

Annual Reports 2015/2016

Biennial National Delegate Conference
City Hall, Cork
2nd - 5th October, 2017



1916 - 2016
SIPTU: The struggle for
workers' rights continues



1916 - 2016
SIPTU: Organising for
Fairness at Work & Social
Justice in Society

FOR LAOCH NA h-ÉIREANN
THE FEDERAL GOVERNMENT
IRISH REPUBLIC
TO THE PEOPLE OF IRELAND

The National Government...
The Government...
The Government...



Our Future
in Children
shouldn't
be a
dispute

SIPTU
Official
Dispute



WE PLEDGE TO
SUPPORT
THE DUBLIN FIRE
BRIGADE
EMERGENCY
MEDICAL SERVICE

JUSTICE
FOR
CLEANERS
WORKERS

THE IRISH ARMY
IS OPEN TO ALL WHO
ACCEPT THE PRINCIPLE OF EQUAL RIGHTS AND
OPPORTUNITIES



The Citizen Army is open to all who
accept the principle of equal rights and
opportunities.

**WE SERVE NEITHER KING NOR KAISER
BUT IRELAND**

TRANSPORT & GENERAL WORK

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SIPTU General President, Jack O'Connor unveils a plaque honouring the ICA at the Dan Shaw Centre, Navan, Co Meath, May 2016.



SIPTU General Secretary, Joe O'Flynn (left) with President Michael D Higgins at the 1916 Tapestry launch in Liberty Hall, May 2016. Photo: Derek Speirs



SIPTU General President
Jack O'Connor

This report summarises the ongoing struggle for fairness at work and justice in society as conducted by the members, activists and staff of our trade union, working with others in the wider movement in Ireland, throughout 2015 and 2016.

Our work has been undertaken against the background of prolonged, austerity driven, economic stagnation and mass unemployment in a number of Eurozone countries. This has served to fuel growing alienation among working people and particularly the young. Unfortunately, it has manifested itself in increased support for the radical Right in countries such as France, the Netherlands and in Northern and Eastern Europe. On the other hand, we have also witnessed the emergence of significant left-wing parties and social-movements in some stressed areas, along the Mediterranean in particular. However, their leaders seem more preoccupied with destroying the traditional Social Democratic parties than forging the kind of Left unity that would be essential to win power and pursue a sustainable social and economic agenda. Excitingly, the UK Labour Party appears to have bucked this trend under the leadership of the veteran socialist, Jeremy Corbyn.

In statistical terms at least, the Republic of Ireland continued to experience a degree of ongoing 'recovery'. GDP grew by an extraordinary 26.3% in 2015, driven mainly by massive balance sheet shifting activity by multinational companies. It grew by 5.2% in 2016. Employment grew by 2.6% in 2015 and by 2.9% in 2016, with the numbers at work surpassing 2 million. However, there is increasing anecdotal evidence of growing exploitation and the proliferation of precariousness. This, coupled with a housing crisis and the absence of any discernible improvement in the quality of public services due to the ongoing restrictions on state investment, has rendered 'the recovery' very remote from the daily experience of the great majority of people.

In 2014, the Northern Ireland economy began to experience recovery and 2015 provided the first year of consistent growth since the financial and

property crash of 2008. Much of this recent growth is attributable to a strong performance in the services sector and a necessary turnaround in the construction industry. However, public sector output recorded a decrease in all but one of the eight quarters of 2015 and 2016, reflecting the significant impact of cuts in public expenditure. The number of jobs in Northern Ireland increased by just over 20,000, but there was a fall of 3% in the number of public sector jobs. Overall, there was a reduction of almost 1% in the unemployment rate for Northern Ireland over the same period, and average wages recorded significant growth. However, in real terms, wages in Northern Ireland in 2016 were still 1% below where they were 10 years previously.

The 2016 General Election in the Republic resulted in the decimation of the Labour Party, which was blamed for the austerity agenda, which had actually been drawn up by the previous Government and insisted on by the IMF/ECB/EU troika as a condition of funding the country. Whereas some parties and individuals on the Left won increased electoral support, the outcome did nothing to improve the balance in favour of working people. The two great Centre Right parties which have dominated our politics since the civil war, continue to do so in an unspoken coalition.

Regrettably, the outcome has also meant that the ambitious expansion of employment rights, envisaged in Labour's Charter for Workers, which was to build on the gains in terms of strengthened Collective Bargaining rights achieved in the Industrial Relations (Amendment) Act 2015, will not now be realised. In Northern Ireland, assembly elections took place in May 2016. The 55% turnout resulted in strong showings for the DUP and Sinn Féin. The region continued to suffer the effects of Tory Government austerity, but the existence of the devolved administration protected workers from the savage anti-union legislation introduced in Britain.

As the year wore on the power sharing administration was increasingly threatened by a controversy concerning a bungled green energy scheme. This resulted in its collapse earlier this year. Another election followed in March, but thus far there has been no restoration of power sharing.



itical (and ultimately economic and social) event in Ireland and in Europe was the tragic outcome of the Brexit referendum in the U.K. Millions of mostly older workers were seduced into embracing the race laden agenda of their deadliest enemies – the eurosceptic Right. This was followed by the election of Donald Trump as President of the US, again with the misguided support of millions of workers. The Left, riven by division and ego politics, failed to offer a vision of a socially sustainable future that works. Admittedly, this is a much more difficult task than telling people what they want to hear and scapegoating minorities, but the end result is that the reactionary Right has been allowed to grab the franchise on hope.

As 2016 drew to a close, the spectre of a rampaging right wing Tory government in the UK, complemented by increasingly influential parallels in the Netherlands and France, threatened the future of democracy in Europe. Thankfully, they have suffered significant electoral setbacks in all three countries this year, most spectacularly in the UK at the hands of, a for once united Left, under the leadership of Jeremy Corbyn, fighting on an uncompromisingly traditional social democratic programme. However, the ogres of the hard Right haven't gone away. Unless those in power in the key countries of Europe abandon the current parsimonious fiscal strategy in favour of investment for jobs and growth, they will be back with a vengeance and very soon. Meanwhile, the repercussions of the Brexit referendum and the election of Trump will continue to play out to the detriment of working people, civil society, democracy and even the future of the ecosystem for a long time to come.

Amidst all this, the report shows that we have continued to apply ourselves determinedly to the daily task of painstakingly regaining lost ground in the industrial arena. We have been winning pay increases across the private and commercial semi-state sectors. The process of pay restoration in the public service began with the Lansdowne Road Agreement in the middle of 2015 and continued with the proposals for its extension this year. Meanwhile, we are still fighting rear guard battles in companies such as Bus Eireann to maintain jobs and conditions in the face of considerable odds.

We have also begun to utilise the provisions of the improved legal infrastructure for Collective Bargaining in the 2015 Act, to win new recognition agreements.

Simultaneously, we have continued to work through ICTU and other civil society organisations as well as political parties who share our egalitarian world view and outlook, to lobby and campaign for progress. Our perspective remains international and we have continued to do whatever we can to extend solidarity to those who are struggling against oppression, particularly in Palestine and Colombia, in conjunction with trade unionists, socialists and progressive people across the world.

In order to best equip ourselves to carry on this work of organising to win, as the fourth industrial revolution – the age of digitalisation – unfolds, we embarked on the first of a series of major membership consultations throughout the latter half of 2016. This extended into the spring of this year. It resulted in the adoption of a range of recommendations to strengthen the union, at a Special Delegate Conference on 25th May. All of them are designed to enable us to play our full part in ensuring that working people will have the industrial leverage and political capacity to influence the architecture of the future in Ireland, in accordance with the values of social solidarity, which informed the heroic people who founded the union.

Jack O'Connor
July 2017

Progress Report on BDC 2015 Resolutions

Composite Motions (i) Standing Orders Report No. 2 – to replace Motions 1, 2, 3 and 4, Zero Hours Contracts

'That this Conference opposes the utilisation of zero and low hour contracts in any employment and calls on the National Executive Council to actively lobby the Government on the urgent need for legislative reform to protect workers in the area of zero and low hour contracts so as to prevent the possibility of such exploitative employment practices.'

Submitted by: The Transport Sector – Utilities & Construction Division, The Mayo District Council, The Wholesale, Retail, Distribution Section – Services Division, The Galway District Council.

Progress to date

This issue has been progressed through the ICTU Private Sector Committee, particularly by the Services Division. The Department of Jobs, Enterprise and Innovation agreed to a consultative talks process involving ICTU and IBEC aimed at drafting new legislative proposals. The talks took place between September 2016 and February 2017. The negotiators also made an oral submission to the Joint Oireachtas Committee on Jobs, Enterprise and Innovation.

On 2 May 2017, the Government approved draft legislative proposals. The proposals are the Heads of Bill and not the Bill itself.

The implications of the proposed legislation can only be fully ascertained when a Bill is drafted. The principle objective of the Bill will be achieved by amending two existing statutes, namely, the Terms of Employment (Information) Act 1994 and the Organisation of Working Time Act 1997. However, we expect that the proposed legislation would:

- Prohibit zero hour contracts except in cases of genuine casual work or emergency cover or short-term relief work for that employer

- Ensure that workers are better informed about the nature of their employment arrangements and in particular on five core terms of employment within five days of commencing employment. Currently an employer has two months to provide an employee with terms of their employment
- Strengthen the provisions around minimum payments to low-paid, vulnerable workers who may be called in to work for a period but not provided with that work. It is suggested that this will come in the form of a "floor payment" of three hours at three times the national minimum wage (currently €9.25 per hour) or three times the minimum rate in an ERO (e.g. the Contract Cleaning and Private Security Orders) in the circumstance where an employee is called in to work but does not receive the expected hours of work
- Ensure that workers on low hour contracts who consistently work more hours each week than provided for in their contracts of employment, are entitled to be placed in a band of hours that reflects the reality of the hours they have worked over an extended period
- Strengthen the anti-victimisation provisions for employees who try to invoke their rights under these proposals
- Create a criminal offence arising from a failure to provide a statement in accordance with s.3 of the Terms of Employment (Information) Act, as amended.

(5) Living Wage

'That this conference calls on the National Executive Council to redouble its efforts in regard to the achievement of a Living Wage and in so doing help to tackle child poverty in this country.'

Submitted by the Sligo/Leitrim/Roscommon District Council

Progress to date

Actively campaigning to implement this, along



with Congress – it is a very important aspect of our industrial strategy going forward.

Composite Motion (ii) Standing Orders Report No. 2 – to replace Motions 6 and 7

'Conference condemns the continued refusal of the Irish Hotels Federation, Restaurants Association of Ireland and Retail Excellence Ireland to engage in the Joint Labour Committee process and calls on the National Executive Council to make the strongest possible representation to lobby the Government to remove the present veto against the introduction of JLCs for Hotels and restaurant workers that was agreed with the Irish Hotel Federation as part of a settlement. Tens of thousands of hotel and restaurant workers in Ireland have been driven to poverty due to the lack of a JLC which should protect against zero hours, no premiums, no sick pay, no pensions and minimum wage being the norm. Therefore, it is imperative that the JLC for these vulnerable workers is restored'.

'Conference affirms that the path to 'Decent Work and Decent Lives' for the workers in these industries is through a collectively bargained process that delivers an Employment Regulation Order with fair rates of pay, fair hours of work and decent conditions of employment'.

'Conference notes that it is Government policy that workers in these Sectors be covered by a Joint Labour Committee'.

'Conference therefore calls on Government:

(a) That in the event of the continued refusal of the Irish Hotels Federation, Restaurants Association of Ireland, and the Retail Employer Groups to engage in the Joint Labour Committee process, that the approved Government policy on the reduced VAT rate which benefits these industries be reviewed with a view to its removal.

(b) That in the event of the confirmed refusal of the Irish Hotels Federation, Restaurants Association of Ireland, and the Retail Employer Groups to engage in the JLC process that the Oireachtas introduce appropriate measures so as to guide the Labour Court to deal with the matter by passing legislation consistent with the intent of Section 11 of the 1969 Industrial Relations Act.'

Submitted by: *The Services Divisional Committee, The Hotels Catering Leisure and Print Media Sector – Services Division.*

Progress to date

Representations directly to Government and the ICTU. Inclusion in Pre-budget submissions. Various public statements have been made.

Thus far we have not been able to shift Government policy on the issue.

(8) Review of the Employment Protective Legislative Framework

'Conference acknowledges that there is a significant body of Employment Protective Legislation in this State, but that notwithstanding this fact, workers in Ireland are still exposed to serious forms of exploitation by unscrupulous employers, particularly but not exclusively in Sectors of the economy where there are low levels of trade union density and where there are low levels of collective bargaining arrangements'.

'Conference therefore calls on the National Executive Council and the General Officers to undertake a review of the Employment Protective Legislative Framework with a view to building a lobbying campaign to ensure that such legislation provides maximum protections to working people, is robustly enforced and that there are strong penalties for non-compliance by employers.'

Submitted by the Services Divisional Committee

Progress to date

The main work on this issue has been conducted by the Services Division which has been actively involved in a number of initiatives aimed at strengthening employment protective legislation including:

- Drafting a submission to the Department of Jobs, Enterprise and Innovation on the Report and Recommendations Arising from the University of Limerick Study on the Prevalence of Zero Hours Contracts and Low Hour Contracts in the Economy
- Lobbying the Department of Jobs, Enterprise and Innovation and subsequently involved in a consultative talks process aimed at amending the Terms of Employment (Information) Act and the Organisation of Working Time Act in order to provide further and better protection against unfair employment practices in respect of working hours and casualization

and the introduction of a statutory right for a contract of employment which reflects the reality of hours worked over an extended period.

- Lobbying for an amendment to the Competition Act. The Competition (Amendment) Act 2017 was enacted into law on 7th June. It exempts a number of named categories of workers including session musicians, voice-over actors and freelance journalists from section 4 of the Competition Act 2002 thereby allowing them to engage in collective bargaining. In addition, the Act provides for a formal process which allows trade unions apply for similar exemptions for certain categories of self-employed workers e.g. bogus self-employed workers, certain categories of gig economy workers.
- Lobbied for an examination of employee protective legislation and company legislation arising out of the liquidation of Clerys and collective redundancy of staff. Protested at the Department of Jobs Enterprise and Innovation for 11 consecutive weeks in the winter of 2015 to force the Government's hand in reviewing the legislation. In January 2016 the Department announced the Expert Examination and Review of Laws Protecting Employee Interests to be conducted by Mr Kevin Duffy and Ms Nessa Cahill BL. The stated purpose of the review was to examine the legal protection available for workers' interests where collective redundancies arise in consequence of certain types of corporate restructuring involving the separation of assets from the operational activity of a business. The Division made a submission to Duffy and Cahill. A review of the Companies Act was also announced in January 2016 to examine matters arising from the Clerys closure. An Ad Hoc Committee of the Company Law Review Group was established with former head of SIPTU's Legal Rights Unit, Michael Halpenny, representing the ICTU on the committee. The Ad Committee is still examining the matter.
- Lobbying the Low Pay Commission on Board and Lodgings deductions from workers' wages during the course of its review of the National Minimum Wage Acts provisions in respect of Board and Lodgings.

(9) Collective Bargaining, Organising and SEOs (Sector Employment Orders)

'Conference notes and welcomes the publication of legislation which will reconstitute REA's (Registered Employment Agreements) for unions and specific employments and potentially introduce SEO's (Sector Employment Orders) for given sectors and industries. The Construction industry and its workers having suffered with the collapse of the regime of REA's notes the huge potential to take wages out of competition, to create a level playing pitch in tendering for work and to recruit and organise workers with the prospect of an SEO for the Construction industry and indeed other industries and sectors. Conference therefore calls on the NEC to ensure that this union and indeed the wider movement use the new legislation consistently, strategically and with the dual purpose of recruiting and organising workers into membership and developing sector wide conditions of employment where appropriate.'

Submitted by the Utilities & Construction Divisional Committee

Progress to date

SIPTU set up an internal committee to look at the various opportunities in relation to collective bargaining and issues arising from the IR (Amendment) Act 2015. We continue to seek opportunities under the legislation to pursue SEOs and REAs.

Construction Sector:

As part of Congress, the CIC made its submission in response to the CIF application to the Labour Court for a Construction SEO. THE CIC submission included a claim for statutory minimum rates equivalent to a minimum pay increase of 10.2% (7.5% restoration of cuts imposed under the 2010 LCR19847 and a 2.5% increase), resulting in the minimum craft rate increasing from €17.21 to €18.96 with retention of the relativity for General Operatives of 97% - A Grade, 91% - B Grade and 88% - C grade i.e. this being a new and vastly improved starter rate. The existing starter rate is 80% - D Grade, which would be removed altogether under the CIC proposal. Other issues put forward in the CIC Submission to the Labour Court included Pension, Sick Pay, Disputes Procedures and Travel Time. The CWPS also made a submission to the Labour Court as part of this SEO process. The



Labour Court hearing took place on June 26th 2017 and the Court has issued its Recommendation to the Minister for Jobs Enterprise and Innovation on July 16th. While the Recommendation rests with the Minister and is not yet available to the employers and Trade unions, the Minister has issued a statement confirming that the rates of pay will increase by 10% for Craft (€18.93) and General Operative (€18.36 & €17.04) with no change to the starting rate of €13.77. While it is expected that other matters relating to Pension, Sick Pay and Travel Time will be addressed the Minister has made no comment about same in her statement and the Trade union side awaits the issuance of the Labour Court Recommendation.

Aviation Sector

Developments are continuing at a slow pace with the agreement and full support of Swissport to bring about an SEO for 3rd Party Ground Handling Operatives. When achieved, this will ensure that Swissport's competitors in the Cork, Dublin and Shannon Airports are no longer able to massively undercut Swissport labour costs and will greatly improve the chances of organising these workers. We would argue that we are 'substantially represented' in the Sector as we would have over 33% density, directly through our membership right across Swissport.

(10) TUPE Regulations

'Workers in contract Security and Contract Cleaning are employed in an industry that is subject to contractors changing on a regular basis. While most Contractors do honour TUPE Regulations, this is not the case in all situations leaving our members exposed to risks of displacement. Therefore, Conference calls on the National Executive Council to establish a political campaign to amend the TUPE legislation to extend the protections afforded in the legislation to workers employed in contract services.'

Submitted by the Security, Contract Cleaning, Insurance & Finance Sector – Services Division

Progress to date

In a submission to the Duffy Cahill Review Group's Expert Examination and Review of Laws Protecting Employee Interests in February 2016, SIPTU argued strongly for the amendment of the TUPE

regulations.

In the absence of securing a commitment to amend and strengthen the TUPE Regulations, the union pursued and secured enhanced protections for workers in the Employment Regulation Order for both the security industry and the contract cleaning industry. The provisions, which are legally binding, afford workers a statutory entitlement to receive 30 days' notice of a change in contractor along with a statement from the outgoing employer of their terms and conditions of employment, length of service and annual leave balance. These provisions will go some way towards protecting the interests of workers undergoing a transfer to a new employer.

SIPTU's Workers Rights Centre, in conjunction with the Services Division, had a significant victory in a decision on applying transfer of undertakings in the security industry at the Employment Appeals Tribunal. SIPTU, had claimed that Top Security had failed to employ the workers when it took over a contract at the Chief State Solicitor's Office in Dublin. The Employment Appeals Tribunal backed the workers' case, which had been an appeal against a Rights Commissioner's rejection of their claim. The Tribunal awarded them amounts varying from €1,800 to €6,600 for a breach of Regulation 8 of SI 131/2003, relating to information and consultation obligations.

Top Security appealed to the High Court and after a hearing in December 2016, the judge in finding for the workers said that there was "a fairly unique situation" in that the workers had been in one location for a long period and there had already been a transfer before their last employment and the applicant had been on notice about TUPE but "ignored" it. The High Court decision has been appealed by Top Security to the Court of Appeal.

(11) Employment Regulation Orders/Cleaners' Charter

'Many union Members are directly employed by the Clients who procure both Security and Contract Cleaning services, and in the interest of building union strength in these workplaces, this Conference calls on the National Executive Council in conjunction with the Divisional Committees and Sector Committees to support both Security Officers and Contract Cleaners in relation to the roll out of a campaign on the implementation of the

proposed EROs once ratified, and to further support the Sector's campaign in relation to the introduction of the Cleaners Charter: a Charter aimed at Clients, and which promotes a responsible Contractor Policy for the Cleaning industry.'

Submitted by the Security, Contract Cleaning, Insurance & Finance Sector – Services Division

Progress to date

The Services Division undertook an information campaign to highlight the provisions of the Employment Regulation Orders in contract cleaning and private security among workers.

The Strategic Organising Department met with the Head of Procurement in the HSE who agreed to support the Cleaners Charter. This was followed by engagement with management of Beaumont Hospital and Tallaght Hospital.

The Division made a strategic decision to nominate a colleague to participate in a UNI-Global European Expert Group aimed at developing a Europe-wide guide for public and private sector organisations procuring contract cleaning services. The guide will incorporate recent changes in the European Public Procurement Directive. When published, it is intended to combine the guide and the Cleaners Charter when engaging with Procurement Officers in client companies and organisations.

The Division piloted a new initiative with the Manufacturing Division the objective of which is to work in collaboration with colleagues in Manufacturing to organise contract services workers in SIPTU-organised manufacturing plants. It is intended to broaden this approach in other divisions.

(12) Campaign for Decent Work

'Recognising the exponential growth of precarious employment, characterised by low pay, zero hour contracts and insecurity of tenure generally, which is diametrically at odds with the aspirations of the 1916 Proclamation, Conference resolves that SIPTU will undertake a major, properly funded and resourced campaign for Decent Jobs. This will be conducted, along with others in the Trade union Movement, if possible, in a sustained manner over the medium term. The campaign will be located in selected economic sectors where exploitation in the workplace is most rampant. The objective of

the campaign will be to highlight abuses and to encourage workers affected, to organise so that they can assert their right to fairness and dignity at work, through the process of Collective Bargaining and to support them in doing so.'

Submitted by the National Executive Council

Progress to date

The campaign has been focused in the Care Sector.

Caring work, whether in the home or in employment, has always been undervalued. And it's no coincidence that this work is done mostly by women.

We can see this clearly in the pay and conditions of workers. Sectors like childcare and elder care are rife with precarious contracts, low pay and low status. There is very little recognition for this important and demanding work.

If we want to challenge precarious work we need to organise workers into SIPTU so they can fight for decent pay and contracts. This is why our union has launched the care campaign focusing on childcare, home care and nursing homes.

Over the past 18 months, our union has been successfully organising childcare workers (Early Years Educators) with the 'Big Start' Campaign

We know from countless studies that quality early years has benefits for children's development and society in general. For every €1 the state spends on quality early years it yields a return of €4 - €9.

But because Ireland invests about half of what it should do into Early Year Care and Education, we have qualified workers, some with a Masters, on €10.27 per hour, 1000's on precarious 15 hours / 38 week contracts and a turnover rate of 28%.

How does this support quality childcare? It doesn't, the sector is in crisis.

The 'Big Start' Campaign is fighting for increased state investment to radically transform the early years sector and establish a Sectoral Employment Order to set minimum rates of pay.

We are doing this by building a union of workers who can take effective action to put quality at the heart of the governments early years policy.

To date the Big Start Campaign has established county networks across the country and activists are taking action such as lobbying TDs and Senators, getting motions passed at local councils,



holding public meeting and petition signing days and presenting at Leinster House.

In July of this year the Dail passed an unopposed motion in support of greater investment in the sector and the establishment of a Sectoral Employment Order, a key SIPTU demand.

(13) Bullying At Work

'Bullying is repeated inappropriate behaviour that undermines a person's right to dignity at work. It can be done by one or more persons and it is aimed at an individual or a group to make them feel inferior to other people. It can have a devastating effect on an employee'.

'There is no formal statutory channel for resolving bullying complaints. The Codes of Practice currently applicable under the Health and Safety and Welfare at Work Act, 2005 and the Industrial Relations Act 1990, are not legally enforceable. This situation can be contrasted with the approach to Harassment and Sexual Harassment claims which are clearly and narrowly defined in the Employment Equality Acts. Such complaints can be processed through to the Adjudicator/Equality Tribunal at the Workplace Relations Commission, and eventually to the Labour Court if necessary. In contrast, the worker making a bullying complaint has no defined formal mechanism for redress under Employment Law'.

'There is now a need for anti-bullying legislation which, amongst other things, should define what workplace bullying is. Such legislation should also outline the internal procedures needed to deal with bullying complaints, including mediation, and identify a formal route for adjudication of bullying complaints through to the Workplace Relations Commission'.

'Conference calls on the NEC to initiate a campaign for the introduction of such legislation and lobby political parties with a view to them including it in their manifestos for the forthcoming general election.'

Submitted by the State Related Sector, Public Admin. & Community Division

Progress to date

We are in the process of trying to establish best practice around Dignity at Work policies. In this regard, we are also interacting with the Legal

Rights Unit.

The Labour Party produced a Charter for workers in the context of its General Election Manifesto in 2016 which included a pledge to legislate on the issue.

(14) Negotiating Structure in the Community and Voluntary Sector

'That this conference calls on the National Executive Council to seek to establish a negotiating structure with the various Government Departments and State Agencies involved in funding and policy formation in the Community and Voluntary Sector so that a robust and effective mechanism for dealing with the legitimate aspirations for wage increases and pension scheme funding introductions can be established.'

Submitted by the Community Sector, Public Admin. & Community Division Community Forum established.

Progress to date

Very problematic as the Government side are failing to engage meaningfully. A process of consultation with the Community Sector is ongoing.

(15) Removal of the Public Service Moratorium

'Conference calls on the National Executive Council to seek the full removal of the Public Service Moratorium in all areas of the Public Sector. Recognising the increased flexibility and productivity being delivered by Public Servants, we are also seeking that recruitment of permanent staff be prioritised in areas such as the Local Authority sector that have been disproportionately affected by the effects of the Moratorium in order to maintain those quality frontline services to the public.'

Submitted by the Local Authority Sector, Public Admin. & Community Division

Addendum to Motion 15:

'Conference further calls for an end to the targeted policy of the non-replacement and outsourcing of non-academic jobs in the state sponsored third level colleges. Moreover that future state funding for these roles would be conditional on a policy of direct employment, with the eventual aim of using anticipated growth in the Sector to reverse the exaggerated effects of the moratorium on this group, along with the mini-

mum requirement to replace staff turnover on a permanent like-for-like basis.'

Motion 15 with Addendum to read:

'Conference calls on the National Executive Council to seek the full removal of the Public Service Moratorium in all areas of the Public Sector. Recognising the increased flexibility and productivity being delivered by Public Servants, we are also seeking that recruitment of permanent staff be prioritised in areas such as the Local Authority sector that have been disproportionately affected by the effects of the Moratorium in order to maintain those quality frontline services to the public'.

'Conference further calls for an end to the targeted policy of the non-replacement and outsourcing of non-academic jobs in the state sponsored third level colleges. Moreover that future state funding for these roles would be conditional on a policy of direct employment, with the eventual aim of using anticipated growth in the Sector to reverse the exaggerated effects of the moratorium on this group, along with the minimum requirement to replace staff turnover on a permanent like-for-like basis.'

Submitted by the Education Sector, Public Admin. & Community Division

Progress to date

Moratorium technically gone. However, restricted employment practices are being imposed in a number of areas in the Public Sector.

The union are actively pursuing the issue of workforce planning in a number of areas in an effort to address this issue.

To date, progress can be recorded.

(16) Outsourcing of Public Services

'Recognising the recent bad experiences of outsourced Public Services, where services to the public have declined, costs have risen and workers terms and conditions have been reduced, Conference calls on the National Executive Council to seek that a proper value for money audit on all existing outsourced services be conducted to incorporate the full cost to the state.'

Submitted by the Local Authority Sector, Public Admin. & Community Division

Progress to date

The issue of the Service Delivery Option contained in the LRA is critical to dealing with this issue. In actively pursuing the Service Delivery Option contained in the LRA, the terms of this motion are being explored in direct negotiation with the various employers. The relevant sectors are also reviewing the terms of this motion.

An attempt by the Management side to alter the terms of the Service Delivery Option in discussions on an Extension of the Lansdowne Road Agreement was firmly rejected by the union side and was finally accepted by Management.

(17) Outsourcing in Third Level Education

'That this conference notes with dissatisfaction the outsourcing agenda of public sector managers and in particular the attempts to outsource work done by our non-academic members in third level education. Conference recognises this as part of the agenda to commercialise our HEIs and condemns this wholeheartedly. Conference further resolves to mandate our committees to challenge this head on at local and national level and in particular to directly engage with the Irish Universities Association to defend our jobs and defend decent work in our HEIs. Conference further notes the outsourcing by stealth through the use of campus companies and mandates our committees locally and nationally to campaign for standardised contracts which do not recognise "Chinese Walls" between workers who are employed on the same campus and by the same employer.'

Submitted by the Education Sector, Public Admin. & Community Division

Progress to date

The Education Sector supported by the Division, is engaging directly with employers on Workforce plans to ensure employers are meeting their obligation to use direct labour to the greatest possible extent.

(18) Protecting the Rights of Performing Artists

'The Arts & Culture Sector call on the NEC to adopt a policy that adequately protects the rights of performers in terms of working conditions and intellectual property. This policy should provide that:

1. All agreements entered into on behalf of the membership make provision for the equitable remuneration for the exploitation of the performers



work and implements fully the protections afforded to professional performers under the Irish Copyright Legislation.

2. An auditing clause be included in any future agreement containing royalties and residuals fees so as to allow for the auditing of production companies, national and international, to ensure that the returns of the production companies are correct and payments are in line with the agreements negotiated with the union

3. Irish Equity is provided with the necessary structure to track, implement and protect our rights nationally and internationally, when contracts that provide for equitable remuneration for the exploitation of the performers work have been achieved.

4. The creation of an effective structure to take any action necessary to protect and maximize the rights of the performer as enshrined in any agreement negotiated by the union where those rights are breached.'

Submitted by the Arts & Culture Sector, Services Division

Progress to date

This motion does not require any further action other than for the Executive of Irish Equity and the Executive of the MUI to have continued ownership of it so that it may inform their thinking when making decisions about productions and performances. The Arts & Culture Sector has a comprehensive policy document covering the position for future agreements and both Executives will have responsibility for ensuring that future agreements are made in line with the Sector policy and with Motion 18.

(19) Collective Bargaining Rights for Musicians and Voiceover Artists

'SIPTU is currently prevented from negotiating collectively for musicians and voiceover artists as a result of the Decision of the Competition Authority (No.E/04/002 of 2004). The refusal of the Competition and Consumer Protection Commissioners to revise the Decision No.E/04/002 of 2004 having regard to the Court of Justice of the European Union (Case C-413/13) ruling on December 4th 2014 in the case of FNV Kunsten Informatie en Media v Staat der Nederlanden has significant implications for the previous Decision and the correct interpretation of Competition Law in Ireland'.

'Consequently, the Arts & Culture Sector, call on the NEC to commence a political campaign in con-

junction with the ICTU and its affiliate unions to achieve the required legislative change to allow for collective bargaining for these categories of workers promised but not delivered by the then Government after the Decision No. E/04/002 of 2004.'

Submitted by the Arts & Culture Sector, Services Division

Progress to date

Significant movement has occurred on this issue since the BDC. The Competition (Amendment) Bill 2016 was presented by Ivana Bacik, Labour Senator. The Bill had its first reading in the Dail on Tuesday February 28th where it was presented by Alan Kelly Labour TD and again it continued to have all party support. The Bill provided for collective bargaining through an exemption from Section 4 of the Competition Act for certain categories and for SIPTU that is specifically freelance voice over actors and session freelance session musicians. The Bill also allowed for a trade union to make an application on behalf of other categories of workers to apply for the same exemption and it provides a definition of false self-employed. The Bill was enacted into law on 7th June 2017 as the Competition (Amendment) Act 2017.

(20) The Impact of the Regulator on Employment in the Commercial Semi state Sector

'Conference notes that across the commercial semi state sectors including Energy, Transport and Aviation the role of the given Regulator is having an increasing impact on the environment which members' employments operate and compete in. Whilst we have previously campaigned for and fully support the principle and concept of comprehensive regulation in such industries and sectors, conference calls on the NEC to carry out a study on the impact of the given Regulator and their policies in such industries may have on the conditions of employment of members, in an ever increasing environment of market liberalisation.'

Submitted by the Utilities & Construction Divisional Committee

Progress to date

Awaiting implementation.

(21) Violence and Aggression in the Workplace

'Conference calls on the National Executive Council to support a campaign which highlights the need for a comprehensive review of policies designed to protect staff from experiencing violence and aggression in the workplace. Health workers across different disciplines of the service are particularly vulnerable to experiencing violence and aggression in the workplace. An appropriate review must be conducted to ensure that the necessary deterrents, protections and support for staff are in place and suitable to meet the needs required.'

Submitted by the Nurse & Midwife Sector, Health Division

Progress to date

SIPTU pursued the terms of this motion with HSE Management. However, this issue remains problematic for our members.

(22) Full Pension Rights on Retirement

'That this Conference calls on the National Executive Council to confront the Department of Health and the HSE on their continued failure to pay our members their full pension entitlements, and all outstanding pay on their confirmed retirement date. This would end the hardship currently being experienced by members through non-payment of their full pension entitlements for periods exceeding a year in some cases.'

Submitted by the Support Sector, Health Division

Progress to date

Following activity by the Health Division with the Pensions Ombudsman, significant progress was made and the identification of the relevant areas in the Health Sector led to a resolution. However, the union continues to monitor the situation.

(23) National Ambulance Service

'That this Conference calls on the National Executive Council to fully support our members in the National Ambulance Service. Our members continue to provide an excellent frontline service to our communities and continue to enhance their skills and knowledge to provide our communities with one of the best public Ambulance Services in Europe and the world'.

'We call on Government and relevant departments to insure that:

(a) Our National Ambulance Service is properly resourced with staff and equipment to deliver the specialised service and care to our communities.

(b) That the bodies and authorities with responsibility for carrying out reviews take seriously into account the financial deficits, geographic locations, or availability of equipment and required staffing levels when issuing their reports and any recommendations.'

Submitted by the National Ambulance Sector, Health Division

Progress to date

National Ambulance - Capacity Review has been published and it recommends 461 posts plus 100 vacancies – 561.

We need to interrogate the report. Likely to lead to industrial action in order to achieve its implementation.

We continue to support the campaign regarding the demand that the National Ambulance Service is fully resourced in line with the terms of this motion.

In July 2016 we achieved, we achieved the following having served notice of strike action.

- 1) Commitment to recruit 600 Ambulance Professionals over a 4-5 year period
- 2) A 32 million euro injection of funds to resolve all issues identified in National Ambulance Service Capacity Review report
- 3) Monies to be spent on new Ambulance fleet, technologies and other capital spending requirements.
- 4) Commitment to engage on outstanding issues from the Lansdowne Road Agreement

(24) Development Plan for the union

'Conference, recognising the onset of a new period in Ireland and in Europe, in the aftermath of the greatest systemic crisis in Capitalism since the Wall Street crash of 1929, which will be characterised by increasing recourse to precarious work and diminishing standards of employment, resolves to formulate a Development Plan to enable the union to best equip members and working people generally to meet these challenges'.

'To this end, Conference directs the National Executive Council to initiate a major consultation ex-



ercise throughout 2016, entailing engagement with Divisional, Sector and Section Committees and District Councils as well as Shop Stewards, union Activists and individual members'.

'Conference also directs that upon completion and taking due account of the external advice based on the experiences of other Trade unions in Ireland and internationally, a Development Plan be formulated to be submitted for consideration of a Special Delegate Conference early in 2017.'

Submitted by the National Executive Council

Progress to date

The membership consultation exercise has been completed. The Special Delegate Conference took place on 25th May 2017 resulting in the adoption of a comprehensive Report and Recommendations.

(25) SIPTU in the Community – Density Building

'The AIF&D Sector calls on the N.E.C. to investigate the possibility of fully utilising the unions premises around the Country towards establishing local drop in and information centres whereby the union can strengthen its links with local people and utilise the premises and facilities as organising tools to enhance union influence and density in the Community and local industries and enterprises.'

