can be determined by your employer, having regard to work requirements and the opportunities for rest and recreation available to you. Under the Act, your employer has to take into account your need to reconcile work and any family responsibilities.

***When do I get paid?***

You should be paid before the leave takes place at the normal rate of pay.

***What public holidays am I entitled to?***

Employers must grant employees one of the following: a paid day off on the public holiday, a paid day off within one

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month, an extra day of annual leave or an extra day's pay.

There is no service requirement in respect of public holidays for full-time employees. Other categories of employees, like part-time and casual staff qualify for public holidays provided they have worked at least 40 hours during the five weeks ending on the day before a public holiday. There are special arrangements for job-sharers.

### **How flexible are the holiday arrangements?**

Employers and employees can agree different arrangements for the timing and payment of annual leave if these are more favourable to the employee than the minimum legal entitlements.

### **What happens if I leave the job before using up all my annual leave?**

You should be paid for any holidays owed.

### **Am I entitled to privilege days?**

Many public servants get two privilege days a year, during the Christmas holidays and at Easter. As the name suggests, these are a concession, not a legal entitlement. Some public servants also get Good Friday off.

### **Days off!**

The following public holidays are set down in the Working Time Act

New Year's Day - St Patrick's Day - Easter Monday - First Monday in May - First Monday in June  
First Monday in August - Last Monday in October - Christmas Day - St Stephen's Day

**If a public holiday doesn't fall on a weekday, it is carried over to the next available weekday.**

## **New Sexual Harassment Laws**

For the first time in Ireland sexual harassment in the workplace is now unlawful in its own right. The 1998 Employment Equality Act outlaws both sexual harassment and some other forms of workplace harassment. MARTINA O'LEARY answers your questions.

### **What is sexual harassment?**

The Act defines sexual harassment in law for the first time. It includes all unwelcome, sexually, offensive, humiliating or intimidating actions involving acts of physical intimacy, spoken words, gestures, or the production, display or circulation of written material or pictures, or requests for sexual favours.

The new law outlaws sexual harassment in the workplace and in the course of employment whether by an employer, another employee or by your employer's clients, customers or business contacts. It also says that different treatment of a person in the workplace or in the course of employment, because of rejection or acceptance of sexual harassment, whether in the workplace, in the course of employment or outside the workplace, constitutes discrimination on gender grounds.

### **Are there other forms of harassment?**

The Act outlaws harassment related to any of the new discriminatory grounds. These are marital status, family status, sexual orientation, religion, age, disability, race or membership of the traveller community. Harassment is defined as any act or conduct which is unwelcome and

offensive, humiliating or intimidating on a discriminatory ground including spoken words, gestures or the production, display or circulation of written material or pictures.

### **What obligations does the Act place on my employer?**

Employers are legally obliged to take all reasonable steps to ensure a harassment-free environment and to prevent a person being treated differently because of rejection or acceptance of sexual or other harassment in the workplace, in the course of employment or outside the workplace. An employer can defend a claim for alleged sexual harassment or harassment by ensuring that all reasonable steps are taken to ensure proper policies are in place to ensure that people are not treated differently in the workplace, and to prevent harassment and sexual harassment.

The 1998 Act says that sexual harassment does not only occur in the workplace and says the degree of control available to the employer in particular non-workplace circumstances would be relevant.

### **Is bullying covered by the Act?**

The Act outlaws harassment on any of the nine discriminatory grounds it outlines. Bullying on any of those grounds is, therefore, covered but bullying on any other grounds is not. Otherwise bullying may have legal consequences under health and safety legislation because it can be damaging to your health (by causing stress, for example). This places a duty on the employer to ensure, so far as is reasonably practicable, the safety, health and welfare of employees.

*(See also pages 17 and 18).*

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## **Who is going to enforce the law?**

A new statutory office of Director of Equality Investigations has been established to investigate complaints under the Employment Equality Act 1998. It will provide equality officers who will investigate cases and give binding decisions. The Director of Equality Investigations may also refer cases to mediation. Decisions of the Director of Equality Investigations are binding and enforceable through the Circuit Court. They can be appealed to the Labour Court within 42 days.

The investigatory powers of the Director of Equality Investigations extend to entering premises in pursuit of information, interviewing people with relevant information and securing documentary evidence. The Director, or an equality officer assigned to the case, may refer the case for mediation, if it appears possible to resolve it in that way. A case will not be sent for mediation if either party to the claim objects to the case being dealt with in that way. If a claim is sent for mediation and is not resolved, the complainant may re-lodge the claim with the Director.

A decision of the Director or a mediation settlement that has not been complied with may be enforced through the Circuit Court after the period for appeal has elapsed. As an alternative, a person who considers that he or she has been discriminated against on grounds of gender may apply direct to the Circuit Court for redress. In proceedings of this nature, the Circuit Court may require the Director to have a report prepared for the court by an equality officer. In such a case, the normal ceiling on awards of the Circuit Court will not apply and it may order compensation as appropriate in the case subject to the overall statutes of limitations of six years. There is a right of appeal to the High Court on a point of law.

## **Are you being harassed?**

The only way to resolve the problem is to confront it. IMPACT will help and support you. Contact your local IMPACT representative and tell them about the problem. It will be dealt with in strict confidence. They will advise you and help you to make a complaint. Keep a written record including dates and times and the nature and details of incidents. This will be important in dealing with the problem when you report it. Write down your feelings and response at the time of each incident. Send the harasser a memo following any such exchange and say that you object to any unreasonable or threatening behaviour. Keep copies of your memos and written replies. Try to get witnesses to any harassment and avoid being alone with the harasser. Talk to colleagues about what is happening. Find out if you are the only person being harassed. If not you could make a joint complaint. Stick to the facts to avoid being accused of character assassination, unfairness or jealousy.

*(This article briefly describes the key provisions of the Act as they relate to harassment and is not a legal interpretation of the Act).*

## **Stand up to Bullying**

**What is a Bully?  
Forms of Bullying  
Combating Bullying  
Negotiating Agreements on Bullying**

Bullying can turn your workplace into a daily nightmare. But it's often difficult to define bullying, let alone deal with it. These IMPACT guidelines will help you identify the problem and deal with it before it gets out of hand. Bullying is more widespread than you'd think. A UK study found that one in ten workers had observed verbal and non-verbal violence at work. It also found that male workers are nearly four times more likely than women to have experienced abusive threats or assaults. The Swedish National Institute of Occupational Health found that between two and four per cent of workers may suffer from persistent bullying to a degree likely to cause fear, anxiety, stress or depression.

Bullying is the misuse of power or position to persistently criticise and condemn; to openly humiliate and persistently undermine an individual's professional ability until this person becomes so fearful that their confidence crumbles and they lose belief in themselves. These attacks on the individual are sudden, irrational, unpredictable and usually unfair. Despite this, bullying at work is perceived in many organisations as 'effective management' which gets the required results.

## **What is Bullying**

### **Obvious bullying can include:**

- \*Shouting at staff in public and /or private
- \*Sudden rages, often over trivial matters
- \*Personal insults and name-calling
- \*Public humiliation
- \*Setting impossible deadlines or tasks
- \*Removing areas of responsibility without agreement or reason
- \*Persistent and unfair criticism
- \*Setting menial tasks
- \*Constantly changing work guidelines
- \*Ignoring or excluding an individual
- \*Talking only through a third party
- \*Turning down or cancelling leave for no discernible reason
- \*Blocking a person's promotion for no good reason.

## **Forms of Bullying**

Violent behaviour is the most serious form of bullying. Other physical forms of bullying can include damage to or interference with property. More frequently, bullies will employ non-physical forms of bullying - persistent psychological violence on an individual.

### **Non-Physical Forms of Bullying Include:**

- \* Aggressive behaviour by a manager, supervisor or colleague

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- \* Repeated verbal harassment
- \* Persistent criticism or condemnation
- \* Sexual harassment
- \* Picking on a person as the butt of jokes, horse play, uncomplimentary remarks or other behaviour likely to cause offence
- \* Showing hostility through sustained unfriendly contact or exclusion
- \* Maligning or ridiculing a person directly or to others
- \* Unfair selection for difficult or unpleasant tasks
- \* The use of songs or laughter as a form of ridicule

## **What Are The Effects of Bullying?**

Bullying affects the physical and emotional health of its victims. The symptoms can be numerous and varied. They can include loss of confidence, low self esteem, anxiety, sleeplessness, ulcers and various other stress-related illnesses. Others - including the bully - may not realise that the behaviour is causing such distress. So it is important that the issue is taken seriously by management and workers alike. If awareness is created, people can be clear that certain behaviour is unacceptable and be confident that it can and will be dealt with. Bullying does not just affect the individual. It hits the effectiveness of the whole organisation as people working in a climate of fear and resentment do not give their best.

## **Who Bullies?**

A bully is usually a person in authority but it can be a colleague. Sometimes it can be difficult to prove, especially if there are no witnesses and it becomes a case of one person's word against another's. Often the bully uses issues like work performance or conduct to hide the true nature of the problem, or blames it on a personality clash or the bad attitude of the worker.

## **Combating Bullying**

### **What To Do If You Are Being Bullied**

Bullies don't just go away. The only way to resolve the problem is to confront it. IMPACT will help and support you in this. **Follow these guidelines.**

\*Contact your local IMPACT representative and tell them about the problem. It will be dealt with in strict confidence. They will advise you and help you to make a complaint.

\*Keep a written record of the bullying - dates, times, the nature and details of incidents. This will be important in dealing with the problem when you report it. Write down your feelings and response at the time of each incident.

\*Send the bully a memo following any such exchange, rebutting their unfair claims or criticisms and saying that you object to any unreasonable or threatening behaviour.

\*Keep copies of your memos and any written replies.

\*Keep copies of any letters, memos or appraisals on your ability to do the job.

\*Try to get witnesses to any bullying and avoid being

alone with the bully.

