

## **Meeting of the Implementation Body on Wednesday 23 March 2011**

**Present:** PJ Fitzpatrick (Chair), Oonagh Buckley, Victoria Cahill (Secretariat).

**Public Service Unions:** Shay Cody, Tom Geraghty, Sheila Nunan, Patricia King

**Public Service Management:** Michael Errity, Philip Kelly

**Apologies:** Ciaran Connolly

**The Minister for Public Expenditure and Reform, Mr. Brendan Howlin T.D., along with his economic advisor, Dr. Colm O'Reardon, met with the Implementation Body.** The Minister, addressed the Body:

- The Reform Agenda is central to Government's Programme for Office
- Reform needs to be addressed within the current economic climate
- Reform needs to be brought about in a different manner – it is not just about saving money but also about how we can deliver quality services
- There will be a new Department and Minister – the reform agenda will be of equal prominence/importance to our fiscal programme
- While the Public Service Agreement is unfolding successfully, it needs to continue to generate savings for the State and enable the delivery of services in a more efficient manner
- We need to develop the narrative of what the Government envisages the public sector to be – one that requires us all to analyse ourselves
- A Comprehensive Spending Review is currently underway
- We must harness this collective national effort to get things right

1. **Minutes** of the previous meeting were agreed.
2. With regard to the **Action Points** and arrangements to secure external support for verification of savings, the Body agreed upon the importance of the exercise and discussed possible courses of action for the verification process itself. The Secretariat will make necessary arrangements and revert to the Body.

The Body was informed of that the outcome of the TUI re-ballot would be due today. Second and third level re-balloted separately on this occasion.

3. **Reports from Sectoral Chairs:**
  - Reports were circulated.

- This issue of redeployment of Special Needs Assistants (SNAs) was raised in the **Education Sector Report**.
- The parity of terms and conditions of **State Agency** staff being redeployed into the Civil Service was raised. The Secretariat noted the legal impediments involved and informed the Body that work was underway to rectify any current obstacles. The Secretariat will circulate a discussion paper (relating to Unestablished vs Established Staff prepared by the Personnel and Remuneration Division of the Department of Finance) to all Members.
- The Redeployment issue has also been raised within the **State Agency and Local Government Sectors**. The population of redeployment panels will have to be driven by sectoral management.

The Secretariat will circulate a draft paper on the issue prepared by the Personnel and Remuneration Division of the Department of Finance) to all Members.

A dispute referred by the Chair of the Implementation Body on Agency Staff within the Health Sector was discussed. Salient points being made by the INMO are as follows:

1. inadequate consultation by the HSE
2. HSE requires Agencies to comply with the Agreement
3. Part-time permanent nursing staff are being prevented from increasing their hours due to the heavy usage of Agency Staff

The Body agreed to write out to all concerned parties referring to the need for the HSE to fully consult in line with the terms of the Agreement. It was further agreed a third party should be involved on issues concerning the implementation of the contracts.

## 5. Items for decision

### Standardisation in Local Authorities

- Members suggested that if both the management and staff side could elaborate on the issues of hours and on leave, the Body could consider the issue more concisely. It would be beneficial if areas for potential flexibility could be highlighted by both parties.

### Redeployment of Community Welfare Service

- In relation specifically to support staff within this service, the primary issue is whether the person transfers with the work being redeployed into the Civil Service. It was noted that as a practical measure, the principal of staff transferring with the work they were assigned to is important, particularly if large scale transfers are envisaged. However,

management had offered to review difficult cases. The Secretariat would contact the Department of Social Protection in relation to the proposed reporting structure.

**6. Other business**

- The issue of the application of the pension levy in relation to certain staff within the Education Sector was raised.