Submitted by the Agri Ingredients Food and Drink Sector – Manufacturing Division

Progress to date

This issue was addressed in the Development Plan which was adopted at the Special Delegate Conference on 25th May 2017, following the Membership Consultative Initiative. It is dealt with at Sections 5, Organising at Local Level and 6, The Workers' Rights Centre/Welcome Centres.

This provides for the re-establishment for local democratically based structures and the extension of the Workers' Rights/Welcome Centres throughout the Country over the medium term.

(26) Navan Office/Pilot Project

'That Conference calls on our National Executive Council for greater utilisation of the Navan Office as a Pilot Project to regain SIPTU lost presence in the Community. The Dan Shaw Centre would become a Centre which would embrace the idea of reaching out to grass root membership and wider Community Organisations'.

'This Centre would be fully resourced but not limited to embracing a Phone in, Phone out Bank and Know Your Rights Centre.'

Submitted by the Meath District Council

Progress to date

Following the BDC 2015, work commenced on developing Workers' Rights Centres at SIPTU offices around the country. To date, Welcome Centres have been opened in Dublin, Cork, Navan, Tralee and Sligo, while Centres in Galway, Kilkenny and Carlow are scheduled to open in the near future. Further Centres are being identified and prepared throughout the country with an immediate focus on Limerick and Waterford.

(27) Organising through Social Media

'From an organising perspective nothing can replace face to face interaction with potential new members, however social media can be an effective communication and organising tool. The union currently has an on-line presence and the use of social networking is expanding the union's lobbying reach to a wider audience. Many trade unions now recognise that social media is the news and social medium of choice for most young workers and the use of social networking will increase significantly into the future. A training programme for activists and staff taking on board international trade union experience with social networking as an organising tool will ensure that the union captures the full organising and lobbying potential of Social Media'.

'Conference calls on the National Executive Council to ensure that organising through social media/networking training is provided by SIPTU College in conjunction with the Organising and Campaigns departments to the staff and activists within each Division of the union.'

Submitted by the Pharmaceutical Chemical Medical Devices Sector - Manufacturing Division

Progress to date

Between January 2015 and December 2016, the number of followers on SIPTU's main Facebook page rose over 126%. (+10,000). Twitter page saw a growth in followers of 279%. (+9000) SIPTU has seen consistent growth in followers across most of the active social media pages run by the union. The number of videos SIPTU has produced for social media has continued to increase drastically. From approximately 12 videos produced in 2014 to over 50 videos distributed via social media in

2016. This year (2017), the union has already produced close to 100 quality videos. This is labour intensive, however the quantity of video production has been increased almost cost neutrally using our existing resources.

SIPTU has grown in terms of the way it uses social media as an organising tool, for instance, SIPTU successfully utilised social media with the Big Start Campaign, producing video content, general social media content and two way communication between activists and the organisation. As well as this, SIPTU has used Nationbuilder to develop a database of over 14,000 people who get regular updates regarding the campaign in the form of social media posts and direct emails. This has helped enhance organising on the shop floor. SIPTU also used social media effectively in terms of communicating with workers and the general public during large scale nation disputes such as those in the transport sector.

Working with SIPTU College, the Campaigns & Equality Unit have launched a one day training course which is available to staff in each division of the union, and which will be rolled out to union members. The Campaigns and Equality Unit has also delivered numerous presentations on best practice in social media to various committees and groups of activists within the union.

"SIPTU College has recently launched its own Facebook page and also will have an interactive website shortly. Already the Facebook page has sparked interest in the College and its training courses with over 200 visits in the first week alone. "

In recent times, more and more news content produced by the unions has become available on social media using the Medium platform to quickly disperse the unions message.

(28) The Political Fund

'Conference resolves that a review of the use of the Political Fund be undertaken, entailing extensive consultations with Divisional and Sector Committees, District Councils and otherwise throughout the union and that following same, a report should be prepared by the National Executive Council to be submitted for consideration at a Special Conference early in 2017.'

Submitted by the National Executive Council

Progress to date

The national consultation has been completed. A report was submitted to the Special Delegate

Conference which took place on 25th May 2017 and it was adopted.

Essentially it provides for the retention of the Political Fund on the basis of a contribution of 2cent per member per week. It will continue to be used to fund political campaigns. The union will also continue to have the option of providing financial support to members contesting Local, National and European elections. However, this will be available to all members irrespective of their political affiliation on condition that they sign a pledge to promote the policies of the union, as drawn up by the National Executive Council.

(29) Political Affiliation

'That this conference resolves to disaffiliate from the Irish Labour Party and instead establishes a relationship with communities groups and parties of left to further the interests of our members.'

Submitted by the Education Sector Public Admin. & Community Division

Progress to date

Following debate the motion was remitted for consideration by the National Executive Council.

This matter was the subject of a Report which was approved at the Special Delegate Conference on 25th May 2017 viz;

"In the interim the Labour Party has amended a number of aspects of its Constitution. These include the provisions which apply in respect of "Group Membership". This concerns Trade unions, Sections or Divisions of unions, Professional Associations, Co-operative Societies and certain other categories of organisation. As a result of these amendments the rules governing the participation and involvement of Trade unionists in the Labour Party have been altered. The Party Constitution retains the Party section known as Labour Trade unionists, but the concept of Trade unions affiliating as Institutions has been discontinued.

Accordingly the issue of SIPTU, or any other Trade union, affiliating to the Labour Party no longer arises.

With regard to the question of relationships with Community Groups and Parties of the Left, the National Executive Council has resolved that these matters should fall to be considered from time to time by the National Executive Council and or by Biennial (or Special) Delegate Conferences as appropriate."



(30) Housing Crisis

'Conference welcomes the new recognition at social, activist, media and governmental levels of a serious housing crisis in Ireland. This crisis of homelessness, mortgage arrears, home repossessions, rent rises and shortages of social housing and private rental accommodation threatens to intensify in severity'.

'Conference calls on the government and all responsible agencies to tackle this crisis with an urgent strategy that emphasises the provision of publicly-owned social housing for affordable rents and new local authority house-building with direct unionised labour. Conference calls on the government to front load the application of funds from the Social Housing Strategy 2020'.

'Conference calls on the National Executive Council to initiate a broad-based national housing campaign around a programme of measures to include the following, and calls on all concerned with housing needs to support it:

- No loss of principal residency due to genuine economic distress.
- Mortgage debt relief and write down.
- The preparation and use of suitable empty units for social housing.
- Large scale construction/regeneration/provision of publicly owned social housing with direct trade union labour.
- Decent pay and conditions in construction with as a minimum the enforcement of high standard employment and wages regulation.
- Rent control in the private rental sector.
- Security of tenure in the private rental sector.
- Rent allowance that meets actual rent costs
- The retention of housing assistance recipients on the housing waiting lists.
- Adequate provision of emergency accommodation.'

Submitted by the Dublin District Council

Progress to date

In 2015 the union became one of the founding members of the Homelessness and Housing Coalition. This group is a mixture of trade unions, political parties, NGO's and front line volunteer groups. The aim of the Coalition is to lobby Government to deal adequately with the homeless and housing crises and to mobilise others to join and support the coalition aims of preventing evictions on mortgaged arrears property, the introduction of rent

control and security of tenure, the opening of "void" properties, to prevent to transfer or sale of public lands to private developers and a large scale programme of construction of public housing.

The first action of the Coalition was a demonstration to make the one year anniversary of Johnathon Corry who died in a doorway on Molesworth Street in Dublin. Several public demonstrations have taken place since then, organised by the Coalition to keep the issue in the public eye with the most recent being the May Day march which was themed around the housing crisis and the solutions developed by the Coalition.

During 2016 the Coalition made this issue an election issue and actively lobbied politicians for support. In June 2016 the Coalition formally met with the Cross Party Oireachtas Committee on housing and homelessness to seek to influence the Governments Rebuilding Ireland Plan.

In late 2016 and early 2017 SIPTU, Impact, Unite, Mandate and the CWU ran a separate social media campaign with the social media campaign group Uplift to influence Government policy the rental strategy. The objectives of the campaign were to regulate rents, to prevent evictions for the purpose of sale and to create indefinite leases. This resulted in the introduction of rent pressure zones by the Government.

The Coalition continues to grow and is actively lobbying for a local authority led public housing building housing programme for affordable homes.

The Irish Congress of Trade Unions has also adopted a policy strategy called "A Local Authority Led Response to the Housing Crisis" which outlines the need to provide 10,000 social housing units on an annual basis by late 2018/early 2019. The document also makes the very strong case for social housing provision by local authorities and sets out proposals for local authorities to work together to implement a major social and affordable housing and construction programme on public lands. The policy clearly outlines how such a social and affordable housing programme could be funded, its treatment under EU accounting rules, and examines the scale of current spending on quasi-social housing. The Congress housing committee have commenced and active nationwide political lobby on this issue.

(31) PRSI Rates

'That this Conference calls on the NEC to initiate a campaign for the graduation of PRSI payment, instead of the current cut off point of €352 and then 4% after that.'

Submitted by the Electronics Engineering & Industrial Production Sector

Progress to date

What was sought by this motion has not been introduced, but Budget 2016 (i.e. announced in October 2015) made changes that reduced PRSI for low-paid workers (i.e. earning between €352 and €424 a week). Budget 2016 estimated that this change would reduce the amount of PRSI payable for someone on €20,000 by €341 a year.

The credit amounts to a maximum of €12 a week. It starts at income of €352.01 per week, tapering out at a rate of one-sixth of income in excess of this and fully tapering out as income reaches €424 a week.

There were no further changes announced to this in Budget 2017.

(32) State Pension Age

'Conference calls on the National Executive Council to launch a campaign to reverse the recent increase in State Pension age to 66, with further increases to age 68 also already scheduled. This campaign should also tackle the issue of gender equality with regard to pension's provision and entitlement.'

Submitted by the Limerick District Council

Progress to date

Immediately following BDC 2015 the then Minister for Public Expenditure and Reform, Brendan Howlin TD established an Interdepartmental Committee to bring forward proposals with a view to remedying these issues.

A new Government took office in May 2016 following the General Election in February. The Labour Party was no longer in the Government.

The "Interdepartmental Group on Fuller Working Lives" (which was not the original title of the Committee) reported in August 2016. Instead of addressing the issue and insofar as it said anything at all, the recommendations would serve only to worsen the situation for older workers and their families.

We castigated it publicly describing it as useless

exercise in "window dressing". Despite repeated lobbying through the Irish Congress of Trade unions, we have been unable to shift the Government's position.

Composite Motion (iii) Standing Orders Report No. 2 - To replace Motions 33, 34, 35 and 36 - State Pension Age

'Conference calls on the National Executive Council to immediately engage in discussions with the government, with a view to ameliorating the impact of the raising of the State Pension Age for members who will retire before they are eligible to receive their State Pension'.

'Conference notes the following:

The State Transitional Pension, previously available at age 65, was removed in January 2014 effectively forcing workers to seek one year extra employment from their employer or existing for one year without income or living off any savings they may have accrued over their working lives. Many of our members, especially those who do not have an occupational pension scheme, are effectively being left in limbo regarding retirement and qualification for the State Pension to which they have paid into all of their working lives'.

'The discussions with government should focus on workers having a right, on voluntary application, to the extension and continuation of their employment beyond existing custom and practice and/or their current contractual retirement date of age 65 in order to realign workers retirement age with that of the State Pension Age.'

Submitted by the: The Kildare District Council, The Aviation Sector - Utilities & Construction Division, The Agri Ingredients Food and Drink Sector - Manufacturing Division, The Public Admin & Community Divisional Committee.

Progress to date

As outlined in relation to Motion 32.

Composite Motion No. (iv) Standing Orders Report No. 2 - to replace Motions 37 and 38 - Public Health Service

'Conference calls on the National Executive Council to support a campaign which highlights the need to tackle spiralling waiting lists within our Public Health Service and draws attention to the importance of ensuring access to a Public Health Service that is free at the point of use. We are entitled to a Health Service that delivers on Primary Care, Universal Hospital Care, Care of Older Peo-



ple, Community Care, Integrated Care and Mental Health. The State has an obligation to provide healthcare to those who need it. The campaign should recognise that many PRSI citizens in Ireland do not have the option of private medical care, they simply cannot afford it. The Health Service should allow workers and citizens the basic human right of access to healthcare to those who need it most, rather than can pay most.'

Submitted by: The Nurse & Midwife Sector- Health Division, The Allied Health Professionals Sector - Health Division

Progress to date

Representations to Government directly and through the ICTU, various Pre-Budget submissions and public statements.

(39) Healthcare

'Conference, notes that as part of its Secure Retirement Campaign the National Retired Members Section campaigns to bring about a society in which, after a lifetime of work, union members would be in a position to look forward to their retirement from paid work. However, conference notes that increasingly workers above a certain age are facing the prospect of approaching retirement with fear and anxiety given the sudden drop in expected income and the uncertainty about future living costs and public services, particularly healthcare and elder care. Conference notes that retired and older people are particularly dependent on the health service. The severe, unprecedented and unsustainable contraction of the public health service due to successive years of financial cutbacks along with the long term harm done by the implementation of a recruitment moratorium has had a disproportionate impact on older people. Conference calls on the National Executive Council to mount a campaign in defense of the country's public health service, designed to ensure: a) the provision of safe and accessible care to retired and older people in hospitals, nursing homes and other health settings as well as in the community and in the private home b) the protection of good quality direct employment in the health service; c) the unionisation of healthcare workers and d) awareness among the general public of the essential social good arising from access, for all citizens, to a quality assured public health service.'

Submitted by the Retired Members' Committee

Progress to date

As outlined in relation to Composite No. (iv)

(40) National Ambulance Service Capacity Review

'That This Conference calls on National Executive Council to insist that the Department of Health provide the necessary funding as required for the implementation of the findings of the National Ambulance Service CAPACITY REVIEW.'

Submitted by the National Ambulance Sector, Health Division As (23)

Progress to date

The union, on behalf of the National Executive Council, continues to work with the Divisions in demanding implementation of the findings of the National Service Capacity Review. It is recognised that for this to be achieved, serious investment is required by the relevant government departments.

A dispute was sanctioned and significant progress was made in the area of staffing and added fleet and technology.

(41) Universal Social Charge

'This Conference calls on the National Executive Council to campaign for the abolition of Universal Social Charge for low and middle income Health Workers so as to enable them to be financially independent in order to allow for themselves and their families to participate in their local economy thereby supporting and creating local employment opportunities for workers in the private sector.'

Submitted by the Health Divisional Committee

Progress to date

SIPTU has developed the concept of a "Social Solidarity Charge".

(42) Disability Benefit

'That this conference calls on the NEC to initiate a campaign to reverse the government's budgetary changes to Disability Benefits where claimants receive payment after the 6th days of illness.'

Submitted by the Cavan/Monaghan District Council

Progress to date

Representations through ICTU.

(43) Funding for the Community and Voluntary Sector

'That this conference calls on the National Executive Council to lobby Government seeking an increase in funding for the Community and Voluntary Sector.'

Submitted by the Community Sector, Public Admin. & Community Division

Progress to date

The Government sought submissions on the issue of Commissions in the Community Sector. SIPTU was the only union which responded. To give effect to these motions (Nos. 43 & 44) the unions' work in the Community Sector needs to be considered together.

(44) Privatisation in the Community Sector

'Conference calls on the General Officers and the National Executive Council to develop the building of a campaign against the privatisation of the Community Sector and the consequential 'race to the bottom' in terms of pay and conditions of employment that will affect workers in this Sector.'

Submitted by the Public Admin. & Community Divisional Committee

Progress to date

The office of the Vice President, on behalf of the NEC, is liaising with the relevant divisions and sectors in endeavouring to highlight the issue of privatisation in this Sector. A campaign regarding funding, privatisation and respect for workers is ongoing. The Community Sector Committee have recently established a sub-committee for the purpose of developing a political and, where possible, industrial campaign on this issue. The lack of progress on the Community Forum has not assisted the efforts of our members. Meetings have been sought with the DJSP and DHPCLG on this issue also.

(45) Whitegate Refinery

'That conference calls upon the NEC of the union to immediately commence an intensive lobbying campaign to secure the future of Phillips 66 oil refinery Whitegate, Co Cork in its current capacity given it's critical importance to the national and

local economy as Ireland's only oil refinery.'

Submitted by the Energy Sector – Utilities & Construction Division

Progress to date

Following the conference a vigorous campaign was conducted by SIPTU and the other unions on site, namely TEEU and Unite to ensure that the Oil Refinery remained open.

The Oil Refinery was sold in September 2016 to a Canadian owned firm called Irving Oil. This should secure the long-term future of the Oil Refinery.

Composite Motion (v) Standing Orders Report No. 2 – to replace Motions 46 and 47

Privatisation in Public Transport

'Conference notes with concern the recent industrial action that members had to pursue to protect conditions of employment due to the Government led policy of privatising Public Transport Services. The transfer of provision of these services from the semi-state sector to private profiteers is not acceptable and will lead to a dramatic lowering of conditions of employment for workers providing these services. The public service obligation of providing public transport should continue to be vested in state owned companies as to do otherwise will leave a legacy of inadequate transport for the most vulnerable in society and conditions of employment at minimal levels been set in this industry, Hence conference calls on the National Executive Council to lead and maintain a vigorous industrial and political campaign of opposition to further privatisation of public transport and opposes any cuts in services or benefits that would have an adverse effect on retired and older peoples' quality of life and living standards.'

Submitted by: The Transport Sector – Utilities & Construction Division, The Retired Members' Committee.

Progress to date

We have "led and maintained a vigorous industrial and political campaign of opposition to further privatisation of public transport and opposes any cuts in services or benefits that would have an adverse effect on retired and older peoples' quality of life and living standards" by way of our engagement and submission on February 10th 2017 to the Oireachtas Joint Committee on Transport Tourism and Sport

Correspondence has been exchanged between our TEAC Division and the relevant Minister and it is expected that legislation will be brought forward later this year on the protection for existing



'Direct Award Services' by way of Public Transport.

Our members in Bus Eireann have taken 21 days of Strike Action from late March through to April 13th culminating in the Labour Recommendation (LCR21438) which was accepted. This Labour Court recommendation addressed many issues including pay, shift pay, hours of work, income continuance, etc. and in the context of this composite motion recommended the establishment of a 'Stakeholders Forum' **"to work towards addressing the challenges facing Bus Eireann and Public Transport generally"**

This has resulted in an initial recent meeting with Minister Ross, wherein SIPTU through the TEAC Division made a submission on Public Transport and the need to adequately fund and preserve same. The Stakeholders Forum will hold its first meeting in October 2017.

Also it is worth noting that SIPTU in furtherance of this composite motion/policy was the only Trade union in the Transport Sector who balloted Dublin Bus and Irish Rail for Industrial Action in solidarity with its Bus Eireann members and achieved a strong mandate to enact same, should it have been necessary to do so.

(48) Representation on Hospital Boards of Management

'That this conference calls on the National Executive Council to insist that the Government enact legislation guaranteeing the right of workers to representation on Boards of Management with full voting rights and access to all information. This is necessary because of the blatant breach of public pay policy by several publicly funded Hospitals and Organisations through the application of "TOP UP" payments to senior executives.'

Submitted by the Support Sector, Health Division

Progress to date

Wrote to relevant Government Minister in line with this motion.

Further communication as of yet has not elicited a response.

Composite Motion (vi) Standing Orders Report No 2 – to replace Motions 49 and 50 TTIP/CETA

'Conference calls on the National Executive Council to support a campaign which will highlight the dangers for all workers associated with TTIP/CETA

and to publicly engage with all political parties and MEPs to ensure that TTIP does not realise the aims of those sponsoring this attempt to exploit public services to make a profit and thus render public policy redundant'.

'This campaign should also seek to collaborate with other unions throughout Europe to impress the need for solidarity through our opposition of TTIP and to make certain that trade unions educate our members and wider society of its dangers for working people.'

Submitted by: The Allied Health Professionals Sector – Health Division, The Health Divisional Committee

Progress to date

The National Executive Council adopted a detailed policy position in June 2015 which runs to 30 pages of text.

Basically it called for the suspension of all negotiations on TTIP pending satisfactory resolution of a range of issues on employment rights, public services and environmental considerations. Since then the union has continued to participate fully in the promotion of this policy through the Irish Congress of Trade unions and in the International Trade union Movement.

(51) Undocumented Migrant Workers

'Conference notes that there are an estimated 20,000 to 26,000 undocumented migrants in Ireland; many of whom are living in the shadows under tremendous stress and fear of deportation. The majority of them are working in the most precarious sectors of the economy where they are open to exploitation due to their vulnerable circumstances. This exploitation by rogue employers undermines the established wages and conditions of other workers in these sectors'.

'The majority of undocumented workers are resident in Ireland for over five years. It is time that their position as is regularised both to protect the human rights of these workers and to prevent further erosion of conditions for all workers employed in the precarious sectors'.

'Conference calls on the National Executive Council to support the active participation of SIPTU in a broad-based campaign aimed at convincing Government to introduce a once-off, time-bound regularisation scheme, with transparent and fair criteria, to encourage these workers out of the shadows and to enable them to enjoy the rights and protections secured for workers in Ireland.'

Submitted by the Equality Committee

Progress to date

- SIPTU ran a letter writing campaign in 2015 to the then Minister for Justice and Equality, Ms. Frances Fitzgerald T.D. union members were encouraged to write to the Minister setting out why they supported a regularisation scheme for undocumented workers, children and adolescents.
- A sample campaign letter appeared in the November/December 2015 edition of Liberty newspaper as part of a 2-page pull-out feature entitled "Why Justice for Undocumented Workers Benefits All". The article set out for readers why SIPTU supports a regularisation scheme for the estimated 25,000 undocumented people in Ireland and featured profiles of three undocumented workers who worked in the security, cleaning, restaurant and care industries.
- The union participated in the Undocumented in Ireland: the moral and economic rationale for regularisation conference held in Trinity College Dublin in May 2016.
- SIPTU hosted a private meeting between President of Ireland Michael D. Higgins and representatives of the Justice for Undocumented campaign, the Young Paperless and Powerful campaign and the Migrant Rights Centre Ireland in Liberty Hall in December 2016. The meeting coincided with the launch of the "A Thousand Reasons, One Wish" art exhibition in the Liberty Hall auditorium. The exhibition, which was formally launched by SIPTU General Secretary Joe O'Flynn and artists Robert Ballagh and Jim Fitzpatrick, was open to supporters of the campaign and the general public.
- SIPTU Digital produced a short film featuring undocumented workers and young people in support of the Justice for Undocumented campaign's call for a regularisation scheme to allow undocumented migrants the chance to come forward and regularise their situation. The film was circulated via the union's various online media channels and widely viewed.

Composite Motion (vii) Standing Orders Report No. 2 – to replace Motions 52 and 53

1916 Centenary and Palestine

'Conference respects the contrary perceptions of the 1916 Insurrection as between the different traditions on the island of Ireland. However, Conference deplores the abject failure to realise the egalitarian aspirations of the Proclamation in either of the jurisdictions which emerged after the "decade of rebellion'.

'We hold that this is primarily attributable to the dominance of a value system, which reflects the interests of Capital and the wealthy in all aspects of public policy formation since 1922. Prioritisation of private affluence over the interests of the common good has resulted in the perverse incentivisation of speculation to the detriment of innovation and the consequent failure to develop sustainable indigenous economies. This is most manifestly evident in the fact that uniquely in all of Europe the population is lower now than it was in 1840'.

'Therefore Conference resolves that as a custodian of the values of social solidarity, the union must focus energetically on asserting the primacy of the common good, as the platform for all public policy development, towards the objective of the attainment of an egalitarian society in which all the public services necessary for the pursuit of a full, free and happy life are available equally to all, free at the point of use, underpinned by a dynamically sustainable economy and fair taxation'.

'In this regard Conference resolves that the union will participate fully in the Commemoration of events of Easter Week 1916, with particular emphasis on the role of the Irish Citizen Army and Trade unionists generally and towards the objective of renewing the values for which they stood'.

'That this conference believes that it would be appropriate in the commemoration of the centenary of the 1916 rebellion that 2016 would be designated the year of the liberation of Palestine. The Palestinian people's right to statehood is an inalienable right. Conference calls upon the NEC to formulate a campaign, in cooperation with the trade union movement and all progressive, civic and political groups in Ireland and internationally, to make 2016 the year for the creation of a Palestinian state.'

Submitted by: The National Executive Council, The Equality Committee.

Progress to date

In response to the motion on the centenary of the Easter Rising:

SIPTU organised a series of events to commemorate the role of union members, the Irish Citizen Army and then acting General Secretary, James Connolly in the 1916 Rising. Before the Easter commemorations commenced a wrap depicting scenes and leaders of the Rising was draped around the three sides of Liberty Hall and remained in place until the Autumn of 1916. It was the largest image of the Rising anywhere in the country during the commemoration year.



Between March and May 2016, a series of major events took place in Liberty Hall Theatre and included:

Easter Saturday 26th March – Gala Centenary Concert attended by President Michael D Higgins with performances by Christy Moore, Damien Dempsey, Paula Meehan, Matt Molloy and others.

Easter Monday 28th March – Recollections of the role of the ICA, the printing of the Proclamation in Liberty Hall, the Women and Children of the Rising and the Flags of the Rising along with songs and images.

Easter Tuesday 29th March – State commemoration of the role of the Irish Citizen Army including wreath laying by President Higgins at the statue of James Connolly, Beresford Place, and the unveiling of a plaque in Liberty Hall listing all men, women and young people registered as members of the ICA in 1916. This was followed by a major speech by the President and contributions from relatives of those who fought with the ICA during the Rising.

Wednesday 30th March – 'Take Down the Horseman' by Eugene McCabe - Performed by Dublin Lyric Players

Thursday 31st March – Women and Work – Photographic exhibition and debate

Friday 1st April - Glórtha: Traditional Irish music with Liam O Maonlai, Theo Dorgan, Lynched,

12th May – Commemorating the centenary of the execution of James Connolly. Attended by President Michael D Higgins with performances by Eddi Reader, Karan Casey Niall Vallely Niamh Parsons and more.

During the year 12 plaques were unveiled in various locations around the city where members of the Irish Citizen Army lived and fought during 1916. Organised in co-operation with the Dublin District Council of SIPTU and local community history groups.

A number of new tapestries featuring people and scenes of the 1916 Rising were completed and displayed during the Easter commemorations.

The original Green Flag of Ireland, which was raised by 14 year old Molly O'Brien over Liberty Hall, on the instructions of James Connolly, on Palm Sunday prior to the Easter Rising and other items of significant historical interest taken by members of the British Army were loaned to SIPTU

by the Iniskillings Museum, in Enniskillen after they were discovered and identified in early 2016 with the assistance of the Communication Workers Union and staff of the GPO, in Dublin. Following its restoration, the Green Flag was presented to President Higgins in a special ceremony in Aras an Uachtarain on 22nd March, 2016 before it was moved to its original home in Liberty Hall.

Other events to commemorate the Easter Rising were organised by SIPTU members around the country including in Sligo, Meath, Cork, Galway and Belfast.

In response to the motion on Palestine:

At the SIPTU biennale Delegate Conference in 2015, a keynote speech was delivered by our international guest, Dr. Mona El Farra, the projects director of the Middle East Children's Alliance to the conference plenary in which she outlined the deteriorating situation of the Palestinian People, especially in Gaza.

The global solidarity committee held a very successful lunchtime fringe event on SIPTU's 'Solidarity with Palestine' campaign. It was held in Connolly Hall and attended by 83 delegates. The event was addressed by Dr. Mona El Farra and Elaine Bradley. In conjunction with the SIPTU's Social Media Officer, the committee used the opportunity of the fringe event as a pilot for the use of 'Periscope TV' in broadcasting the event live to the public.

The flags of Palestine, Ireland and the United Nations flew outside Liberty Hall in Dublin on the weekend of the 27th-29th November to mark UN International Day of Solidarity with the Palestinian People. The flags were raised during a short ceremony, at lunchtime on 27th November, attended by the Palestinian Ambassador to Ireland, Ahmad Abdelrazek, and SIPTU General President, Jack O'Connor.

SIPTU Global Solidarity Committee on behalf of the Irish Congress of Trade unions (ICTU) participated in a lobby day on 'Recognition of the Palestinian State' with Trocaire, Sadaka and the EAPPI. The event was held in Buswells on the 14th June 2016. The Palestinian Ambassador participated in the lobby with the four organisations. SIPTU in collaboration with the ICTU Global Solidarity Committee worked with other solidarity organisations in the follow-up to the lobby event.

In 2016, on the occasion of the 5th General Con-

gress of the Palestinian General Federation of Trade unions (PGFTU), a message of solidarity was sent by the SIPTU General President.

In August 2016, the children of the Al-Helal football club of Gaza visited SIPTU offices in Wexford and Tipperary as they toured the country playing local football matches. Above are the team photographed at the Mansion House with Lord Mayor Brendan Carr showing their support for SIPTU's 'Stand up for Palestine' Campaign.

The trip was covered by RTE, the Irish Times and other media outlets from the Middle East. As part of our work on Palestine, the committee continued to support the action of Gaza Action Ireland in bringing a football team from Gaza to Ireland in the summer of 2017.

In July 2017, a play the 'Olive Tree' by Katie O'Kelly was performed in Liberty Hall Theatre and hosted by SIPTU. Organised by Mags O' Brien and Gaza Action Ireland the play and a raffle on the night, raised over €3000 euros for the initiative in bringing the young footballers from Gaza to Ireland.

SIPTU made a donation of €500 to 'Palfest-Arts Festival Supporting Palestine' which took place in July 2016. Some performances including by Palestinian poet, Rafeef Ziadah, took place in Liberty Hall.

SIPTU's Global Solidarity Committee members are supporting the reorganisation of the Trade union Friends of Palestine in Dublin. An initial meeting was held in October 2016. The meeting heard from a guest speaker, Hamed Qawasmeh of the Hebron International Resources Network (HIRN) on the work being carried out in Hebron to support vulnerable Palestinian communities especially supporting the education of girls.

Mags O'Brien of the SIPTU Global Solidarity Committee participated in a European Trade union Seminar- "Solidarity with Palestine - Ending European complicity with Israeli violations of international law European Trade union Initiative for Justice in Palestine" on the 18-19 November 2016 in Brussels. The aim of the seminar was to discuss a coordinated mobilisation of the European trade union movement to take effective action to bring an end to Israel's denial of Palestinian rights and grave violations of international law. The seminar was also attended by representatives from SIPTU, UNISON, Mandate and CPSU.

SIPTU endorsed the National demonstration for Freedom and Justice for Palestine which took

place on the 10th June 2017. Around 1500 people from all over Ireland marched in the demonstration which marked the 50th anniversary of Israel's occupation and illegal colonisation of the Palestinian West Bank, East Jerusalem and Gaza. The Ireland-Palestine Solidarity Campaign (IPSC) organised the event to convey a simple message, that '100 years of injustice and 50 years of occupation is enough! It's time for freedom, justice and equality for the Palestinian people!'

Emergency motion to SIPTU Biennial Delegate Conference Cork 6th October, 2015:

'This Conference commends the work of SIPTU members at NUI Galway in seeking to combat gender discrimination and related precarious working conditions. Conference condemns NUI Galway (NUIG) university management team for its consistent attempts to trivialise the concerns of workers and for excluding this union from meaningful negotiations. Conference calls on the NEC to:

1. Initiate contact with the president of NUIG insisting that the employer attends the LRC;
2. Closely monitor the situation at NUIG and ensure that local stewards are sufficiently resourced and supported.'

Submitted by The Education Sector, Public Administration & Community Division

Moved in accordance with Standing Orders Report No. 3

Progress to date

The Divisional Office is working with the Sector to support our members in this critical campaign. The substantive issue has been lodged with the WRC at the Education Oversight Committee.

SIPTU, at General Officer level, wrote to the NUIG on this issue. The Divisional Organiser met with the NUIG Committee on two occasions to ensure the committee had in place the necessary supports from the union's services to assist them in their work – Communications, Legal Rights, Campaigning and Equality. Supporting the Committee in this work is ongoing.

Emergency Motions to SIPTU Biennial Delegate Conference Cork, 8th October, 2015:

- (1) 'In light of the unilateral announcement made by Irish Water that staffing levels be reduced by



1,200 workers over the next number of years, which is in breach of the Service Level Agreement between the unions and Management, Conference reaffirms the support outlined by the General President to fully support our members in Irish Water. Furthermore, we are calling on Conference to support our members in the Local Authorities in their campaign for the retention of the provision of water services within the Public Service'.

'The unilateral announcement made by Irish Water of the reduction in water service worker numbers is not only a breach of the collective agreements between management and unions, but is also the commencement of a process to privatise the provision of water services in Ireland by first reducing then removing public sector workers from the delivery of this essential public service'.

'Furthermore, in line with the union's ongoing campaign, Conference is again calling for the political parties to give a commitment ahead of the forthcoming General Election for a Referendum seeking to prohibit the privatisation of the provision of Ireland's water services.'

Submitted by the Local Authority Sector

Progress to date

SIPTU was the first Trade union in Ireland to call for a referendum to amend the Constitution to prohibit the privatisation of the public water supply. It was also SIPTU that proposed that this should become the policy of the Irish Congress of Trade unions, which was duly endorsed unanimously by the Executive Council of that Body in 19th November 2014.

The Local Authority Sector, supported by the Division and the Campaigns and Community Departments, lobbied all political parties and all TDs seeking their support for a constitutional referendum to enshrine the provision of water services in public ownership, so as to offset the risk of privatisation. The Labour Party published a Bill providing for the Referendum.

A Bill was also introduced on the floor of the Oireachtas by independent TD Joan Collins. In introducing it, she acknowledged the lobbying campaign by the union's activists.

The Government established a Commission on Irish Water chaired by Kevin Duffy. SIPTU has made submissions to the Commission, both directly and as part of an ICTU delegation. The Commission Report supported the concept of constitutional change.

SIPTU also supported the members in the taking of a ballot vote for industrial and strike action to resist the moves by this employer to make 1,200 workers compulsorily redundant. This ballot led to an intervention by the WRC and engagement resulted in a Comprehensive Agreement that offset the proposed compulsory redundancies. The WRC Agreement also provided for a minimum of 95% permanent water service posts, as well as commitments of no displacement of permanent posts by contractors.

Arising from the Agreement, a number of further engagements became necessary on the regularisation of posts and the Find & Fix project. Both of these initiatives resulted in greater permanent public service employment opportunities in the delivery of the service.

Membership & Organisation



SIPTU General Secretary
Joe O'Flynn

Introduction

The Annual Reports on SIPTU's activities during 2015 and 2016 can provide only a summary of key events in the work and development of the union. While the Reports endeavour to provide as much information as practicable, it would not be possible to provide a comprehensive report on all the activities under-

taken by the union's members, voluntary representatives and staff during the period. Readers seeking more detailed information are invited to consult the reports of the Sections, Sectors or the Divisions concerned.

The work undertaken by the union during 2015 and 2016 and its many achievements in protecting and advancing the interests of its members and their families was made possible by the individual commitment and collective voluntary participation of very many members of the union. Central to all of this was the day-to-day involvement of the union's Shop Stewards, Section Committee Members and Activists in all areas of the union's organisation who, with the support of the union's staff, steered the union through a challenging period in the economic and social history of the island of Ireland and through the internal organisational restructuring of the union. While individual contributions are rarely itemised in these reports, they are nevertheless vital to the achievements of the union and are very much appreciated.

Membership

The financial membership of the union at the end of 2015 was 150,032 and 151,538 at the end 2016. The increase in financial membership in 2016 was the first since 2007. It was due to the organising initiatives undertaken by individual sectors, and the work of the Strategic Organising Department.