\*Talk to colleagues about what is happening. Find out if you are the only person being bullied. If not you could make a joint complaint. Stick to the facts to avoid being accused of character assassination, unfairness or jealousy.

### **Advice to IMPACT Representatives**

**IMPACT is determined to do everything possible to combat and prevent bullying at work.**

### **Workplace representatives should:**

\*Raise the issue with management.

\*Negotiate the implementation of a model agreement on bullying.

\*Encourage members to come forward in confidence, if they are being bullied.

\*Take the issue seriously; be supportive and sensitive to individual victims.

\*Ask the member how they want their case dealt with.

\*Get them to keep a written record of all incidents, dates and times - what was said and done.

### **Find out the situation in the work area.**

If the member agrees, look for support from colleagues.

Report individual cases to management. Give them copies of written information. Represent the member if that's what they want. Ensure that management deals with the case seriously and quickly.

Bullying must not be tolerated in the workplace. Its effects can be damaging to individuals and to the organisation as a whole. It is important that workers feel their complaints will be addressed fairly.

### **Negotiating Agreements on Bullying**

IMPACT branches should approach management to agree a joint approach to the problem of bullying. Point out that as well as being unacceptable to members, bullying is bad for the organisation's efficiency. An agreed policy on bullying will help prevent problems to the benefit of staff and management alike.

### **Agreements Should Include**

\*A definition of bullying, a policy statement that it will not be tolerated, and procedures to protect staff.

A confidential system for initiating complaints.

\*Agreed procedures for dealing with allegations of bullying.

\*A mechanism for independent expert intervention and counselling.

\*A specific statement that bullying by supervisors or managers will not be tolerated and that care will be taken to ensure that people with a propensity to bully will not be employed in positions of authority.

\*A commitment that bullies will be disciplined where appropriate and removed from any contact with the victim.

A joint statement on 'combating bullying' should be circulated to all staff and posted in all major work areas.

## *Impact - Your Union*

### **RSI (repetitive strain injury) - all in the mind after all?**

Emerging research suggests too much typing might affect your brain. If it's proved right, treatments that focus on the physical symptoms of RSI could be all wrong.

When keyboard users first complained of repetitive strain injuries in the early 1980s the sceptics said it was all in the mind. One British judge famously opined that RSI was merely a sign that the sufferer had an 'egg shell personality'.

These days we know better. Government statistics estimate that, in the USA and Britain alone, over a million people suffer from RSI. And large tracts of rain forest have been sacrificed to provide advice on how to avoid the health and safety risks associated with using keyboards and VDUs.

But emerging research suggests that too much typing might indeed affect your brain. US physical therapist Nancy Byl is researching a controversial theory that RSI could be the result of pushing the brain past its ability to learn fast, delicate movements. If she's proved right, treatments that focus on the physical symptoms of RSI could be all wrong.

A recent report in the UK journal *New Scientist* (April 1999) describes how researchers are linking the physical symptoms of dystonia, the severe form of RSI colloquially known as writers' or musicians' cramp, to problems in the brain.

They say 'body maps' in the brain are developed on the basis of inputs from touch sensations. Your brain then uses these to separate the information that comes from adjacent parts of the body, like fingers and wrists.

Tests on monkeys have shown that the brain is constantly refining these maps and may confuse the information when repeated rapid movements happen simultaneously, leading to diminished control over hand movements.

It's not possible to do the same tests on humans. But Byl and others suspect the brains of humans undertaking repeated rapid movements like musicians and typists might also get confused and wrongly lump commands together. Then, for instance, the brain might mistakenly try to raise and lower the same finger at the same time, thus causing damage.

*New Scientist* describes a "flurry of studies" which show that the 'brain maps' of people with dystonia differ from those without the condition. And experimental therapies which train the brain to 're-learn' the fine distinctions between neighbouring parts of the body appear to have had some success.

At this stage, the evidence regarding dystonia sufferers is far from conclusive. Some say the individual attention of a therapist may have earned results or that standard therapies being used simultaneously might have kicked in coincidentally.

In any case, the causes of other forms of RSI might be quite different from 'musician's cramp'. UK Neurologist Mark Hallett points out that almost every focal dystonia patient suffers from failed co-ordination rather than the pain reported by most RSI sufferers.

Meanwhile, Byl has tested the 'retraining' method on four computer users and four sign language interpreters who suffered from severe, lingering pain. All improved enough to go back to work.

## **Screen-safety**

The past 15 years have seen a massive growth in the use of visual display units across the civil and public service and growing concern about their health effects. MARTINA O'LEARY outlines your rights on VDU safety.

What are VDUs?

VDU health and safety regulations define them as items of display screen equipment like computer screens or microfiche readers. Screens for showing films, videos and television pictures are not covered by the regulations. Neither are screens used for surveillance.

### **Are they bad for your health?**

Not if they are used properly and the necessary precautions are in place. The legal rights and duties covering VDUs are set out in part VII of the Safety, Health and Welfare at Work (General Application) Regulations, 1993.

### **Do the regulations apply to me?**

They do if you use a VDU for continuous periods of more than one hour.

### **What must my employer do?**

Your employer is required to evaluate your health and safety at your workstation with particular reference to eyesight, physical difficulties and mental stress. Steps must be taken to control any risks to health and safety. Some of these steps are set out below.

### **Do I have any responsibilities as an employee?**

Yes. You must co-operate with your employer on issues relating to health and safety and use equipment and appliances properly.

### **What problems can arise from working with VDUs?**

The three main complaints are eyesight, physical difficulties and mental stress.

### **How can VDUs affect your eyes?**

Although VDUs do not cause eye damage, they can highlight problems that are already there. And they can lead to eye strain and eye fatigue if you don't take the necessary precautions.

Eye fatigue can be caused by staying in the same

## *Impact - Your Union*

position and concentrating for a long time, bad VDU positioning, poor legibility of the screen or source documents, bad lighting, glare and reflections, or a drifting, flickering or jittering image on the screen.

### **What about upper limb pains?**

A range of work-related pains and discomforts to the arm, hand and shoulder areas are now described as 'work related upper limb disorders' (WRULDs). These range from temporary fatigue or soreness to cramp and even ongoing pain in the muscles or nerves.

These effects are thought to be caused by a number of factors rather than any single cause. Holding a part of the body (back, neck or head) rigid for a long time can cause discomfort in the muscles, bones and tendons. Awkward positioning of the hands and wrist relative to the work being carried out is another likely factor.

These effects can be avoided by using proper equipment, suitable furniture, and by training and changing the way work is carried out.

### **How can VDUs cause fatigue and stress?**

Stress and fatigue can result if tasks require a very high degree of concentration and vigilance or when routine tasks cause boredom. Many symptoms can also be caused by stress arising from non-VDU aspects of the work. These are more likely to be caused by poor organisation of the work, lack of control by the employee over the pace of the work, under-utilisation of skills, high-speed repetitive work or working in isolation.

The onset of fatigue and stress can be minimised by careful design, selection and location of VDUs, good design of the workstation, its environment and the task involved as well as training, consultation and involvement of the employee.

### **Can I use a VDU if I'm pregnant?**

**Yes.** Research has concluded that VDU use poses no risk to an unborn child. But pregnant women should take frequent breaks to prevent muscle fatigue.

## **Your boss must act!**

*Under the VDU regulations, your employer must:*

*Consult with you on health and safety issues*

*Identify who's covered by the regulations and which workstations they use*

*Carry out a risk assessments. These must be done by people with the necessary expertise*

*Provide suitable environment and equipment for VDU work (eg adjustable seats, minimal glare and adequate room to work)*

*Organise work activity to include frequent breaks from VDU work*

*Provide eye tests if they are requested and glasses if needed solely for VDU work*

*Make sure any new workstations comply with the regulations*

*Inform you of the hazards associated with VDUs and of what has been done to protect you*

## **Be comfortable and Be safe**

*Adjust your seat height so that your arms are horizontal and your wrists are straight when operating the keyboard*

*Use a footrest if your feet don't reach the floor*

*Adjust the height and tilt of your backrest so that your upper back is supported*

*Remove obstacles from under your desk to prevent slouching or leaning*

*Adjust the height of your display screen so that your angle of viewing is 15-20°*

*Place your document holder at an equal distance and height to the screen*

*Adjust your screen angle and window coverings to avoid unwanted reflections*

*Adjust brightness and contrast controls*

*Vary the display viewing distance during the day*

*Take frequent short breaks away from screen*

*Keep your screen clean*

*Have regular eye sight tests*

# *Impact - Your Union*

## **Smoke-filled rooms**

Whether you're dying for a fag or choking to death on your colleague's fumes, smoking at work is a burning issue. New laws, pressure from staff and bosses' fears of compensation claims over passive smoking have led to smoking bans or restrictions in many workplaces.

### ***Do I have a right to smoke at work?***

Before smoking was seen as an issue, employment contracts were usually silent on the question, although some workplaces have always banned smoking. In the absence of any express contractual provision, there appears to be little scope for implying a right to smoke at work into your employment contract.

### ***Are there any legal provisions on smoking?***

The Department of Health issued the Tobacco (health promotion and protection) Regulations in 1995. You'll remember these banned smoking in public places including buses, taxis, hospitals, doctors' surgeries and hairdressers. The objective was to encourage people to give up smoking on health grounds. The regulations are only concerned with workplaces in an incidental way, but they affect many public servants by banning and restricting smoking in public places and areas where food is prepared for the public.

The regulations either ban or restrict smoking in all public buildings. These include educational establishments, hospitals, airports and seaports. Smoking is forbidden altogether in areas of hotels, restaurants and shops where food is cooked and prepared.

### ***Is smoking at work a health and safety issue?***

There are three safety implications. Smokers damage their own health. Passive smoking may damage the health of non-smokers. And, in certain workplaces, smoking is a fire hazard or can cause other dangers.