Financial Membership by Division at the end of 2015

Health	38,697
Manufacturing	33,068
Public Administration and Community	29,407
Services	29,071
Transport, Energy, Aviation and Construction	19,789

Financial Membership by Division at the end of 2016

Health	39,798
Manufacturing	33,614
Public Administration and Community	28,593
Services	28,370
Transport, Energy, Aviation and Construction	21,163

Summary Overview of union

Finances 2015 and 2016

Contributions from members in 2016 was €32,068,939 compared with €31,647,001 in 2015. Expenditure in 2016 was €32,975,149 compared with €33,481,203 in 2015. The co-operation of the activists and staff in maintaining the financial resources of the union for use in defending the interests of the members from attacks on their pay and conditions is acknowledged and appreciated.

The fixed assets in the Consolidated Balance Sheet Revenue Account for the year ended 31st December 2016 were €14,475,233 compared with €14,834,545 in 2015. These assets are deployed at various locations throughout Ireland and are used for the direct benefit of the members. When current assets and current liabilities are accounted for, the net assets at the end of 2016 were valued at €44,684,339. The financial accounts for each of the two years reflect the attention paid by the National Trustees, the National Executive Council and



the National Executive Officers to the financial management of the union on behalf of the union's members. The accounts also reflect the commitment and contribution of the Shop Stewards, activists and staff to ensuring that the organising and representation work of the union was undertaken as cost effectively as possible at every level in the union.

The audited accounts of the union for the period under review are set out in Appendix No. 1.

Staff

During 2015 and 2016 the union continued to deploy staff throughout the organisation as required to organise and support members. The commitment of the staff and their continued cooperation during this time is acknowledged with the full appreciation of the union.

Staff Numbers and Grades

The number of staff and grades at the end of each year was as follows:

Grade	31/12/2015	31/12/2016
General Officers	3	3
Divisional Organisers/ Departmental Heads	12	12
Sector Organisers	24	28
Industrial Organisers/ Tutors/Researchers/ Industrial Engineers/ Lead Organisers/IT	45	39
Assistant Industrial Organisers/Organisers	99	105
PA	7	7
Location Based Organisers	9	6
Administrative/ Clerical Staff	91	90
Porters	9	8
Total	299	298

Staff Recruitment

A number of recruitment competitions were held during 2015 and 2016. Applications were invited from which panels for positions of Divisional Organiser, Sectoral Organiser and Industrial Organiser were to be filled. A number of other competitions, including Head of SIPTU College and Campaigns and Equality Organiser were also held.

Staff Development

Training and Development for staff continued during 2015 and 2016. The development of new technology was supported by on-going training and familiarisation with the data and process requirements of the new systems.

Staff continued to update and enhance their competencies and the National Executive Council maintained the education grants scheme to support staff in externally accredited courses consistent with the needs of the union and the personal development of the staff. This included supporting staff in pursuing a range of legal qualifications. As a result, the union now has five members of staff who are qualified as Barristers while the majority of advocates now hold a third level qualification in employment law.

Staff who participate in external courses in their own time are to be commended and are acknowledged with thanks by the union.

Workers Rights Centre



The Workers' Rights Centre advises and represents individual SIPTU members when they encounter workplace problems. It was a product of the re-structuring process within the union and commenced operating in September 2010. The concentration of individual representation in a specialist department allows the five SIPTU Divisions to concentrate on their primary task of Collective Bargaining and Organising. The Centre comes under the control of the Legal Rights Unit.

The centre has a supervisor based in Dublin and 24 advocates based in Dublin, Cork, Limerick, Galway, Sligo, Waterford, Kilkenny, Castlebar, Mullingar, and Letterkenny, with responsibility for the whole island of Ireland. These advocates represent members at local enterprise level as well as at hearings in the various employment rights adjudication and appeal bodies.

The centre has 10 Information Assistants connected through an integrated communications system. Information Assistants act as a first contact providing information on a wide range of issues to members. They log queries and grievances on the Workers' Rights tracking system and provide a variety of supports to advocates in their representational work.

Activity

From its inception in September 2010 to the end of 2016, just over 25,155 cases were logged on the Centre's system. Some of these cases were resolved through advice over the phone, and others were resolved at the enterprise/employment level. Cases that could not be resolved at local level were referred to a third party for adjudication.

Activity Index

In 2016 a more efficient case filtering system was put in place whereby a greater emphasis was put on shop steward participation in early resolution of cases at the level of local enterprises/organisations. This initiative not alone led to greater

empowerment of union representatives at local level but saw a welcome fall in cases referred to the contentious and divisive third part stage. In the Calendar years January 2015 to December 2016 the figures for activity representing members and compensation recovered were as follows:¹

	2015	2016
Meetings/Consultations attended by Advocates	6127	5465
Third Party Hearings	1036	846
Total Value of Settlements/Compensatory Awards for members.	€5.23m	€4.75m

Education and Training

Given the nature of the Workers Rights Centre operation and the responsibility attached to protecting members' rights and livelihoods, it is imperative that there is a consistent process of quality training and education.

On-going training for advocates includes a monthly audio conference where log-in or attendance in person is mandatory. This is broadcast from Liberty Hall on a given day each month and PowerPoint presentations are sent out beforehand to participants. Active discussion is centred on developments in employment law and the forum also allows advocates to give feedback on experiences at Tribunals and other employment law bodies. Developments in employment law, which happen at least on a weekly basis, are communicated from the Legal Rights Unit to the Centre's staff. There were also monthly meetings with Information Assistants, and bi-monthly training sessions and updates.

Most of the Advocates in the Workers Rights Centre have a legal qualification. In 2016 two advocates were called to the Bar, which brings the total of qualified barristers within the Workers



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- **CONFIDENTIAL INFORMATION HELPLINE**
- **EXPERT ADVOCATES AND NEGOTIATORS TO TAKE YOUR CASE**

SIPTU WORKERS RIGHTS CENTRE

1890 747 881

8.30 a.m. to 5.30 p.m., Monday - Friday
wrc@siptu.ie

www.workersrightscentre.ie

Rights Centre and the Legal Rights Unit to five. This is not a move towards creating a more legalised environment within SIPTU. Instead, it is to ensure that SIPTU members are ensured the best quality advice and representation when they encounter problems at work. This goes some way towards balancing the scales on the fundamental issue of 'inequality in arms' at hearings, when workers face well resourced, 'lawyered up' employers.

Welcome Centres

A decision was made by the NEC in early 2016 to expand the role of the Workers Rights Centre from being solely an in-house servicing unit, to becoming a cutting edge organising tool that will help to reinvigorate the union as a strong presence in the community. The emphasis was on opening Welcome Centres in local SIPTU offices that reconnected with members. Such an initiative would revitalise the role of the union office as a "go to" place for members and other workers seeking initial advice on workplace problems.

These Centres give a localised contact point for SIPTU members and cater for potential members who may be experiencing difficulties at work. Advice is given in a friendly, empathetic environment and, if needed, SIPTU's expert Advocates can refer cases for members on to the Workplace Relations Commission and the Labour Court if necessary.

As 2016 was an important year in the history of the union, being the 100th anniversary of the 1916 rising, the launch of the first Centre in Dublin was on 19th, May, 2016, the week that marked the centenary of the anniversary of the execution of James Connolly. Cork's Centre opened on 2nd August, Navan's opened on 15th November and Tralee on 9th December 2016. The programme of opening Workers Rights Welcome Centres will continue in 2017 as suitable SIPTU offices are identified.

Each Centre has been launched in conjunction with the SIPTU District Councils, with the Chair of each Council giving the opening address. The Centres, along with the District Councils, have the shared mission of prioritising the relationships between local communities and the union.

Centres are staffed by Advocates, Organisers and Information Assistants. Each Centre has had the local telephone number re-instated, which has proved extremely popular amongst members, as well as having access to the central 1890 number. Details of each of the Centres are given below and can be found at www.workersrightscentre.ie

The Centres work closely with the Divisions and the Organising Department, as well as the other departments in SIPTU, to provide the best possible service to workers accessing the Centres.

Since opening in 2016 the combined total footfall of all Centres to the year end of 2016 is approximately 514, with the combined total of new members of 253.

While SIPTU's Workers Rights Centre has ordinarily been accessed by telephone, through the relevant official and online for members, we are now getting back on the High Street where our empathetic, expert and confidential advice and representational service for members and potential members will be properly showcased.

Cork Welcome Centre,
Connolly Hall,
Lapps Quay, Cork
Tel: 021 4277466

Dublin Welcome Centre,
Beside Liberty Hall,
Eden Quay, Dublin 1
Tel: 1890 747881

Navan Welcome Centre,
Dan Shaw Road,
Navan, Co. Meath
Tel: 046 9023437

Tralee Welcome Centre,
Connolly Hall,
Upper Rock Street,
Tel: 066 7121244

The Legal Rights Unit is organically linked to the Workers Rights Centre but its work and responsibilities go beyond giving legal advice to the Centre's Advocates in the field. It extends to advice on Industrial Relations Law and it counsels on strategic legal issues to Officers and Divisional and Strategic Organising Staff. The Unit provides specialist legal education for staff with the cooperation of SIPTU College. While the Legal Rights Unit



specialises in employment and industrial relations law, it has expanded services to advise on company law, data protection and defamation (initial examination only in the latter area), where this impacts on union activity.

The Legal Rights Unit

The Legal Rights Unit does not give independent legal advice. It gives primacy to the collective interests of union members. Advice will not be given, for example, in situations where there is a conflict between an individual's interest and a collective agreement, particularly where the net result could have a detrimental effect on the interests of fellow union members. All advice therefore must be filtered through an official to ensure that the collective interest is the overarching consideration.

As well as giving general advice, the unit is tasked with giving advice in individual cases to Workers Rights Centre Advocates. The advice and support includes assistance in the enforcement of third party determinations, company insolvencies and pension law.

The Unit in the two-year period 2015 to 2016 assisted in preparing cases for the High Court in defence of points of law applications where SIPTU members' awards were at stake. The Legal Rights Unit also had a broader strategic function regarding legal reform and developments which may im-

• pact upon working people generally. The Unit is
• part of the ICTU Legal Strategy Committee and
• has contributed to various campaigns for legisla-
• tion to re-introduce REAs and JLCs, and the
• strengthening of Collective Bargaining legislation
• by the last Government. In 2015, there was a fun-
• damental reform of the Employment Rights bodies
• with the EAT, the Equality Tribunal and the old LRC
• phased out to be replaced by the Workplace Re-
• lations Commission. This created one agency with
• a single adjudicator arrangement, including an ap-
• peal to be heard in public by the Labour Court.
• The Unit was active in ensuring that SIPTU staff
• adapted efficiently to this new reality.

• In the sphere of Industrial Relations, the Unit as-
• sists in the drafting of ballot papers, advises on the
• conduct of disputes and gives support in injunc-
• tion cases, and the running of collective bargain-
• ing cases.

• The Legal Rights Unit has given many presenta-
• tions on employment law, not alone to SIPTU staff
• and activists but externally; for example, to non-
• union members in various third level institutions as
• part of the organising mission. The Unit also drafts
• regular legal commentary and updates for the Lib-
• erty newspaper

SIPTU College



SIPTU College continued to offer a range of courses to the members, activists and staff of the union during 2015 and 2016. The most popular courses were the Basic and Advanced programmes aimed at shop stewards. These encompass an introduction to the union and the role of the shop steward: organising; grievance and disciplinary handling; negotiating skills and conducting effective meetings. Sector specific issues were also addressed, for example Trust in Care for activists and staff in the Health Services Division. Other training centred on equality issues; pensions; health and safety, and separate organising training.

Staff available to teach on these programmes included Sylvester Cronin (Acting Head of College); Carmel Hogan (part-time); Mags O'Brien; Margaret DeCoursey and Miriam McCluskey, though for much of the period the latter two were on secondment to the Legal Rights' Unit and the Education Sector respectively. In addition, Mags O'Brien retired on 4th November 2016.

Trade union Studies Certificate Programme

Some of the above SIPTU College courses are accredited to QQI Level 5: the Advanced Activists' Course and Safety Representatives' Training. SIPTU College also offers one Level 6 accredited programme leading to an NCI awarded Certificate in Trade union Studies. There are six modules in this programme which, during 2015/2016, was offered in Dublin, Waterford, Cork and Limerick: -

- Collective Bargaining and Negotiations
- Employment Law
- Equality and Diversity
- Health and Safety
- Human Resource Management
- Introduction to Economics

The above-named staff all play a role in the delivery of this programme as do several voluntary tutors: - Seamus Buggle (IDEAS); Ray Mitchell and Denis Gormalley (Manufacturing Division); Tadhg Curtis (Retired Staff). Sean Heading from the TEEU also tutors and has specific responsibility for Limerick. Administrative assistance and coordination across all programmes is provided by Eileen Meier and Brigid Coakley.

Basic English

At least one out of every four adults in Ireland has significant problems with reading and writing. Approximately 320 students, mostly migrant members, attended the union's English as a Second Language (ESOL) and Basic English Literacy Scheme classes during the two-year period 2015/2016. Several students achieved QQI (formerly FETAC) level 4 certificates and many other members continue to benefit from ongoing attendance. Tom O'Brien teaches on this programme at Liberty Hall, which Jean Kennedy coordinates. The scheme is part funded through the City of Dublin Education and Training Board for which we are grateful.

Scholarships

The Education and Development (Scholarship) Support Scheme, coordinated by Jean Kennedy, continued to be as popular as ever with the membership during 2015 and 2016. During 2015 the union introduced a new annual scholarship for migrant members for which there has been a high demand. In total the union awarded 20 Third Level awards for members; 48 Gaeltacht scholarships and 60 Second level awards for the children of members.

Educate to Organise

Although originally designed, developed and delivered by the Strategic Organising Department, Educate to Organise has been partly based at SIPTU College for some time and in late 2016 became an integral component of the College's offering. Educate to Organise grew out of a need to politicise ourselves, to answer some of the questions we frequently ask but seldom get the chance to debate within the union - questions about our society and economy; about democracy and globalisation; class and inequality; left and right wing politics and power - all with the aim of creating informed social activism.

A pilot project involving participants in three locations (Dublin, Cork and Galway) concluded in 2015 with a high approval rating and calls for its expansion. 2015 also saw the commencement of a very positive programme in Cork, under the auspices of ONE Cork, and which had 15 participants from 12 of the unions active in that city. In 2016 the pro-



1. Gerry McCormack, SIPTU Manufacturing Division Organiser and Tish Gibbons, Head of SIPTU College.
2. The Educate to Organise group comprised of members of ONE Cork – Awards night – 25th April 2016.
3. A Trade Union Studies Certificate class, Waterford 2015.



1



2



3

gramme commenced in several locations: - a TUF group in Dublin; two SIPTU Dublin groups (one evening class and one day release); one night class version in Galway and one day release programme in Cork.

There are three modules Educate to Organise: -

Workers in Society - This module looks at workers in society in a particular way. It looks at where workers are placed in society and at issues such as class, left and right wing politics, globalisation, inequality and how these affect us all.

Workers in the Economy - As the name implies, this module explores economics from the viewpoint of workers, helping to reach an understanding of how economic decisions affect workers and their families.

Workers in their union - This module examines the history of the unequal relationship between workers and employers. It explores the need for and contribution of unions to society and addresses the potential for union renewal, with particular emphasis on organising in Irish trade unions.

Once fully resourced, it is intended to expand the delivery of Educate to Organise.

Safety & Health Unit

Occupational Safety and Health (OSH) backup support continues to be provided to Safety Representatives, activists and staff by the Safety and Health Unit at SIPTU College. This includes the provision of information, written and oral, advice and representation. Occasionally, this may involve a workplace visit where direct advice is provided to safety representatives and union Organisers.

2015 saw a serious development for occupational health and safety at European level. The EU Commission has undermined existing protective legislation with the publication, under the duplicitous title of 'Better Regulation', of an agenda for deregulation. Under the pretext of lightening the administrative burden on smaller enterprises, 'Better Regulation' provides for fewer workplace inspections and no requirement to have a written risk assessment for certain small employers. These elements are essential requirements for proper OSH standards at workplace level so that lives and limbs can be saved.

The Safety and Health Unit at SIPTU College continued to work against these moves to erode existing safety and health protection legislation and took part in a campaign alongside other European

Trade unions spearheaded by the European Trade union Institute (ETUI). The Safety and Health Unit at SIPTU College continues to be proactive in Safety and Health with our OSH Advisor, Sylvester Cronin fully participating in, inter alia, the

- o Irish Congress of Trade union's Advisory Committee on Safety and Health
- o National Irish Safety Organisation (NISO).
- o European union's 'Advisory Committee on Safety and Health'.
- o European union's 'Occupational Safety and Health Agency' (EU-OSHA)

Sadly, despite the efforts of trade union activists, work-related deaths, injuries and illnesses are all too frequent when they are all too preventable.

Industrial Engineering

In addition to OSH advisory, SIPTU College also offers a comprehensive industrial engineering service to its members in the workplace. Industrial Engineer John McCarthy has worked with shop stewards and staff in numerous workplaces across the Manufacturing, Services, and Transport Energy Aviation and Construction Divisions.

From union training to labour education

In Autumn 2016 the National Executive Council adopted a new strategy for SIPTU College entitled "From union training to labour education". This strategy starts from a recognition that the full establishment of the Workers' College is not imminent and therefore it is necessary to revitalise SIPTU College in the interim. The strategy also recognises that among the challenges facing the union is the need to ensure that our approach to education and training is in line with the rapidly changing environment in which learning takes place. Crucial also is the need to ensure that the worker perspective is given a voice that can be heard against the din of neo-liberal economists and right wing educationalists.

Equally important for the union is the need to ensure that the type of education and training we provide is appropriately connected to the achievement of our objectives as an organisation, particularly in the context of the challenges faced by the trade union movement over the medium to long term. The strategy leans on the experience of one example of where we have taken a different approach to education and training i.e., the Educate to Organise programme. Educate to Organ-



d, developed and delivered by the Strategic Organising Department, is a political programme which takes a worker's perspective on the study of society (sociology); the economy (political economy) and union activism (industrial relations). The success of this programme and the appetite for this approach to education and training is a clear example that through adopting an innovative approach across all our education and training activity, we can overcome many of the difficulties that have faced us in recent years.

Thus, our new strategy proposes 19 Recommendations focussing on four related areas: -

- o Expanding the 'reach' of the College's training and education
- o Designing new programmes
- o A more flexible delivery
- o Appointment of staff

It is envisaged that expansion of the 'reach' of the College's training and education will involve new means of getting our message across such as film, social media, distance or e-learning programmes. Establishing a dedicated SIPTU College website with links to a learning support platform is essential for such expansion. Among the new programmes needed are those dedicated to both staff development and the development of the labour movement. The strategy also commits to sourcing politically sound external training programmes for staff, where necessary. Mindful that SIPTU College can no longer expect to deliver all programmes via day-release, new part-time delivery options will be examined; night classes, weekends, etc. More novel approaches should also be

considered, for example, reading circles and 'pop-up' classes.

The strategy recognises that the appointment of staff is a necessary first step: - Learning Co-ordinators (in a Tutor+ role); Learning Representatives (industrial staff who will assist with training); Lecturers (to deliver Educate to Organise) and a Head of College. The last of these has been achieved with the appointment in November 2016 of Tish Gibbons, Researcher at the Strategic Organising Department, as new Head of SIPTU College. Her remit includes the implementation of this new strategy in full and she has already commenced a review of all programmes currently delivered; an expansion of the on-line presence of SIPTU College, and has commenced the design and development of new programmes. These will be delivered by both existing and new staff to be appointed in 2017.

In planning for the coming two-year period, Recommendation No. 5 of 'From union training to labour education' bears repetition: -

"Critical to the success of these proposals is a shift in how we view education and training within the union. It is often seen as ancillary; an add-on that operates separately from the 'real' work of the union. It needs to be seen as an integrated part of the union; coordinated, resourced, consistent, and in step with the direction the union is taking".

IDEAS Institute



IDEAS appointed Sylvester Cronin as the new General Manager in 2016 with a remit for a complete restructuring of the Institute.

IDEAS supporting SIPTU policy in 2015 and 2016: The Institute for the Development of Employee Advancement Services (IDEAS) is a company established by SIPTU in 2001 to provide specialist training, engage in Workplace Innovation and participate in relevant European union projects.

IDEAS Institute provides training to SIPTU activists, members and staff as required, with the aims of sustaining members' employment and union membership, reducing job losses, helping to create new jobs, enhancing activists' and members' skills, and promoting union organisation while also assisting company competitiveness.

The training programmes that IDEAS provides include team-working, train-the-trainer, CV and interview skills, and computer training. Many of these training programmes are accredited by QQI.

In addition, IDEAS provides Occupational Safety and Health (OSH) and OSH backup support to SIPTU Activists, including Safety Representatives, Shop Stewards, and staff. This includes the provision of information, written and oral, advice and representation. Occasionally, this may involve a workplace visit where direct advice is provided to Safety Representatives and union Organisers. This is in addition to the provision of some educational and training courses for union activists. The main challenge facing workplace safety and health standards is unscrupulous cost cutting in the broad area of OSH at the level of the workplace in the mistaken belief by some employers that such cuts will amount to real savings. Many studies have shown that monies spent on the prevention of work-related accidents, illnesses and diseases saves multiples of the amounts spent.

One of the more serious developments in recent years is at European level under the duplicitous title of 'Better Regulation', which is a euphemism for De-Regulation. The European Commission set-up a 'High Level Group of Independent Stakeholders on Administrative Burdens', which produced recommendations that included less workplace inspection and no requirement to have a written risk

assessment for certain small employers. These elements are essential requirements for proper OSH standards at workplace level so that lives and limbs can be saved. SIPTU continues to lobby against moves to erode the safety and health protection legislation that already exists. However due to the very hard work of the European Trade unions, including Irish trade unions, the worst excesses of this attempted assault on Safety and Health Regulations have been ameliorated.

Sadly, despite the efforts of trade union activists, worker-related deaths, injuries, illnesses, diseases are all too high when they are all preventable. Without the work of very dedicated trade unionists, statistics would be even worse.

IDEAS continues to provide practical support to SIPTU in the following areas.

Services Division:

Introduced this Division to the IDEAS 'review' process and used this approach to establish its strengths and weaknesses. This process enables a 360-degree perspective to be generated ('warts and all'). This in turn allows a realistic picture of the current state-of-play to be established, and permits agreed corrective actions for performance improvement. It assisted the Divisional Organiser in developing the new Divisional Committee as a functioning unit and continues to provide support as it evolves.

IDEAS introduced our 'review' process to the Trade union Group (TUG) in RTE. It has conducted 8 separate sessions and completed the initial review. Additional support, as required, will be given.

Manufacturing Division

Introduced our 'review' process to the Manufacturing Division and it has successfully used the technique to identify and prioritise agreed corrective actions for performance improvement.

This process involved consultations with Delegates attending Divisional Conference, Divisional Industrial Staff and the Divisional Committee.

SIPTU Membership Consultative Initiative

IDEAS provided guidance and technical support to



enable our 'review' process to be used for this important initiative. It developed and successfully delivered specialist training for 'in-house' facilitators to facilitate the consultative process with members and activists.

Workplace Innovation

We all understand and appreciate the depth of knowledge, and the breadth of practical process experience that every worker in all workplaces has accumulated over their working lives. This information has been acquired as operators set up their machines; watch over them as they make good product; and, as the occasion demanded, sorted product and/or process problems as they arose. Our approach to Workplace Innovation enables this information to be valued, and sought, as we all strive to make world-class products and provide world-class services.

This ability to improve performance and fix process problems through genuine worker involvement is now, at last, being universally recognised.

The mental capacity of our people to solve problems and improve performance, is the key to sustained competitiveness. We need to maximise the potential of our people to deliver improved productivity using proven tools and techniques'. (Source: Applied Benchmarking for Competitiveness – A Guide for SME Owner/Managers Richard Keegan and Eddie O'Kelly 2004 Oak Tree Press, Cork).

Employers have realised that our unique approach to Workplace Innovation can unlock creative potential within the workforce and this can be a critical component for companies as they drive for continuous improvement and on-going competitiveness.

We currently continue to work with existing client companies as they implement Workplace Innovation with involvement and commitment of workers in each workplace, namely;
Kirchhoff Automotive Letterkenny
Theo Benning GmbH Wexford and Henkel in both of their Dublin plants (Tallaght and Ballyfermot)
Fleetwood in Virginia County Cavan
Bord Na Móna, Derrygreenagh, and Boliden Tara Mines in Navan.

- New work enquiries and early scoping work being carried out in;
- Janssen Pharmaceuticals
- Arrabawn Dairies
- Western Chicken

European Projects

• ANEETs (Apprenticeship for those Not in Employment, Education or Training)

• IDEAS was involved in this European Project between 2014 and 2016 with three other partners from France, Belgium and Catalonia to develop materials to assist young people who have strayed from the normal path through school to employment – this project was co-funded by the European Programme Erasmus+.

• Materials were developed for three sectors, i.e. Technology, Hospitality and Metallurgy. These materials were intended to assist policy development and be implemented by Member States to ensure a greater participation of young people in education and employment through a wide range of different initiatives. These policies often intervene at different points along the pathway to employment, which describes young people's journey through formal education and their transition into the labour market and employment. Link to the ANEETs website is <http://www.aneets.eu/>

European Works Councils (EWCs)

• IDEAS was involved in a project with our European Partners from Catalonia, Bulgaria and Italy, which was supported by the European Commission.

• IDEAS organised training for SIPTU Industrial Staff, European Works Council members and Activists, during the time of the project, to become more knowledgeable on how EWCs can work better for organised workers in multi-national and trans-national employments.

• This project led to the production of a published booklet entitled Fostering Employee Involvement at Company Level by Training the Main players dealing with the European Multinationals.

Information Technology

There have been developments in SIPTU's Information, Communication and Technology infrastructure in the last two years:

The Cloud - The most significant development has been a move to the 'the cloud' which allows for greater security, greater access to our information systems and ease of use for staff. The facility to store our information on cloud-based systems gives us greater flexibility, it is device independent, allows for a more mobile work space and gives users an automatic updates facility. It enables staff to work more collaboratively with greater ease. The Microsoft cloud-based software system, Office365, installed in 2015, has allowed users the facility to work from anywhere, has enabled greater security, and in terms of document management and storage it has replaced the Alfresco system with the new SharePoint cloud-based system. Further development, including extensive training, is planned for the coming year in order to fully utilise the facilities included in the Office365 system. It also provides improved disaster recovery without the need for further capital expenditure.

Telephony - We continue to work with our telecommunications company Vodafone and have extended the contract through to September 2017.

• **Network Infrastructure** - We have continued to improve the network infrastructure across all locations, with major upgrades in the Navan and SIPTU College locations. In the context of developing Welcome Centres and rebuilding our connection with local communities, we have commenced a programme of reinstating local office phone numbers.

• **Network Security** - We are currently in the process of reviewing the security of our infrastructure specifically in relation to cyber security and information flow processes.

• **SIPTU Health App** - the Health Division created an App which enables them to communicate with members using push notifications on a weekly basis or when required.



Premises

Property

The number of premises, including Liberty Hall, is 36, of which 33 are owned by the union. During the period under review work has been ongoing to maximise the use of our premises and in particular to reinstate a local presence and connection with members and communities. Consequently, a decision was made to create Workers' Rights Welcome Centres in collaboration with the Workers' Rights Centre and the Strategic Organising Department. The first Welcome Centre was officially opened in Liberty Hall in May 2016 and further centres have been opened in Cork, Tralee and Navan with plans to open a further ten centres in 2017. The property stock requires constant management and maintenance, and investment in the union's infrastructure is undertaken in line with available resources. During the period under review maintenance and minor refurbishment works were undertaken at a number of our premises.

Goods and Services

The union continued to monitor contracts and arrangements for goods and services to ensure value for money was achieved, while at the same time supporting suppliers who provide decent jobs in unionised employments.

Liberty Hall Project

Following the decision of An Bord Pleanála to overturn the decision of Dublin City Council to grant planning permission, a number of options are being considered in terms of the refurbishment/redevelopment of the building. However, such works will be considered in the context of the other demands on the union's finances and supports to the members.

1916 -2016 Centenary Commemorative Events

Liberty Hall Banners

During the period under review, a variety of banners was placed on the facade of Liberty Hall. This included a three-sided banner commemorating the 1916 Easter Rising. The banner was placed in March 2016 and remained on the building until October 2016 in line with the planning permission that had been granted. The banner received very positive feedback.

State Event to commemorate the role of the Irish Citizen Army

As part of the National series of events to commemorate the 1916 Easter Rising, a number of State Events were held throughout the Country during 2016. One such event took place on Easter Tuesday, 29th March 2016 at Liberty Hall. The event was attended by President Michael D. Higgins and his wife, Sabina, the Tánaiste, Lord Mayor of Dublin, union members and staff, members of the Oireachtas, representatives from national and international trade unions as well as members of the public. The event took place in Beresford Place and the SIPTU Liberty Hall Theatre, with a wreath laying ceremony at the James Connolly memorial, raising of the ICA flag by Molly O'Reilly's daughter, Constance Cowley, the unveiling of a plaque listing all those ICA members who died in the Easter Rising, as well as a commemorative event in the Theatre.

As part of the Centenary commemorations the union also commissioned the design and production of six new tapestries. The tapestries were designed by Robert Ballagh and produced by volunteers from the arts and crafts community who had participated in the 1913 Lockout Tapestries.

Other commemorative events included a project in collaboration with the Dublin District Council to erect 12 plaques at various locations in Dublin where ICA members were based.

Northern Ireland

Political Overview

The political realities in Northern Ireland have been over shadowed by the major political earthquake represented by Brexit, which will have dramatic implications for our members and their families.

NI is going to be the region most affected by the UK's exit from the EU. It is the most peripheral region of the UK, both geographically and politically, and it is also the only region to share a land border with the EU.

As of yet we are still uncertain as to the long-term impact of what Brexit will entail as we have no way of determining what trading relationships will result from the negotiations. This situation has been compounded by the ongoing political crisis at Stormont, which means that NI economic and political interests have essentially been off the political radar.

We have worked and campaigned actively alongside NIC-ICTU to mitigate against the potentially damaging impact of Brexit. The three key areas that we campaigned on were:

- i) Low pay/decent work
- ii) The lack of adequate public investment
- iii) The treasury cap on public sector pay.

We know that the potential for a negative impact on major sectors of the NI economy is huge. Of particular concern to SIPTU is the potential impact on the Wholesale and Retail sectors, which are the biggest employers in NI, where we have substantial membership.

Private sector employers have already attempted to use Brexit as an excuse to curtail wage claims. The 2016 election to the Northern Ireland Assembly was held on 5 May 2016. It was the fifth election to take place since the devolved assembly was established in 1998. Turnout in the 2016 Assembly election was (54.9%), down 15 percentage points from the first election to the Assembly held in 1998. The low voter turnout, although not restricted to Northern Ireland, is indicative of an increasing lack of political differentiation between

the parties reflected in lower voter turnout. Many voters feel there is a lack of political choice.

Interestingly, for our movement, there is a positive correlation between voter turnout and trade union density. Many studies showing that the greater number of workers represented by unions the higher the voter turnout. Without unions, many voters become uninterested, uninformed and politically inactive. This illustrates the central role we play in the maintenance of a healthy democratic society.

As in the 2007 and 2011 elections, the Democratic unionist Party and Sinn Fein won the most seats. The DUP won 38 and Sinn Fein 28 out of the 108 available. The Ulster unionist Party won 16 seats, the Social Democratic and Labour Party 12 and the Alliance 8, while two seats each were won by the Green Party and People Before Profit. The Traditional unionist Voice and an independent candidate each won one seat.

Sinn Fein and the DUP are the effective joint decisions makers. The political heat generated by the Renewable Heating Initiative threatens both power sharing and the stability of the Government. If the Assembly was to fall and direct rule imposed NI would face a critical reduction in employment rights.

Economic Overview

The Northern Ireland economy reached an important milestone in 2016 with the number of people in work returning to pre-crisis level. It is testament to the scale of the crisis that it has taken nearly a decade to achieve this position.

Wages also rose in real terms over this period largely due to the introduction of the National Living Wage. However, this illustrates the very large number of workers on low-pay within the Northern Ireland economy.

Although this is welcome news it hides underlying structural weaknesses exhibited by the Northern



Ireland economy with one study showing that GDP growth per head in Northern Ireland has flat lined since 2009.

Consolidating the union

Due to the organisational efforts spearheaded by our activists, membership has grown over the period in question. This is despite the closure of two major employers, Brinks Ireland and Lakeland Diaries, as well as ongoing re-structuring in Northern Ireland Railways. Since 2014 union membership has increased by 15.79% bringing current membership up to 2,100.

Strike Action

River Ridge Recycling is the leading company for waste and bio-fuel export in Northern Ireland. We gained recognition for this largely migrant workforce in 2015. After protracted negotiations failed our members in this employment were compelled to ballot for strike action. The result of their action was to secure a 9% increase for the lowest paid members of the workforce.

Strike action was undertaken by our members in Glen Electric, taking the form of one day stoppages on 18th August 2017 and 1st September 2016. Activists and Full-time Officials negotiated a return to work after a satisfactory pay deal was obtained. This consisted of a 2.76% increase from April 2016 with a further and 3% to be paid from April 2017.

Debenhams

After a focused organising campaign by dedicated activists we sought trade union recognition with this large high street retail employer. We have membership in the Belfast, Derry, Newry and Rushmere stores.

RMS Cash Solutions Ltd

After a long and protracted struggle with this employer over Trade union recognition we are well placed to secure our goal. Our members struggle in this employment has been particularly bruising, with strike action narrowly averted. It is a testament to the resolve of our members that they continue to struggle for recognition during this very difficult period.

Local Authorities

The process of RPA (Review of Public Administration, reducing 26 District Councils to 11) continues to present challenges to our key activists in Local Authorities as we address issues revolving around harmonisation. We are also seeking to protect members from potential redundancy as a process of reduction in duplication of services is carried out across Council areas.

NIR

The public sector financial squeeze has affected NIR, with constraints on capital spending. The removal of the fuel duty rebate of over £10 million two years ago may result in the potential closure of rural services.

Despite this our activists secured a 2% pay increase for members, with improvements to Bereavement and Special Leave entitlements.

Economic Developments 2015-16

Overview

Notwithstanding the distortions to the headline national accounts arising from the activities of certain multinationals, the ‘real’ economy grew strongly in 2015 and 2016, with total employment rising by over 110,000, while unemployment fell from 10.2% to 6.9%. Brexit, particularly the possibility of an extreme or ‘hard’ Brexit, emerged as a major risk to Ireland, north and south in 2016, and one that is likely to give rise to considerable uncertainty for many years.

Distorted national accounts

Central Statistics Office (CSO) national accounts data indicate that real GDP in the Republic grew by 26.3% in 2015 and by 5.2% in 2016. As the Nevin Economic Research Institute and others have pointed out, while statistically accurate, the headline national accounts were heavily distorted, particularly in 2015, by the activities of certain multinationals, and have consequently become less relevant as measurements of economic activity and of trading relationships with other countries. For example, while total investment grew by more than 30% in 2015 and by 70% since 2010, much of this can be explained by the ‘re-domiciliation’ of intangible assets such as patents by multinationals, and by aircraft imports by aircraft leasing firms based in Ireland, who now account for one quarter of all global aircraft leasings.

In December 2016, the Economic Statistics Review Group (ESRG) issued recommendations aimed at the ‘decomposition’ or breakdown of existing indicators and the development of new indicators to provide a better understanding of underlying economic activity, so as to enable more informed analysis and policy-making. A programme of work arising from these recommendations is now being implemented by the CSO.

Despite the distortions, domestic economic activity over 2015 and 2016 was strong, driven by positive developments in employment, consumption and construction.

A broad-based recovery underway

As a small open economy, the Republic of Ireland is dependent on developments in its main trading partners, the UK, the US and the Euro Area. The IMF estimates that real GDP grew by 2.2% in 2015 and by 1.8% in 2016 in the UK, by 2.6% in 2015 and by 1.6% in the US, and by 2% in 2015 and by 1.7% in 2016 in the Euro area. Ireland benefited over this period from the European Central Bank’s

low interest rate policy and the ‘quantitative easing’, or asset buying programme it began in March 2015.

In contrast to the early stages of Ireland’s economic recovery, which was mainly export-led, growth since 2014 has been much more broadly-based. Domestic demand (i.e. consumption and investment) expanded by 9.9% in 2015 and by 16.8% in 2016. Personal consumption rose by 4.5% in 2015 and by 3% in 2016. Retail sales grew by 8.6% in 2015 and by 5.9% in 2016; and the volume of retail sales (excluding motor trades) was back at pre-crisis levels by the end of 2016. Monthly indicators of retail sales, consumer confidence and business prospects have all been close to or above pre-crash levels since 2014.

Employment rose but still below pre-crash levels

Total employment (seasonally-adjusted) stood at 2,160,300 in the first quarter of 2008, with construction employment (95% male) accounting for 258,000 or one in eight of all jobs in that quarter.

Over the following four years or so, 325,000 of all jobs, or one in seven, were lost, reducing employment to 1,832,800 by the third quarter of 2012, with construction employment falling by almost two-thirds to 100,000.

Employment has been recovering since late 2012, standing at 1,933,300 in the last quarter of 2014. It rose by a further 111,000 in 2015 and 2016, to reach 2,044,600 by the end of 2016. While total employment at the end of 2016 was thus over 210,000 above the 2012 low point, it was still 115,000 below the pre-crash peak. However, employment outside of construction was marginally above the pre-crash peak by the end of 2016 (i.e. 1,904,800 in late 2016 compared to 1,902,300 in early 2008).

The main economic sectors in terms of employment by the end of 2016 were *Wholesale and Retail* (13.8% of total employment), *Industry* (12.7%) and *Human Health and Social Work activities* (12.5%).

Over the 2015-2016 period, employment rose in all economic sectors bar *Financial, Insurance and Real Estate activities* (which saw a marginal decline of 0.3%, from 102,100 to 101,900). The largest percentage increase was in *Construction*, which rose by 18.9%, from 117,100 to 139,200, (or to just over half pre-crash levels).

The increase in total employment (unadjusted) over this



two-year period was represented by a rise in full-time employment of 7.4%, from 1,492,600 to 1,603,300, and a fall in part-time employment of 0.4%, from 446,400 to 444,800. The number of under-employed part-time workers employed part-time, who wanted to and were able to work more hours, the majority of them women, fell by 20%, from 115,500 in the last quarter of 2014 to 92,000 by the end of 2016.

Occupations

At the end of 2016, the three largest occupational groups were *Professionals* (18%), *Skilled Trades* (15.6%) and *Associate Professional and Technical occupations* (11.8%).

However, the largest percentage increase in occupations over this two year period was in *Caring, Leisure and other service occupations*, up 12.4%, from 154,100 to 173,200, while the smallest increase was in *Sales and Customer Service occupations*, up 0.3%, from 210,400 to 211,000.

Female employment in *Caring, Leisure and other service occupations* rose by 16% over this period. Male employment in these occupations fell by 5%, while females accounted for 85% of all employment in these occupations by the end of 2016.

Male employment in *Process, Plant and Machine Operatives* rose by 12.4%, while female employment in these occupations fell by 3%. Males accounted for 86% of all employment in these occupations by the end of 2016.

Unemployment continued to fall

The seasonally-adjusted monthly unemployment rate fell from 219,600 (10.2%) in December 2014 to 152,000 (6.9%) in December 2016. It fell from 11.7% to 7.6% for males and from 8.4% to 6.2% for females over this period.

Long-term unemployment (i.e. those out of work for a year or longer) fell from 123,400 (6.0%) in the fourth quarter of 2014 to 79,700 (3.6%) in the last quarter of 2016.

Despite the reduction in long-term unemployment over recent years, the long-term unemployment rate at the end of 2016 was still almost three-times higher than the pre-crash average. Furthermore, the unemployment rate for individuals out of work for more than four years has fallen at a much slower pace than the overall unemployment rate. Of the almost 40,000 workers unemployed for more than four years by the end of 2016, almost 80% were males and one-third of these were aged 50-64.

Youth unemployment (15-24 year olds) fell from 41,500 (21.4%) in December 2014 to 31,200 (15.3%) in December 2016. Youth unemployment fell below the EU average by late 2016, almost halving from its 2012 peak. However, the number of young people not in employment, educa-

tion or training (so-called 'NEETS') remained above the EU average.

In the last quarter of 2014, the unemployment rate (unadjusted) ranged from 13.2% in the Midlands (i.e. Laois, Offaly, Longford and Westmeath) to 8.5% in the Mid-East (i.e. Kildare, Meath, Wicklow). In the last quarter of 2016, it ranged from 9.4% in the South-East (i.e. Carlow, Kilkenny, south Tipperary, Waterford and Wexford) to 5.3% in the Mid-East.

The numbers on 'labour activation' programmes such as the Community Employment Schemes and Tús, the Community Work Placement Initiative, fell by 16,600 (18.8%), from 88,400 in December 2014 to 71,800 in December 2016.

Prices

Prices, as measured by the Consumer Price Index (CPI), declined by 0.3% in 2015 and were unchanged (0%) in 2016. However, there were wide variation in prices by commodity groups. *Transport* declined by 4.8% in 2015 and by 3.2% in 2016 (reflecting the fall in oil prices), *Food and Non-Alcoholic Beverages* fell by 2.1% in 2015 and by 1.3% in 2016. *Clothing and Footwear* fell by 3.7% in 2015 and by 2.5% in 2016. At the same time, *Education* prices rose by 4.75% in 2015 and by 3.4% in 2016, *Restaurants and Hotels* rose by 1.6% in 2015 and by 2.1% in 2016, and *Miscellaneous Goods and Services* (e.g. home insurance) rose by 1.5% in 2015 and by 4.2% in 2016.

Household debt declining but still high

Household debt stood at €143.8 billion (or €30,200 per household) in the last quarter of 2016, or just over 140% of disposable income. While this is down from its peak of €203.7 billion in the third quarter of 2008, when it equated to almost 220% of disposable income, Irish households are still among the most indebted in Europe.

7.7% of all private residential mortgage accounts were in arrears for more than 90 days by the end of 2016, down from a peak of 12.9% in the second quarter of 2013. The Central Bank estimated that 2% of all loans for Principal Dwelling Homes (PDHs) in arrears in mid-2016 were in negative equity. Arrears were the lowest in the large urban centres and highest in the Border and Midlands regions.

Public finances improve but spending constrained

Following the elimination of the 'excessive deficit' in 2015 (i.e. a deficit of no more than 3% of GDP, as required under domestic and EU rules), Ireland formally moved from the 'corrective' to the 'preventative' arm of the EU Stability and Growth Pact in mid-2016. This still imposed tight constraints over the period under review. Within these constraints, Budget 2015 was the first expansionary budget in over eight years, amounting to a fiscal expan-



sion of €1 billion (with substantial additional spending announced immediately beforehand) while Budget 2016 saw an expansion of €1.3 billion. Substantial amounts in both budgets were allocated to tax cuts, benefiting the better off in particular.

The Department of Finance estimates that the general government balance fell to -1.9% of GDP in 2015 and to -0.5% of GDP in 2016, down from 12.6% in 2012. The debt/GDP ratio fell to 79% of GDP in 2015 and to 75% of GDP in 2016, down from 120% in 2013. It is of course the case that the distortions of the national accounts discussed above played an important part in improving the public finances over this period, particularly in 2015.

The Housing Crisis

The lack of sufficient housing emerged not just as a major social crisis but also a barrier to future economic progress over 2015 and 2016. The Republic's housing output needs are estimated as between 25,000 and 35,000 per annum. Output was estimated at just 11,000 in 2015 and 15,000 in 2016, and doubts have been expressed about the reliability of these estimates. Property prices by the end of 2016 were around 50% above the trough in prices reached in 2013 while rents were above pre-crash levels by early 2017. Social housing suffered from spending cuts after 2008 with output falling from 5,000 units in that year to just 75 in 2015. Arising from inadequate output and rising prices and rent, the number of households on social housing waiting lists, which had doubled between 2005 and 2011, remained high and stood at 91,600 in autumn 2016, while homelessness levels shot up, with 1,250 families, including 2,600 children, homeless by early 2017, up nearly 90% on 2014 levels.

Brexit

Ireland is widely considered to be the EU member state (aside from the UK itself) that would be most negatively affected by Brexit, particularly if the UK Government opted for an extreme or 'hard' Brexit (i.e. to fully sever the UK from the Single Market and the Customs union).

The Central Bank estimates that under such a scenario, the Republic could lose 40,000 jobs in the 10 years following a UK departure. The Department of Finance estimates

that the most exposed manufacturing sectors would be pharma and chemicals, food and beverages, traditional manufacturing (e.g. wood and paper products), materials manufacturing and electrical equipment. The most exposed services sectors would be transport, insurance and financial services, and computer services. The Economic and Social Research Institute (ESRI) in turn estimates that aside from pharma and chemicals, the most exposed manufacturers are mostly Irish-owned small and medium-sized enterprises, regionally-based (i.e. outside the main urban areas), with relatively low-profit levels, a high multiplier or knock-on economic impact and a high share of regional employment.

It is difficult to gauge the immediate impact of the June 2016 decision on Ireland over the period under review. To the end of 2016, the impact was mainly experienced through the sizeable decline in sterling against the euro (a fall of 10% between June and December 2016), which encouraged cross-border shopping as well as greater volume of online purchases from UK-based websites. Enterprise Ireland reported that while total exports by domestic firms grew by 6% to reach €21.6 billion in 2016, the growth in exports to the UK slowed from 12% in 2015 to 2% in 2016, largely due to a decline in food exports, and it suggested that the impact of Brexit on Irish companies had already started.

Given that the UK only formally notified its intention to leave the EU ('triggered Article 50') in March 2017, that the withdrawal process is expected to take at least two years and that negotiations on future EU-UK relationships are expected to take much longer, Brexit uncertainty is likely to continue for some time.

Wage Developments

Overview

The recovery in wages was much more modest than the growth in the economy and in employment over 2015-2016. Average weekly earnings across the entire economy rose by 2% during this period. This was due to an increase in average weekly paid hours and to an increase in average hourly earnings (+1%). In-work poverty remains a major challenge. The proportion of workers experiencing enforced deprivation, though falling, was three times pre-crash levels, and the number of low-paid workers with children in receipt of Family Income Supplement more than doubled between 2007 and 2015.

Average weekly earnings up 2% over 2015-2016

Central Statistics Office (CSO) data indicates that average weekly earnings (seasonally-adjusted) were €713.75 in the last quarter of 2016, up €14.21 (2%) on €699.54 in the last quarter of 2014. These averages mask wide variations between sectors and wide changes over the period. In the last quarter of 2016, they ranged from €1,101 in Financial Services and Insurance to €338 in Accommodation and food services. Over this two year period, average weekly earnings rose in 13 economic sectors – Mining and Quarrying, Manufacturing, Wholesale and Retail Trade, Transportation and Storage, Accommodation and Food Services, Information and Communication, Financial and Insurance activities, Real Estate activities, Professional, Scientific and Technical activities, Administrative and Support Services, Education, Human Health and Social Work, and Arts, Entertainment and Recreation – and fell in three – Construction, Public Administration and Defence, and other service activities. The largest percentage increase was in Real Estate activities, up 22.9%, while the largest percentage decrease was in Other Services activities, down 0.9%.

Rise in average weekly paid hours

The increase in average weekly earnings was partly due to an increase in average weekly paid hours, which rose from 31.9 hours to 32.4 hours (un-adjusted).

In the last quarter of 2016, average weekly paid hours (seasonally-adjusted) ranged (Education excluded) from 40.3 in Mining and Quarrying to 26.7 in Accommodation and Food services. The largest increase was in Mining and Quarrying, from 38 to 40.3 hours, while the largest decrease was in Construction, from 37.9 to 36.8 hours. They rose from 31.8 hours to 32.2 in the private sector and from 32.1 to 32.5 in the public sector.

Average hourly earnings up 1% over 2015-2016

The increase in average weekly earnings was also due to an increase in average hourly earnings (seasonally-adjusted), up 22c (1%) from €22.91 in the last quarter of 2014 to €22.13 in the last quarter of 2016. In the last quarter of 2016, they ranged from €33.74 in Education and €30.46 in Information and Communication to €12.60 in Accommodation and food service activities. Over this two year period, average hourly earnings rose in nine economic sectors – Construction, Wholesale and Retail Trade, Accommodation and Food services, Information and Communication, Real Estate activities, Professional, Scientific and Technical, Administrative and Support services, and Human Health and Social Work – and fell in seven – Mining and quarrying, Manufacturing, Financial and Insurance, Public Administration and Defence, Education, Arts, Entertainment and Recreation and other service activities.

The largest percentage increase in average hourly earnings was in Information and Communication (+17.9%), while the largest percentage decrease was in Financial and insurance activities (-8.3%). Manufacturing saw a decline of 2 cent (-0.01%).

Average hourly earnings rose by 2.3% in firms with fewer than 50 employees, by 1% in firms with between 50 and 250 employees and by 0.7% in firms with more than 250 employees.

Average hourly earnings in the private sector rose by 1.7% and by 1.6% in the public sector. The CSO makes the point that since many public sector employees are paid on the basis of incremental scales, recruitment to the public sector, particularly at the lower paid levels, generally depresses average hourly earnings.



CSO data does indicate that total public sector employment, including semi-states, rose by 3.3% from 374,000 in the last quarter of 2014 to 386,300 in the last quarter of 2016. The largest percentage increase in employment was in the Civil Service, which was up 4.5% from 38,200 in the last quarter of 2014 to 39,900 in the last quarter of 2016. The only sub-sector to record a fall was the Defence Forces, down 3% from 9,800 to 9,500 over this period. It should also be recalled that 427,300 were employed in the public sector, including in the semi-states, in the last quarter of 2008. This was reduced by more than 55,000 (-13%) over the following six years, to 371,900 by the third quarter of 2014. It has been rising since then, though not necessarily in the areas that saw the greatest reductions.

One in five low paid in 2014

Data published by the EU's statistical agency Eurostat in December 2016 indicated that over one in five employees (21.6%) were low-wage earners. This meant that they earned two-thirds or less of median gross hourly earnings, the gross hourly earnings that divide the top half of gross hourly earnings from the bottom half, in 2014, the most recent year for which Europe-wide data was available. Eurostat estimated median gross hourly earnings at €20.2 an hour, putting Ireland's low-wage threshold at €13.40 an hour. Ireland's 21.6% low wage earners, which included 25.6% of women and 16.8% of men, was the seventh highest of the 26 EU member states for which data was available and was above the EU-26 average of 17.2%.

One in 12 on or below the minimum wage at end of 2016

Prior to 2016, the last change to the national minimum wage (NMW) had been in July 2011, when the €1 cut imposed in early 2011, which had reduced it from €8.65 to €7.65, was reversed. CSO data, published in April 2017, indicated that the proportion of employees (for whom earnings data was reported), earning the NMW or less fell from 11.4% (173,200) in the second quarter of 2016, to 10.3% (157,600) in the third quarter, and to 8.6% (134,500) in the last quarter of 2016. The questions upon which these results were based were added to CSO surveys only in the second quarter of 2016, so it is not possible to compare these results with early data. It does appear however that the numbers earning the NMW or less is greater than previously thought. Taking the average of the results for the last three

quarters of 2016, 54% of all those earning the NMW or less were females while 46% were males. In total, 11% of all female employees and 9% of all male employees earned the NMW or less. Overall, the Services sector accounted for more than four out of five (82%) of all those earning the NMW or less. Specifically, while the Wholesale and Retail Trade and Accommodation and Food services accounted for 14% and 8% respectively of all employees, they each accounted for around one quarter of all employees earning the NMW or less. Employees aged between 15-24 accounted for less than one in ten (9%) of all employees, but nearly two in five (38%) of all those earning the NMW or less. Employees working on a part-time basis accounted for just over one-fifth (23%) of all employees, but almost three in five (59%) of all those earning the NMW or less. Just over a quarter (27%) of all employees who worked part-time earned the NMW or less. The proportion of Irish nationals who reported earning the NMW or less was 9%, compared to 17% for all non-nationals. In total, while non-nationals accounted for 16% of all employees, they accounted for 28% of all employees earning the NMW or less.

The Low Pay Commission and the Minimum Wage The National Minimum Wage (Low Pay Commission) Act 2015 established the Low Pay Commission as the statutory body to examine the NMW hourly rate of pay and to make annual recommendations to the Government.

In 2015, ICTU had proposed that the NMW be raised by €1.35 to €10 an hour. In 2016 it recommended that it be aligned with the Living Wage, estimated at €11.50 an hour in July 2016.

The Low Pay Commission submitted its first report in July 2015, recommending an 50c increase from €8.65 to €9.15. This came into effect in January 2016. The Commission's second report was submitted in July 2016, recommending a 10c increase to €9.25 an hour. This came into effect in January 2017.

It should be noted that while the Programme for a Partnership Government (May 2016) includes commitments to strengthen the role of the Low Pay Commission in relation to in-work poverty and to 'review' the lower pay of women, it also appears to set a cap on possible increases with the commitment to raise the NMW to €10.50 an hour by 2021.

Ireland's minimum wage compared to other European countries



In February 2017, Eurostat estimated that in purchasing power standards terms, which eliminate price differentials, Ireland's NMW in January 2017 (i.e. €9.25 an hour) was the sixth highest of the 22 EU member states for which data was available – after Luxembourg, Germany, Belgium, the Netherlands and France - and was just above the UK.

In-work poverty, though falling, was above pre-crisis levels

The CSO Survey of Income and Living Conditions (SILC) data indicates that extreme in-work poverty, though declining, remained above pre-crisis levels over this period.

The CSO firstly defines the 'at risk of poverty rate' as the proportion of persons with an equivalised income below 60% of the national median income (i.e. the income dividing the top half from the bottom half).

It then defines enforced deprivation as the proportion of persons who are excluded and marginalised from consuming or availing of at least two of 11 basic goods and services that are considered the norm for other people in society, due to not being able to afford them. These include not being able to afford two pairs of strong shoes; a meal with meat, chicken or fish, or a vegetarian equivalent every second day; to keep one's home adequately warm; to replace worn out furniture; or a morning, afternoon or evening out in the last fortnight for entertainment.

And it defines an individual who is at risk of poverty and who is experiencing enforced deprivation as being in 'consistent poverty'.

CSO SILC data for 2015 (2016 data not available) indicates that 5.8% of those at work were at risk of poverty, down from 6.0% in 2014 and 6.7% in 2007.

16.4% of those at work experienced enforced deprivation in 2015. While this is down from 19.9% in 2014 it is still over three times 2007's rate of 4.9%. And 2.1% of those at work were living in consistent poverty in 2015, down from 2.6% in 2014, but still above the 1.2% in 2007.

The CSO does not indicate the most common forms of enforced deprivation being experienced by people at work who were in consistent poverty

but for all those living in consistent poverty in 2015, the three most common forms were being unable to afford to replace worn-out furniture (74%), a morning, afternoon or evening out in the last fortnight for entertainment (68%), and having family or friends for a drink or a meal once a month (62%).

Over 50,000 low-paid families receive Family Income Supplement

The extent of in-work poverty is also revealed by the rise in spending on the Family Income Supplement (FIS), which is paid to low-paid employees with children up to the age of 18 (or 22 if in full-time education), and who work at least 19 hours a week. In 2007, 22,800 families, including 47,000 children, received the FIS.

While the FIS is now paid to families who previously may have received other supports the number of families in receipt of the FIS in 2015 had risen to 55,000, including 120,000 children, at an estimated cost of €349 million, and to over 57,000 families, including almost 127,000 children, by early 2017, at an estimated cost of €422 million.

Expectations for the future

EU Eurobarometer public opinion surveys indicate that 31% of all Irish respondents (note, not just of those at work) in autumn 2016 felt their household's financial situation would improve over the following year, marginally up on the 30% who felt it would improve in autumn 2014. 61% felt it would stay the same, up from 53% in autumn 2014, and 6% felt it would worsen, down from 15% two years previously. It should be noted that the proportion who felt their household's financial situation would improve over the following year fell after late 2015, possibly reflecting concern about Brexit.

Social Developments

A number of momentous events occurred during this period which shaped a volatile period not alone in Ireland and Europe but across the world.

February 2015 saw the election of Alexis Tsipras, leader of Syriza in Greece, as Prime Minister with a strong mandate to reject the previously agreed Troika debt deal. Public agitation, which bubbled over into street riots, took centre stage and provoked questions about the unity and future of the European union itself.

Tsipras, was re-elected in September 2015 following a snap General Election, which was essentially a referendum on a re-negotiated deal agreed with the EU/IMF/ECB in July 2015. It proved impossible to resist deep austerity measures, including the privatisation of public assets which Syriza had hoped to prevent. The party avoided the country's outright bankruptcy, but the scale of the challenge to re-establish Greece as a functioning economy, and to restore hope and opportunity for the Greek people remained immense.

In the United Kingdom, a General Election took place in May 2015, resulting in a Conservative majority government under Prime Minister, David Cameron. Labour's Ed Miliband subsequently resigned as Leader. Jeremy Corbyn took over in September having won the party's leadership contest with 59.5% of the votes. Under pressure from backbench Tory MPs, Cameron called a referendum on membership of the European union in June 2016. After a campaign marked by fears about immigration, loss of sovereignty and a myriad of other concerns stoked by UKIP, the Brexit decision was carried by 52% to 48%. Cameron resigned and Theresa May became leader of the Conservative party and Prime Minister.

While Northern Ireland and Scotland voted to remain in Europe, Westminster ruled out the prospect of any special deals for the devolved governments and took an early 'hard' Brexit approach. In the aftermath of the referendum Jeremy Corbyn faced a challenge to his leadership within the parliamentary Labour party but he secured an increased mandate of 61.8% from the Labour Party membership.

In November 2016 Donald Trump won the US Presidential election on the back of promises to return jobs and investment to America, particularly in the so-called 'Rust Belt'; to curb immigration and to shake up the Washington 'establishment'. His election as President was followed by mass protests in cities across the United States, though the defeated Democrat, Hilary Clinton urged her supporters to accept the result. Trump had never before held political office and his election was viewed with widespread concern internationally.

In the European union, the Commission's consultation on an 'EU Pillar of Social Rights' concluded at the end of 2016. Launched in March, the aim was to improve the functioning of labour market and social security systems across Europe, particularly in the light of technological changes and innovation, by providing a set of principles against which to benchmark the performance of Members States, primarily in the Eurozone. The plan was first put forward in Commission President, Jean-Claude Juncker's maiden 'State of the European union' address delivered in September 2015. It was part of an attempt to respond to popular disengagement and disaffection with the EU project in the wake of the international financial and economic crisis.

At home, 24th May 2015, marked an historic day as Ireland voted Yes to marriage equality by 62.1%. SIPTU was very active in the referendum campaign, based on a recommendation to support the proposition from the National Executive Council. District Council meetings in Cork, Kilkenny, Waterford, Wexford, Cavan, Kildare and Dublin discussed the topic and mobilised support. The union's position was also promulgated through the Liberty newspaper, highlighting equality as a core value for our union, whether in relation to fair pay and conditions of employment, securing the rights of lesbian and gay people or advancing social justice generally.

SIPTU also played a pivotal role at Irish Congress of Trade unions level, with Ethel Buckley acting as Convenor of 'Trade unionists for Civil Marriage Equality', which was established as an umbrella group drawn from across the trade union movement. The group launched on the eve of St Valen-



tine's Day amid music, song and a special screening of the film PRIDE in Liberty Hall.

Opposition to water charges in 2015 took the form of rallies and other protest action through the Right2Water campaign. SIPTU argued for an adequate allocation to meet all the domestic needs of householders with a tariff only to apply for any additional excessive usage and pledged to work with other trade unions and civil society groups to achieve these objectives. SIPTU also pushed for a Referendum to enshrine the supply of water in public ownership.

In July 2015, a determined lobby by SIPTU, supported by other unions, finally bore fruit with the resurrection of collective bargaining rights that had previously been struck down by the Supreme Court. Former SIPTU Vice-President, Patricia King, worked particularly closely on the issue with the Labour party in government to overcome resistance from some quarters within Fine Gael and from employers. The Industrial Relations (Amendment) Act 2015 gave workers an enhanced ability to engage in collective bargaining, even if a trade union was not recognised in the workplace. It allowed for Registered Employment Agreements in enterprises and made provision for new Sectoral Employment Orders.

In June 2015 SIPTU's National Executive recommended that members support the 'Lansdowne Road Agreement' on public service pay, in order to follow a pathway towards pay recovery and to secure safeguards against outsourcing. A ballot was conducted and members voted to back the deal.

On the 12th June 2015, Clerys workers received the sudden and devastating news that the department store was to close immediately with the loss of 460 jobs. The business had been split into separate operating and property companies. The building was sold to Natrium Ltd, while the trading arm went into liquidation. The Justice for Clerys Workers campaign began to achieve a fair outcome for former employees and secure legislation to ensure other workers could not be left high-and-dry in a similar manner.

Upon taking over leadership of the Labour party, Táinaiste Joan Burton secured an agreement with Fine Gael to establish a Low Pay Commission to

make recommendations on the national minimum wage. In July 2015, the Commission recommended an increase of 50 cents in the rate to €9.15 and this was implemented from 1 January 2016.

In early 2015 the issue of precarious work moved up the political agenda. Minister of State for Labour Affairs, Gerald Nash, commissioned a study into the prevalence of zero hours contracts in the Irish economy and a report was issued in November containing a series of policy and legislative recommendations to tackle the abuse of irregular working arrangements.

The 31st Dáil was dissolved in February 2016 and a General Election held on 26th. SIPTU issued a statement urging members to vote for candidates on the Left and help the Labour Party deny right wing parties a majority in government. The people spoke and the resultant composition of the Dáil was Fine Gael 50, Fianna Fail 44, Sinn Fein 23, Independents 12, Labour 7, Independent Alliance 6, AAA-PBP 6, Independents for Change 4, Social Democrats 3 and Green Party 2. The election was particularly bruising for Labour while Fianna Fail and Sinn Fein made considerable gains.

The outgoing Fine Gael/Labour administration remained in place in a care-taker capacity while discussions on the formation of a new government took place. Given the fragmented political scene, it was not until the 6th May 2016 that Enda Kenny had sufficient support to become Taoiseach, with the votes of Fine Gael, nine Independent deputies and, crucially, a minority government agreement with Fianna Fail.

In the meantime, a programme of events to commemorate the centenary of the 1916 Rising took place, cumulating in a march through Dublin on Easter Sunday. Given that James Connolly and Liberty Hall had a prominent place in the Rising, SIPTU was heavily involved in the commemorations, hosting a series of cultural events.

While SIPTU was supportive of initiatives to extend the apprenticeship model into new areas such as hospitality and transport, as signalled by the Apprenticeship Council in mid 2015, concerns emerged in 2016 about the way in which this was happening. SIPTU criticised the lack of consultation in respect of two proposed apprenticeships, one for commis chefs and the other for drivers of

Heavy Goods Vehicles (HGVs). The concern was to ensure genuine training, proper supervision, acceptable terms and conditions, career progression and measures to prevent abuse were put in place.

In July 2016, the Low Pay Commission issued its second report, recommending an increase of 10c in the minimum wage to €9.25. SIPTU criticised it as wholly inadequate since a Living Wage rate of €11.50 is required as the basis for a dignified life. It underlined the need for collective bargaining as the key to decent work, achieving adequate working hours and establishing safeguards such as sick pay and pension provisions.

In August 2016, SIPTU called for an end to the Job Bridge internship scheme, because it was no longer needed in the context of a more buoyant economy and steeply declining rates of unemployment.

On 11th October, 2016, the new Fine Gael/Independents coalition announced Budget 2017. Having argued for no tax cuts, SIPTU regretted that the government favoured this approach over more substantial investment, notably in housing, infrastructure and childcare. SIPTU had argued in Budget 2016 that an increased share of resources should be allocated to public services and that tax measures should be concentrated on low to middle income earners, in the ratio of 2:1. It was discouraged by the government opting for a 50:50 split.

From the start of 2016 SIPTU worked closely with the Labour party to advance a Private Members' Bill, introduced to the Seanad by Ivana Bacik, to give collective bargaining rights to freelance workers and by November it had passed all stages of the Upper House, with the support of the Government. However, the next phase of securing its passage through the Dail was not completed by the end of the year.



Disputes sanctioned in 2015

Division	Sector	Section	Issue in Dispute	Month	Approved By
PUBLIC ADMIN. & COMMUNITY	Local Authority (LARO)	ROSCOMMON CO. CO. (LARO)	Senior management repeatedly failed to consult in meaningful way with unions regarding major restructuring of engineering areas in Council. They have excluded our members from any input or involvement and our members believe this is unavoidable and will result in engineers being scapegoated and some of the work of outdoor staff being taken over by contractors.	January	PATRICIA KING, Vice President
PUBLIC ADMIN. & COMMUNITY	Local Authority (GOs)	ROSCOMMON CO. CO. (GOs)	Senior management repeatedly failed to consult in meaningful way with unions regarding major restructuring of engineering areas in Council. They have excluded our members from any input or involvement and our members believe this is unavoidable and will result in some of the work being taken over by contractors.	January	PATRICIA KING, Vice President
HEALTH	Support Staff	UNIVERSITY OF LIMERICK HOSPITAL GROUP	Employer attempting to effect change without discussion and agreement.	January	PATRICIA KING, Vice President
HEALTH	Nursing	UNIVERSITY HOSPITAL GALWAY	Emergency Dept. being used as Holding Ward for patients awaiting admission resulting in overcrowding and unsafe working conditions.	January	PATRICIA KING, Vice President
HEALTH	Support Grades	MAT. CHILDREN'S DETENTION (DORRISTOWN)	Financial loss to members due to: <ul style="list-style-type: none"> € Annual Leave Scheme; € Annual Leave; € Movement of Staff; € Rosters 	January	PATRICIA KING, Vice President
SERVICES	Security & Cleaning	G4S SECURE SOLUTIONS LTD	Compulsory dismissal of 19 members due to the failure of the parties (G4S Secure Solutions and Top Security Ltd) to apply SI 131/2003 EC (Protection of Employees on Transfer of Undertakings) Regulations - TUPE.	February	PATRICIA KING, Vice President
MANUFACTURING	Electronics & Engineering	MEDITE EUROPE LTD	Company attempting to unilaterally change members Defined Benefit Pension Scheme and the Retirement Age contained in the Company/Union Agreement.	February	PATRICIA KING, Vice President
PUBLIC ADMIN. & COMMUNITY	Education	ST LEO'S COLLEGE, CARLOW	Employer refuses to put in place adequate workplace pension, refuses to go to the Labour Court and exited the procedures at the LRC stage.	February	PATRICIA KING, Vice President
UTILITIES & CONSTRUCTION	Energy	BORD NA MÓNA, NEWBRIDGE	Introduction of new terms and conditions resulting in substantial loss of earnings and reduction in manpower.	February	JACK O'CONNOR, General President
SERVICES	Security & Cleaning	BRINKS, NORTHERN IRELAND	Failure of employer to honour Agreement and issue of harmonisation of terms and conditions of employment between Northern Ireland and Republic of Ireland.	March	PATRICIA KING, Vice President
PUBLIC ADMIN. & COMMUNITY	Education	TYNDALL NATIONAL INSTITUTE UCC	Pay inequity with colleagues involved in same or similar work on main campus UCC.	April	GENE MEALEY, Vice President
UTILITIES & CONSTRUCTION	Transport	BUS EIREANN, National	Dispute is centred around getting guarantees from the bus companies about job security and tenure of employment.	April	JACK O'CONNOR, General President
UTILITIES & CONSTRUCTION	Transport	DUBLIN BUS	Dispute relates to the proposed tendering of public bus routes. Union is attempting to get guarantees around protections for Terms and Conditions and Job Security.	April	JACK O'CONNOR, Vice President
UTILITIES & CONSTRUCTION	Transport	BUS EIREANN, Dundalk	Company filled Permanent Driver Vacancy in Dundalk with a driver working on a casual basis. Agreement states vacancies should be filled by most senior Seasonal driver. If none applies, most senior Permanent Driver applicant who applies to Transfer. Drogheda applicant was refused the position and union requested that company not fill position and go through agreed dispute resolution procedures. Company ignored TU request and filled the position.	April	JACK O'CONNOR, General President
HEALTH	Support Staff	HSE 5TH - ST COLUMBANUS COMM HOSP	Employer decision to bring in external contract cleaners without agreement, contrary to HRA. Employer refused to address the staffing shortages by agreeing to introduce the support staff scheme.	May	GENE MEALEY, Vice President
HEALTH	Support Staff (West)	BROTHERS OF CHARITY, GALWAY	Unpaid wages, unsocial hours' pay from 2004.	May	GENE MEALEY, Vice President
HEALTH	Nursing (West)	BALLINASLIDE SAO LTA GROUP (PORTUMONUA HOSP.)	Emergency Department not staffed at adequate level - used as holding ward for admissions.	May	GENE MEALEY, Vice President
HEALTH	Support Staff (West)	ABILITY WEST	Non-payment of wages, unsocial hours' payments from 2004.	May	GENE MEALEY, Vice President
PUBLIC ADMIN. & COMMUNITY	Community	FDYS WEXFORD	Failure to engage in any process	May	GENE MEALEY, Vice President
SERVICES	Security & Cleaning	STT RISK MANAGEMENT LTD	The employee's ongoing refusal to respond positively by way of engagement through meaningful negotiation with the Trade Union in relation to continued Health and Safety risks.	July	GENE MEALEY, Vice President
MANUFACTURING	Agri Ingredients, Food & Drink	KERRY SPRING WATER	The Company's failure to meet with the union re. ongoing Short-Time Working and its effect on the employees. The Company refuse to go to the LRC to discuss the dispute.	July	GENE MEALEY, Vice President
PUBLIC ADMIN. & COMMUNITY	Local Authority	DUBLIN FIRE BRIGADE	Management have reneged on long standing manning level agreements, including the agreement reached in May 2015 to resolve same.	August	GENE MEALEY, Vice President



Division	Sector	Section	Issue in Dispute	Month	Approved By
HEALTH	Support Services	ST JOHN OF GODS MTH BST SERVICES	Planned implementation of cost-cutting measures, including non payment of overtime rate, outsourcing of cleaning work, use of contractors and job bridge scheme, change of payroll date, medication management policy.	September	GENE MEALY Vice President
SERVICES	Wholesale & Retail Distribution	GRAFTON MERCHANTING (ROJ)	Company's decision to implement a unilateral change to terms and conditions of employment without a agreement.	September	GENE MEALY Vice President
HEALTH	Support Grades	OBERSTOWN DETENTION CAMPUS	Forced Roster Change without agreement.	October	GENE MEALY Vice President
SERVICES	Security & Contract Cleaning	SENACA INT. RISK MANAGEMENT SERV.	Employer's decision to terminate members' employment without agreement; to unilaterally reduce SIPTU members' contracted hours; and refusal to agree to referral of protracted issues in dispute to Labour Court as agreed at Conciliation.	October	GENE MEALY Vice President
UTILITIES & CONSTRUCTION	Transport	IRISH RAIL, DRIVERS	Company breach of Cost Containment Agreement. (PCU)	October	JACK O'CONNOR General President
HEALTH	Support Grades	SADLATA GROUP, PORTUNICULA (HSE WEST)	The dispute centres around Management's expansion of the remit of the Contract Cleaners to include the Emergency Department while totally ignoring their obligations under the Service Delivery Option Appendix of the PSA and extended agreements. This happened without any discussion with the Union.	October	GENE MEALY Vice President
HEALTH	Support Services	LH GROUP, HSE WEST (CROO M HOSP)	Health & Safety Issues	November	GENE MEALY Vice President
HEALTH	Support Services	LH GROUP, HSE WEST, MATERNITY HOSP	Staffing Levels	November	GENE MEALY Vice President
MANUFACTURING	Agriculture, Ingredients, Food and Drink	DAWNI MEATS t/a MEADOW MEATS	Company refusing to implement LCR 21031 in relation to pay.	November	GENE MEALY Vice President
PUBLIC ADMIN & COMMUNITY	Education	UNIVERSITY COLLEGE COORK (WHITE-COLLAR)	Members seeking the reinstatement of the Admin Regarding Scheme.	December	GENE MEALY Vice President