### ***Can passive smoking damage my health?***

Passive smoking is the involuntary intake of smoke by a person other than the smoker. This can occur when smokers and non-smokers share the same room or a confined space and the non-smoker can't avoid inhaling some tobacco smoke when they breathe.

Research has revealed several effects associated with exposure to environmental tobacco smoke. These include lung cancer, respiratory illnesses, heart disease, irritation of the eyes, nose and throat, and impaired childhood development. The degree to which passive smoking affects the health of an individual is dependent on the amount of environmental smoke they breathe in, and the duration of exposure. Experts in this area agree that further research is necessary in these areas.

### ***Do I have a right to work in a smoke-free environment?***

The Safety, Health and Welfare at Work Act 1989 places a duty on every employer to ensure your safety and welfare at work, as far as is "reasonably practicable". As research

has shown several ill-effects can arise from passive smoking: it can be argued that providing a smoke-free environment is a "reasonably practicable" health and safety measure. The 1993 Safety, Health and Welfare at Work (General Application) Regulations do not refer to health risks associated with passive smoking. But an employer would not be able to use this as a defence in a compensation claim from an employee who claimed that their health was damaged from exposure to tobacco smoke.

That's because the employer would be expected to have taken action on the basis of knowledge now emerging on the risks to non-smokers exposed to "environmental tobacco smoke". However, this has not been tested in the Irish courts.

### ***Can I smoke in the office canteen?***

The 1993 regulations deal with smoking in the workplace and require that precautions be in place in rest rooms or rest areas to protect non-smokers against 'discomfort' caused by tobacco smoke. Many large canteens have both a smoking and non-smoking areas.

### ***Is my employer obliged to extend smoking bans to non-employees?***

The 1995 regulations ban smoking in public places or areas where food is prepared for the public. The employer has a duty to display 'no smoking' signs in those areas. If they don't, and if they fail to ensure compliance with the smoking ban or restriction, they are liable to fines of up to £500 and/or a six months jail sentence.

**A person who smokes in a restricted area can also be fined up to £100 under the Tobacco (Health Promotion and Protection) Act 1988.**

### ***Can I be disciplined for breaching a smoking ban?***

In most employments, smoking policies are self-enforced by employees. But if you repeatedly breach a smoking policy you could be subject to disciplinary procedures.

### ***Is my employer obliged to provide a smoking area?***

**No.** But many public service employers provide designated smoking areas. For example the Eastern Regional Health Authority has a policy that the preference of both smokers and non-smokers be respected. But when these conflict the preferences of the non-smoker will prevail.

**ICTU, IBEC and the Department of Health have published a voluntary code of practice on smoking in the workplace. This code is the recommended approach to developing a workplace smoking policy best suited to the needs of individual workplaces. Copies of the code are available from The Irish Congress of Trade Unions, 19 Raglan Road, Dublin 4.**

*Further information on the above (pages 12 to 21) and on other related matters is available on the Impact Web Site: [www.impact.ie](http://www.impact.ie).*

**F. Murphy, Branch Secretary 1.02.01**

# APPENDICES

## APPENDIX I (a)

### A.G.M. (i) - 24-2-00

Minutes of AGM of EHB Branch held at 6 p.m. on Thursday 24th February 2000 in Liberty Hall

Present: 66 Members

In Chair: J. Hardwick

Also in attendance: Kevin Callinan (National Secretary), Bernard Harbor (Information Officer), Seán McHugh (Asst. General Secretary).

Apologies: Billy Gallagher (President),

Peter McLoone (Gen. Secretary).

J. Hardwick (Branch Chair) also welcomed to the meeting the fraternal delegates from the Dublin Branches and the Marine Branch.

#### 1. CONFIRMATION OF MINUTES:

- (i) A.G.M. of 18/2/99 - **AGREED** after an update by S. McHugh (AGS) for Francis Chance in relation to his amended motion No.11 of 18/2/99 (P.16), in relation to the provision of creche facilities.
- (ii) Special General Meetings 1999/2000 (10) - **AGREED.**

#### 2. BRANCH ANNUAL REPORT 1999/2000:

**AGREED** - After update by S. McHugh (AGS) on transition to ERHA on 1.3.00.

#### 3. UNION ANNUAL REPORT 1999/2000

This was not yet published.

#### 4. HON. TREASURER'S REPORT 1999

Phil Garland, Treasurer, distributed the Income and Expenditure A/c for year ended 31/12/99 and the Balance Sheet as at 31/12/99, as certified by Brendan Baker, Hon. Auditor. **AGREED** (See inside back cover).

#### 5. HON. AUDITOR'S REPORT 1999

Mr. B. Baker, Auditor, reported that he had audited the Branch Accounts for 1999 and found them to be a fair and accurate representation of Branch finances for the year.

#### 6. RESULT OF BALLOT FOR ELECTION TO BRANCH COMMITTEE 2000/2001

Mr. Brendan Baker, Hon. Auditor and Returning Officer informed the meeting that arising from a complaint re procedural matters relating to the Ballot of 21.1.00 (closing date: 7.2.00) and on the advice of the General Secretary and the recommendation of the Branch Committee, the Ballot had been cancelled. It was agreed by the AGM on the recommendation of the returning officer, that a new ballot be run to be concluded not later than 13.3.00; this ballot to include all sheets being issued to members with 'EHB Branch Impact' stamp. It was agreed by the AGM on the recommendation of the Chair Jo Hardwick, that this agenda item no. 6 and the following agenda items no. 7 - 10 inclusive should be deferred to a re-convened AGM on 23.3.00.

#### 7. ELECTION OF HON OFFICERS OF THE BRANCH FOR 2000/2001

#### 8. ELECTION OF HON. AUDITOR AND RETURNING OFFICER 2000/2001

#### 9. ELECTION OF DELEGATES TO ANNUAL CONFERENCE 2000.

#### 10. BRANCH NOMINEES TO COUNCIL OF HEALTH & WELFARE DIVISION

(Items 7 - 10 deferred to re-convened A.G.M. of 23.3.00.)

#### 11. NOMINATIONS FOR HONORARY OFFICERS OF THE UNION 2000/2002

(Prior to this, Ms. Jackie Kelly addressed the meeting stating that she would not be accepting nominations to continue as Union Hon. Secretary beyond May 2000 and spoke for some minutes thanking everybody that supported her over the years.

This was then followed by a speech by S. McHugh (AGS) thanking Jackie, followed by a presentation of a bouquet of flowers to Jackie, from Teresa Hanley on behalf of the Branch).

##### NOMINATIONS:

1. **Vice-President:** Following a contest between Brendan Baker and John Broe, B. Baker was approved by 36 votes to 23 to be EHB nominee at Conference 2000.

2. **Secretary:** As B. Baker was the sole nominee, he was approved for Conference 2000

#### 12. NOMINATIONS TO STANDING ORDERS' COMMITTEE

F. Murphy, the sole nominee, was approved. (At this point K. Callinan, Nat. Secretary, Health & Welfare Division addressed the meeting citing the main events of a very busy year, particularly noting and thanking the members for the great solidarity shown at the 4 S.G.M.'s (Rule 25) on 14.12.99 and particularly citing the relentless endeavours and support of our indefatigable AGS Sean McHugh).

#### 13. MOTIONS OF WHICH NOTICE HAS BEEN GIVEN:

At the outset it was agreed that given the large number of motions (40), the following procedures would apply:

- (1) Motions would be taken as read for debate.
- (2) Motions would be considered seconded (in the absence of the original seconder).
- (3) Common debate would apply where relevant, given the large number of inter-related motions.

The 40 motions were considered as follows: 27 of these in their original form (content, proposer, seconder) were **CARRIED** by the meeting as follows:

# APPENDICES

1. Review of Branch Structures, post ERHA (1.3.00)
3. WHO/EU "Health for All" 2000 - funding and staffing for projects.
5. E.V.E. Ltd. review - resolution of issues.
6. E.V.E. Ltd. - seek inclusion in common recruitment pool.
8. Bullying - victims' support system.
9. Union Officials' workloads - more staff to assist.
11. Creches - new Area Boards (see appendix 1a(i))
14. ECO days - reduce traffic crisis in Dublin.
16. Tutt report - implement recommendations.
17. Front-line Staff - appropriate security.
19. Transport Crisis - incentives for car pools etc.
21. Participation of Women - priority by IMPACT 2000-02
22. Clerical Officer Grade - eligibility of mature women.
23. Free Will-Making Service by IMPACT.
24. Rule 25 Postal Ballots - revised procedures.
25. Check-off - automatic upon return from leave without pay.
27. Superannuation - Buy back in after opting out.
28. Fair immigration policy - Govt. and I.C.T.U.
29. Vouchers for asylum seekers - condemn proposals.
30. Asylum Seekers.
32. Cuba - Lift US blockade; trade agreement with Ireland.
33. Revenue Commissioners - resources to pursue DIRT.
34. 1993 Tax Amnesty - prosecution of false claimants.
35. Period 1986-93: ICTU to pursue tax rebate.
37. Superann Contributions - 40 years max.
38. 3% employment quota of disabled persons - union to pursue.
39. Minimum Wage - universal applicability for the disabled.

8 Motions were carried with the following amendments:

2. EVE Ltd. - terms and conditions as EHB  
(*amendment to read as "Health Boards"*).
4. Subsidiary Companies  
(*amendment to read "Health Boards"*).
7. Day Services - allowances for Disabled  
(*amendment to read "Health Boards' Areas"*).
10. Impact Recruitment Policy -  
(*amendment to read: . . . "of potential members"*).
13. Children First National Guidelines -  
(*amendment that all after . . . "implementation of the guidelines" . . . . on line 4 should be deleted*).
20. Term-Time Working  
(*amendment that "all employers" should replace "Health Boards"*)
31. Review of Impact Member Grades -  
(*amendment to add . . . "or any review of services provided by Impact"*)
40. Disability awareness -  
(*amendment to replace "Branch" with "Union"*)

4 Motions were carried with a new proposer, in the absence of the original proposer, as follows:

15. Delays in Payment of Increments - (new proposer: J.

- Kelly, absent: Robbie Doyle)
18. Dublin Weighting System - (new proposer: F. Chance; absent: Sandra McCluskey)
26. EHOS - Prioritise LAC Recruitment - (new proposer: Gavin McDonnell; absent: Finan Gallagher) (new seconder: J. Kelly; original seconder: G. McDonnell)
36. PAC Report on DIRT Tax Evasion - (new proposer: B. Baker, absent: Phil Garland)

1 Motion was agreed by the proposer to fall on the basis of another (motion no. 18) being carried (which was of similar content and intent) as follows:

- 12 - Cost of living variations e.g. Dublin v Rural - CEC to set up working group.