Disputes sanctioned in 2016

Division	Sector	Section	Issue in Dispute	Month	Approved By
UTILITIES & CONSTRUCTION	Transport	TRANS DEV - RPO GRADE	Claim for improved terms and conditions under a proposed new collective agreement.	January	JACK O'CONNOR, GENERAL PRESIDENT
UTILITIES & CONSTRUCTION	Transport	TRANS DEV - RPS GRADE	Claim for improved terms and conditions under a proposed new collective agreement.	January	JACK O'CONNOR, GENERAL PRESIDENT
UTILITIES & CONSTRUCTION	Transport	TRANS DEV - DRIVERS	Claim for improved terms and conditions under a proposed new collective agreement.	January	JACK O'CONNOR, GENERAL PRESIDENT
UTILITIES & CONSTRUCTION	Transport	TRANS DEV - TRAFFIC SUPERVISORS	Claim for improved terms and conditions under a proposed new collective agreement.	January	JACK O'CONNOR, GENERAL PRESIDENT
HEALTH	Support Grades	UL HOSPITAL GROUP, HSE WEST (LIMERICK)	Employer attempting to effect change without discussion and agreement.	January	GENE MEALY, VICE PRESIDENT
HEALTH	Support	ST JAMES HOSPITAL, DUBLIN, CAR PARK	Unilateral change to agreed arrangement of free car parking	February	GENE MEALY, VICE PRESIDENT
PUBLIC ADMIN & COMMUNITY	Local Authority	TIPPERARY CO CO	Bonus Payment withdrawn. (MKEI)	February	GENE MEALY, VICE PRESIDENT
MANUFACTURING	Agriculture, Ingredients, Food & Drink	MD NDELEZ IRELAND	Following rejection of LRC and Labour Court recommendations on restructuring, Management have threatened to unilaterally impose change to terms and conditions of employment.	February	GENE MEALY, VICE PRESIDENT
PUBLIC ADMIN & COMMUNITY	Local Authority	OFFALY COUNTY CO UNCIL	Unilateral decision of Offaly Co Co to withdraw Driving Allowances without agreement or negotiation through the agreed IR process. (RO'R)	February	GENE MEALY, VICE PRESIDENT
HEALTH	Support Services	NAZARETH HOUSE & BALLYMOTE COMMUNITY	Management unilaterally imposed a change to the pay frequency of members from fortnightly to monthly without any consultation or agreement.	March	GENE MEALY, VICE PRESIDENT
HEALTH	Support Services	ARD AOBHINN SERVICES	Non-payment of Agreed Salary Increments.	March	GENE MEALY, VICE PRESIDENT
HEALTH	Support	ST AIDAN'S SERVICES, GOREY	Non-payment of Agreed Salary Increments	March	GENE MEALY, VICE PRESIDENT



Disputes sanctioned in 2016 (continued)

Division	Sector	Section	Issue in Dispute	Month	Approved By
HEALTH	Support Services	ST PATRICK'S MENTAL HEALTH SERVICES	Employer refusing to implement LCR 21050 which recommended the development and deployment of Health Care Assistants.	March	GENE MEALY, VICE PRESIDENT
HEALTH	Support Services	UL HOSPITAL, LIMERICK, HSE WEST	Employer attempting to effect change without discussion and agreement.	March	GENE MEALY, VICE PRESIDENT
TRANSPORT, ENERGY, AVIATION & CONSTRUCTION	Transport	DART DRIVERS	The introduction of a new 10-minute DART Service. A change in roster is required in middle of an analysis on past/future productivity. This process will not be concluded until June 2016. The introduction of the 10-minute Service forms part of this Revision.	March	JACK O'CONNOR, GENERAL PRESIDENT
SERVICES	Wholesale & Retail Distribution	HOYER IRELAND LTD	Company announced compulsory redundancies on 22 February 2016. They refused to negotiate on the level of payments and they also refused to attend the WRC.	April	GENE MEALY, VICE PRESIDENT
SERVICES	Wholesale & Retail Distribution	TESCO IRELAND	Company's decision to unilaterally and without agreement implement changes to terms and conditions of employment on 18th April 2016. (T.H.n)	April	GENE MEALY, VICE PRESIDENT
HEALTH	Support Services	OBERSTOWN CHILDREN'S DETENT. CAMPUS	(1) Financial loss to members due to staff being out due to assaults. (2) Health & Safety issues for staff due to senior management not addressing and not providing safe conditions for members. (R.Stan)	May	GENE MEALY, VICE PRESIDENT
HEALTH	Support Grades	CAVAN GENERAL HOSPITAL	Ongoing dispute for over 5 years regarding outsourcing of the Laundry Services in Cavan Hospital. Management and the insurance company have decommissioned the toilets. (S.No)	May	GENE MEALY, VICE PRESIDENT
HEALTH	Ambulance	HSE NAT. AMBULANCE SERVICE (CONTROL OPS)	Breach of WRC proposals dealing with a range of issues including payment of right rates of pay, permanent vacancies to be filled, retaining staff, increment levels. (J.McCam)	May	GENE MEALY, VICE PRESIDENT
HEALTH	Intellectual Disability	CHESHIRE IRELAND	Employer failed to abide by LCR 21151 regarding application of maternity to pre-p payments, and application of consolidated pay scales for new entrants post-2012. (T.Ken)	July	GENE MEALY, VICE PRESIDENT
PUBLIC ADMIN. & COMMUNITY	Education	GWITT TECHNICAL SECTION	Breach of Procedure - failure to attend labour Court hearing. (M.Mag)	August	GENE MEALY, VICE PRESIDENT
MANUFACTURING	Electronics, Engineering & Industrial Production	GDC GROUP LTD	Failure to reach agreement regarding a pay increase for SIPTU members. (D.Sher)	August	GENE MEALY, VICE PRESIDENT
TRANSPORT, ENERGY, AVIATION & CONSTRUCTION	Transport	DUBLIN BUS (TRAFFIC)	The prosecution of a Pay Claim on behalf of members. (W.No)	August	GENE MEALY, VICE PRESIDENT
TRANSPORT, ENERGY, AVIATION & CONSTRUCTION	Transport	DUBLIN BUS (ENGINEERING OPS)	The prosecution of a Pay Claim on behalf of members. (W.No)	August	GENE MEALY, VICE PRESIDENT
Division	Sector	Section	Issue in Dispute	Month	Approved By
TRANSPORT, ENERGY, AVIATION & CONSTRUCTION	Transport	DUBLIN BUS (TRAFFIC INSPECTORS)	The prosecution of a Pay Claim on behalf of members. (W.No)	August	GENE MEALY, VICE PRESIDENT (APPROVED FOR INDUSTRIAL ACTION ONLY)
TRANSPORT, ENERGY, AVIATION & CONSTRUCTION	Transport	DUBLIN BUS (ES's & MC's)	The prosecution of a Pay Claim on behalf of members. (W.No)	August	GENE MEALY, VICE PRESIDENT (APPROVED FOR INDUSTRIAL ACTION ONLY)
TRANSPORT, ENERGY, AVIATION & CONSTRUCTION	Transport	DUBLIN BUS (CLERICAL)	The prosecution of a Pay Claim on behalf of members. (W.No)	August	GENE MEALY, VICE PRESIDENT
TRANSPORT, ENERGY, AVIATION & CONSTRUCTION	Transport	DUBLIN BUS (CRAFT)	The prosecution of a Pay Claim on behalf of members. (W.No)	August	GENE MEALY, VICE PRESIDENT
MANUFACTURING	Pharma, Chemicals & Medical Devices	GE HEALTHCARE IRL	Unilateral implementation of new 4-cycle shift working without agreement and thereby fundamentally altering SIPTU members' terms and conditions of employment. (AD'L)	August	GENE MEALY, VICE PRESIDENT
PUBLIC ADMIN. & COMMUNITY	Education	ST STEPHEN'S NATIONAL SCHOOL	Outsourcing of Cleaning Functions. (G.Flan)	August	GENE MEALY, VICE PRESIDENT
MANUFACTURING	Electronics, Engineering & Industrial Production	ELEMENT SIX	The Company's failure to fully implement the terms of a Labour Court Recommendation. (R.Mit)	August	GENE MEALY, VICE PRESIDENT
MANUFACTURING	Agriculture, Ingredients, Food & Drink	INDOLEZ IRL PRODUCTION LTD	As part of an overall restructuring proposal, the company propose to reduce the manning level by 5 via voluntary redundancy. Members are not prepared to accept the job losses. Management also propose to re-assign work details and duties to the remaining workforce. (T.Br)	September	JACK O'CONNOR, GENERAL PRESIDENT
TRANSPORT, ENERGY, AVIATION & CONSTRUCTION	Energy	BORD NA BODHA	Imposed pay cuts to 90 Rail Haulage workers and the outsourcing of Road Haulage to a private contractor affecting 30 workers - breach of procedure by the employer. (J.Reg)	September	JACK O'CONNOR, GENERAL PRESIDENT

Division	Sector	Section	Issue in Dispute	Month	Approved By
SERVICES	Wholesale & Retail Distribution	TIM HASTINGS LTD	Company have enforced a number of redundancies/dismissals and are refusing to discuss either the terms on offer for redundancy of the selection process. (JMcCa n)	September	JACK O'CONNOR, GENERAL PRESIDENT
HEALTH	Support Grades	ST PATRICK'S COMMUNITY HOSPITAL	Imposition of a non-agreed roster without consultation or agreement, breaching the current process of the National Joint Review Group, Breach of a II National Agreements and Consultation and Information Act. (SFlan)	September	GENE MEALY, VICE PRESIDENT
SERVICES	Wholesale & Retail Distribution	TIM HASTINGS LTD	Company enforced a number of redundancies/dismissals and refused to discuss either terms on offer or selection for same. (JMcCa n)	October	GENE MEALY, VICE PRESIDENT
MANUFACTURING	PCND	HRC PRESTIGE MANUFACT (COTY)	Unilateral change to members' terms and conditions, i.e. move from a Defined Benefit Pension Scheme under Procter & Gamble to a Defined Contribution Scheme under Coty from 1st October 2016 and loss of Share Scheme under Coty who have none in place. (RieP, Adil.)	October	GENE MEALY, VICE PRESIDENT
PUBLIC ADMIN & COMMUNITY	Education	CIT STUDENT SERVICES CO LTD	Union claim for pay increase and to protect terms and conditions of current and new staff. (BM)	October	GENE MEALY, VICE PRESIDENT
PUBLIC ADMIN & COMMUNITY	Local Authorities	ROSCOMMON COMMUNITY COUNCIL	Roscommon Co Co have decided to proceed with the use of GPS as part of disciplinary proceedings against members and also conducting this outside of fair procedures. (AMnC)	November	Update @ 16th November 2016:
HEALTH	Support Grades	ARDADIBHINN SERVICES, WEXFORD	Non-payment of agreed salary increments (DM)	November	GENE MEALY, VICE PRESIDENT
MANUFACTURING	Agri, Ingredients, Food & Drink	KERRY FOODS (H DENNY & SONS)	Company have failed to adhere to existing agreement in respect of 4-cycle shift working; they intend to compel our members to work a 4-cycle shift without a agreement; and failed to adhere to dispute resolution procedures by refusing to attend WRC and have withdrawn from a scheduled labour Court hearing. (T.Bry)	November	GENE MEALY, VICE PRESIDENT
MANUFACTURING	Pharma, Chemicals & Medical Devices	VALEANT PHARMACEUTICALS (B&L)	Failure of Company to restore terms and conditions of employment from 2014. (A.Dil)	December	GENE MEALY, VICE PRESIDENT
HEALTH	Support Services	UL HOSPITALS GROUP, DOORADYLE	Employer's failure to appropriately address staffing levels within Maternity and Croon Orthopaedic Hospitals. Management to address the identified shortages of support staff (porters, attendants, HCAs, CSSD Operatives, Chiefs, Catering Attendants) on these sites. (To. Ken)	December	GENE MEALY, VICE PRESIDENT
MANUFACTURING	Pharma, Chemicals & Medical Devices	UNIPHAR	Company's continued failure to meaningfully engage in resolving a dispute in relation to pay and conditions, and other outstanding IR issues. (R.Qu)	December	GENE MEALY, VICE PRESIDENT
HEALTH	Support Services	HSE CAVAN HOSPITAL	Staffing shortages and rosters, fears for patient safety under Health & Safety regulations. (S.No I)	December	GENE MEALY, VICE PRESIDENT
HEALTH	Support Services	NATCHILDREN'S DETENTION CAMPUS	Unsafe Working Environment; Management reject any use of protective clothing or equipment; Constant violent attacks on Staff. (R.Sta n)	December	GENE MEALY, VICE PRESIDENT

Changes in Sick Pay Schemes and other Working Conditions 2015-2016

Improved Terms and Conditions of Employment (Non-Pay) - ALL DIVISIONS

Division	Employment/Organisation	Details	Reported In/Period:
Services	STT	Increase in Special Allowance as a supplement to basic pay: 40c per hour from January 2016; 90c from January 2017 and 65c from September 2017.	Jan/Feb 2016
Manufacturing	Dew Valley Foods, Thurles	Service leave increased giving 22, 23, and 24 days annual leave after 10, 15 and 20 years' service respectively	Jul/Aug 2016
PACD	Ballina Sports CSP	T-half for Sunday hours backdated to 8/12/15	Mar/Apr 2016
Services	Synergy Security	Site Allowance of €25 secured.	May/Ann 2015
Manufacturing	Coca Cola HBC	1 extra day's annual leave agreed.	May/Ann 2016
Manufacturing	Freshways Food Co	1 extra day's annual leave after 5 years' service.	May/Ann 2016
Services	Riteam Int	€230 voucher paid in December 2015 Productivity Bonus of 1% of basic pay paid in January 2017.	Nov/Dec 2015
Manufacturing	Bairdi & Lomb	3 additional days annual leave	Nov/Dec 2016
Manufacturing	Electronics, Athlone	Health cover contribution paid: €600 for 2017, €700 for 2018, €800 for 2019.	Nov/Dec 2016
Manufacturing	Electronics, Athlone	1% annual bonus introduced; standardised Christmas Voucher €200, 15% compensation for those who drop down to €200, change from anniversary days to service days on an annual basis, 1 extra day for every 5 years' service.	Nov/Dec 2016
Manufacturing	Electronics, Tillamore	€1,000 compensation for loss of 1 hour's overtime.	Nov/Dec 2016
Manufacturing	Sigma Alinda (Dereck), Arklow	2% increase in return for monthly pay.	Nov/Dec 2016
Manufacturing	Valeo Motors System	DC Pension Scheme introduced; additional annual leave; maternity top up - 50% of net pay plus SPP; 61 permanent contracts to be issued.	Nov/Dec 2016
PACD	OP/W	14 seasonal Gildes made permanent.	Nov/Dec 2016
PACD	UCC Admin Promotions Scheme	70 promotions achieved	Nov/Dec 2016
Services	Ballynatts, Achill & Ballyh Credit Unions	Equalisation of pay to bring them into line with Castletown scales in 2 phases, Jan and Oct 2017.	Nov/Dec 2016
Services	County Sligo Golf Club	1 extra day's annual leave agreed	Nov/Dec 2016
Services	Telecaste Aviation Fuel	€7.70 Meal Allowance per day from 1/7/16; Service Leave after 5, 10 and 15 years' service - 1, 2 and 3 additional days service days; 4 wks' annual leave; overtime included in holiday pay.	Nov/Dec 2016
Services	UHL Group Security Guards	Introduction of 2 hour breaks: 1.5hrs paid and 0.5hr unpaid.	Nov/Dec 2016
TEAC	DAATerminal 2	5 members in Customer Ops received permanent contracts (had been indefinitely secured from Retail).	Nov/Dec 2016
Manufacturing	Glanbia, Ballynally	2 days' additional annual leave awarded to all employees from January 2017 (21 to 23 days).	Sept/Oct 2015
Health	Water Hospital	5 years' backdated holiday premium pay for Household Theatre members	Sept/Oct 2016
Health	Tallaght Hospital	37 hr week and an additional 2 days' annual leave for telephone members.	Sept/Oct 2016

Changes to Sick Pay and Pension Schemes - ALL DIVISIONS

Division	Employment/ Organisation	Details	Reported In/Period:
Manufacturing	Allergan	DB Pension Scheme to close	Jan/Feb 2015
Manufacturing	Teva, Waterford	DB Pension Scheme to close and DC Scheme to replace it.	Jan/Feb 2015
Services	ACCLM	DB members compensated for change to DC Scheme.	Jan/Feb 2016
TEAC	Tara Mines New Bolton	DB Scheme move to DC Pension Scheme	Jan/Feb 2016
Manufacturing	Analog Devices	DB Pension Scheme to be replaced by DC Scheme.	Jul/Aug 2015
Services	Smurfit Ireland	DB to DC Scheme	Jul/Aug 2016
Services	Golden Pages	DB Pension closing and DC Scheme being introduced in August 2015	Mar/Apr 2015
Manufacturing	Dairygold	DC Scheme for new entrants.	Mar/Apr 2016
Manufacturing	Kerry Group	Closure of DB Scheme in July 2016.	Mar/Apr 2016
Manufacturing	Freshways Food Co	Sick Pay Scheme introduced providing for 10 days' sick leave on full pay, less SSI in any 12 month period.	May/June 2016
Manufacturing	Kerry Foods, Rye Valley	DB to DC Scheme	May/June 2016
Services	Bord na GCon	Company looked to move from DB to DC Scheme. Union secured DB Scheme till 2022 for existing employees. DC Scheme will apply to new entrants from 1 January 2017.	May/June 2016
Services	Youngtal Credit Union	DB to DC Scheme	May/June 2016
Manufacturing	Valeo Vision Systems	New DC Pension Scheme	Nov/Dec 2015
Services	Domyenergy/ Barnmore Credit Union	DB Pension Scheme to DC Scheme.	Nov/Dec 2015
Manufacturing	Baird & Lomb	Sick pay scheme increased from 3 to 5 weeks from 1/1/2017.	Nov/Dec 2016
Manufacturing	Electronics, Athlone	Sick pay introduced - 25 days' sick pay in a rolling year	Nov/Dec 2016
Manufacturing	Valeo Vision System	DC Pension Scheme introduced	Nov/Dec 2016
Services	Clarendon's Credit Union	New Sick Pay Scheme: 6 wks @ full pay in calendar year, 0-13 wks covered by Star Plan Insurance Policy (20 specific illnesses); after 13 wks, Permanent Health Insurance Policy	Nov/Dec 2016
Services	Telcote Aviation Fuel	Sick Pay Scheme introduced giving 2 wks @ full pay (less SSI), and 4 wks @ half pay (employee retains SSI entitlement).	Nov/Dec 2016
TEAC	Tara Mines New Bolton	DB Pension Scheme replaced with DC Scheme.	Nov/Dec 2016
TEAC	Atlantic Aviation Group Shannon (TEI)	Company closed DB Scheme.	Sept/Oct 2015
Services	Minegrave Group	DB to DC Scheme	Sept/Oct 2016
Services	St Joseph's Credit Union	DB Scheme to close, members to transfer to DC Scheme.	Sept/Oct 2016
Services	Trales Credit Union	Replacement of existing PRSA scheme with DC Pension Scheme for those willing to transfer. Employer contribution 10% backdated to April 2016.	Sept/Oct 2016

Rationalisation/Restructuring Agreements- ALL DIVISIONS

Division	Employment / Organisation	Details	Reported In Period:
Services	Dabbenhams	Company Survival Plan agreed: 12 month pay freeze; pay harmonisation; 5% reduction in staff discount; removal of 2016 Christmas bonus; voluntary layoff of hours at 1.5 times the annual loss.	Jul/Aug 2016
Health	HSE Cork & Kerry	Double time for Support Staff with retrospective	Nov/Dec 2016
Health	Lifford Hospital	Members have had their contracted hours upped to 39	Nov/Dec 2016
Health	National Maternity Hospital	Portering members received €400 one-for-all voucher for agreeing to review of holiday premium pay through WRC	Nov/Dec 2016
Health	Franks Healthcare	Payment of Sleepover Allowance secured	Nov/Dec 2016
Services	Gael Limn	DB Scheme closed. 3% increase in basic pay + once-off lump sum ranging from €1,000 to €3,000 for entering into DC Scheme	Nov/Dec 2016
Services	St Joseph's Credit Union	Compensation for closure of DB Pension Scheme and move to DC scheme: €1,000 p/yr of pension service + €5,000 lump sum for reduction in employer contribution to 10%.	Nov/Dec 2016

Organisation of New Sections- ALL DIVISIONS

Division	Employment / Organisation	Details	Reported In Period:
Health	UL Hospital Group - Birling	70 nursing posts will be filled - 45 of which are new additional posts.	Jan/Feb 2016
Health	South Tipperary NHS	10 new members recruited	May/Jan 2016
Manufacturing	Ayrlhealth Ltd, Monaghan	5 employees organised	Nov/Dec 2016
Manufacturing	Kejack, Ballybay	70 members recruited	Nov/Dec 2016
Manufacturing	Platinum Tanks, Monaghan	15 employees organised	Nov/Dec 2016
Manufacturing	Ardbinn, Bawn	50 employees organised	Nov/Dec 2016
Manufacturing	Platinum Tanks, Lough Eglisk, Monaghan	15 members recruited	Sept/Oct 2016
Manufacturing	Sunshine Juice	11 members recruited	Sept/Oct 2016
Manufacturing	Ardbinn, Bawn	50 members recruited	Sept/Oct 2016
TEAC	Hertel	2 members recruited	Sept/Oct 2016
TEAC	Jetvac Services	1 member recruited	Sept/Oct 2016
TEAC	Moller PCI	10 members recruited	Sept/Oct 2016
TEAC	Blarney Civil Engineering	10 members recruited	Sept/Oct 2016

Redundancies, Short-Time Working and Lay Offs- ALL DIVISIONS

Division	Employment/ Organisation	Details	Reported In Period:
Manufacturing	Audio Devices	2 redundancies on voluntary basis @ 6 wks, incl. of SE.	Jan/Feb 2015
Manufacturing	Audio	4 mill drivers made redundant voluntarily.	Jan/Feb 2015
Manufacturing	Ballyleague Musicians	Members on reduced hours since January 2015.	Jan/Feb 2015
Manufacturing	Commercial Musicians Producers	3 members took voluntary severance package.	Jan/Feb 2015
Manufacturing	Diageo/Guilness	8 members depart on Early Retirement terms agreed at LRC.	Jan/Feb 2015
Manufacturing	Dunliskillbeggan	50 members on lay off.	Jan/Feb 2015
Manufacturing	Electronic Concepts Europe	Members on week on/week off - to be reviewed at end-March 2015.	Jan/Feb 2015
Manufacturing	Faltnies Foods	8 members took a voluntary severance package.	Jan/Feb 2015
Manufacturing	Kilhorogh Musicians	Members on reduced hours since January 2015.	Jan/Feb 2015
Manufacturing	Kingspan Titan Environmental	Members on 3-day week	Jan/Feb 2015
Manufacturing	Milnel, Cork	Members on short time working in February	Jan/Feb 2015
Manufacturing	Monlaur In- Callery, Coolock	90 workers at Coolock plant (members of SIPTU & Unite) to be made redundant.	Jan/Feb 2015
Manufacturing	Taravale, Bane	Members on short time working.	Jan/Feb 2015
Manufacturing	Western Beverages	2 sales reps made redundant.	Jan/Feb 2015
TEAC	Listelek Mine	38 members made redundant on 67.5 wks p/ys, incl. SE.	Jan/Feb 2015
Manufacturing	Beta Layout	5 redundancies @ 2 wks p/ys + SE.	Jan/Feb 2016
Manufacturing	L-3 Communications/ Esco Collins	19 members redundant @ 3 wks p/ys + SE, cap 2 years.	Jan/Feb 2016
Services	ACCUM	70 members made redundant on terms of 5.5 wks p/ys, incl. SE.	Jan/Feb 2016
Manufacturing	Co-Operative Animal Health	4 redundancies @ 2 wks p/ys.	Jul/Aug 2015
Manufacturing	Audio Devices	14 temporary workers on lay off.	Jul/Aug 2016
Manufacturing	Britvic In Lbl	30 redundancies on terms of 4.5 wks p/ys + SE, cap €120,000.	Jul/Aug 2016
Manufacturing	Crown Paints, Coolock	20 members made redundant.	Jul/Aug 2016
Manufacturing	Garard Daniel Worldwide	Members on 3-day week.	Jul/Aug 2016
Manufacturing	Glanbia, Ballymore	24 redundancies (of which 19 voluntary). Terms agreed are 4 wks p/ys + SE, cap €135,000 for volunteers, additional €500 p/ys for compulsory redundancies. Lump sum payments to remaining staff.	Jul/Aug 2016
Manufacturing	Hitachi, Coolock	40 jobs lost due to shut down, 20 members.	Jul/Aug 2016
Manufacturing	Imperial Tobacco, Mullingar	Company will cease production in Sept 2016. Redundancy terms agreed 6 wks p/ys + SE, 3 year cap.	Jul/Aug 2016
Manufacturing	Waterford Carpets	Members on 3-day week.	Jul/Aug 2016
Manufacturing	Western Beverages	Redundancies here @ 6 wks p/ys, inclusive of SE	Jul/Aug 2016
Health	Bone Secour, Cork	65 members volunteered for redundancy (some going to ISS Contractors).	Mar/Apr 2015
Manufacturing	Dunliskillbeggan	Company on lay off.	Mar/Apr 2015
Services	Electrolux	3 redundancies @ 3.5 wks p/ys.	Mar/Apr 2015
Services	Ericsson, Dublin	71 members made redundant @ 5 wks p/ys + SE.	Mar/Apr 2015
Services	Footan Cleaning, Galway Uni Hosp	15 members made redundant on SE only.	Mar/Apr 2015
Services	Roscrea Golf Club	13 weeks shorttime working for last 5 years.	Mar/Apr 2015
Services	UPC	170 redundancies @ 7 wks p/ys, inclusive of SE.	Mar/Apr 2015
Manufacturing	DOSCO	1 redundancy @ SE + 1 week + €4,500 loyalty payment.	Mar/Apr 2016
Manufacturing	Bales, Kilmaree	Members on shorttime working.	May/Jun 2015
Manufacturing	Boj Warner, Bern	5 members made redundant on 5 wks p/ys on LIFO basis.	May/Jun 2015
Manufacturing	CBP Co-Op	1 voluntary redundancy agreed.	May/Jun 2015

Redundancies, Short-Time Working and Lay Offs- ALL DIVISIONS (continued).

Manufacturing	Hilton Foods	1 voluntary redundancy agreed.	May/June 2015
Manufacturing	Kingspan Thermal Environmental	Members on 3-day week.	May/June 2015
Manufacturing	Suir Phanna, Clonmel	3 members made redundant - SE only.	May/June 2015
Manufacturing	Glanbia, Van Sales	20 redundancies @ 6 wks pys, incl SE, cap €130,000	May/June 2016
Manufacturing	Kerry Foods, Ryedale	23 temporary staff let go	May/June 2016
Manufacturing	Lund Precision, Athlone	40 members made redundant due to closure of company. Terms SE + 2 wks pys.	May/June 2016
Manufacturing	Western Beverages	0-6 redundancies at agreed rate	May/June 2016
PACD	Mayoforth East LTI	2 redundancies on 335 wks pys.	May/June 2016
Services	Arnotts	2 voluntary redundancies @ 55 wks, incl. SE, cap €100,000.	May/June 2016
Services	St Columba's Credit Union	2 voluntary redundancies @ 6wks, incl. SE.	May/June 2016
Manufacturing	Abbott, Sligo	10 members made redundant.	Row/Dec 2015
Manufacturing	Birgmann Packaging	Members on short time working	Row/Dec 2015
Manufacturing	Elastometal, Letterin	Members on short time working	Row/Dec 2015
Manufacturing	Highway Safety Development	Members on short time working	Row/Dec 2015
Manufacturing	Bongale Display Loughborough, Mayo	Members on short time working	Row/Dec 2015
Manufacturing	SELC, Belmullet	Members on short time working	Row/Dec 2015
Manufacturing	SELC, Belmullet	Members on short time working	Row/Dec 2015
Manufacturing	Suir Phanna	9 members on temporary lay off for Christmas	Row/Dec 2015
Manufacturing	Western Beverages	6 members made redundant.	Row/Dec 2015
Services	Angos	12 members made redundant	Row/Dec 2015
Services	Londis B'YG	10 redundancies	Row/Dec 2015
Services	State Valley Golf Club	Members on 3-day week.	Row/Dec 2015
Manufacturing	Abbott, Ballyhenry	15 redundancies @ 6 wks pys, inclusive of SE.	Row/Dec 2016
Manufacturing	Kapp & Petersons	1 member made redundant on SE only.	Row/Dec 2016
Manufacturing	Meltronic, Galway	60 voluntary redundancies	Row/Dec 2016
Manufacturing	Parker Squatle	Shorttime working	Row/Dec 2016
Manufacturing	Waterford Carpets	Members on 3-day week	Row/Dec 2016
PACD	West Cork Dev Partnership	6 redundancies	Row/Dec 2016
Services	Douglasway Credit Union	4 members avail of voluntary redundancy of 4 wks pys (incl SE).	Row/Dec 2016
TEAC	Aer Lingus, Shannon	1 voluntary redundancy (Boutlet Stores)	Row/Dec 2016
TEAC	Aer Lingus, Shannon	3 voluntary redundancies (Maintenance Garage)	Row/Dec 2016
TEAC	Alpha Catering, Cork	2 members took voluntary redundancy	Row/Dec 2016
Manufacturing	Ston, Donegal	14 redundancies on SE @ 2 wks pys.	Row/Dec 2015
Health	Bazaarri Horse	All house hold staff acceptd voluntary redundancy @ 3 wks pys.	Sept/Oct 2015
Manufacturing	Binnshie, Tallow	Members on short time working	Sept/Oct 2015
Manufacturing	C & C Glees of Mann	26 voluntary redundancies @ 3.5 wks pys incl. of SE.	Sept/Oct 2015
Manufacturing	Co-Operative Animal Health	4 redundancies in sales and admin @ SE + 2 wks pys.	Sept/Oct 2015
Manufacturing	IT/Devcon	4 members redundant on 3wks pys + SE.	Sept/Oct 2015
Manufacturing	Kerry Foods Cloness Production, Charleville	20 voluntary redundancies on 4 wks pys + SE (6 wks pys for former Dairygold employees)	Sept/Oct 2015
Manufacturing	Saber Pumps	Members on short time working	Sept/Oct 2015
Manufacturing	William Grant, Clonmel	32 members made redundant on 6.5 wks pys, incl. SE.	Sept/Oct 2015
Services	Sandymount Credit Union	3 voluntary redundancies @ 5wks, incl SE.	Sept/Oct 2015
Manufacturing	Dairygold	6 voluntary redundancies in Retail Division	Sept/Oct 2016
Manufacturing	Element Six	6 members avail of an enhanced early retirement package.	Sept/Oct 2016
Manufacturing	Tiltsol, Tralee	Members on 3-day week since January 2016.	Sept/Oct 2016
Manufacturing	Wilo Pumps	17 members made redundant	Sept/Oct 2016
PACD	Ballina Salmon CES	2 Supervisors made redundant	Sept/Oct 2016
PACD	Shanbally CES	1 Supervisor made redundant	Sept/Oct 2016
Services	Members First Credit Union	Agreed Statutory entitlements plus 2 weeks pay for those preferring not to transfer to new entity after merger of several credit unions.	Sept/Oct 2016
Services	Bengali Golf Club	Members on 3-day week	Sept/Oct 2016
Services	Sancti Security	5 members made redundant on 2wks pys	Sept/Oct 2016

Health Division

Biennial Delegate Conference

The SIPTU Health Divisional Conference was held on 13 October and 14 October, 2016, in Liberty Hall, Dublin.

SIPTU	2015	2016
Ambulance	1124	1158
Allied Health Professionals	3388	3257
Nursing	3689	3707
Support Grade	30496	31676
Totals	38697	39798

Speakers at the conference included:

- Jack O'Connor, General President, SIPTU
- Joe O'Flynn, General Secretary, SIPTU
- Gene Mealy, Vice-President, SIPTU
- Joe Cunningham, National Organiser, SIPTU
- Paul Bell, Divisional Organiser, SIPTU
- Paddy Moran, Honorary National Secretary of SIPTU Retired Members Section
- Patricia King, General Secretary, ICTU, on the Tuture of Health Care in Ireland
- Federica Pipolo, Calais Jungle Volunteer
- Ilias Kondylis, Senior Lecturer, The London School of Medicine on the impact of austerity and privatisation in Greece
- Mathias Maucher, EPSU Policy Officer, Health and Social Services on TTIP/CETA agreements and their potential impact on public health services
- Dr Guillermo Ruben, La Federación de Asociaciones de Trabajadores de la Sanidad Argentina on multinationalisation of health services in South America
- Professor Karen Spilsbury, Investment Chair in Nursing Research, University of Leeds

Divisional Committee

- Julie Bissett
- Alan Burke
- Joe Casey
- Cathal Flood
- Sean MacGabhann
- Colette Regan
- Liz Fahy
- Matt Reilly
- Rory Hawkins

- Sally Corr
- Mary Dolan McLoughlin
- Ciaran Sheridan
- Padraig Heverin
- Rebecca Donohue
- Brendan Fagan
- Eamon Cluskey

Support Staff Sector Committee

- Peter Behan
- Brian Condra
- Jacqueline Cooke
- Broc Delaney
- Martina Gilmartin
- William Mc Guinness
- Denis Murphy
- Marion O'Donnell
- Des Reilly
- Noel Warde
- Pat Lalor
- John Hally
- Bernadette Murphy
- Anne Rochford
- Christina Tryrell
- Billy Walsh
- Paul Ryan

Ambulance Sector Committee

- Seamus Blanc
- John O'Leary
- Colleen Wheelan
- Terry Devine
- Ciran Sheridan
- Declan Duffy
- Declan O'Farrell
- Robert Fitzgerald
- Tommy Scales

Allied Health Professionals Sector Committee

- Brendan Fagan
- Gerard Noone
- David Noone
- Marie Barry
- Sally Corr
- Colette Regan
- Jonathan Woods
- Michelle Monaghan



Nursing and Midwifery Sector Committee

Anne Burke
Eamonn Cluskey
Rebecca Donohue
Donie Doody
Pat Murphy
Padraig Peyton
Paul Boyle
Bernie Heneghan
Simon Gibbons
Padraig Heverin

Divisional Staff

Paul Bell	Divisional Organiser
Kevin Figgis	Sector Organiser
Sean Nolan	Sector Organiser
Mari Butler	Sector Organiser
Tony Kenny	Sector Organiser
Declan Ferry	Industrial Organiser
Pat Condon	Industrial Organiser
Pat Flannery	Industrial Organiser
Sharon Cregan	Industrial Organiser
Ted Kenny	Industrial Organiser
Liam Allen	Assistant Industrial Organiser
Aideen Carberry	Assistant Industrial Organiser
David Field	Assistant Industrial Organiser
Sandra Flanagan	Assistant Industrial Organiser
Daminan Ginley	Assistant Industrial Organiser
John Hubbard	Assistant Industrial Organiser
Mark Lohan	Assistant Industrial Organiser
John McCamley	Assistant Industrial Organiser
Dave Morris	Assistant Industrial Organiser
Mark Quinn	Assistant Industrial Organiser
Ray Stanley	Assistant Industrial Organiser
Ben Weathers	Assistant Industrial Organiser, Ben retired last year.
Mary Holmes	Administrative Assistant
Celine O'Connor	Administrative Assistant
Laura Tucker	Administrative Assistant
Kathleen O'Shaughnessy	Administrative Assistant

OVERVIEW OF SIPTU HEALTH DIVISION 2015-2017

SIPTU's Health Division consists of five distinct sectors catering for the broad spectrum of our members serving our National Health Service:

- Ambulance Sector
- Allied Health Professional Sector
- Nursing Sector
- Support Staff Sector
- Care Sector (Health Care Assistants)

During this period the Health Division extended its work in organising members by creating a dedicated sector for Health Care Assistants and related grades.