**An emergency motion was presented and approved by the A.G.M. as follows:** This AGM calls on the union to immediately hold a ballot under Rule 25 to instruct all Impact members to refuse to implement the supplementary welfare allowances act in a discriminatory manner. We call on IMPACT to canvass the Irish Congress of Trade unions to get all other Unions to refuse to implement racist policies.

An immediate countrywide publicity campaign should be initiated by Impact to explain the need for the above instruction - that it aims to combat racism and provide an equitable service.

**Proposed: Sally Shovelin**

**Seconded: Mary Kenny**

The meeting concluded at 9.05 p.m.

**Frank Murphy**

*Branch Secretary*

## **APPENDIX I (b)**

### **A.G.M. (ii) - 23-3-00**

**Minutes of A.G.M. (re-convened from 24.2.00) of EHB Branch held at 6.30 p.m. on Thursday 23rd March 2000, in Liberty Hall, Dublin.**

*Present: 151 Members*

*In Chair: J. Hardwick*

*Also in attendance: Peter McLoone (Gen. Sec.), Bernard Harbor (Information Officer).*

Apologies: **S. McHugh**, AGS. **K. Callinan**, Nat. Sec.

(At the outset of the meeting, Ms. J. Hardwick, Branch Chair, explained that the 5 items on the agenda were Agenda Items nos. 6,7,8,9,10 deferred from the original AGM of 24.02.00.)

**1. Result of Ballot for Election to Branch Committee 2000/01 (agenda item no. 6 of 24.02.00).**

Mr. Brendan Baker, Returning Officer circulated his report of 21.03.00 to the Branch Chair, J. Hardwick, where-in the persons listed 1-17 of 21 nominations were deemed elected. Mr. Baker explained that this result was a revised one, after a re-count was conducted due to there being only one (1) vote separating 17th and 18th place, (see page 4 for result of 14.03.00 and revised result of 21.03.00).

# **APPENDICES**

The AGM then approved the Branch Committee, as per the revised result of 21.03.00, to serve for the year 2000/2001.

## **2. ELECTION OF HON. OFFICERS OF THE BRANCH FOR 2000/2001 (Agenda item no. 7 of 24.02.00)**

### **(i) CATHAOIRLEACH:** There were two nominees:

Teresa Hanley: Proposed by: Brendan Baker  
Seconded by: Denise Conneely

John Broe: Proposed by: J. Hardwick  
Seconded by: F. Murphy

J. Broe was elected by 87 votes to 61.

### **(ii) LEAS CATHAOIRLEACH:** There was one nominee:

Pat Bolger: Proposed by: Brendan Baker  
Seconded by: Marie Patton

Mr. Bolger was elected.

### **(iii) HON BRANCH SECRETARY:**

There were two nominees:

Frank Murphy: Proposed by: Pat Quinn  
Seconded by: Ian McCabe

Denise Conneely: Proposed by: Jackie Kelly  
Seconded by: Brendan Baker

F. Murphy was elected by 81 votes to 60.

### **(iv) HON TREASURER:** There was one nominee:

Phil Garland: Proposed by: Brendan Baker  
Seconded by: Robert Notley

Mr. Garland was elected.

### **(v) TRAINING OFFICER:**

There were two nominees:

Eddie Power: Proposed by: Robert Notley  
Seconded by: Pat Quinn

Irene Plazewska: Proposed by: J. O'Reilly-Maloney  
Seconded by: T. Hanley

Ms. Plazewska was elected by 65 votes to 40.

### **(vi) HEALTH & SAFETY OFFICER:**

There was one nominee:

Jo Hardwick: Proposed by: Pat Quinn  
Seconded by: Phil Belton

Ms. Hardwick was elected.

### **(vii) EQUAL OPPORTUNITIES OFFICER:**

There was one nominee:

Jacinta O'Reilly-Maloney:  
Proposed by: T. Hanley  
Seconded by: I. Plazewska

Ms. O'Reilly-Maloney was elected.

## **3. ELECTION OF HON. AUDITOR AND RETURNING OFFICER 2000/2001 (Agenda item no. 8 of 24.02.00):**

There was one nominee:

Gerry Reid: Proposed by: Brendan Baker  
Seconded by: Jo Hardwick

Gerry Reid was elected.

## **4. ELECTION OF DELEGATES TO ANNUAL CONFERENCE 2000.**

Deferred to Pre-Conference S.G.M. May 2000.

## **5. BRANCH NOMINEES TO COUNCIL OF HEALTH AND WELFARE DIVISION**

Delegated to incoming Branch Committee.

*THE MEETING THEN CONCLUDED AT 8.30 p.m.*

**Frank Murphy**  
*Branch Secretary*

## **APPENDIX II**

**Special General Meeting 29.02.00 (Rule 25) - All members**  
Re: Salaries' overpayments (Grade 3s) by ERHA Corp.

Present: 47 members

In Chair: J. Hardwick

Also in attendance: S. McHugh (IMPACT)

Decision: Required 2/3rds majority vote to proceed with industrial action.

## **APPENDIX III**

**Special General Meeting 17.05.00 - All members**

Re: Ratification of Motions/Delegates to Union Annual Conference - May 2000.

Present: 19 members

In Chair: P. Bolger (Vice-chair)

Also in attendance: S. McHugh (IMPACT)

Decision: Approved

## **APPENDIX IV**

**Special General Meeting 27.09.00 - Social Workers (Rule 25)**

Re: Children First and other additional workload issues.

Present: 15 members

In Chair: P. Bolger (Vice-chair)

Also in attendance: D. Conneely (Committee member), F. Murphy (Secretary).

Decision: Required 2/3rds majority vote to proceed with industrial action.

## **APPENDIX V**

**Special General Meeting 28.09.00 - E.V.E. Ltd. members (Rule 25)**

Re: EVE Ltd. Review - continuing outstanding issues.

Present: 20 members

In Chair: J. Broe

Also in attendance: S. McHugh (Impact)

Decision: Required 2/3rds majority vote to proceed with industrial action.

# APPENDICES

## **APPENDIX VI**

### **Special General Meeting 9.10.00 -**

General Assistants (Rule 25)

Re: Pay-claims.

Present: 46 members

In Chair: J. Broe

Also in attendance: S. McHugh (Impact)

Decision: Required 2/3rds majority vote to proceed with industrial action.

*F. Murphy, Branch Secretary*

## **APPENDIX VII**

### **SALARY SCALES**

*As at 1st October 2000*

#### **CLERICAL, ADMINISTRATION AND RELATED GRADES**

##### **CATERING OFFICER, ASSISTANT**

16,615 - 17,755 - 18,605 - 19,426 - 20,534

LSI After 3 Years on Max 21,232

LSI After 6 Years on Max 21,929

##### **Catering Officer, Senior Assistant**

17,755 - 18,605 - 19,426 - 20,534 - 21,340

LSI After 3 Years on Max 22,063

LSI After 6 Years on Max 22,790

##### **Catering Officer, Grade IV**

17,755 - 18,605 - 19,426 - 20,534 - 21,340 - 22,151

LSI After 3 Years on Max 22,902

LSI After 6 Years on Max 23,656

##### **Catering Officer, Grade III**

21,340 - 22,151 - 22,729 - 23,402

LSI After 3 Years on Max 24,198

LSI After 6 Years on Max 24,994

##### **Catering Officer, Grade II**

22,151 - 22,729 - 23,402 - 24,153 - 24,756

LSI after 3 Years on Max 25,598

LSI after 6 Years on Max 26,438

##### **Catering Officer Grade I**

24,756 - 25,287 - 26,015 - 27,244 - 27,987

LSI after 3 Years on Max 28,175

LSI after 6 Years on Max 29,181

##### **Cook, Trainee**

9,988 - 11,320 - 12,652

##### **Cook Grade II**

Qualification bar for entrants after 1st April 1982

Qualification: London City & Guild Exam No: 706/2 or such equivalent as may be approved by the Minister for Health

from time to time [Circular 63/97 of 5 September 1997 outlines assimilation arrangements for this grade]

13,319 - 13,736 - 14,154 - 14,571 - 14,989 - 15,407 - 15,824 - 16,242 - 16,661 - 17,226

##### **COOK GRADE I**

13,482 - 13,925 - 14,368 - 14,808 - 15,250 - 15,692 - 16,135 - 16,578 - 17,020 - 17,462 - 17,905 - 18,346 - 18,951

##### **COMMUNITY WELFARE OFFICER**

Scales showing first three points which are on pay Under Clause 2 (iii) A of Annex 1 to the PCW.