Our Division also concentrated on developing the structures necessary to establish an additional sector to serve members working in the Intellectual Disability Sector in response to growing demands for such services and additional staff being employed in it after a period of enforced recruitment stagnation.

The period was dominated by two specific events: the General election of February 2016, which led to a Fine Gael Government and dismissal of the Labour Party from Government; and the negotiating of a successor agreement to the Haddington Road Agreement.

The Lansdowne Road Agreement succeeded in ensuring members on low and middle incomes could begin a journey forward in the process of unwinding the FEMPI legislation. The first concessions on pay increases for the lower paid were achieved, as well as the introduction of a threshold which allowed thousands of low paid Health Workers to be exempted from levies applied under the FEMPI legislation.

With the assistance of the SIPTU Campaigns Department, the 'Better Health Care Better Jobs' campaign continued and a 'national conversation' was organised with shop stewards and activists throughout the country.

However, what was different about the Lansdowne Road Agreement was the Government's determination to undermine the terms of the agreement for one of the Nursing and Midwifery

unions, and, at the latter end of 2016, its commitment to a game changing agreement with An Garda Síochána.

These actions led to claims from the ICTU Public Sector Committee for engagement on the anomalies generated by the Garda concessions. Government committed to engagement on the crisis in the first quarter of 2017.

The Better Healthcare Better Jobs campaign continued to give ownership of the recovery agenda to our shop stewards and members which, in turn, empowered our Division in the creation of a strategic plan for future public sector national negotiations. Our national conversation with members continued to concentrate on political goals in areas concerning pay justice and, in particular, the rigid application of the Pension Related Levy (PRD) and the Universal Social Charge (USC).

The main focus of our campaign was to encourage and reinvigorate our Stewards and Activists to pursue the elimination of the FEMPI legislation, resist outsourcing, achieve increases in pay and secure a commitment to employ more staff.

All the issues identified as core to our members were endorsed by way of motions presented and debated at the 2016 Health Division Biennial Delegate Conference.

Much of the Health Division's daily work involved engagement with the HSE and Voluntary Hospitals on issues concerning implementation of the Haddington Road and Lansdowne Road agreements. All sectors in the Health Division engaged with employers on issues concerning payment of compensation, redeployment, recruitment, the Support Staff Intern programme, recruitment and other issues concerning the interpretation and implementation of the agreements.

MOTIONS PASSED

Motion 1

Mandatory registration for Healthcare Assistants

SIPTU calls on government to give priority to the regulation of Health Care assistants supported by the necessary investment in ongoing education and training, in recognition of the role and responsibilities they carry out in the various healthcare settings.

Motion 2

Long Term Organising Strategy

That SIPTU invest in a Long Term Organising Strategy to build Collective Strength through organising new and existing Health Care Assistant's so we can become the leading contributor to the professionalisation of their role in a National European and International Context.

SIPTU cannot rely on the organised public sector alone to create density among Health Care Assistants, and with the potential for new types of services to spring up, run and staffed by the private sector we need to meet the Health Care assistants where they are educated and trained.

We believe we should have a core group of specially trained Organisers to visit each HealthCare training /education facility to create a data base of student members, with appropriate follow up and support, so we can build long term SIPTU association with HealthCare assistants – increasing collective strength and ensuring density and influence in the SIPTU HealthCare Sector for years to come.

Organising, Recruitment and Communications

The Health Division continued to increase membership in 2015 and 2016. It has now reached 40,000.

This momentum was made possible by the concerted effort of our colleagues in SIPTU's Organising Department and by the collaborative focus of our Officials, Shop Stewards and Activists.

The Health Division has invested heavily in a dedicated communications programme, led by a committed and experienced colleague. (Name) Details of the Health Division communications project is available in the health section of this report.

Two other significant developments in developing our membership potential has been the creation of the Health Care Assistant and Care Assistant Sector, strategically initiated in recognition of the growing number of members working in this grade, ensuring that Government and HSE initiatives focussed on this grade are maximised for benefit our membership.¹

Our Division has also been actively developing a Sector for members working in the Intellectual Dis-



ability area and it is anticipated that this Sector will become a reality in 2017.

Under the heading of Communications it is important to note that the lead up to the SIPTU Health Division Biennial Delegate Conference in 2016 provided for very successful interaction between Shop Stewards and Activists. This, in turn, led to a very successful conference with all motions presented outlining our members objectives in any future negotiations for a successor agreement of the LRA.

It is fair to say that what emerged from our interaction and conference was a manifesto for making things better for the thousands of SIPTU members employed in the Health Service, as well as the citizens of our nation who depend on the public provision of properly staffed and resourced health services.

SUPPORT SERVICES SECTOR

1st January 2015 to 31st December 2016 has witnessed increased membership in the Support Staff Sector through dedicated Organising Activity and Campaigning.

In our Sector's last report in 2015 we were in a position to report that Support Staff would enjoy the reintroduction of their Job Evaluation process and that all Support Staff Interns would be offered permanent employment on completion of 18 months service. This will benefit 1,500 members. Both of these initiatives were achieved within the terms of the Lansdowne Road Agreement (LRA). But, as with any agreement, the implementation depends on the will of Activists and members as both of these initiatives were frustrated and challenged by the HSE, the Department of Health and the Department of Public Expenditure and Reform.

The Lansdowne Road Agreement also delivered on the first steps in delivering for our members on low pay from the impact of the Pension Related Deduction (PRD) imposed through the Financial Emergency Measures in the Public Interest Act 1 and 2 (FEMPI). Members on wages or salaries under E28,500 were declared exempt from the levy, with effect on 1st January, 2015.

Members on pay below the FEMPI threshold also secured a pay increase over the period of the Lansdowne Road Agreement.

The period of the report was not without conflict

which will be further elaborated on in this report.

However, Support Staff voiced their determination to see the Lansdowne Road Agreement revisited and negotiations brought forward from the expiry date of the national agreement due in 2018 to 2017. This followed the Government's decision to breach the pay terms of the agreement to give one group of public servants, namely members of An Garda Siochana a pay award than that exceeded the terms of the LRA.

The campaign at the latter end 2016, driven by that determination to secure fair play, led to the agreement that all public servants would have the €1,000 payment due on 1st October 2017 brought forward April 1st, 2017, along with negotiations for a successor to the Lansdowne Road Agreement.

Disputes of Note within the Health Division

Support Sector Membership

While there have been numerous sanctions for strikes and industrial action approved in local disputes, the following three stand out as all arose from the non-application of the Lansdowne Road Agreement, or an attack by a single employer which had the potential to undermine our terms and conditions throughout the Health Services. These included:

- Non-implementation of Health Service Support Staff Job Evaluation

- Failure to address anomalies which impacted on incremental credits and, or pay and conditions of members employed as interns

- A unilateral decision by the management of St James Hospital to enforce an extremely high pay parking regime on members which would have resulted in all monetary gains made by our union under the Lansdowne Road Agreement being wiped out.

The decision of the HSE and Department of Health to breach the terms of the Lansdowne Road Agreement by making concessions to one group of workers in the Acute Hospital Network's Emergency Department.

At the cut-off date for this report, 31st December, 2016, with the exception of the issue concerning parking fees in St James's Hospital, which was fully resolved to our members' satisfaction, the remaining issues were heading for requests for strike ac-

tion. This was because the employer either frustrated or totally dismissed our members' rights to the benefit of these agreements and our exclusion from negotiations on the Emergency Department issue which placed SIPTU members working in the area at an unfair disadvantage.

Outsourcing Support Staff Services

SIPTU successfully negotiated significant amendments to the outsourcing clause in the Haddington Road Agreement when it entered the Lansdowne Road negotiations. These strengthened the protection of members's jobs. It also successfully pushed the Government in Budget 2016 to abandon the Health Service moratorium on staff recruitment introduced under FEMPI.

HSE expenditure on Agency costs continued to grow at alarming rates through 2015 and 2016. This situation was compounded by the HSE's unilateral decision in 2015 to apply a "recruitment pause" for the sole purpose of balancing the accounts.

It has become increasingly apparent that SIPTU and other public sector unions operating in health need a formal agreement on workforce planning for the next five years in order to ensure that the expected high level of retirements at the latter end of this period does not give rise to our agreement on 'Outsourcing' being undermined through a manufactured crisis created by a deliberate failure on the employers' part to address manpower planning.

Section 39 Organisations Institutional Care and Community

Over the past two years we have been forced into balloting for strike or industrial action in the Intellectual Disability area of the Health Service operated by Section 39 organisations.

The ongoing disquiet has been because employers in the non-acute and community sectors are not in a position to pay our members increments, or arrears accruing from non-application of increments. These Section 39 employers have laid the blame on the HSE, as they claim that cuts in funding have led to this progressively worsening crisis.

The other significant issue since the Lansdowne Road Agreement was adopted by our members is the HSE's and the DPER's failure to honour commitments that Service Level Agreements(SLA)

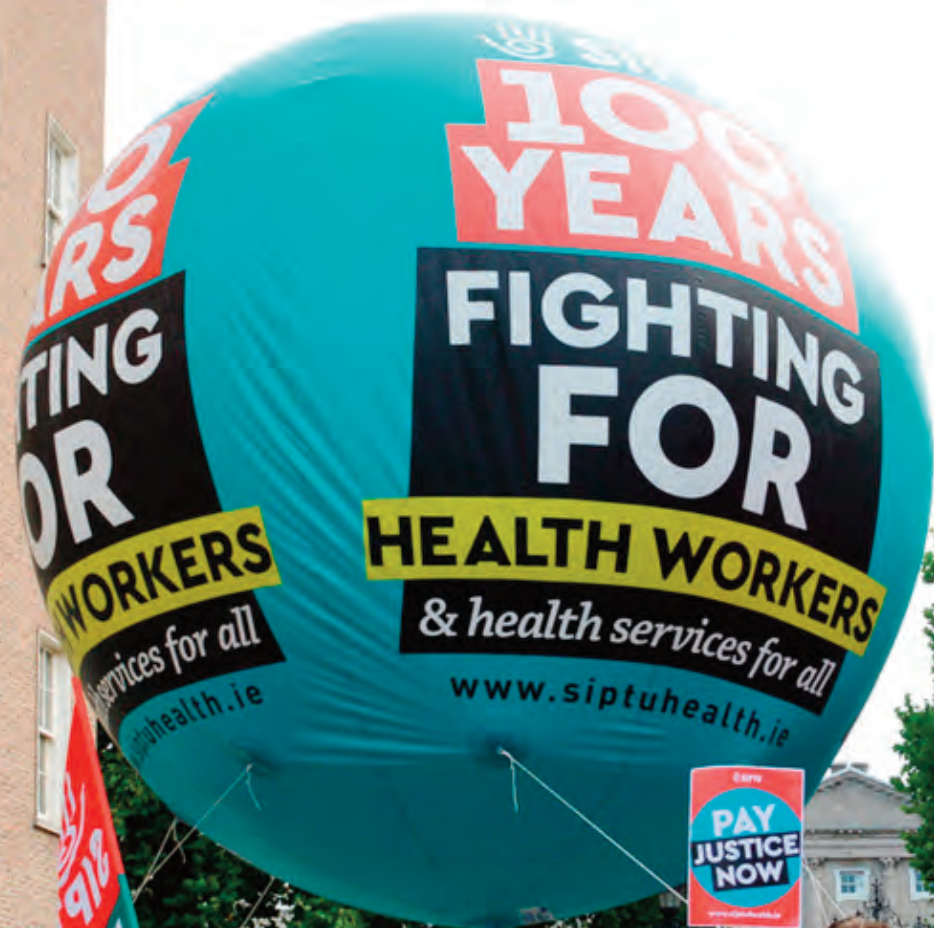
would contain a social clause committing organisations in this sector, and especially those providing community services such as home help or home care, not to apply zero hour contracts; and also to recognise collective bargaining and utilisation of the state's dispute resolution institutions in order to protect the lowest paid and most vulnerable workers in the Health Service.

The issue of zero hour contracts, precarious work and low pay in the Section 39 Community Care sector featured in the University of Limerick's study, specially commissioned by the Fine Gael and Labour Government, into this area, to which SIPTU Health Division made a major contribution.

Intellectual Disability

The past two years have been very challenging for the Intellectual Disability Sub Sector. The continued cuts in HSE funding, coupled with the ongoing effects of previous cuts, has left the service starved of resources. In many instances, the developmental work that was being done with clients has been curtailed, or has ceased altogether, being replaced by basic maintenance programmes. At meetings with Government officials, SIPTU has continually raised these cuts and the issue of future funding of Section 38 and Section 39 agencies involved in this sector. The cuts have meant that many of these agencies have seriously depleted financial resources as they have tried to bridge the funding gap themselves. We are now in a situation where the viability of entire organisations is in jeopardy. This, in turn, has resulted in continued pressure on members' terms and conditions, leading to a number of disputes on non-payment of increments, or deferrals of payments due on consolidated pay scales, fuelling the race to the bottom. The focus going forward has to be on securing proper funding, the re-introduction of meaningful supports for service users, and a national approach to the resolution of disputes.

They are all part of the one process. The third party hearing process involving the WRC and Labour Court into the issue of Sleepover Allowances has created an opportunity to finally put in place a workable solution that adequately rewards the efforts of our members, along with their colleagues elsewhere in the Health family. These negotiations on the implementation of the recent Labour Court Recommendation (LCR 203837), will shape the future of night work in the ID Sector. It



Graduate Nurses protest outside Dáil Éireann, on 27th September, 2016 over payments that nurses and midwives who graduated between 2011 and 2015 did not receive.

is important that we resolve this issue to our members' satisfaction, and ensure that all retrospectation owing is paid within HSE, Section 38 and Section 39 organisations.

Following on from recent negotiations with some Section 39 Agencies in this sub-sector, it has become more apparent that the protections afforded by the Lansdowne Road Agreement are vital to stem the diminution of hard won entitlements. Our policy is to encourage these agencies to apply its terms as a means of ending the erosion of members' earnings. Strengthening the link between these agencies and the HSE as the key source of their funding is another priority. This is, of course, against a background where the HSE, as the main funder, tries to distance itself from these employers on industrial relations issues, abdicating its responsibilities to ensure compliance with the provisions of national agreements and best industrial relations practice.

Media reports of some very disappointing happenings has put a new focus on support services for people with Intellectual Disabilities. As a union, SIPTU strives to achieve a well resourced and professional ID service. It does not condone unprofessional behaviour. Many of these problems stem from the service being under resourced over a long period. We must ensure that greater public awareness of the problems leads to more resources and improved standards to address these issues.

An important new development has been SIPTU's decision to establish an interim ID Sectoral Committee, representative of the many grades and categories of workers that we represent on a daily basis within the ID community. This committee is working through a programme based on five key objectives with a view to formally launching the Sector in its own right in 2017. These objectives are:

A joint review of the operation with the employer of the Trust in Care policy

A joint review of the Assault at Work scheme with the provision of proper protections for Support Staff in the workplace

An evaluation of the work carried out by Support Staff within the sector, together with agreement on registration and minimum standards, and educational opportunities for those employed within the sector

An agreed protocol for the 'decongregation' of

residents from care centres to individual housing locations, that ensures adequate resources are put in place to respect the rights of service users and employees. This will pose new challenges for SIPTU in organising a more dispersed workforce.

The provision of realistic and adequate funding for all ID services to avoid the race to the bottom.

As the wider economy improves, we need to ensure that extra resources for those with Intellectual Disabilities are put at the forefront of health policy. Too often in the past, their needs have been forgotten in the face of wider health issues. We now have an opportunity to reclaim much of the ground lost during the past decade of cuts. In keeping with these developments, the union will be building on the work of the past two years to create a vibrant full Sectoral structure during the coming year that is representative of all the workers involved in ID. Now is the time to focus in a positive manner on delivering on our five agreed objectives.

Health Care Assistants

Over 100 HCAs attended the launch of the SIPTU Health Care Sector Assistant (HCA) Sector in the Royal College of Physicians on 26th March 2015. Together with Leo Varadkar, Minister for Health, and key decision makers and influencers, we confirmed SIPTU's status as the excepted Trade union body for Health Care Assistants. SIPTU also called on the Department of Health and the HSE to establish a National Forum for HCAs and related grades, where we could pursue the sectors agenda with the employer. The launch was attended by Jack O'Connor, General President of SIPTU, Patricia King, General Secretary of ICTU, keynote speakers and invited guests.

The objective was to establish SIPTU as the 'Go to union' for Health Care Assistants and related Grades. The union organized a campaign to:

1. Establish SIPTU as the only union with negotiation rights for HCAs and related grades
2. Organise and build a strong collective base so that we can represent the grades collectively
3. Call on the Dept of Health and the HSE to establish a permanent National Forum for HCAs and related grades so that, as the leading trade union in Ireland, SIPTU would have a forum in which we can influence the future development of the grade and deliver



 **SIPTU** **CITIZENS HEALTH** **NOT FOR SALE!**  

www.siptuhealth.ie

SIPTU members and activists joined with colleagues from the European Public Services Union (EPSU) on World Health Day 2016 (Thursday, 7th April) to protest outside the European Commission, Brussels, to highlight the threat of the increasing privatisation of health services across Europe.

the SIPTU Care Sector's five point agenda, with its twin objectives of recognition and development, including the negotiation of pay and conditions.

Five Point Agenda

1. Registration and recognition
2. National Job Description and appropriate workplace uniform.
3. Ongoing Education Training, Development and Progression.
4. Permanency and incremental credit for Interns.
5. SIPTU Negotiated pay and conditions.

The first AGM of the SIPTU HealthCare Sector was held in the Oak Room, Mansion House, Dublin, on 30th March 2016. Significant developments included:

- The establishment of a National Forum for HCAs and related grades in November 2016. A review of the grade across all disciplines is envisaged. This will provide a platform for the SIPTU Healthcare sector (HCA) to progress its agenda.
- As part of the Lansdowne Road Agreement (LRA), a Job Evaluation exercise was secured for Support Grades. HCAs and related grades will be part of this exercise, and it will allow the expanded role carried out by Health Care assistants to be captured in all its various guises.
- The SIPTU Healthcare (HCA) sector succeeded in gaining permanency after 18 months for staff recruited under the HSE intern scheme, instead of the previously agreed 24 months.
- Other aspects of pay and conditions of HCAs and related grades were addressed under the LRA, including the Pension levy threshold, which was increased – removing all those earning under €28,000 from its application.

NATIONAL AMBULANCE SECTOR

The financial membership within the Sector currently stands at 1,157 members and is increasing each year.

We have five fulltime SIPTU organisers assigned to

the National Ambulance Service. They are Ted Kenny who assists with the National committees and in national discussions with the employer. Pat Flannery, Declan Ferry and John McCamley have responsibility for the NAS regionally and myself, Sean Nolan, as the Sector Organiser.

Our Divisional Organiser Paul Bell provides valued assistance and support on national issues as required.

We have over 70 committed Representatives across the country with a number sitting on the National Committee's Irish Ambulance Representative Council and the National Ambulance Sector Committee. I wish to thank our Shop Stewards for their commitment and for all the time they put in on a voluntary basis on behalf of members across the country.

In 2015 the 10% restoration of basic pay to our Intermediate Care operatives was raised in the context of the Haddington Road Agreement and how it was to be applied. It was applied on the basis of a new ten point formula that replaced the old eight points with a long service increment, thus allowing members to catch up and enjoy the full benefit of the 10% restoration.

A Rapid Response Vehicles Group and Subcommittee was set up with an independent chair following conciliation conferences. This group dealt with the protocol regarding the use of this service. Although a document was agreed by group management the protocol has yet to be implemented.

Retention of cardiac allowances in the North East for members in patient transport services who moved to Intermediate Care Vehicles (ICV) was referred to the Workplace Relations Commission. The case was successful for this group. Unfortunately, the overall claim for those members who did not receive the allowance since 2012 was rejected on the grounds that it was a cost increasing claim under the Haddington Road agreement and was also precluded under the FEMPI legislation.

We held our National Ambulance Service Strategy conference in Dublin in March 2016. Representatives from all around the country attended. We identified several outstanding issues and a decision was taken to seek sanction to ballot for industrial/strike action due to the failure of Management and the HSE to resolve several outstanding matters.

The main issues were:



- Publication of the long-awaited Capacity Review on the National Ambulance Service.
- Full implementation of Labour Court Recommendation LCR20313 covering compensation for loss of earnings.
- Full implementation of LCR20313 on staffing the intermediate care service.
- Meaningful engagement and discussions on an annualised hours system as allowed for under PSA agreements.
- Review of the roles and responsibilities of all grades within the Ambulance Service.

Briefings of members on our campaign took place all over the country and they fully supported a call for a national strike ballot.

Capacity Review

The first success for our national campaign was the publication of the long-awaited Capacity Review following the decision to hold a national strike ballot of all members.

Our campaign started off in 2014 with our colleagues in the Dublin Fire Brigade making a submission to a hearing of the Joint Oireachtas Committee on Health. Our submission outlined what was required for a properly staffed service with the resources needed to meet its responsibilities, including issues such as response times in rural and urban areas. HIQA issued its own report before the National Capacity review and report was issued by the Minister.

Intermediate care service

Agreement was reached on the introduction of this important service, which dealt with inter hospital transfers and other issues, to free up ambulance crews to deal with emergency calls.

This was the subject of Labour Court Recommendation LCR20313. The Court stated that, due to savings made by the removal of specific overtime and work practices, management should have the service fully operational within two years of the date of the recommendation, which was issued in July 2012. Despite ongoing discussions since then management only put in place resources allowing for approximately 150 staff to be employed. This was depleted when members in the Intermediate Care Vehicle service went for training as Paramedics. The numbers required to run the service should be over 440. Lack of funding and staff means that private ambulance companies are mak-

ing huge profits at the expense of the tax payer. Approval was sought for an additional 150 posts between now and the end of 2018 to provide over 300 posts for the ICS service. If the engagement of acute hospitals currently underway results in earlier extra resources the figure of 150 will be realised sooner. Continuous dialogue will take place to link capacity with demand for this service.

National Transfer Policy

We agreed in 2015 on a national transfer policy following several years of discussions.

We have a small group dealing with this matter with management, including Peter Ray, Chairperson/Shop Steward of the IARC and Ted Kenny industrial organiser. It is a slow process, compounded by the fact that no local manager will agree to release staff until they are back filled by other staff, including those coming out of training. On the matter of un-rostered staff, management are looking at a proposal where they may be able to get them back to their Health Board area. We are awaiting their proposal which will be discussed by the IARC. We have also raised the matter of the National Ambulance Service hiring staff locally rather than nationally, as at present.

Management has confirmed it has received funding for an additional 96 paramedics and 36 ICO staff for 2016.

Maternity Policy within the Service

A sub group was set up to look at the difficulties posed for female members within the service during pregnancy. The group concluded a policy in conformity with HSE policy.

Filling of Leading Emergency Medical Technician (LEMT) positions

Over 70 positions on LEMT panels remained vacant. These panels are in place since the embargo and the FEMPI legislation. We referred the matter to the Work Place Relations Commission and agreement was reached on filling them. Despite that agreement, management informed the union that it cannot obtain funding to fill these positions. The matter was referred to the WRC under outstanding national issues, as was allowed for in our August 2016 WRC agreement.

Loss of Earnings following LCR 20313, LCR20002 and LCR20456:

- Payments for loss of earnings will be made

in line with figures as per the National Ambulance Service validation process. The HSE and NAS committed to address the remaining outstanding areas throughout the country and these payments will be completed in August/ September 2016 in line with payroll schedules.

- In regard to Naas, due to the absence of information on loss of earnings, the parties agreed to a method for calculating them.
- A joint review process to clarify loss of earnings parameters was set up and a first meeting has taken place.
- Independent adjudication was agreed for matters in dispute. Regarding other actual loss claims under LCR 20002 and LCR20456, management committed to payments being finalised in October/ November 2016. Again, issues in dispute would be the subject of adjudication. Unfortunately, management did not meet the deadline and these issues remained unresolved in 2016

Given the slow progress since the issuing of the above recommendation we put management on notice in the summer of 2016 that we were going to ballot members for industrial/strike action.

Only after this did management start to engage in a serious manner. A sub group was set up to oversee the claims from our members. Its recommendation was issued in July 2012.

The parties agreed to appoint Mr Ray McGee as an adjudicator for both individual cases and general matters concerning what exactly was covered by the Labour Court Recommendations.

Rest Periods

This matter is at IARC level and, following several meetings with management nationally, no agreement was reached.

Management stated that the 11 hours' compensatory rest periods must be agreed with the employer. Management proposed the following options:

- Owe hours back.
- Offset hours from O/T paid. This meant that the hours members would owe management could be taken from the hours they worked over their shift finishing times, which would be paid at over time rates.

Shift Pay while on sick leave

This matter was the subject of dispute between the union and management in the South. The matter was referred to the WRC, where no progress was made and then on to the Labour Court. The matter is now back in the WRC as it has national implications. Some areas pay the shift when staff are out sick and others do not. Different criteria appear to apply to the payment in different areas. We are awaiting a date for the WRC meeting.

Core rostering

At present core rostering exists in the North West and the North East. Management decided to extend the system to the Midlands, South and the East. Management met with the various groups of representatives and officials in the above areas. Members were conscious of the fact that the North-East system created serious problems for staff as it was badly managed. In the North West dedicated persons were assigned to the management of the system which proved to be a very good system.

The matter of core rostering was the subject of a conciliation conference at the WRC for the three areas above. SIPTU wants one system, properly managed and resourced across these areas.

Officers Grades NAS

There were two issues referred to the WRC:

- National Recruitment decided to stand down panels that were in place to fill officers' positions. At conciliation in the WRC, it was agreed that posts would be filled by local and national competition by May 2017. It was also agreed to continue utilising the transfer policy to allow existing grade holders move location if required as part of the process to fill posts.
- The North East area unilaterally changed work practices which we believe should be dealt with at national level. SIPTU is still awaiting the publication of the Mazars report regarding change to management structures within the NAS. Our members feel that management is trying to implement change before the report is released.

- We also met Management and HR on various national issues which will be part of our agenda for discussions when the national report (Mazars?) is released.

Members voted by over 92% to take strike action over management's failure to implement the WRC



brokered agreement and this was served on management for August 2016. A working group was established to deal with matters of national interest involving the National Ambulance service.

It was agreed that a representative of the WRC would chair this working group. In light of this proposal, SIPTU agreed to suspend its strike action indefinitely. The proposals were agreed by a ballot of members. We again had to threaten a ballot for action to get various matters moving and the WRC agreement of August 2016 implemented.

Numerous meetings took place with the national committees, management and human resources. SIPTU organisers, including our Divisional Organiser Paul Bell, addressed the issues in dispute. Little or no progress was reported and the parties were invited to attend the WRC. Following intense discussions, a proposal was tabled by Anna Perry, Director of Conciliation Services.

The proposals addressed all the issues in dispute as follows:

Annualised Hours

The parties agreed to establish a specific working group to scope out and explore the concept of annualised hours as a potential future option for the National Ambulance Service rostering arrangements, in line with the provisions of the Public Service Stability Agreement 2013-2016 and Haddington Road Agreement. It was agreed that an independent chairperson would facilitate the work of this group, that the NAS annualised hours working group would have formal terms of reference which provided the framework and time lines within which the group would operate, and that the process would commence on the 1 October, 2016, to be finalised no later than the end of February 2017.

Capacity Review

This review recognised the requirements over the coming years for 461 additional posts to meet service demands. It is recognised that meeting staffing deficits will be addressed on a phased basis up to December 2021. NAS management is to seek dedicated funding as part of the estimates processes with the relevant parties, including the HSE and the Department of Health. The HSE confirmed its commitment to implement the capacity review and to implement the action plan published in May 2016, including

the recommendations in the capacity and 2014 HIQA reviews.

A forum is to be set up comprising NAS management, SIPTU, and the HSE to oversee the implementation of the capacity review report. Terms of reference were to be agreed and a target date of September 2016. The forum had yet to be established at the end of 2016.

As the forum had yet to be established, the proposed progress report for the WRC was not completed by the agreed deadline of 30 September 2016.

Non-Rostered staff

Management committed to engaging in a programme of action to address outstanding issues from a short term and long term perspective to improve engagement processes between the parties. As part of this process the management of rostering arrangements in the case of non-rostered staff was identified as a priority matter with the ambition of addressing the issue by December 2016, but agreement had not been reached by the end of 2016.

National Issues

A working group was established to deal with matters of national interest involving the National Ambulance service.

A representative of the WRC would chair this working group.

The WRC is currently dealing with the following outstanding issues:

- Filling of LEMT panels which were referred to Ray McGee as facilitator.
- Filling of officer positions referred to conciliation on which a proposal letter issued.
- Core rostering discussions continued and a best practice document from management is awaited.

Green Hours

- Despite numerous meetings, the matter of our members paying back hours if they were rostered properly by management ended up in the WRC on two occasions and remained unresolved.
- Rest periods
- Deployment points.

ALLIED HEALTH PROFESSIONALS

It is important at the outset of this report to recognise the important contribution of our members within the local workplace and indeed the local representatives who support them on a daily basis. While it is not possible to reflect the full amount of work undertaken by colleagues at workplace level, it is important that this work is recognised and greatly acknowledged as essential to the success of the Division.

I would also like to take the opportunity of thanking our national Allied Health Professional sector committee and national executive committee for radiographers and radiation therapists for their continued support.

Haddington Road/Lansdowne Road Agreements

At the outset of this report, it is important to note the role of our members and shop stewards in the continued implementation of the Haddington Road and Lansdowne Road Agreements. Issues such as revised rosters, extended day working, re-deployment and the impact of the development of hospital groups and community care areas (CHO) are just some examples of the significant work undertaken. In addition, SIPTU played a major role in seeking to assist dispute resolution through Joint Review Groups (JRG), independent arbitration, the Health Service and referrals to the Workplace Relations Commission (WRC) and Labour Court.

National Joint Council (NJC)/Joint Information Consultation Forum (JICF)

SIPTU continued to participate at the highest level of industrial relations within the health service through the National Joint Council and Joint Information Consultation Forum. National issues of dispute are referred to the National Joint Council and SIPTU has an effective track record in securing progression of issues to the satisfaction of our members.

Policies and Procedures (Sub-committee of the National Joint Council)

SIPTU maintained its role on the Policies and Procedures sub-committee of the National Joint Council. In line with agreed procedures, all proposed policies or indeed those subject to review are referred to the national sub-committee for consultation with the health service staff panel.

CORU

2015 represented a significant year for our members in radiography and radiation therapy as all professionals were subject to compulsory registration with CORU as of the 1st November 2015. The rate of registration is €100 per year under the terms of the Lansdowne Road Agreement. In addition, given the CPD requirements for continued registration, SIPTU initiated a review of options to ensure support for members in attaining it. Registrant professions with CORU currently include radiographers, radiation therapists, dieticians, occupational therapists, speech and language therapists, social workers, dispensing opticians and optometrists.

Eligibility Criteria

SIPTU has engaged with the HSE at national level to revise eligibility criteria for all grades within radiography and radiation therapy to ensure that they are adapted to include all state registration requirements.

Department of Health

SIPTU corresponded with the Minister for Health's office to progress the proposed advancement of role development within radiography and radiation therapy as provided for within the Emergency Department Taskforce Report April 2015. An initial response was received from the Minister's office and this remains a key target for our sector.

National Radiography Review (LCR 20232)

Following the completion of a national questionnaire in 2016 reviewing the implementation of LCR20232, SIPTU and the HSE have engaged to agree a document which will confirm the findings of the review undertaken and challenges to be addressed. The review identified that the provision of CT on-call services was coming under increasing pressure throughout the country due to the effects of the revised pay rates. It also identified that a number of hospitals had negotiated localised deals in excess of the Labour Court recommendation. Time off in recognition of the commitment to meet the demand for on-call services was the main basis of localised deals being made.

Radiography Management Structures

SIPTU and the HSE initiated a process to review Management Structures within radiology to ensure that they are fit for purpose, given the formation of hospital groups. SIPTU found that some hospital groups were seeking to install new Management Structures without any additional remuneration or



negotiated Terms and Conditions of employment. These were subsequently withdrawn.

Radiation Therapy Compensation Process

The compensation process for radiation therapists LCR20545 was progressed under the independent chairmanship of Mr Ciaran Ryan. Out of approximately 200 radiation therapists nationally, 21 sought final binding arbitration appeals. 19 were members of SIPTU and were supported by the Health Division.

Private Hospitals

Given the significant challenges arising within the private healthcare system, SIPTU Health was to the fore in seeking to support our members through a variety of issues raised. Matters such as the implementation of the Haddington and Lansdowne Road Agreements were progressed within a number of private hospital groups. Equally, the review of defined benefit pension schemes within some of the private healthcare employments were advanced.

Job Evaluation

In line with the public service agreement, the reinstatement of the job evaluation scheme for clerical/admin grades is provided for within the Lansdowne Road Agreement to be restarted. Parties confirmed priority would be afforded to those who have outstanding claims, arbitration recommendations or who lost out as a result of the previous closure of the scheme. The scheme will be subject to a similar process as was undertaken in the previous scheme in 2007.

Holiday Premium

SIPTU attended conciliation on the dispute relating to the formula to calculate holiday premium. SIPTU identified that an incorrect formula was being used and staff were not receiving their entitlement as a result with a reduction of up to a third likely. The HSE subsequently corrected the formula but the issue of retrospection remained outstanding.

Phlebotomy Training Course

The SIPTU Health and Social Care Sector was to the fore at highlighting the threat to funding of the phlebotomy training course for 2014/2015. This course has been traditionally provided through the national ambulance service training college and is funded by the HSE. SIPTU raised our concerns

through the national joint council to confirm the need for secured funding to be allocated for this important course. Approximately 60 phlebotomists are trained through the college each year and are predominantly employed through the acute hospital network. Following an extensive campaign by SIPTU, the HSE established a national working group to review the training needs for phlebotomy services within the public health system. SIPTU was a member of this national group and sought to ensure that sufficient resources are provided to meet the needs of the service. This group met on a number of occasions and developed a national questionnaire which sought to identify existing and future needs for phlebotomy training within the public health system. Arising from the completion of the information gathering exercise, a national report was prepared which included recommendations on the need to develop and protect a structured training programme to provide for the needs of phlebotomy training services in the future. The report was presented to the Chair of the National CEOs Committee, Colette Cowan and the National Director of Acute Hospital Services, Liam Woods. It is expected that each hospital group or groups will now co-ordinate their own needs for the training of phlebotomists within their service.

SIPTU Health CPD Day

SIPTU sponsored a very successful Continuous Professional Development course for radiographers and radiation therapists in June 2016. This course is designed to assist members meet the challenges of attaining CPD in order to meet the demands of their professional registration.

Public Analyst Laboratories

Conciliation on a disputed pay anomaly within the same grade of the three public analyst laboratories in Dublin, Cork and Galway concluded in late 2015. This arose from a Labour Court recommendation which recommended direct engagement to address the pay anomaly through which staff working for the same employer, at the same grade, may be on different pay scales depending on your location. Agreement was reached which afforded full support for senior technicians to undertake a funded master degree qualification with paid leave included. The proposals were accepted by our members by secret ballot.

Agency Staff

SIPTU engaged with the HSE to ensure that any identified issues of concern re parity of pay for agency staff are addressed. Separately, a number of regions within the HSE have conducted a programme to convert existing long term agency posts to directly employed contracts.