At Age 21 15,761 - At Age 22 16,945 - At Age 23

18,031 - At Age 24 or Over 19,104 - 20,150, 21,153,

22,158, 23,173, 24,154, 25,146, 26,162, 27,138, 28,134,

29,173, 30,215, 31,226

LSI 3 payable from 1/6/99 under Clause 2 (iii) A of Annex 1 to the PCW Letters of 31/7/97 & 26/5/99 refers

##### **SUPERINTENDENT COMMUNITY WELFARE OFFICER**

32,765, 33,990, 35,216, 36,443, 37,670, 38,376,

LSI after 3 years on Max 39,615

LSI after 6 years on Max 40,854

LSIs payable under Clause 2(iii) A of the PCW

##### **DRAUGHTSMAN/TECHNICIAN II**

15,512, 16,094, 16,682, 17,268, 17,846, 18,439, 19,019,

19,613, 20,199, 20,757, 21,374

LSI after 3 yrs on max 22,101

LSI after 6 yrs on max 22,824

##### **DRAUGHTSMAN/TECHNICIAN I**

21,374, 21,748, 22,235, 22,724, 23,203, 23,690, 24,234

LSI after 3 yrs on max 24,953

LSI after 6 yrs on max 25,774

##### **DENTAL SURGERY ASSISTANTS**

12,299, 12,833, 13,279, 13,721, 14,352, 14,953, 15,435,

16,025, 16,771, 17,051 - Qualification Bar - 17,581,

18,245, 18,726, 19,355

LSI after 3 years on max 20,026

##### **FIRE PREVENTION OFFICER**

26,674, 27,679, 28,689, 29,697, 30,705, 31,715, 32,722,

33,728, 34,740, 35,746

LSI after 3 years on max 36,906

LSI after 6 years on max 38,066

##### **CLERICAL OFFICER GRADE III**

At 21 and over 12,675, 13,270, 13,862, 14,459, 15,053,

15,647, 16,242, 16,834, 17,430, 18,023, 18,620, 19,742

LSI personal to former grade III 20,541

##### **GRADE IV (ADMIN.)**

At Age 21 15,486 - At Age 22 16,615 - At Age 23 or Over

17,755 - 18,608, 19,426, 20,534, 21,340, 22,151

LSI 22,902

LSI 23,656

# APPENDICES

**GRADE V (ADMIN.)**

22,151, 22,729, 23,402, 24,253, 24,756,

LSI 25,598

LSI 26,438

**GRADE VI (ADMIN.)**

24,756, 25,287, 26,015, 27,244, 27,987

LSI 29,020

LSI 30,057

**GRADE VII (ADMIN.)**

25,618, 26,259, 27,012, 27,766, 28,523, 29,203, 29,892,

30,558, 31,219

LSI 32,373

LSI 33,531

**GRADE VIII (ADMIN.)**

34,839, 35,718, 37,115, 38,518, 39,910, 41,307, 42,697

**GENERAL MANAGER/DIRECTOR OF SERVICES**

36,616, 37,542, 39,007, 40,482, 41,946, 43,413, 44,874

**SENIOR ADMINISTRATIVE OFFICER/  
FINANCIAL, MANAGEMENT ACCOUNTANT  
(Formerly EHB)**

35,376, 36,518, 37,681, 38,841, 39,990, 40,609

LSI (after 3 years) 41,847

LSI (after 6 years) 43,088

**FUNCTIONAL OFFICER (Personnel, Finance etc.)  
(Formerly EHB)**

36,616, 37,542, 39,007, 40,482, 41,946, 43,413, 44,874

**PROGRAMME MANAGER (Formerly EHB)**

68,835

**ASSISTANT CHIEF EXECUTIVE OFFICER - Area Board**

47,249, 49,100, 50,984, 52,904, 54,858, 56,849

**CHIEF EXECUTIVE OFFICER - Area Board**

76,210

## ERHA

**AREA CHIEF EXECUTIVE**

76,210

**DIRECTORS OF PLANNING & COMMISSION**

**DIRECTORS OF FINANCE**

75,015

**DIRECTORS OF SHARED SERVICES**

63,933

**DIRECTORS OF MONITORING & EVALUATION**

58,468

**DIRECTORS OF FINANCE (Health Boards)**

**DIRECTORS OF HR (Health Boards & ERHA)**

43,781 - 53,380 (5 Years Max)

**HOUSE PARENT - TRAINEE**

13,253, 14,006, 14,572

**HOUSE PARENT - ASSISTANT**

17,066, 17,717, 18,285, 18,857, 19,435, 20,021,

Qualification Bar - 20,597, 21,188, 21,793

LSI 22,229

**HOUSE PARENT**

18,217, 18,992, 19,675, 20,367, 21,066, 21,770, 22,482,

23,202, 23,292

LSI 24,401

**SUPPLIES OFFICER GRADE D**

15,577, 16,098, 16,617, 17,139, 17,659, 18,180, 18,702,

19,223, 19,742

LSI 20,541

**SUPPLIES OFFICER GRADE C**

17,755, 18,605, 19,426, 20,534, 21,340, 22,151

LSI 22,902

LSI 23,656

**SUPPLIES OFFICER GRADE B**

22,151, 22,729, 23,402, 24,153, 24,756

LSI 25,598

LSI 26,438

**SUPPLIES OFFICER GRADE A**

24,756, 25,287, 26,015, 27,244, 27,987

LSI 29,020

LSI 30,057

**ASSISTANT TECHNICAL SERVICES OFFICER**

23,137, 24,144, 25,146, 26,151, 27,157, 28,160, 29,162,

30,167, 31,176

**SENIOR ASSISTANT TECHNICAL SERVICES OFFICER**

26,674, 27,679, 28,689, 29,697, 30,705, 31,715, 32,722,

33,728, 34,740, 35,746

LSI 36,906

LSI 38,066

**CHIEF ASSISTANT TECHNICAL SERVICES OFFICER**

33,913, 34,983, 36,056, 37,128, 38,202, 39,274, 40,339

LSI 41,706

LSI 43,057

**TECHNICAL SERVICES OFFICER**

38,899, 39,778, 40,664, 41,539, 42,420, 43,299, 43,663

**HOME HELP ORGANISER**

22,151, 22,729, 23,402, 24,153, 24,756,

LSI 25,598

LSI 26,438

**AREA MEDICAL OFFICER**

34,109, 35,192, 36,266, 37,339, 38,427, 39,499

**AREA MEDICAL OFFICER SENIOR**

38,329, 39,416, 40,515, 41,604, 42,696, 43,804

# **APPENDICES**

**DIRECTOR OF COMMUNITY CARE**

46,184, 47,805, 49,424, 51,144, 52,754, 54,405

**SPECIALIST IN PUBLIC HEALTH MEDICINE**

55,054

**DIRECTOR OF PUBLIC HEALTH MEDICINE**

57,644

**COMMUNITY OPHTHALMIC PHYSICIAN**

43,804

**FORMER MEDICAL OFFICER** in receipt of Salary instead of Fees

25,559

**INTERN**

19,067

**HOUSE OFFICER**

1st Year 21,482 - 2nd Year 22,699 - 3rd Year 24,519 -  
4th Year 25,708 - 5th Year 28,102 - 6th Year 29,291 -  
7th Year 30,452

**REGISTRAR**

1st Year 28,102 - 2nd Year 29,291 - 3rd Year 30,452 -  
4th Year 31,306 - 5th Year 32,445 - 6th Year 33,587

**SENIOR REGISTRAR**

1st Year 35,129 - 2nd Year 36,271 - 3rd Year 37,414 -  
4th Year 38,634 - 5th Year 40,042 - 6th Year 41,507 -  
7th Year 43,020

**SPECIALIST REGISTRAR**

1st Year 32,441 - 2nd Year 33,231 - 3rd Year 34,372 -  
4th Year 35,961 - 5th Year 37,681 - 6th Year 39,402 -  
7th Year 41,122

**PSYCHIATRIST**

27,662, 29,080, 30,494, 31,903, 33,295

**VOCATIONAL TRAINEE IN DENISTRY**

23,000

**CLINICAL DENTAL SURGEON GRADE I**

26,432, 28,126

**GENERAL DENTAL SURGEON**

30,464, 32,058, 33,629, 35,283, 36,901, 38,528, 40,145

LSI after 3 yrs on max 42,578

LSI after 6 yrs on max 45,009

**SENIOR DENTAL SURGEON**

38,345, 40,145, 41,955, 43,754

LSI after 3 yrs on max 46,356

LSI after 6 yrs on max 48,957

**PRINCIPAL DENTAL SURGEON**

41,955, 43,754, 45,555

LSI after 3 yrs on max 48,245

LSI after 6 yrs on max 50,936

**NURSING GRADES**

Student Nurse I 6,085

Student Nurse II 9,317

Student Nurse III 13,186

Post Registered Student Nurse

14,264 - 15,114

Student Midwife

16,629

**STAFF NURSE INCLUDING REGISTERED MIDWIFE,  
REGISTERED SICK CHILDREN'S NURSE  
REGISTERED MENTAL HANDICAP NURSE**

16,629 - 17,460 - 18,295 - 19,127 - 19,957 - 20,674

21,393 - 22,109 - 22,825 - 23,529

LSI after 3 yrs on max - 24,280

**SENIOR STAFF NURSE**

25,494

**DUAL QUALIFIED NURSE**

18,809 - 20,056 - 20,721 - 21,233 - 21,797 - 22,549 -

23,280 - 24,357

LSI after 3 yrs on max - 25,108

**SENIOR STAFF NURSE DUAL QUALIFIED**

26,262

**CLINICAL NURSE MANAGER 1**

*(formerly Junior Ward Sister)*

23,991 - 24,448 - 24,499 - 25,093 - 25,749 - 26,396 -

27,047 - 27,772 - 28,447

**CLINICAL NURSE MANAGER 2**

*(formerly Ward, Theatre or Night Sister)*

25,155 - 25,588 - 25,953 - 26,550 - 27,211 - 27,858 -

28,506 - 29,235 - 29,912

**CLINICAL NURSE MANAGER 3**

*(formerly Home, Theatre or Night Superintendent, Unit  
Nursing Officer or Home Sister)*

28,382 - 28,961 - 30,427 - 31,003 - 31,584 - 32,171

# APPENDICES

**CLINICAL INSTRUCTOR**

25,896 - 26,331 - 26,651 - 27,249 - 27,850 - 28,499 -  
29,151 - 29,802 - 30,453

**NURSE TUTOR**

Assimilation scales for former Tutor Principal III  
29,331 - 29,742 - 30,152 - 30,563 - 30,974 - 31,385 -  
31,795 - 32,207 - 32,617 - 33,029

**PRINCIPAL NURSE TUTOR**

30,512 - 31,105 - 31,647 - 33,339 - 33,931 - 34,488 -  
35,183 - 36,118

**ASSISTANT DIRECTOR OF NURSING**

(Band 1 Hospitals)  
28,664 - 29,237 - 29,790 - 31,488 - 32,022 - 32,643 -  
233,223 - 33,800 - 36,119

**ASSISTANT DIRECTOR OF NURSING**

(All other hospitals)  
27,175 - 27,774 - 28,383 - 29,994 - 30,655 - 31,265 -  
31,881 - 32,724

**DIRECTOR OF NURSING/MATRON - BAND 1**

38,103 - 39,163 - 40,224 - 41,281 - 42,340 - 43,402 -  
44,460

**DIRECTOR OF NURSING/MATRON - BAND 2**

35,855 - 36,865 - 37,877 - 38,885 - 39,899 - 40,910 -  
41,920

**DIRECTOR OF NURSING/MATRON - BAND 2A**

35,568 - 36,203 - 36,840 - 37,474 - 38,110 - 38,744 -  
39,379

**DIRECTOR OF NURSING/MATRON - BAND 3**

33,029 - 33,768 - 34,510 - 35,252 - 35,990 - 36,734 -  
37,474

**DIRECTOR OF NURSING/MATRON - BAND 4**

30,801 - 31,761 - 32,718 - 33,678 - 34,640 - 35,597 -  
36,553

**DIRECTOR OF NURSING/MATRON - BAND 5**

28,755 - 29,397 - 30,039 - 30,679 - 31,321 - 31,964 -  
32,607

**NURSERY NURSE**

16,341 - 16,837 - 17,250 - 17,677 - 18,108 - 18,533 -  
18,963 - 19,403 - 19,839 - 20,282  
LSI after 3 yrs on max - 20,687

**PUBLIC HEALTH NURSE**

25,160, 25,592, 25,962, 26,546, 27,216, 27,866, 28,520,  
29,255, 29,939

**ASSISTANT DIRECTOR OF PUBLIC HEALTH NURSING**

28,383, 29,994, 30,655, 31,265, 31,881, 32,724

**DIRECTOR OF PUBLIC HEALTH NURSING**

33,029, 33,768, 34,510, 35,250, 35,990, 36,734, 37,474

**AMBULANCE CONTROLLER**

Weekly rate - 375.58 (max)

**LEADING AMBULANCE PERSON**

13,703, 14,296, 14,893, 15,485, 16,079, 16,674, 17,269  
18,393  
LSI 19,191

**AMBULANCE DRIVER**

13,415, 13,997, 14,393, 14,787, 15,179, 15,577, 15,972,  
16,760  
LSI 17,489

**AMBULANCE ATTENDANT**

13,012, 13,577, 13,959, 14,343, 14,724, 15,110, 15,493,  
16,257  
LSI 16,965

**CARDIAC ALLOWANCE**

7.78

**PARAMEDICAL GRADES**

**ANALYTICAL CHEMIST, EXECUTIVE WITHOUT  
BRANCH E CERT**

26,672 - 27,679 - 28,688 - 29,697 - 30,704 - 31,714 -  
32,721 - 33,728 - 33,728 - 34,739 - 35,746  
LSI after 3 yrs. on the max. - 36,906  
LSI after 6 yrs. on the max. - 38,066

**ANALYTICAL CHEMIST, EXECUTIVE WITH  
BRANCH E CERT**

30,114 - 31,482 - 32,833 - 34,199 - 35,575 - 36,944 -  
38,306  
LSI after 3 yrs. on the max. - 40,064  
LSI after 6 yrs. on the max. - 41,319

**AUDIOLOGIST**

17,541 - 18,177 - 18,700 - 19,226 - 20,315 - 20,836  
LSI after 3 yrs on max - 21,253

**AUDIOLOGIST, SENIOR**

21,937 - 22,832 - 23,408 - 24,066 - 24,733 - 25,417

**AUDIOLOGIST, CHIEF**

25,417 - 26,314 - 27,211 - 28,107 - 29,004 - 29,901

# APPENDICES

## **BIOCHEMIST**

19,995 - 20,590 - 21,155 - 23,358 - 24,231 - 25,118  
26,005 - 26,894 - 27,790 - 28,693 - 29,605 - 30,492  
LSI after 3 yrs on max - 31,101

## **BIOCHEMIST, SENIOR**

27,848 - 29,151 - 30,307 - 31,490 - 32,708 - 33,906 -  
35,138 - 36,360 - 37,589

## **BIOCHEMIST, PRINCIPAL**

33,929 - 35,489 - 36,862 - 38,240 - 39,646 - 41,025 -  
42,439 - 43,810 - 45,190

## **BIOCHEMIST, TOP GRADE**

46,366 - 48,608 - 50,434 - 52,290 - 54,173

## **CARDIAC CATHETERISATION TECHNICIAN**

21,290 - 21,971 - 22,649 - 23,336 - 24,017 - 24,707  
LSI after 3 yrs on max - 26,516  
LSI after 6 yrs on max - 28,326

## **CARDIAC CATHETERISATION TECHNICIAN, SENIOR**

22,999 - 23,684 - 24,361 - 25,042 - 25,726 - 26,415  
LSI after 3 yrs on max - 28,221  
LSI after 6 yrs on max - 30,030

## **CARDIAC CATHETERISATION TECHNICIAN, CHIEF I**

24,704 - 25,409 - 26,121 - 26,829 - 27,534 - 28,243  
LSI after 3 yrs on max - 30,051  
LSI after 6 yrs on max - 31,862  
Cardiac Catheterisation Technician, Chief II  
25,201 - 26,457 - 27,720 - 28,980 - 30,238 - 31,896  
LSI after 3 yrs on max - 33,706  
LSI after 6 yrs on max - 35,514

## **CHIROPODIST**

20,118 - 20,792 - 21,363 - 21,953 - 22,537 - 23,136 -  
23,732 - 24,327 - 24,955 - 25,614 - 26,274  
LSI after 3 yrs on max - 26,801

## **CHIROPODIST, SENIOR**

Comprises points 4 to LSI of Basic + £4,200  
26,153 - 26,737 - 27,336 - 27,932 - 28,527 - 29,155 -  
29,814 - 30,474 - 31,001

## **CLINICAL ENGINEERING TECHNICIAN**

17,975 - 18,546 - 19,473 - 20,446 - 21,469

## **CLINICAL ENGINEERING TECHNICIAN SENIOR**

21,470 - 22,543 - 23,669 - 24,852 - 26,095 - 27,400 -  
28,771  
LSI after 3 yrs on max - 29,833  
LSI after 6 yrs on max - 30,824

## **CLINICAL ENGINEERING TECHNICIAN PRINCIPAL**

29,761 - 30,981 - 32,381 - 33,353 - 34,183 - 35,148

## **CLINICAL ENGINEERING TECHNICIAN CHIEF**

30,824 - 32,044 - 33,354 - 34,354 - 35,385 - 36,445 -  
37,539 - 38,541

## **DIETITIAN**

20,118 - 20,792 - 21,363 - 21,953 - 22,537 - 23,136 -  
23,732  
24,327 - 24,955 - 25,614 - 26,274  
LSI after 3 yrs on max - 26,801

## **DIETITIAN, SENIOR**

26,153 - 26,737 - 27,336 - 27,932 - 28,527 - 29,155 -  
29,814 - 30,474 - 31,001

## **DIETITIAN MANAGER (FORMERLY DIETICIAN, PRINCIPAL I AND PRINCIPAL II)**

Comprises points 3 to 9 of Senior + £4,200  
31,536 - 32,132 - 32,727 - 33,355 - 34,014 - 34,674 -  
35,201

## **DENTAL HYGIENIST**

19,221, 19,814, 20,345, 20,895, 21,446, 21,997, 22,622,  
23,006, 23,670, 24,243, 24,826  
LSI 25,322

## **E.C.G. TECHNICIAN, STUDENT**

13,079 - 13,546 - 13,887

## **E.C.G. TECHNICIAN,**

Formal Qualification required to proceed beyond 7th point  
\*15,804 - 16,286 - 16,763 - 17,244 - 17,715 - 18,188 -  
\*18,675 - 19,147 - 19,634  
LSI after 3 yrs on max - 20,841  
LSI after 6 yrs on max - 22,046

## **E.C.G. TECHNICIAN, SENIOR**

19,160 - 19,637 - 20,108 - 20,585 - 21,068  
LSI after 3 yrs on max - 22,274  
LSI after 6 yrs on max - 23,480

## **E.C.G. TECHNICIAN, CHIEF I**

20,158 - 20,750 - 21,339 - 21,929 - 22,615  
LSI after 3 yrs on max - 23,819  
LSI after 6 yrs on max - 25,026

## **E.C.G. TECHNICIAN, CHIEF II**

21,334 - 22,008 - 22,682 - 23,353 - 24,271  
LSI after 3 yrs on max - 25,477  
LSI after 6 yrs on max - 26,683

## **ENVIRONMENTAL HEALTH OFFICER BASIC**

21,845, 23,137, 24,144, 25,146, 26,150, 27,158, 28,161,  
29,162, 30,168, 31,176

## **ENVIRONMENTAL HEALTH OFFICER SENIOR**

26,674, 27,679, 28,689, 29,696, 30,704, 31,715, 32,722,  
33,727, 34,740,

# APPENDICES

**ENVIRONMENTAL HEALTH OFFICER, CHIEF**

27,614, 28,379, 29,146, 29,894, 30,759, 31,390, 32,105

**ENVIRONMENTAL HEALTH OFFICER, PRINCIPAL**

33,913, 34,984, 36,056, 37,129, 38,202, 39,273, 40,351

**MEDICAL LABORATORY TECHNICIAN**

\* Only those holding M.A.M.L.S may proceed beyond the 7th point

19,569, 20,349, 21,049, 21,734, 22,447, 23,172, 23,860\*

24,584, 25,306, 26,302, 26,756, 27,505, 28,254,

29,011

LSI after 3 years on the max 29,592

**MEDICAL LABORATORY TECHNICIAN, SENIOR**

25,948, 27,126, 28,110, 29,106, 30,108, 31,159

**MEDICAL LABORATORY TECHNOLOGIST**

27,931, 29, 219, 30,349, 31,482, 32,640, 33,803, 34,988.