National Recruitment Service

SIPTU challenged the HSE proposal to conduct national interviews for radiographers in the first months of 2015 without a recruitment mechanism for the timeframe when graduates are leaving their studies. SIPTU stated that we believe this is a detrimental step against securing viable employment for our graduates in the public health service. Following a meeting, the HSE confirmed its intent that annual recruitment campaigns would be initiated by the national recruitment service to ensure that all graduates would be afforded an opportunity of applying for work within our health system. Separately, SIPTU corresponded with the national recruitment service to highlight the use of incorrect eligibility criteria for various posts within our represented grades. On notice of same, the national recruitment service re-commenced the campaigns with the nationally agreed criteria for the post advertised.

Radiation Therapy Management Structure

Management within the St Luke's Hospital Network proposed to introduce a revised management structure within radiation therapy services. SIPTU sought to ensure that any proposed change to existing management structures would maintain the need for a recognised radiation therapy qualification. This matter was concluded successfully.

Community Health Organisations (CHO)

SIPTU partook in a WRC facilitated process to voice our concerns at the failure of the HSE to engage all unions in the formation of CHO areas. This is a major issue as CHO areas will be all services within health, outside of the acute hospital networks.

Injury at Work Grant

SIPTU was party to a national review of the injury at work grant within the HSE. The review is continuing and will look at the mechanism of 'degree of impairment' which is used by the HSE in determining the level of an allowance to be paid. In addition, focus will be applied to the provision of the grant to members of the Single Pension Scheme for New Entrants.

Regularisation of Long Term Acting

In line with commitments within the HRA, the process of binding arbitration for claims of regularisation of long term acting were concluded under the independent chairmanship of Mr John Doherty. SIPTU understands that this process was completed with over 800 individual cases processed.

Standardisation of Annual Leave

SIPTU engaged with a number of hospitals who were applying the national standardised annual leave agreement incorrectly. The standardisation of annual leave is provided for within HSE Circular 05/2009 and 05A/2009. Within each of the examples received, members were not receiving the appropriate level of annual leave and were entitled to a rise in leave and arrears for days owing. All issues identified were subsequently addressed to the satisfaction of members.

Pathology Technicians

A number of issues were progressed for members including regularisation of long term acting and seeking minimum staffing levels in order to address health & safety concerns.

PRSI Misclassification

A national protocol was agreed to address outstanding issues relating to the misclassification of PRSI within the health service.

Dignity at Work

A national review on the dignity at work policy within the health service was initiated. The specific target of the review is to look at measures which will assist in the addressing of concerns at as local and as low level as possible, without recourse for formal intervention. Following a national tendering process, specialist training was initiated in a number of pilot sites for staff with a view to a further roll out within the health service.

Safeguarding Policy

SIPTU met with the HSE at national level in order to progress concerns of our members relating to the implementation of the Safeguarding Vulnerable Persons policy. It is important to state that concerns expressed are not in relation to the purpose of the policy but more that the HSE did not engage with the group of trade unions in advance of publishing it. This is a significant issue in that there is a distinct misunderstanding within the system of the intent of the policy and indeed issues



arising for staff from same, such as line management responsibilities and the continued use of the 'Trust in Care' policy. The matter was subsequently referred to the Workplace Relations Commission.

Performance Achievement

As to the drafting of this report, SIPTU has suspended its co-operation with the proposed performance achievement policy for the health services. This suspension is in line with other colleague trade unions from the staff panel of unions within the health service. This suspension arises from the failure of the HSE to advance important outstanding commitments to the trade unions as provided for within the national agreement (PSA).

Local Reviews

Through agreement with the HSE, a number of independent appointed expert reviews of radiology services within the HSE were initiated. The reviews examined existing staffing levels and the growing service demand expected of staff within the nominated facilities. Following each independent review, appointed experts presented their findings and recommendations within a comprehensive report.

National Radiology Rates for On-Call

SIPTU identified a number of locations within the health service which were not affording the correct rates to Radiographers providing on-call service and who were either on parental leave or reduced hour contracts. National HSE agreed with SIPTU the correct interpretation of the rates to be applied and each location identified was assessed to ensure compliance with the national rates for service, with any arrears owing.

Code of Conduct

SIPTU received a draft Code of Conduct from the Department of Health and was intended to apply to all staff. SIPTU undertook a review of the draft to ensure that there is no conflict arising for staff who are subject to state registration, including existing regulatory conduct policies.

National Sick Leave Review

SIPTU partook in the national review of the sick leave scheme within the public service. Representatives of all sectors of the public service are involved with SIPTU as a key member of the ICTU Public Service Committee delegation. Matters focused on the application of Temporary Rehabilitation Pay and the Critical Illness Protocol.

Recruitment Policy (HSE)

A dispute relating to the policy of the HSE on recruitment was referred to the Workplace Relations Commission (WRC). This dispute arose given the failure of the HSE to engage with trade unions on a decision to cease recruitment and in effect mandatorily enforce a recruitment pause. SIPTU had maintained its opposition to this initiative and highlighted the increasing reliance on the use of agency staff.

Garda Vetting

SIPTU attended a national meeting regarding the mechanism for Garda Vetting within the health service. The HSE advised that, due to pending legislative changes, the process for Garda Vetting may become more complex. Existing staff may be subject to Garda Vetting in light of pending changes being introduced by legislation.

Performance Achievement

SIPTU suspended its co-operation with the proposed performance achievement policy for the health services. This suspension is in line with other trade unions from the staff panel of unions within the health service. This suspension arises from the failure of the HSE to advance important outstanding commitments to the trade unions as provided for within the national agreement (PSA).

Assimilation Rule on Temporary Assignment

Arising from the implementation of an agreement under Haddington Road, the use of 'acting' arrangements within the Health Service has been removed. Instead, temporary contracts on the higher pay scale should be used for the filling of temporary vacancies. An issue of dispute arose at national level re the appropriate rule to use upon assimilation to the higher grade. This could not be resolved through direct engagement or through conciliation and was referred to the Labour Court. The Labour Court issued its recommendation to confirm that the pre-existing arrangement for temporary assignments should be re-instated.

Relevant HSE HR Circulars

SIPTU Health is a key member of the national review committee for policies and procedures within the health service. Amongst the circulars introduced/reviewed, they included:

2015

02/2015: Supervision Guidelines for HSCP

05/2015: New Entrant Salary Recognising Previous EU Service

- 018/2015: Subsistence Allowance
- 024/2015: Pregnancy Related Sick Leave Provisions
- 028/2015: FEMPI and Lansdowne Road Agreement Provisions
- 029/2015: Extension of Grace Period Superannuation Pension Scheme
- 2016
- 001/2016: Increase in State Pension
- 002/2016: Expiry of Increment Measures under HRA
- 008/2016: Assimilation for Temporary Assignment
- 009/2016: New restriction re calculation of pension benefits
- 014/2016: Job Evaluation Scheme 2016
- 017/2018: Increase in 1st point of trainee phlebotomist scale arising from increase in Minimum Wage
- 018/2016: Temporary Contracts for posts of a higher grade

NURSE AND MIDWIFE SECTOR

We would like to take this opportunity to thank our national nurse and midwife sector committee and local representative committees for their continued support. While it is not always possible to acknowledge adequately the tremendous amount of work undertaken by our colleagues at workplace level, it is important that it be recognised in the report for our Biennial Conference, 2017. We are very grateful for their vital contribution to the union and welcome the opportunity to do so publicly.

This report will highlight some of the key initiatives undertaken on behalf of our nurse and midwife members.

Haddington Road/Lansdowne Road Agreements

At the outset, it is important to note the role of our members and shop stewards through the continued implementation of the Haddington Road Agreement. Issues such as revised rosters, extended day working, redeployment and the impact of the development of hospital groups and

community care areas (CHO) are just some examples of the significant work being undertaken. In addition, SIPTU has played a major role in seeking to assist dispute resolution through Joint Review Groups (JRG), independent arbitration, the Health Service Oversight Body and referrals to the Workplace Relations Commission (WRC) and Labour Court.

National Joint Council (NJC)/Joint Information Consultation Forum (JICF)

SIPTU Health has continued to participate at the highest level of industrial relations within the health service through the National Joint Council and Joint Information Consultation Forum. National issues of dispute are referred to the National Joint Council and SIPTU has an effective track record in securing progression of issues to the satisfaction of our members.

Policies and Procedures (Sub-committee of the National Joint Council)

SIPTU Health has maintained its role on the Policies and Procedures sub-committee of the National Joint Council. In line with agreed procedures, all proposed policies or indeed those subject to review are referred to the national sub-committee for consultation with the health service staff panel.

Student Nurse Midwife Pay

Approval was received from the Department of Public Expenditure and Reform to increase the pay during the 36 week placement for nurses and midwives to 70% of starting salary. It was 53% following the cuts imposed by the Department of Public Expenditure and Reform. In addition, from March 2016, incremental credit was awarded to appointed staff nurses and midwives for the 36 week placement. This placement is undertaken during the 4th year of study. The student works on the ward for the 36 week placement and is a full member of the nursing team.

NMBI Registration

Following our successful campaign, SIPTU secured a reversal of a proposed annual retention fee increase to €150 for nurses and midwives. The current rate of €100 was maintained. This rate has also been protected under the terms of the Lansdowne Road Agreement until 2018.

NMBI Projects

The Nurse Midwife Board of Ireland advised SIPTU



of its intent to pursue a revised policy for safe medication management. The Board also advised that other projects would include, review of the scope of nursing and midwifery practice framework, review of the standards and requirements for nurse registration education programmes, review of the standards and requirements for the midwife registration programme, review of the practice standards for midwives and review of standards and requirements for advanced practice. The SIPTU Nurse and Midwife Sector actively engaged with the regulator on all of these announced review projects.

Taskforce Staffing Skill-Mix

Approval was received for the initiation of a pilot re the national taskforce for staffing and skill-mix. A fund of €2million was given to the pilot and was trialled in three locations: Beaumont, St Columille's Hospital and Our Lady of Lourdes Hospital. The pilot was envisaged to take approximately one year from early 2016. The purpose of the pilot is to identify the effects of the recommendations of the report from the taskforce prior to a national roll out. Full costings from this exercise will go towards a full funding model for the 2018 estimates. It is envisaged that other areas of service, such as mental health, will be progressed after this initiative.

Private Health Service

SIPTU has continued to support our members within all areas of the private health sector. This includes private hospitals and nursing homes as an example. The major issue has been protection of defined benefit pension schemes and the parallel implementation of the Haddington Road/Lansdowne Road Agreements.

Community Health Organisations (CHO)

SIPTU has partaken in a WRC facilitated process to voice our concerns at the failure of the HSE to engage all unions in the formation of CHO areas. This is a major issue as CHO areas will involve all services within health, outside of the acute hospital networks. SIPTU was the first union to formally raise our concerns, in early 2015, with the failure of the HSE to engage in advance of the change to structures being implemented. The WRC has agreed to chair a consultative forum in which SIPTU will be a major stakeholder.

Measurement of Nursing Hours

In line with commitments recorded within the Public Service Agreement, SIPTU is engaging with the HSE in agreeing a process to ensure all working hours are measured for nursing grades. This is a stated commitment within the HRA. This is a significant issue given that the unions believe not all working hours are counted, yet the employer demands evidence of nurses and midwives working 39hours per week.

Nurse Medical Interface

SIPTU Nursing and Midwifery played a full role at local and national level with the implementation of the national nursing medical interface agreement between nursing and medical staff. Arising from the agreement, reinstatement of the unsocial hours premium was secured from 1st January 2016 for the acute hospital sector. This allowance equates to approximately two per cent of income. Immediate engagement took place, and this initiative is to be extended to other sectors of the health service.

Nurse Midwife Board of Ireland (NMBI)

In Mid-2016, SIPTU was invited to meet with the President of the NMBI in order to read the independently appointed review on governance of the nursing board. The review was conducted by Crowe Horwarth. The report was scathing on the failure to have proper governance within the Board. It highlighted improper tender processes, broken down relationships at board level and resources spent on questionable advisory services.

Graduate Nurse/Midwife Incremental Credit 2011-2015

Following our campaign against the decision of DPER to refuse to reinstate incremental credit for graduate nurse/midwives 2011-2015, SIPTU Health Division met with the Minister for Health Simon Harris TD in March 2016 who confirmed that he would reinstate same from 1st January 2017. This benefitted approximately 4000 nurses/midwives who graduated during this period at a cost of approximately €4million.

Mental Health Nursing

Following extensive engagement at national level, a comprehensive set of proposals were negotiated in the summer of 2016 to address a number of issues arising within mental health nursing re:

retention and recruitment. Within the proposals there was an agreement to restore a payment to replace the community allowance formally paid within the service. This was removed, for new beneficiaries, as part of a review of allowances within the HSE in 2010. The allowance is worth nearly €5,500 per annum per qualifying nurse. In addition, there are other proposals which are designed to support the recruitment and retention of nurses within mental health services.

Injury at Work Grant

SIPTU was party to a national review of the injury at work grant within the HSE. While the review is ongoing, it will look at the mechanism of 'degree of impairment' which is used by the HSE in determining the level of an allowance to be paid, and also the application of this benefit to staff who are members of the new Single Pension Scheme.

Maternity Services Review (Midland Regional Hospital Portlaoise)

Terms of Reference were agreed in 2016 between the HSE and the Group of Trade unions in regard to a proposed investigation into maternity services within the Midland Regional Hospital, Portlaoise. The investigation is being conducted by clinical experts and chaired by legal counsel.

Safeguarding Policy

SIPTU met with the HSE at national level in order to progress concerns of our members relating to the implementation of the Safeguarding of Vulnerable Persons policy. It is important to state that concerns expressed are not in relation to the purpose of the policy but more that the HSE did not engage with the group of trade unions in advance of publishing it. This is a significant issue in that there is distinct misunderstanding within the system of the intent of the policy and indeed issues arising for staff from same, such as line management responsibilities and the continued use of the 'Trust in Care' policy. The matter was referred to the Workplace Relations Commission.

National Taskforces (Nursing/Midwifery)

SIPTU Nursing nominated representatives to a number of national taskforces established to review existing skill mix within the sectors. These include palliative care, care of the older person, theatre, maternity and acute/surgical.

Mental Health Management Structures

SIPTU met with the HSE at national level in order to advance an engagement on a proposed review of nurse management structures within mental health services. Our members were keen for this review to be progressed given that the CHO areas are being developed and reporting relationships being reviewed. In addition, the current structure was put in place in 2012 and members believe the existing agreement was severely restrictive due to the economic climate.

Care of the Older Person

Engagement at national level continued with the HSE re staffing/skill-mix in a care of the older person setting. No agreement has been reached and a referral back to the Workplace Relations Commission was made.

Dignity at Work

A national review of the dignity at work policy within the health service was initiated. The specific target of the review was to look at measures which will assist in the addressing of concerns at as local and low a level as possible, without recourse for formal intervention. A pilot training programme was initiated in a number of sites and was provided by an independent external company through a tendering process.

Emergency Department

SIPTU participated in the parallel emergency department process which was established under the terms of the Workplace Relations Commission proposals.

Peer Support Workers

SIPTU was invited to a meeting with HSE nationally to discuss the proposed introduction of Peer Workers within mental health services. A peer worker is someone who has successfully been treated within the service and can provide a positive support to patients. It was originally proposed that this worker would be part of the nursing team, however, SIPTU was informed that the role is likely to fall under the remit of Social Care Professionals.

Performance Achievement

SIPTU suspended its co-operation with the proposed performance achievement policy for the health services. This suspension is in line with



other colleague trade unions from the staff panel of unions within the health service. This suspension arises from the failure of the HSE to advance important outstanding commitments to the trade unions as provided for within the national agreement (PSA).

Long Term Acting Appeals Process

Arising from commitments under the terms of the Haddington Road Agreement, an appeal process for those who believed they are encompassed by the terms for regularisation but have been denied same by the employer was initiated. These appeals were heard by a nationally agreed independent chairman during late 2015 and early 2016. The HSE and Group of Trade unions met with the independent chairman to discuss relevant criteria applicable to the appeal process. Outcomes were binding as per the terms of the public service agreement.

Return to Practice Circular

SIPTU partook in a national review of the existing Return to Practice Circular within the health service. This service commits to provide financial support to nurses/midwives who are interested in returning to practice. The revised circular re-commits to the financial supports available and also seeks to underpin the need for firmer commitment from those who complete the course.

Assimilation Rule on Temporary Assignment

Arising from the implementation of an agreement under the Haddington Road Agreement, the use of 'acting' arrangements within the Health Service has been removed. Instead, temporary contracts on the higher pay scale should be used for the filling of temporary vacancies. An issue arose at national level regarding the appropriate rule to use for assimilation to the higher grade. This could not be resolved through direct engagement or through conciliation and was referred to the Labour Court. The Labour Court issued its recommendation to confirm that the pre-existing arrangement for temporary assignments should be re-instated.

Work-Placement Co-Ordinators

Engagement was progressed to review the responsibility of Garda Vetting for the placement of student nurse and midwives within the service. The HSE had proposed that our members within Student Placement provide for this. However, they

were reluctant to accept the responsibility for validating same. Following an extensive process of negotiation, the HSE nationally has written to confirm that the responsibility for Garda Vetting is not the responsibility of work-placement co-ordinators and should fall to the local HR office.

Holiday Premium

SIPTU attended conciliation on the dispute relating to the formula to calculate holiday premium. SIPTU identified that an incorrect formula was being used and staff were not receiving their entitlement. As a result, a reduction of up to a third on correct rates were likely. The HSE subsequently corrected the formula but the issue of retrospection remained outstanding.

Code of Conduct

SIPTU received a draft Code of Conduct from the Department of Health which is intended to apply to all staff. SIPTU reviewed the draft to ensure that there is no conflict arising for staff who are subject to state registration, including existing regulatory conduct policies.

National Sick Leave Review

SIPTU Health is partaking in the national review of the sick leave scheme within the public service. Representatives of all sectors of the public service are involved with SIPTU, a key member of the ICTU Public Service Committee delegation. SIPTU raised a number of issues such as inconsistency of approach regarding the application of Temporary Rehabilitation Pay and Critical Illness Protocol. We have also sought to ensure that protected measures for pregnancy related illness are maintained.

Eligibility Criteria

Revised eligibility criteria for the post of Area Director of Nursing, Group Director, Director and Assistant Directors of nursing have been agreed. The revised criteria places an essential need for qualifications/experience in management as well as in nursing. These criteria were forwarded for consideration of our sector committee and were unanimously approved.

Garda Vetting

SIPTU attended a national meeting regarding the mechanism for Garda Vetting within the health service. The HSE advised that, due to pending legislative changes, the process for Garda Vetting may become more complex. The new legislation

will provide for the need of Garda Vetting for existing staff who are working with some categories of service user.

International Nurse Recruitment (UK)

SIPTU was invited to partake in a group to recommend a package which would assist in highlighting the benefit of retention of nurse/midwives within our health system and also terms which could be applied to nurses/midwives returning from overseas. Upon completion of the process, SIPTU maintained our concern that the campaign would not succeed in securing a return of nurses and midwives to Ireland given it remained uncompetitive against UK employers, or indeed private hospitals in Ireland. The return from the campaign was poor as was expected and highlighted by SIPTU.

Nurse Management Structures

SIPTU has continued to engage on proposed changes to nurse management structures within a number of settings within the health service.

Theatre on Call

The HSE/Dept. of Health proposed significant changes to the existing pay arrangements for Theatre on Call. SIPTU rejected the proposals received on the basis that a national agreement for the provision of the service is already in place.

Agency Staff

SIPTU engaged with the HSE to ensure that any identified issues of concern re parity of pay for agency staff are addressed. Separately, a number of regions within the HSE have conducted a programme to convert existing long term agency posts to directly employed contracts.

Linking Service and Safety

SIPTU Nursing and Midwifery contributed to the work of this national group to review the Linking Service & Safety Policy within the health service.

HSE HR Circulars

SIPTU Health is a key member of the national review committee for policies and procedures within the health service. Amongst the circulars introduced/reviewed, they included:

2015

- 005/2015: New entrant salary scale following previous EU experience
- 006/2015: Extension of Grace Period for payment of pension
- 008/2015: Sponsorship of Student Public Health Nurses
- 009/2015: New Public Health Nurse Transfer Policy
- 010/2015: Amended Compliance NMBI Registration
- 024/2015: Pregnancy Related Sick Leave
- 026/2015: Return to Practice Financial Support
- 028/2015: Implementation of Lansdowne Road Agreement
- 029/2015: Further Extension of Grace Period for Payment of Pension

2016

- 001/2016: Increase in State Pension
- 002/2016: Expiry of Increment Measures under HRA
- 003/2016: Transfer of Tasks
- 005/2016: Revised salary scales for student nurses
- 008/2016: Assimilation for Temporary Assignment
- 009/2016: New restriction re calculation of pension benefits
- 012/2016: Allowance re Working in the Community Nursing Mental Health
- 013/2016: Return to Work: Mental Health
- 015/2016: Transfer of Tasks II
- 016/2016: Incremental Credit 36 week placement
- 018/2016: Temporary Contracts for posts of a higher grade

¹ More information in HCA Sector report

Manufacturing Division

The Biennial Delegate Conference took place in Liberty Hall, Dublin on Thursday, 3rd and Friday, 4th November 2016.

A total of 220 accredited Delegates attended, representing the three Sectors within the Division.

Financial Membership

SECTORS	2016	2015	Inc/Dec
Agriculture, Ingredients, Food & Drink	11,964	11,912	52
Electronics, Engineering & Industrial Production	9,885	9,932	-47
Pharmaceuticals, Chemicals & Medical Devices	11,765	11,224	541
	33,614	33,068	546

The following nine Motions were considered at the Conference and passed by the delegates present.

Motion No. 1 European Office

In view of the changes facing the European union and considering the treatment of workers' rights and terms and conditions across the EU this Conference calls on the National Executive Council to open serious discussions through the ICTU on the feasibility of a permanent presence being established by the Irish Trade union Movement in Brussels at the heart of the EU in order to adequately represent Irish workers at the Commission and the other institutions.

Submitted by the Agriculture, Ingredients, Food & Drinks Sector.

Motion No. 2 Income for a Surviving Spouse

Conference notes that moving from two pensions to one after the death of a spouse creates financial difficulty for the surviving spouse as income is reduced but bills and financial obligations mostly remain the same. The Retired Members Section of SIPTU therefore calls on conference to recognise this and to support a call for the following for surviving spouses:

For all means test and medical card assessments to be carried out based on the income of the surviving spouse. This would mean the introduction of a decent threshold of savings for exclusion from the means test to enable the surviving spouse to live with some financial security.

The exclusion from Water Charges and Property Tax on the family home following the death of a spouse.

Submitted by the Retired Members Section

Motion No. 3 Unfair Dismissals Act

That Conference calls on the NEC to initiate a campaign to amend the Unfair Dismissal Act to provide the same protection for Shop Stewards in cases of unfair dismissal as is provided under the Industrial Relations (Amendment) Act (2015). A more severe penalty should be provided where workers' elected representatives are found by a third party to have been unfairly dismissed.

Submitted by the Executive Divisional Committee

Motion No. 4 Parental Leave Act

That this Conference calls on the National Executive to initiate a campaign to raise the age limit in the Parental Leave Act from eight years of age to 13 years of age.

Submitted by the Executive Divisional Committee.

**Motion No. 5
Precarious Work**

That this Conference calls on the National Executive Council and the Manufacturing Division to implement an All-Ireland campaign with the intention of eliminating all forms of precarious work such as Zero Hours contracts and "If and When" contracts. The campaign should have a dual focus of regularising and improving conditions of employment for workers on such contracts and organising younger workers into the union.

Submitted by the Pharmaceutical, Chemical & Medical Devices Sector.

**Motion No. 6
Living Wage**

That this Conference calls on the Manufacturing Division to undertake a comprehensive review of rates of pay in the Division with a view to identifying sections of workers that are not currently on the living wage of €11.50 per hour and to commence a campaign to bring these workers rates of pay up to the living wage.

Submitted by the Pharmaceutical, Chemical & Medical Devices Sector.

**Motion No. 7
Food Workers Apprenticeship Scheme**

That this Conference calls on the National Executive Council to campaign on the establishment of a Food Workers Apprenticeship Scheme

This Conference highlights the importance of the Food and Drink Industry to Ireland. This industry is located in the Regions of Ireland and could be the engine of real economic development and recovery across Ireland. To that end SIPTU believes that the creation of good quality jobs with built in sustainability and security is the best route for creating a sound economic basis for job creation and job retention in the regions of Ireland. We see the establishment of Food Workers Apprenticeships as an initiative that will create real careers for our young people, who will be the inheritors of our tradition of organised workers with good terms and conditions in this industry.

Submitted by the Agriculture, Ingredients, Food & Drinks Sector.

**Motion No. 8
Seasonal Workers – Hours of Work**

That Conference calls on the NEC to initiate a campaign for the introduction of flexi-security for part time or seasonal workers who work less than 39 hours over the normal (five day) working week, thereby entitling them to sign on for jobseekers benefit based on their hours rather than days when they may work for 4/5 days but less than 39 hours.

Submitted by the Executive Divisional Committee.

**Motion No. 9
Redundancy Payments Act**

That this conference calls on the NEC to initiate a campaign to have the Redundancy Payments Acts 1967-2001 amended in order to allow workers who are on short time for over 1 year to claim their statutory redundancy and move on with their lives rather than be forced to live in penury and stay in a company for up to 8 years on short time as is the case currently.

Submitted by the Electronics, Engineering & Industrial Production Sector.

The Conference was addressed by a number of Speakers including –

Jack O'Connor, SIPTU General President.

Gene Mealy, SIPTU Vice President.

Joe O'Flynn, SIPTU General Secretary.

Patricia King, ICTU General Secretary.

Tish Gibbons, Head of SIPTU College.

Tony Murphy, IDEAS Institute.

Orlagh Fawl, Sector Organiser, Strategic Organising Department.

Delegates attending the Conference took part in breakout sessions to discuss and consider the 'Membership Consultation Initiative'.



DIVISIONAL COMMITTEE 2015-2016

The following were the elected Divisional Committee Members.

President

Noel Finn (Electronics, Engineering & Industrial Production Sector)

Vice President

Rose O'Reilly (Agriculture, Ingredients, Food & Drink Sector)

Agriculture, Ingredients, Food & Drink Sector

John Montgomery
John Mortell
Michael Toolan
Pat O'Flynn
Tim O'Connor
Tom Fox
Tony Hogan

Electronics, Engineering & Industrial Production Sector

Bridget Burrows
Fiona Doherty
John Lenihan
Paudie Power
Paul Kelly
Seamus Califf
Sean Clarke

Pharmaceuticals, Chemicals & Medical Devices Sector

Brendan Cremin
Enda McDaid
Jemma Mackey
Margaret McNulty

Retired Member

Jerry O'Callaghan

DIVISIONAL COMMITTEE (elected November 2016)

The following were the elected Divisional Committee Members.

President

Noel Finn (Electronics, Engineering & Industrial Production Sector)

Vice President

Jemma Mackey (Pharmaceutical, Chemicals & Medical Devices Sector)

Agriculture, Ingredients, Food & Drink Sector

Liz O'Donohoe
Marija Smaizyte
John Mortell
Karl Spellacy
James Kennedy
Tom Fox

Electronics, Engineering & Industrial Production Sector

Paudie Power
John Lenihan
Bridget Burrows
Fiona Doherty
Paul Kelly
Mary Mullin
Anja Boeger
Bridget Burrows

Pharmaceuticals, Chemicals & Medical Devices Sector

Pat Daly
Gale Prince
Brian Keating
Enda McDaid
Pat Dineen
Pat Perry

Retired Member

Jerry O'Callaghan

Standing Orders

Tony Byrne
Eamonn Thornton
Pat O'Flynn
Michael Toolan

National Executive Council

Elizabeth O'Donohoe
John Montgomery
Jemma Mackey
Ray Thompson

National Trustee

Bridget Burrows

Equality Committee

Sean Clarke
Rose O'Reilly

SECTOR COMMITTEES

Agriculture, Ingredients, Food & Drink Sector Committee Members for 2015-2016

Tony Hogan (Chairperson)
Liz O'Donohoe (Vice Chairperson)
Jack O'Donohue
Tom Fox
James Kennedy
John Montgomery
John Mortell
Tim O'Connor
Tom McPartlin
Pat O'Flynn
Rose O'Reilly
Leonard Tobin
Michael Toolan
Karl Spellacy
Eamonn Helferty
Arita Viskontaite
Noeleen O'Connell
Tommy Naughton
Marija Smaizyte
John C Walsh

Pharmaceuticals, Chemicals & Medical Devices Sector Committee Members for 2015-2016

Jemma Mackey (Chairperson)
Enda McDaid (Vice Chairperson)
Aidan McDonnell
Brendan Cremin
Brendan O'Leary
Brian Keating
Christopher Crowley
Cormac Griffin
Eamon Thornton
Gale Prince
Jim Fuery
Kieran O'Connor
Michael O'Sullivan
Pat Perry
Pat Daly
Pat Dineen

Electronics, Engineering & Industrial Production Sector Committee Members for 2015-2016

Paul Kelly, Ex Officio Member
RayThompson
John Delaney
Sean Clarke
Noel Finn (Chairperson)
Catherine Noonan Walsh
Bridget Burrows (Vice Chairperson)
Tom Healy
Fiona Doherty
Anja Boeger
Raymond Humphries
Mary Mullin
Paul McGee
Gerry Byrne
Shane O'Brien (*) In arrears removed from Committee

DIVISIONAL STAFF (currently)

Divisional Head Office

Divisional Organiser: Gerry McCormack
Administrative Assistant: Tina Maguire Smith
Assistant Industrial Organiser: Rhonda Donaghey
Assistant Industrial Organiser: Colm Casserley

Agriculture, Ingredients, Food & Drinks Sector

Sector Organisers: Michael Browne.
Administrative Assistants: Pauline Gilmartin, Joan McClean.
Industrial Organisers: John Cooney, Frank Jones.
Assistant Industrial Organisers: Terry Bryan, Denis Gormalley, Jim McVeigh.

Electronics, Engineering & Industrial Production Sector

Sector Organiser: John McCarrick.
Administrative Assistant: Pat O'Malley.
Assistant Industrial Organisers: Denis Sheridan, Mark Flynn, Ray Mitchell, Evelina Saduikyte, Joe Kelly.

Pharmaceuticals, Chemicals & Medical Devices Sector

Sector Organiser: Alan O'Leary.
Administrative Assistant: Maire Sheehan.
Industrial Organisers: Michelle Quinn.
Assistant Industrial Organisers: Paul dePuis, Allen Dillon, Jim Fuery, Asling Dunne.



Northern Ireland

Lead Organiser: Martin O'Rourke

Evelyn McGuinness, Location Based Organiser retired in November 2015.

John Dunne, Sector Organiser took up the position of General Secretary of the Guinness Staff union.

Jim Finnegan, Industrial Organiser retired in November 2016.

Marie Kearney, Assistant Industrial Organiser retired in 2015.

Obituaries

The Manufacturing Divisional Committee wishes to extend its deepest sympathies to the family and friends of deceased activists and members in the Division, and to all union members who | suffered bereavements during 2015 and 2016.

DIVISIONAL DEVELOPMENTS 2015-2016

The two years 2015 to 2016 were marked by significant successes across the manufacturing division in terms of the level and number of pay increases secured on behalf of our members. Membership numbers stabilised during 2015 and increased during 2016 with the financial membership increasing by 546 and the paying membership increasing by 1,200 at the end of 2016. The success of the Division is due to excellent staff and the calibre of our activists and shop stewards.

At the end of 2015 new legislation on Collective Bargaining was enacted and the Manufacturing Division had the very first case taken under the Industrial Relations (Amendment) Act 2015. The Division won a very important, and precedent setting recommendation on behalf of our members in Freshways Food Company. The Division has recorded 225 pay agreements during the period under review. Special mention is due to all our staff and activists for their work in improving the pay and conditions of members. These agreements are a great tribute to their professionalism and tenacity. As part of our pay strategy, SIPTU has developed a centralised data-base recording all these agreements. This information is critical for officials and activists entering negotiations with employers. We are also collecting details of pay and con-

ditions of employment for all sections across the Division. This information is necessary in developing claims under the new Collective Bargaining legislation, and when pursuing claims in ongoing bargaining.

We continue to work with the Ideas Institute in regard to Workplace Innovation. The work of Tony Murphy has been extremely important in protecting jobs and enhancing workplace involvement by members.

The Division has developed strategies to support members when their pension schemes are attacked by employers. The support structure is available to shop stewards and staff and allows a team to be established to work through the issues involved

In 2015 the Division identified the organisation of migrant workers and their integration into the union structures as a critical development. During 2015/2016 a number of conferences were held of key stakeholders, including our migrant activists. The Division, in conjunction with the Services Division, has established a Migrants Network which is designed to organise migrant workers and develop a structure for their representation in SIPTU.

We have also established a European Works Council and a Health & Safety Network throughout the division in support of our members.

SECTOR DEVELOPMENTS

PHARMACEUTICALS, CHEMICALS AND MEDICAL DEVICES SECTOR

Greenfield Organising in the Pharmaceutical Chemical and Medical Devices Sector

Over the past number of years, activists and staff of the Sector have been involved in an organising campaign in a large non-union US Multi-National Corporation (MNC) - GE Healthcare in Cork. This subsidiary is part of the General Electric Corporation which is one of the top global MNC's. The union in November 2010 won a Labour Court recommendation which granted SIPTU the right to represent our members on individual and collective issues, however the employer refused to accept this recommendation. In 2016 following a



1

1. Participants at the training of the SIPTU Migrant Workers Support Network.
2. Picket Line at Glen Electric, Newry.
3. The SIPTU Manufacturing Divisional Conference, 2016.



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3



referral to the Labour Court under the new Industrial Relations (Amendment) Act 2015 and a subsequent threatened dispute, GE Healthcare senior management agreed to engage in talks with the union. The union in October 2016 negotiated an Orderly Dispute Resolution Framework which recognises SIPTU. Following a long and often difficult campaign the breakthrough on the Orderly Dispute Resolution Framework agreement is a testament to the perseverance, commitment and solidarity of the workers in GE Healthcare and their wish for the union to strive for decent wages and

a brighter future for all SIPTU members. union membership is increasing steadily in the GE Healthcare Section. A new Greenfield organising campaign commenced in 2016 in Boston Scientific, Clonmel.

Industrial Dispute Activity

Throughout 2015 and 2016 the Sector was involved in a series of six industrial disputes on a wide range of industrial relations issues such as Pensions, Pay Restoration, and Employer Breaches of Collective Agreements in Pfizer, GE Healthcare,

Pay Agreements negotiated during 2015 & 2016

Average % increase = 5.3585%

Average months = 26.2174

Section Name	Year	Increase % or €	Number Months
Abbott Nutrition Division	2015	10.67%/7.25%/10.25%	36
BASF Little Island	2015	2%	12
Baxter	2015	0%	36
Beckman Coulter Clare	2015	7.5%	36
Beckman Coulter Galway	2015	2.5%	12
Cara Partners	2015	3.5%	27
GSK Cork	2015	0%	36
GSK Labs Cork	2015	8.5%	24
Hollister	2015	2%	12
Howards Operators	2015	0%	42
Pfizer Newbridge	2015	5.5%	24
Pfizer Ringaskilly (Quality & PSL's)	2015	4%	24
Pfizer Ringaskilly (GO's, Lab Tech & PSL Grades)	2015	4%	24
Sigma Mirlid	2015	4.3%	24
Synergy (formerly Isotron in Westport)	2015	8%	36
Tennier (Aston)	2015	2%	15
Teva Pharmaceuticals	2015	2.5%	12
Tornier Orthopedics	2015	0%	36
Truette	2015	2%	12
Uniphar Dublin	2015	2%	12
Wesco Cork	2015	4%	24
Abbott Silgo	2016	4.25%	24
B Braun Healthcare	2016	11.3%	24
BASF Little Island	2016	2%	12
Bausch and Lomb	2016	9.5%	36
Baxter	2016	7.75%	36
GSK Cork Carrigrohoney	2016	2.3%	12
Hollister Billua	2016	6.5%	36
Janssen Pharmaceuticals Cork	2016	4%	24
Leo Pharma Operator Grade Dublin	2016	0%	36
Meltronic Tullamore	2016	7%	36
Merck Biotech, Cork (QC & LPT Sections)	2016	5%	21
Merck Wicklow	2016	2.2%	12
MSD Ballylinne Clonmel	2016	5%	24
MSD Rathfriland	2016	2.25%	12
Novartis Pharmaceutical (Inverin & Casta)	2016	2.2%	12
Novartis Lab Analysts Cork	2016	10%-12%	48
Parke's Infant Nutrition Macroon	2016	16.5%	48
Pinewood Healthcare	2016	5%	24
Proctor & Gamble Benagh	2016	5.5%	36
Proctor & Gamble Newbridge	2016	9%	36
Stryker	2016	6.75%	36
Tennier (Aston)	2016	3%	18
Teva Pharmaceuticals	2016	2.5%	12
UCB Shannon	2016	6.3%	36
Unibel Drug	2016	0%	30

Coty, Uniphar, Avara and Bausch & Lomb. All disputes were fully supported and sanctioned by the union and all disputes were subsequently resolved to the satisfaction of the members.