**MEDICAL LABORATORY TECHNOLOGIST, CHIEF I**

30,971, 32,379, 33,662, 34,933, 36,210, 37,501, 38,746,

40,040, 41,328.

**MEDICAL LABORATORY TECHNOLOGIST, CHIEF II**

33,218, 34,660, 35,914, 37,198, 38,467, 39,736, 41,012

42,323, 43,616

**NEUROPHYSIOLOGICAL MEASUREMENT  
TECHNICIAN**

21,290 - 21,971 - 22,649 - 23,336 - 24,017 - 24,707

LSI after 3 yrs on max - 26,516

LSI after 6 yrs on max - 28,326

**NEUROPHYSIOLOGICAL MEASUREMENT  
TECHNICIAN, SENIOR**

22,999 - 23,684 - 24,361 - 25,042 - 25,726 - 26,415

LSI after 3 yrs on max - 28,221

LSI after 6 yrs on max - 30,030

**NEUROPHYSIOLOGICAL MEASUREMENT  
TECHNICIAN, CHIEF I**

24,704 - 25,409 - 26,121 - 26,829 - 27,534 - 28,243

LSI after 3 yrs on max - 30,051

LSI after 6 yrs on max - 31,862

**NEUROPHYSIOLOGICAL MEASUREMENT  
TECHNICIAN, CHIEF II**

25,201 - 26,457 - 27,720 - 28,980 - 30,238 - 31,896

LSI after 3 yrs on max - 33,706

LSI after 6 yrs on max - 35,514

**OCCUPATIONAL THERAPIST**

20,118 - 20,792 - 21,363 - 21,953 - 22,537 - 23, 136 -

23,732 - 24,327 - 24,955 - 25,614 - 26,274

LSI after 3 yrs on max - 26,801

**OCCUPATIONAL THERAPIST, SENIOR**

Comprises points 4 to LSI of Basic + £4,200

26,153 - 16,737 - 27,336 - 27,932 - 28,527 - 29,155

29,814 - 30,474 - 31,001

**OCCUPATIONAL THERAPIST MANAGER (FORMERLY  
HEAD I AND HEAD II)**

Comprises points 3 to 9 of Senior + £4,200

31,536 - 32,132 - 32,727 - 33,355 - 34,014 - 34,674 -

35,201

**ORTHOPTIST**

20,118 - 20,792 - 21,363 - 21,953 - 22,537 - 23,136 -

23,732

24,327 - 24,955 - 25,614 - 26,274

LSI after 3 yrs on max - 26,801

**ORTHOPTIST, SENIOR**

Comprises points 4 to LSI of Basic + £4,200

26,153 - 26,737 - 27,336 - 27,932 - 28,527 - 29,155 -

29,814 - 30,474 - 31,001

**PHARMACEUTICAL TECHNICIAN**

15,799 - 16,149 - 16,501 - 16,849 - 17,207 - 17,561 -

17,895 - 18,261

**PHARMACEUTICAL TECHNICIAN, SENIOR**

18,001 - 18,765 - 19,530 - 20,298 - 21,052 - 21,828

**PHARMACY STUDENT**

12,724

**PHARMACIST**

18,826 - 20,402 - 21,898 - 23,412 - 24,932 - 26,471 -

28,019 - 29,596 - 31,201 - 32,836

LSI after 3 yrs. on the max. - 33,493

**PHARMACIST, SENIOR**

31,350 - 32,835 - 33,310 - 33,782 - 34,374 - 35,048 -

35,771 - 37,031

**PHARMACIST, CHIEF II**

35,354 - 37,031 - 37,688 - 38,633 - 39,653 - 40,697

**PHARMACIST, CHIEF I**

38,855 - 40,697 - 41,419 - 42,418 - 43,526 - 44,656

**PHLEBOTOMIST, TRAINEE**

9,778

**PHLEBOTOMIST**

16,120 - 17,028 - 17,816 - 18,615 - 19,418 - 20,241

LSI after 3 yrs on max of scale - 20,646

**PHLEBOTOMIST, SENIOR**

17,605 - 18,623 - 19,295 - 20,401 - 21,302 - 22,233

# APPENDICES

## **PHYSIOTHERAPIST**

20,118 - 20,792 - 21,363 - 21,953 - 22,537 - 23,136 - 23,732

24,327 - 24,955 - 25,614 - 26,274

LSI after 3 yrs on max - 26,801

## **PHYSIOTHERAPIST, SENIOR**

Comprises points 4 to LSI of Basic + £4,200

26,153 - 26,737 - 27,336 - 27,932 - 28,527 - 29,155 -

30,474 - 31,001

## **PHYSIOTHERAPIST MANAGER (FORMERLY PHYSIO-IN-CHARGE (GRADE I & II))**

Comprises points 3 to 9 of Senior + £4,200

31,536 - 32,132 - 32,727 - 33,355 - 34,014 - 34,674 -

35,201

## **PHYSIOTHERAPIST-IN-CHARGE (GRADE III)**

Comprises points 1 to 7 of Manager +£4,200

35,736 - 36,332 - 36,927 - 37,555 - 38,214 - 38,874 -

39,401

## **PHYSICIST**

22,440 - 23,601 - 24,753 - 26,112 - 27,008 - 30,053 - 30,985

31,968 - 32,950 - 33,930 - 34,922 - 35,468

## **PHYSICIST, SENIOR**

33,926 - 35,482 - 37,040 - 38,596 - 40,154 - 41,711 -

43,267 - 44,825

LSI after 3 yrs. on max. - 46,261

LSI after 6 yrs. on max. - 47,828

## **PHYSICIST, PRINCIPAL**

41,347 - 44,313 - 47,331 - 50,377 - 53,197

LSI after 3 yrs. on max. - 54,900

LSI after 6 yrs. on max. - 56,601

## **PHYSICIST, CHIEF**

53,504 - 55,066 - 56,631 - 57,904

LSI after 3 yrs. on max. - 59,758

LSI after 6 yrs. on max. - 61,610

## **PLAY THERAPIST**

16,616 - 17,592 - 18,474 - 19,358 - 20,263 - 21,165 - 22,086

LSI after 3 yrs on max - 22,526

## **PSYCHOLOGIST, TRAINEE CLINICAL**

20,846 - 21,828 - 22,802

## **PSYCHOLOGIST, CLINICAL**

27,662 - 28,879 - 30,088 - 31,287 - 32,797 - 35,094 -

37,170 - 39,272 - 40,985

LSI after 3 yrs. on max. - 42,307

LSI after 6 yrs. on max. - 43,631

## **PSYCHOLOGIST, SENIOR CLINICAL**

40,506 - 41,469 - 42,439 - 43,405 - 44,363 - 44,730

LSI after 3 yrs. on max. - 46,170

LSI after 6 yrs. on max. - 47,612

## **PSYCHOLOGIST, PRINCIPAL CLINICAL**

47,273 - 48,406 - 49,541 - 50,666 - 51,517

LSI after 3 yrs. on max. - 53,159

LSI after 6 yrs. on max. - 54,802

## **PSYCHOLOGY, DIRECTOR OF**

52,484 - 53,775 - 55,069 - 56,359 - 57,336

LSI after 3 yrs. on max. - 59,165

LSI after 6 yrs. on max. - 60,994

## **RADIOGRAPHER**

19,033, 19,747, 20,372, 21,006, 21,645, 22,287, 22,934,

23,589, 24,250, 24,911

LSI after 3 years on the max 25,408

## **RADIOGRAPHER, SENIOR**

23,026, 24,187, 25,146, 26,120, 27,105

## **RADIOGRAPHER, SUPERINTENDENT I**

24,270, 25,589, 26,692, 27,812, 28,948

## **RADIOGRAPHER, SUPERINTENDENT II**

25,751, 27,193, 28,415, 29,650, 30,908

## **RADIOGRAPHER, SUPERINTENDENT III**

26,515, 28,535, 30,329, 32,152, 34,003

## **REGIONAL PUBLIC ANALYST, DEPUTY WITHOUT BRANCH E CERT**

35,171 - 36,074 - 36,960 - 37,873 - 38,760 - 39,664

LSI after 3 yrs. on max. - 40,973

LSI after 6 yrs. on max. - 42,325

## **REGIONAL PUBLIC ANALYST WITH BRANCH E CERT**

38,096 - 38,877 - 39,657 - 40,451 - 41,229 - 42,014

LSI after 3 yrs. on max. - 43,399

LSI after 6 yrs. on max. - 44,831

## **REGIONAL PUBLIC ANALYST**

44,409 - 45,400 - 46,380 - 47,369 - 48,358

LSI after 3 yrs. on max. - 49,954

LSI after 6 yrs. on max. - 51,603

## **RESPIRATORY TECHNICIAN**

21,290 - 21,971 - 22,649 - 23,336 - 24,017 - 24,707

LSI after 3 yrs - 26,516

LSI after 6 yrs - 28,326

## **RESPIRATORY TECHNICIAN, SENIOR**

22,999 - 23,684 - 24,361 - 25,042 - 25,726 - 26,415

LSI after 3 yrs on max - 28,221

LSI after 6 yrs on max - 30,030

# APPENDICES

**RESPIRATORY TECHNICIAN, CHIEF 1**

24,704 - 25,409 - 26,121 - 26,829 - 27,534 - 28,243  
LSI after 3 yrs on max - 30,051  
LSI after 6 yrs on max - 31,862

**RESPIRATORY TECHNICIAN CHIEF 2**

25,201 - 26,457 - 27,720 - 28,980 - 30,238 - 31,896  
LSI after 3 yrs on max - 33,706  
LSI after 6 yrs on max - 35,514

**SOCIAL WORKER**

21,017 - 21,921 - 22,718 - 23,522 - 24,333 - 25,159 -  
25,978 - 26,812 - 27,647  
LSI after 3 yrs on max - 28,201

**PROFESSIONALLY QUALIFIED SOCIAL WORKER,  
MEDICAL SOCIAL WORKER**

and Psychiatric Social Worker  
25,308 - 26,295 - 27,110 - 27,935 - 28,775 - 29,629 -  
30,476  
LSI after 3 yrs on max - 31,086

**SOCIAL WORKER SENIOR MEDICAL/ SINGLE  
HANDED**

30,476 - 31,373 - 32,269 - 33,166 - 34,063 - 34,960 -  
35,856

**SOCIAL WORKER, PRINCIPAL (FORMERLY SENIOR  
AND HEAD, MEDICAL)**

34,960 - 35,856 - 36,753 - 37,650 - 38,547 - 39,443

**SOCIAL WORKER, TEAM LEADER**

30,476 - 31,373 - 32,269 - 33,166 - 34,063 - 34,960 -  
35,856

**CHILD CARE MANAGER**

34,149, 35,292, 36,202, 37,129, 38,055, 39,299

**SPEECH AND LANGUAGE THERAPIST**

20,118 - 20,792 - 21,363 - 21,953 - 22,537 - 23,136 -  
23,732  
24,327 - 24,955 - 25,614 - 26, 274  
LSI after 3 yrs on max - 26,801

**SPEECH AND LANGUAGE THERAPIST, SENIOR**

Comprises points 4 to LSI of Basic + £4,200  
26,153 - 26,737 - 27,336 - 27,932 - 28,527 - 29,155 -  
29,814 - 30,474 - 31,001

**SPEECH AND LANGUAGE THERAPIST MANAGER  
(FORMERLY PRINCIPAL I AND II)**

31,536 - 32,132 - 32,727 - 33,355 - 34,014 - 34,674 -  
35,201

**SUBSTANCE ABUSE COUNSELLOR/ ALCOHOL AND  
ADDICTION COUNSELLOR**

19,755, 20,474, 21,201, 21,929, 22,670, 23,527, 24,277,  
25,261, 26, 268, 27, 222, 28,175,  
LSI 29, 332

**OUTREACH WORKER**

19,755, 20, 474, 21,201, 21,929, 22,670, 23,527, 24,277,  
25,261, 26,268, 27,222, 28,175,  
LSI 29,332

**HIV / ADDICTION COUNSELLOR**

19,755, 20, 474, 21,201, 21,929, 22,670, 23,527, 24,277,  
25,261, 26,268, 27,222, 28,175, 29,332  
LSI 29,332

**ADDICTION/HIV COUNSELLOR / OUTREACH  
WORKER - SENIOR**

24,708, 25,688, 26,670, 27,653, 28,633, 29,615, 30,595,  
31,582

**PROJECT WORKER**

20,040, 20,794, 21,556, 22,319, 23,098, 23,882, 24,671,  
25,465, 26,268  
LSI (after 3 years) 26,792

**GENERAL ASSISTANT - DRUGS' SERVICE**

(Weekly Rate): 261.75, 271.15, 280.58, 289.96, 299.38,  
308.80, 318.23, 337.02

**PORTERS**

(Weekly Rate - Non Paypath): 243.29, 245.61, 246.55,  
247.44, 248.44, 249.45, 250.48, 251.48, 252.56, 253.54,  
254.94, 256.32, 257.67.  
(Weekly Rate - Paypath): 249.43, 251.73, 252.68,  
253.59, 254.56, 255.59, 256.61, 257.61, 258.69, 259.67,  
261.07, 262.46, 263.80

**FAMILY SUPPORT WORKERS**

(Weekly Rate - Non Paypath): 279.95, 282.37, 284.63,  
285.86, 287.18, 288.48, 289.75, 291.09, 292.91, 293.79,  
295.19, 296.68, 298.03  
(Weekly Rate - Paypath): 286.09, 288.50, 290.74,  
292.01, 293.33, 294.63, 295.88, 297.22, 299.08, 299.92,  
301.34, 302.80, 304.18

*Part time hourly rate 1/39 of weekly rate x no. of  
hours.*

**If there are any Salaries that have been omitted,  
please contact the Branch Secretary for details  
and to ensure entry for Annual Report 2001/2002.**

**Frank Murphy, Branch Secretary  
1.2.2001**

# Treasurer's Report 1999

Financial Statement presented at Annual General Meeting - 24th February 2000

## INCOME AND EXPENDITURE CURRENT ACCOUNT YEAR ENDED 31/12/99

	Expenditure 1998 IR£	Expenditure 1999 IR£
Secretarial	1,400.00	1,400.00
Annual Report	4,045.00	4,595.00
Printing & Postage	3,300.90	2,736.68
Branch Expenditure	7,182.73	8,165.70
Meeting & AGM Expenses	1,364.50	489.50
Affiliations & Donations	1,470.00	700.00
Training	7,325.85	5,812.30
Honoraria	250.00	-
Telecommunications	3,818.62	1,421.55
Miscellaneous	1,378.74	-
Bank Charges	99.93	60.54
Subs to H.Q.	-	-
Strike	2,144.00	109.72
Transfer to Strike Fund	20,000.00	9,231.99
Shares	5,000.00	-
Annual Conference	4,132.63	6,257.90
<b>TOTAL</b>	<b>IR£62,912.90</b>	<b>IR£40,980.88</b>

	Income 1998 IR£	Income 1999 IR£
Subs Direct	627.14	1,178.57
Head Office	31,780.41	35,769.91
Transfer	9,052.75	-
Referral Fee Refund	-	24.50
<b>TOTAL</b>	<b>IR£41,460.30</b>	<b>IR£36,972.98</b>

	IR£
Opening Balance	10,146.72
Total Income	36,972.98
<b>TOTAL</b>	<b>IR£47,119.70</b>
Expenditure	40,980.88
Closing Balance	6,138.82
<i>(as per bank Statement 31/12/99)</i>	

## BALANCE SHEET AS AT 31st DECEMBER 1999

Account	Expenditure 1998 £	Expenditure 1999 £	Income 1998 £	Income 1999 £	Balance 31-12-99 £
Strike Pay Account	0.00	11,125.85	0.00	9,231.99	-1,893.86
First Active Savings	0.00	0.00	0.00	0.00	726.56
An Post Savings	0.00	0.00	0.00	0.00	9,823.45
Fixed Term Account	5,050.00	0.00	20,000.00	0.00	14,950.00
Shares	947.25	0.00	0.00	12.51	1,611.35
Current Account	62,912.90	40,980.88	41,460.30	36,972.98	6,138.82

Note: The Expenditure of £11,125.85 will be reimbursed by IMPACT head Office and will appear in next years accounts.

**TOTAL ASSETS £30,996.32**

I have audited the accounts and I certify that they are correct and in order

**BRENDAN BAKER**, Honorary Auditor  
24th February 2000

**PHIL GARLAND**, Treasurer  
24th February 2000

**Treasurer's Report 2000 will be presented at A.G.M. on 15/02/01**

# LIST OF SERVICES

## Benevolent Fund

This fund is used by the *CEC* to provide assistance to members and/or their families who find themselves in particularly difficult circumstances: Applications made through branch secretaries.

## Insurance Schemes

Car & House Insurance:

Group Insurance Services: GIS, Warrington House, Mount St. Crescent, Dublin 2.

CONTACT: *Mark Walsh*- Phone 01 6609703 FAX 01 6609750

## Financial Services

Mortgage Scheme; Personal Loans; Group Savings Scheme:

National Irish Bank, Regional Office, 7 / 8 Wilton Terrace, Dublin 2.

CONTACT : Your local branch

## Income Continuance Plan

Irish Pensions Trust: *IPT*, 25 / 28 Adelaide Road, Dublin 2.

CONTACT: *John Fitzgerald*: Phone 01 6767591

## Life Assurance Plan

Irish Pensions Trust: *IPTPT*, 25 / 28 Adelaide Road, Dublin 2.

CONTACT: *John Fitzgerald*: Phone 01 6767591.

## Additional Voluntary Contribution Plan

Health & Welfare/Local Authority Divisions:

Irish Pensions Trust, *IPT*, 25 / 28 Adelaide Road, D. 2.

CONTACT: *John Fitzgerald*: Phone 01 6767891.

Civil Service/State Enterprises Divisions: Presently under review

## Scholarship Schemes

(1) Courses in Industrial Relations/Trade Union Studies

Members pursuing a course of education which will be of direct relevance to furthering the aims and policies of the Union, are invited to apply for grant assistance with the course.

Contact for details: Membership Services Committee, *IMPACT HQ*, Nerney's Court, Dublin 1.

(2) Gaeltacht Scholarships for Children of Members of *IMPACT*

For an application form apply in writing to:

Membership Services Committee, *IMPACT HQ*, Nerney's Court, Dublin 1.

## Travel Schemes

CIE Rail Vouchers

CONTACT: *IMPACT*, Nerney's Court, Dublin 1: Phone 01 8171500

Travel Discount: JAC Travel, 3 Gardiner Place, Dublin 1. CONTACT: 8786288

## Conveyancing Service

Brendan Clarke & Co, Solicitors: Parnell Court, Granby Row, Dublin 1.

Competitive rates for Conveyancing, etc. CONTACT: *Clarks*: 01 8727722

## Will Writing Service

Brendan Clarke & Co Solicitor: Parnell Court, Granby Row, Dublin 1.

Competitive rates for Conveyancing, etc. CONTACT: *Clarks*: 01 8727722