In Bausch & Lomb, Waterford members voted overwhelmingly in favour of industrial action and strike action in a major dispute on Pay Restoration which stemmed from major cuts to members' pay, terms and conditions. Our members in Bausch & Lomb in December 2016 overwhelmingly accepted WRC proposals on a 9.5% pay increase along with improvements to annual leave, sick pay benefit and €500 lump sum. The WRC proposals fully restored the cuts sacrificed by members in 2014 and they were accepted by over 82% of the membership.

Since the acceptance of the WRC agreement, the 11,000 square foot extension of the Waterford site was opened and over 200 new jobs have been created.

Sector Collaboration agreements with Universities

The Sector had concluded a collaboration agreement with the University of Limerick and in 2016 we engaged in negotiations with Waterford Institute of Technology (WIT). Under these agreements, Sector representatives are invited to make presentations to college students to share the positive industrial activities of the union and the Sector such as the Sector Stability and Pay agreements.

One Site One union - PCMD Sector & Services Division Agreement

The PCMD Sector Committee has agreed a collaboration agreement with the Services Division of the union where our shop stewards and officials in the Sector will collaborate with the Services Division activists and staff in recruiting new members in contract catering and other grades employed in PCMD Sector union sites.

Many of these workers are paid low wages by the contractor and are often too afraid to join the union. The One Site One union initiative supports union solidarity across all grades in the workplace and the PCMD Sector Committee fully supports this collaboration agreement.

ELECTRONICS, ENGINEERING & INDUSTRIAL PRODUCTION SECTOR

Much, if not all of the Sector members work in what can now be described as old indigenous industries with a minority fitting into the multi-national criteria.

The Electronics side of the Sector has progressed with most of the work being done for the car industry.

There has been a significant squeeze on prices in this industry with many of the major manufacturers demanding year on year reductions in the prices charged by the components manufacturers.

This has led to major efficiencies in the Sector with many adopting the lean principles. We have used the expertise of Tony Murphy, from IDEAS, to help and advise in regard to these companies with varying degrees of success.

We have managed to achieve pay increases on average of 2% in these companies.

Engineering - this area has been badly hit by the collapse in the building industry and the economy generally over the last two years concerned. Many of these companies have not had pay increases and some have not even recovered the cuts that were imposed during the crisis, the exception being Liebherr, where a successful campaign brought significant pay increases. We also managed to retrieve the cuts imposed in Turmec Teo. Steel and transport costs were a major issue until the recent reduction in fuel costs, which should be of some assistance to our members in the Sector, but this did not help us in Geith, where all our members were made redundant.

We are seeing some movement on pay in this area as a result of the oil price reduction and some recovery in the building industry.

Industrial Production - This is a very large and disparate Sector, most of it traditional, we have different experiences to tell, many of them difficult.

The traditional weaving industry is now a small part of our Sector but one which has not yielded

Pay Agreements negotiated during 2015 & 2016

Average % increase = 3.7325%

Average months = 20.7550

Section Name	Year	Increase % or €	Number Months
Aduna Funks	2015	4%	24
Bates	2015	7%	36
BS & B Safety Systems	2015	4.5%	24
BSS Dublin	2015	2%	12
CG Power Systems	2015	1.75%	12
Clairant Master Batches Dublin	2015	2.75%	12
Colour Communications	2015	2%	12
Comscope	2015	2%	12
Crop Packaging System (ITM) Waterford	2015	2%	18
Crown Prints Dublin	2015	4%	24
Deepak Fasteners Shannon	2015	5.75%	36
Doseo	2015	1.5%	18
Duggan Steel Group	2015	3%	12
Duliz Cork	2015	2%	12
Duliz Dublin	2015	3%	24
Duliz Sales and Admin Cork	2015	3%	27
Euronetals	2015	2%	12
Galeo Steel Dublin	2015	2%	12
GRF Chip	2015	1%	12
Glan Dimplex	2015	2.5%	12
Glan Dimplex Dunleer	2015	2%	12
Glan Electric Brewery	2015	2.5%	12
Hannohill Lane Dublin, Athlone & Cork	2015	4.25%	24
Hasbro	2015	2%	12
ICS Europeks	2015	1%	12
Irish Fauchig	2015	5%	24
ITM Packaging System	2015	4%	24
John Crane Sealed	2015	3.25%	12
Melita	2015	4%	12
MFP Lucan Dublin	2015	2%	18
Pat O'Donnell & Co	2015	3.5%	12
Powrill & Hampson	2015	4%	12
PPI Millstone Waterford	2015	4%	24
Profilco	2015	5%	36
Radlco	2015	2%	12
Rettig	2015	1%	12
Rezam	2015	6%	36
Reynolds Aluminium	2015	4.25%	24
Roadmaster Caravans	2015	2%	12
Shan Donnell	2015	4%	27
St Gobain	2015	2%	12
Standard Brands Castlebellingham	2015	5.5%	36
Stavlas	2015	5%	24
Tacnic	2015	2.5%	12
Tata Steel	2015	2%	12
Tajrol Building Products GO & and Clerical Staff	2015	7%	36
Tate	2015	4%	24
Theo Bunting	2015	4.25%	12
Tool & Plastic Longford	2015	3%	30
Trend Technologies Millingar	2015	2.15%	12
TimacTec	2015	10%	18
Valeo Visions	2015	4%	18
Vitalbond	2015	5%	30
Wavin Pipes	2015	5%	31
Werner Plastics	2015	2%	12
Audio Devices	2016	7%	36
Aucol	2016	7%	27
Athlone Extrusions	2016	4.5%	24
Boy Warner BERU	2016	4%	24
Bobray Weaving Dublin	2016	4%	24
Boonora Plastics	2016	2%	12
Caray Glass	2016	2%	12
Cardinal Hill (Hasbro)	2016	2%	12
Comscope	2016	2.25%	12
Doseo	2016	2%	18
Duggan Steel Group	2016	3%	12
Duliz Cork	2016	4.1%	24
Duliz Dublin	2016	4.4%	24
Duliz Sales and Admin Cork	2016	4.1%	24
Euronetals	2016	2%	12
Electrotes	2016	5%	24
PSM Corbins	2016	6.5%	36
Galeo Steel Dublin	2016	2.5%	12
Glan Dimplex Dunleer	2016	2.5%	12
Glan Electric Brewery	2016	5.75%	24
Grants Engineering	2016	4.5%	24
Gypsum Kingscourt	2016	2.25%	12
Irish Express Cargo Ltd	2016	5%	24
Klean Steel Wood	2016	2.5%	12
Kingspan Aeroboard Asherton	2016	4%	28
Kingspan Kingscourt Cavan	2016	7.5%	36
Liebherr	2016	4%	24
Loxship	2016	2%	16
Melita	2016	7.5%	40
Metal Processors	2016	4%	24
Perid	2016	2%	12
Parker Suptite	2016	4.5%	36
Powrill & Hampson	2016	3%	12
Radlco	2016	2.3%	12
Rettig	2016	2%	12
Rigid Containers (Europeks)	2016	5%	48
Roadmaster Caravans	2016	6%	27
Sandheer	2016	2%	12
Silverwood	2016	2%	12
SPS Precision Tool Group	2016	4%	24
Thermo King	2016	7%	36
Tovney Bay Donnell	2016	4%	24
Trend Technologies Millingar	2016	2%	12
Valeo Visions	2016	4%	24
Wartburgize	2016	5%	48
Walmat's International	2016	3.5%	24
Wilo Pumps	2016	2%	12

any growth in membership and indeed less in terms of pay rises, until 2016, where we managed increases in Donegal Yarns, Towney Bay and Botany Weaving.

All in all, the last two years have been difficult with signs of improvement /recovery coming along the east coast in 2016, which we expect to see continuing into 2017 and spreading to the rest of the country slowly afterwards.

AGRICULTURE, INGREDIENTS, FOOD AND DRINK SECTOR

Meat Sector

A Strategy was adopted to try and make progress on organising new members on a plant by plant basis. We continued with that strategy and the campaign in Dawn/Meadow Meats secured a successful Labour Court Recommendation.

Dairy Sub Sector

This now established Sector is a very busy one. Terms and conditions of employment in the companies in this sector have been collated in our database and are available to all Industrial staff in our sector.

Migrant Workers

What has shown up is a very high proportion of migrant and international workers employed and in membership e.g.

Meat Industry

Product	Total	Membership International	%
Red Meat	2,487	1,215	49%
Poultry	1,196	439	37%
Pork & Bacon	517	354	68%

Organising

The work for 2016 continued with a series of staff meetings to update and focus again on any house-keeping issues. Density was addressed at these meetings as per previous practice. The practice of density building is now well established with each organiser and admin staff alike, and we are all well aware of its importance. This was developed within the Sector Committee and the newly established Sub Committee on Organising. This Sub-Committee has an agreed programme which includes a 12 point plan to develop improved organisation and recruitment within the Sector. The

programme outlined from the Sub-Committee for 2015/2016 was agreed and supported by the Sector Committee. Progress was made on the following points:

- New user friendly application and recruitment form and leaflet
- Increased co-operation with the District Committees
- Training – ensuring that density building and organising is a major part of any new activists training
- Motion to the Biennial Conference 2015 in Cork

INTERNATIONAL AFFILIATIONS

Our Sector continues to be affiliated to EFFAT (the European Federation of Food Agriculture and Tourism Trade unions) which represents workers in 38 European countries and defends the interests of over 2.6 million members through the food processing chain in Europe.

Dairy Sub Sector

A Dairy Sub Sector was established during the year. This was agreed at a Seminar on the Dairy Sector held in July 2015. At this Seminar a presentation was given to members by Tom Beresford of TEAGASC on where the Dairy Sector in Ireland was going in terms of development of the business.

We had discussions with TEAGASC which is examining a joint training and accreditation system for the Dairy Sector. This initiative is aimed at securing and enhancing jobs in the Dairy Sector and preventing the operative grades from being replaced by higher qualified or lower paid workers. We believe that as a result of our discussions with TEAGASC and others this initiative will result in a win win for all the parties concerned and could promise to be a very exciting prospect for the Section and the union members involved.

2015 Sector Committee Plan

The plan implemented during 2015 undertook to improve the Sector Committee through

- better involvement of the wider membership
- building the Sub Sector Committees in areas where we identify the need for them
- involving all members in the necessary rejuvenation of the union increasing density and member involvement and

Pay Agreements negotiated during 2015 & 2016

Average % increase = 3.7062%

Average months = 23.0780

Section Name	Year	Increase % or €	Number Months
Airivo	2015	3.25%	24
Bandon Co-Op	2015	4%	32
Barryroe Co-Op	2015	4%	27
Barry's Tea	2015	4%	30
Bolton's Co Op	2015	2%	12
Callan Bacon	2015	6%	36
Carbery Group	2015	5.5%	45
Cartenary Co-Op/Thurles	2015	4%	25
Cloca Dairies: ClocaKitty & Ballinacolina	2015	4%	32
Co-Operative Animal Health Carlow	2015	4%	27
Dalrygoil	2015	5.5%	37
Diageo Guinness: St James' Gate	2015	2%	12
Domino's Pizza Base	2015	4.5%	36
Dovey AllTipperary	2015	4%	30
Drinagh Co-Op	2015	4%	32
Eil Dillon & Co Ltd	2015	1%	12
Glennpatrick Spring Water Clonmel	2015	6%	36
Goldenop Cork	2015	3.5%	24
Granby Lbl	2015	2%	18
Grasshill Agro State	2015	1.5%	12
Imperial Tobacco Mullingar	2015	3.25%	24
Irish Distillers Lbl	2015	3.5%	18
Kelkin Lbl	2015	2%	18
Kerry Foods Carrickmacross	2015	2%	12
Kilkenny Salmon Commemora	2015	5%	24
Lisavahilly Co Op	2015	4%	32
Minister A.L	2015	5.5%	37
North Cork Co-Op	2015	4.5%	27
Oullins Portllington	2015	2%	16
Paul & Vincent Edgeworthstown	2015	4%	24
Rosclerra Irish Meats Enniscorthy	2015	2%	15
STL St James' Gate Dublin	2015	5%	30
Valeo Foods Int; trading as Batchelors	2015	2%	18
Valeo Foods Merrywell	2015	2%	18
Valeo Foods/Robert Roberts	2015	2%	18
Western Beverages Sales Reps	2015	1.5%	12
Boyle Valley Group Platin Warehouse/Cell locations	2016	2.5%	12
Brett Bros Co Kilkenny	2016	7%	36
Brúicé	2016	2%	12
Butlers Clonmel	2016	2%	15
Coca Cola HBC	2016	1.5% - 2%	12
Coca Cola HBC (employees @ top of their pay scale)	2016	0.75% - 1%	12
Dawn Meats Charleville	2016	6%	36
Doregal Meat Processors	2016	7%	48
Eil Dillon & Co Ltd	2016	2.5%	12
Freeways Food Co	2016	€2.12 (21%)	16
Glanbia Agri Business	2016	3.75%	19
Glanbia Dairy	2016	3.75%	19
Glanbia Food	2016	3.75%	19
Granby Lbl	2016	2%	12
Grasshill Agro State	2016	1.5%	12
J H Roche	2016	4%	24
Kerry Foods Cheese Strings Plant Charleville	2016	6%	46
Kerry Foods Infant Milk Formula Plant (IMF)	2016	6%	46
Kerry Foods Ryevalley	2016	5%	24
Kerry Ingredients Charleville	2016	6%	46
Kilkenny Co Operative Market	2016	5%	9
Largo Foods	2016	3.25%	21
Lee Strand Co-Operative Creamery Ltd	2016	2%	15
Meadow Meats Rathlowrey (Dawn Group)	2016	4%	24
Monaghan Bottlers	2016	2%	12
Mondelez (Callixity) Coolock	2016	4%	42
Bewmarket Co Op (Kerry Agri Business)	2016	6%	48
Oullins Portllington	2016	2%	12
Rangelaun Foods	2016	2.5%	12
Rangelaun Meats	2016	2.5%	12
Tipperary Co Op	2016	3.5%	24
Tipperary Co-Op Supervill Store	2016	2%	12
Valeo Foods (Shamrock Foods)	2016	2%	12
Valeo Foods Int; trading as Batchelors	2016	2%	12
Western Brand Chickens	2016	4.5%	24
William Grant & Sons	2016	2%	12

- taking the points made at the Manufacturing Division Workshops on board and using them to develop the Sector

ORGANISING CAMPAIGNS

As part of a strategic organising initiative between the Manufacturing Division and the Strategic Organising Unit the employment was identified as a possible target for backfilling in an attempt to build the union density. Evelina Saduikyte Assistant Industrial Organiser Manufacturing Division was assigned to aid the project due to her expertise in organising migrant workers. Annette Carpenter Lead Organiser from the Strategic Organising Unit was assigned to the project, a number of scoping meetings were held to produce a plan. On October 24th, 2014 Annette Carpenter and Denis Gormalley met with the then AIFD Sector Organiser John Dunne and Manufacturing Division Organiser Gerry McCormack where a plan was approved.

An immediate concern was that the company had experienced rapid growth from approximately 150 employees to in excess of 350 employees and, although we had improved our structures by creating a Section Committee to liaise with the Shop Steward and Assistant Shop Steward, we decided that we needed a much wider representative Committee and that all members of the Committee would be Shop Stewards.

Over the period from November 2014 to March 2015 a series of organising meetings were held with potential members; a new enlarged Section Committee was elected and 8 training sessions were conducted outside of working hours in the Shop Stewards own time; the section was mapped by the Section Committee; a survey of members was conducted to identify the main issues and opinions sought of how members viewed the union. Actions, goals and targets were set, based on the survey.

A number of collective and individual issues/grievances was pursued from March of 2015. Ownership of these actions were given to the Shop stewards (advised by the officials) to raise the profile of the union in the section. We were successful in:

- Achieving equal pay for the evening shift whose members were previously paid the minimum wage;

- Initiating pay discussions with manage-

ment (a pay freeze has been in force since 2012), these negotiations were referred to the Workplace Relations Commission a conciliation conference ended without agreement but a further conciliation conference is planned.

Taking a large number of individual grievance cases and referring those that have not been resolved internally to the Rights Commissioner/Adjudicator service.

Over the period since the approval of the strategic organising plan we have built our membership from 171 paying members to 232 paying members. This equates to a growth in density from 45% to 61%.

MIGRANT and INTERNATIONAL WORKERS NETWORK

It is clear from the statistics that a new round of job displacement is taking place in Irish industry and with the economic upturn this is likely to increase as labour shortages begin to emerge. Statistics tell us that even workers from established migrant countries are being displaced by migrants from Southern Europe as they are easier for employers to exploit. SIPTU research on density clearly indicates that industries with high levels of migrants have a correspondingly low level of union density

The Food & Hotels sector is a perfect example of this displacement and the destruction of a well-paid and heavily unionised industry. In the early 2000s, the Red Meat industry had rates of pay of between €12 and €15 per hour with good bonuses and high union density. At the height of the boom many workers left the industry for better employment opportunities. These jobs were filled by migrant workers, allowing employers to exploit the situation and drive down pay levels across the industry. The same can be said for the Hotel Industry where reasonably well paid union jobs were displaced by migrants on minimum wage. SIPTU has so far failed to organise Migrant Workers as separate category of worker, thus migrants have little or no interaction with the union.



Background to the setting up of the Migrant Network

The Manufacturing Division completed a report on the research that was carried out into the organising of migrant workers within SIPTU. The Division has 4,859 (17%) known migrant members in the Division. Within the Agri/Food sector almost 40% of the membership are migrants. Following a consultation process with migrant activists and staff, a set of recommendations was developed and these were considered by the Manufacturing Division Committee. Following endorsement of the strategy and structure, a Steering Committee invited representatives from the Services Division to participate, given the high number of migrants in that Division. A Conference for all migrant activists with key divisional and sector staff from both divisions was held to formally launch the SIPTU Migrant & International Workers Support Network on January 29th/30th 2016 in Dublin.

A dedicated Facebook page was launched for the Network on December 18th 2016 and marked International Migrants day.

The main function of the SIPTU Migrant & International Workers Network is to assist the union in organising migrant workers effectively and ensuring that migrant activists are engaged in all aspects of union structures. Members of the network will be trained to organise workers, give advice on employment rights' issues, provide representation and translation where required, and engage with migrant local communities. Members will also be part of the union structures, participate on District Councils and develop a process of Community Organising.

The most important role of the Network is to organise workers internally and externally within the union. Proper structures in each employment are needed to coordinate the work of the section committee and shop stewards. This is reflected in the revised Joint Manufacturing & Services Division Strategy Objectives -

To organise and support migrant workers effectively and to ensure migrant workers fully participate in union activity

To educate ALL workers, regardless of their country of origin, that workers have a shared objective in sustaining and improving working conditions

To create a union Support Network to enable migrant workers to support themselves and their communities.

To work in collaboration with like-minded progressive groups and organisations across the community sector and civil society to organise and campaign for a just, inclusive and equal society for people to live and work.

Training and Education of Migrant Activists

The provision of English lessons to activists and, where possible, to migrant members is a priority and is now achieved through collaboration with Failte Isteach. Activists who require to learn English should have courses provided by the union.

Training of Migrant activists began in 2016. The training was well attended and well received. It is on-going on employment rights, employment law, organising techniques and what are trade unions? It explains how SIPTU works, how it is structured, political and cultural aspects of Irish life and, most important, it facilitates migrant activists and staff to get to know each other through the Network. The training is residential. So far three training modules have been held in Dublin, Portlaoise and Galway. It is carried out by Industrial Staff and WRC staff.

EUROPEAN WORKS COUNCILS NETWORK (EWC's)

Since establishing this Network in late 2015, with four EWC Reps from within the Manufacturing Division, real progress has been made. By late 2016 we had identified and included 25 Reps in the Network from across the Manufacturing and the Services divisions. We have delivered training with some interesting guest speakers and we are planning to follow this up with a further two day training course in June. The Network is still in its infancy and we have yet to tap into the organising potential that is available to our EWC Reps. At this stage, the resources being provided are direct supports to the EWC Representatives themselves. They are given in relation to promoting EWCs within each workplace where one already exists, supporting Reps in reporting back to members and supporting Reps who are entering into new agreements. We have yet to take advantage of the legislative protections that are available to our Reps ensuring



that they can report back to all workers in their employments regardless of the union status of these workers. In the coming months, as the Network matures, it is expected that we will, if and when the requirement arises, tap into this provision allowing us onto some non-union sites to explain the role of EWC's and introducing these non-union workers to SIPTU.

The Network Coordinator, Frank Jones, is working closely with EFFAT and IndustriALL (two of the European Federations to which SIPTU is affiliated) with a view to ensuring that our participation on EWCs are used to maximum value for all workers we represent in Ireland.

WORKPLACE INNOVATION

We all understand and appreciate the depth of knowledge, and the breadth of practical process experience that every worker in the manufacturing sector has accumulated over their working lives. This information has been acquired as operators set up their machines; watch over them as they make good products; and, as occasion demands, sorting out product and/or process problems as they arise. Our approach to Workplace Innovation enables this information to be valued, and accessed, as we strive to make world-class products and provide world-class services.

This ability to improve performance and fix process problems through genuine worker involvement is now, at last, being universally recognised. "The mental capacity of our people to solve problems and improve performance is the key to sustained competitiveness. We need to maximise the potential of our people to deliver improved productivity, using proven tools and techniques". (Source: "Applied Benchmarking for Competitiveness – A Guide for SME Owner/Managers", by Richard Keegan and Eddie O'Kelly, 2004, Oak Tree Press, Cork). Employers have realised that our unique approach to Workplace Innovation can unlock this creative potential within the workforce - and this can be a critical component for companies as they drive for continuous improvement and on-going competitiveness.

We continue to work with existing client companies as they implement Workplace Innovation, namely, Kirchhoff Automotive Letterkenny, Theo Benning GmbH Wexford and Henkel in both of their Dublin plants (Tallaght and Ballyfermot). We

have begun working with the Irish paint manufacturer, Fleetwood in Virginia, County Cavan; Bord Na Mona, Derrygreenagh; and Boliden Tara Mines in Navan. We are scheduled to resume work with Bausch & Lomb in Waterford in May. We are currently in exploratory discussions with Celtic Linen and a large pharmaceutical manufacturer in Cork. Both have expressed serious interest in learning more about how we have successfully implemented Workplace Innovation in the Irish manufacturing sector.

SUPPORTING QUALITY

The Supporting Quality Campaign continues to promote quality brands manufactured and produced in Ireland, helping to protect quality jobs here. Since our last report membership has increased to 73 brands and Pfizer Ireland has renewed as a sponsorship partner opening up the Pharmaceutical Sector to the campaign.

The Services Division has joined the campaign and we are actively working with organisers and shop stewards there to bring awareness of the campaign to their companies, encouraging them to join.

All existing companies continue to support the campaign and have renewed their membership this year, which bears testimony to the relevance of the campaign. In a survey of member companies, we found that they appreciate the value of promoting their brands amongst the union membership, seeing it as key to differentiating them as quality employers and, most importantly, the benefit of strengthening their relationship with union members in the workplace. The campaign continues with shop stewards and organisers approaching companies in order to continually increase membership.

UNITE and TEEU, through our joint initiative, are actively promoting the campaign through their own networks of officials and organisers. The TEEU has a dedicated page on its website featuring a full page ad in their annual magazine. Members from both unions participated in the latest Supporting Quality film. Communications packs have been sent to all shop stewards and officials in UNITE. Some joint approaches have already begun to companies who have employees in SIPTU, TEEU and UNITE, inviting them on board



and strengthening the remit of the campaign.

A milestone was achieved with the endorsement by Congress of the Supporting Quality Campaign. Over the coming years we will be working with member unions, aiding them to create awareness of the campaign, its goals and aims amongst their membership. In May, 2016, Liam Doran introduced the campaign at the INMO annual conference and information packs were handed out to delegates.

Other activities included monthly ads in *Liberty* paper, *Liberty Online* and the Supporting Quality Christmas E-zine. Our banner featuring members of SIPTU was hung on Liberty Hall during December 2016. Its message of "Chose & Support Workers in Ireland this Christmas" garnered publicity in the national newspapers, which featured this strong, positive message from the unions.

The campaign visited a number of companies, including Standard Brands and Newbridge Silverware, Chef, Bord na Mona, Odlums, Pfizer Ireland and Britvic, and produced articles for Liberty. It featured a joint interview in Liberty with Joe O'Flynn, General Secretary of SIPTU and Ingrid Vandervorst, HR Director, Heineken, Ireland.

One of the major achievements of the campaign in 2016 was the production of the second Supporting Quality film featuring a number of companies – Zip, Bord na Mona, Chef, Bachelors, and Britvic. The film was made in conjunction with members and shop stewards explaining in their own words the impact of the campaign and why it's so important for fellow members to support them and their quality jobs. The film was screened at the SIPTU Divisional Conferences, TEEU and UNITE's annual conferences and numerous other events. To view the film go to www.supportingquality.ie and click the film link on the home page.

Supporting Quality also paid tribute to John Dunne who took up the post of General Secretary of the GSU. John was instrumental in the conception and implementation of the campaign. His generous support and enthusiasm helped ensure its success.

HEALTH and SAFETY NETWORK

SIPTU is currently represented on the Irish Congress of Trade union's Health and Safety Committee by Sylvester Cronin, Michelle Quinn. Kevin Figgis and Chris Rowland are on the board of the Health and Safety Authority.

In October 2016 we held a very successful seminar on the theme of healthy workplaces for all ages. We had a number of guest speakers including Kieran Sludds, HSA, Biddy O'Neill, Department of Health, and Sylvester Cronin and Gerry McCormack of SIPTU. The Seminar was attended by approximately 60 delegates. The attendees were from a number of different unions, but SIPTU Safety Reps were the predominant grouping on the day.

At this event we also launched the SIPTU health and safety network, and we are currently in the process of establishing a database of Safety Reps. We continue to forge ongoing relationships with the Health and Safety Authority, and we continue to raise Health and safety concerns at Congress level.

We are currently working with a number of unions on Health and Safety issues of common concern.

The Manufacturing Division has been particularly successful in highlighting Workers Memorial Day, which occurs on 28 April each year. It is an international day of remembrance for those killed or injured at work.

Many of our members participate on the day with Worker's Memorial activities in their local employments. These activities include toolbox talks, health and safety talks, poster campaigns on health and safety, the placing of commemoration plaques in their workplaces and, in a limited number of locations, the creation of memorial gardens.

SIPTU College continues to provide health and safety training to our elected Safety Reps. Members wishing to become involved in the Health and Safety network please notify the Manufacturing Division of your interest.

PENSIONS

The Divisional Executive Committee agreed to provide support procedures for SIPTU representatives, pension trustees and officials negotiating major changes to members' pension schemes. In 2015/2016, as in previous years, there was an upsurge in attempts by employers to dismantle Defined Benefit Schemes. Major changes, some involving serious disputes, took place during the period under review with many companies' pension schemes experiencing funding issues. However, many of these schemes are fully funded and have little or no funding issues. The division produced booklets on pensions for use by both activists and staff.

INDUSTRIAL DISPUTES

The Division had 17 Industrial disputes during the period under review, in seven of these Industrial/Strike Action took place. All of them were resolved successfully on behalf of our members. The number, frequency and length of disputes has increased dramatically and most particularly during 2016 when 11 industrial disputes were recorded.

The most protracted dispute occurred in Glen Electric, Newry, Co Down, where workers were on strike for improved pay terms for several weeks. The dispute was concluded successfully on behalf of our members. Other notable disputes took place at Bausch & Lomb in Waterford, Coty in Nenagh, Uniphar in Dublin, Pfizer in Ringaskiddy, Kerry Foods in Charleville, Element Six in Shannon, Arva Ltd in Shannon, C&C (Glessons) and Mondelez (Cadburys) in Dublin, GE Healthcare in Clonmel, Meadow Meats in Laois, Dawn Meats in Waterford, Kerry Spring Water in Tralee, Leo Pharma in Dublin and Medite Europe Ltd in Clonmel.



Public Administration and Community Division

This is a review of the main developments in the Public Administration and Community Division from January 2015 to December 2016.

	Financial Membership 2015	Financial Membership 2016
Community	8,043	7,798
Education	6,188	6,072
Local Authority	11,638	11,617
State Related	3,538	3,106
	29,407	28,370

DIVISIONAL CONFERENCE 2016

The Public Administration and Community Division Conference took place in Liberty Hall on the 10th and 11th November 2016. A total of 177 Delegates were entitled to attend representing the Four Sectors within the Division, and the Divisional Committee.

The Conference was addressed by a number of key Speakers including –

Jack O'Connor	SIPTU General President
Joe O'Flynn	SIPTU General Secretary
Gene Mealy	SIPTU Vice-President
John King	SIPTU Divisional Organiser
Ivan Cooper	The Wheel Community Organisation
Christine Jakob	European Public Services Union
Tom McDonnell	Nevin Economic Research Institute

Delegates to the Conference debated and passed a wide range of Motions covering issues such as the need for:

- A Community Campaign
- Public Sector Pay Restoration
- Public Sector Recruitment

All of the Motions will form the basis of the Divisions' Work Plan over the next two years.

The Delegates in break-out Sessions also participated in a discussion on the Membership Consultative Initiative.

Divisional Committee 2015 - 2016

Sector:	Name:
Education	Maurice O'Donoghue, President
Community	Suzanna Griffin, Vice-President
Local Authority	David Breen
Local Authority	Denis Cooke
Local Authority	Stephen Kelly
Local Authority	Willie Bagnall
Local Authority	Jim Byrne
Local Authority	Jerry Crowley
Local Authority	Gabrielle Magee**
Local Authority	Conor O'Toole**
State Related	Thomas Walsh
State Related	Alan Lindley
State Related	Sandra Darley
Education	Tommy Murtagh
Education	Grainne Morahan
Education	Rachel Matthews Mc Kay
Community	Teresa Collins Hinchey*
Community	Linda Scully
Community	Derek Mulcahy
Community	Donie O'Leary
Community	Graíne Griffin*
Retired member	John James Mc Loughlin

*Graíne Griffin replaced Teresa Collins Hinchey on the Committee

**Gabrille Magee and Conor O'Toole nominated July, 2016.

Community Sector Committee 2016

Elaine Harvey	Sector President
Helena Mc Neill	Vice-President
Anne Carr	
Donal Coffey	
Martin Collins	
David Connolly	

Ray Corcoran
 Grainne Griffin (Co-opted to Committee)
 Suzanne Griffin
 Teresa Collins-Hinchey
 James Mannion
 Caroline Mc Donagh
 Brendan Mc Nulty
 Sian Muldowney
 Kevin O'Connor
 Peter O'Connor
 Donie O'Leary
 Orlaith Rowe
 Lynda Scully

Education Sector Committee 2016

Jack Mc Ginley Sector President
 Owen Doherty Vice-President
 Kieran Allen
 Brian Bugler
 Michael Geoghegan
 Matt Hatton
 Ciaran Mc Kenna
 Grainne Morohan
 Tommy Murtagh
 Deirdre O'Connor
 Diarmuid O'Dwyer
 Paul Shields

Local Authority Sector Committee 2016

Matt Henry Sector President
 Willie Bagnall Vice-President
 Paddy Beirne
 Martin Burke
 Jim Byrne
 Eugene Caherly
 Tony Collier
 Gerry Concannon
 Denis Cooke
 Dave Curtin
 Alan Daly
 Eugene Devlin
 Gerard Falsey
 Eddie Goldrick
 Gerry Harris
 Willie Horrigan
 Frank Lee
 Liam Maher
 Eamon Mc Auley
 James Mc Loughlin
 Brian Mc Namara
 Leslie Mc Namara
 Emmanuel Millar

Matthew O'Malley
 Denis Reen
 Damien Stirrat
 Jason Leigh
 Nigel Dalton
 Pat McCane
 Phelim Jennings
 Patrick McCormack
 Paul Delaney

State Related Sector Committee 2016

Alan Lindley Sector President
 Caroline Curraoin Vice-President
 Charlie Ashe
 Sandra Darley
 Tom Gill
 Jack Kehoe
 Aideen Kelly
 George Kiely
 Peter O'Sullivan
 Vivion Spain
 Tom Walsh

Standing Orders Committee

Jack Mc Ginley
 David Curtin
 Nigel Dalton
 James Mannion
 Tom Walsh

Representation from Division on National Executive Council and National Trustee

National Executive Council

Matt Henry
 David Connolly
 Jack Mc Ginley
 Tom Gill

National Trustee

Annette Donlon

Representation from Division on National Campaigns and Equality Committee

Ms Maureen Ryan
 Ms Suzanne Griffin

Staff in the Division

John King Divisional Organiser
 Brendan O'Brien Sector Organiser –
 Local Authority Sector



Eddie Mullins	Sector Organiser – Community Sector
Jane Boushell	Sector Organiser – State Related Sector
Louise O'Reilly*	Sector Organiser – Education Sector
Karl Byrne	Sector Organiser – Education Sector
Linda Murphy	Administration
Mary Smith	Administration
Bina Harte	Administration
Eleanor Walsh	Administration
Anthony	Community/ Local Authority
Mc Cormack	Local Authority Sector
Michael Kiely	Community/ Local Authority Sector
Karen Smollen	Community Sector
Noreen Parker	Community Sector
Kevin Mc Kinney	Community/ Local Authority Sector
Ramon O'Reilly	Local Authority Sector
Con Casey	Local Authority Sector
Declan Ferry*	Local Authority Sector
Jason Palmer	Local Authority/ State Related Sector
John Judge	Local Authority/ State Related Sector
Maurice Hearne	Local Authority/ State Related Sector
Gerry Flanagan	Local Authority/ Community Sector
Noel Maguire	Education Sector
Bill Mulcahy	Education Sector
Geoff McEvoy*	Education Sector

*Louise O'Reilly on Special Leave
 *Karl Byrne Appointed August, 2016
 *Geoff McEvoy Appointed, September, 2016
 *Declan Ferry - Not full-time employed in the Division

INDUSTRIAL ISSUES

The Public Administration and Community Division is made up of four Sectors, representing members as follows:

During the period under review the Sectors, in collaboration with our colleagues in the Strategic Organising Department, organised and recruited:

	Joiners 2015	Joiners 2016
Community	1,836	1,287
Education	414	472
Local Authority	684	596
State Related	142	225
	3,076	2,580

DIVISIONAL REVIEW

During the period under review, members of the Public Administration and Community Division in the Local Authority State Related and Education Sectors were governed by the Terms of the Haddington Road Agreement 2013 – 2016, and Lansdowne Road Agreement 2016 – 2018.

The Community Sector, which is not covered by provisions of the Haddington Road Agreement and the Lansdowne Road Agreement, continued to be subjected to budgetary constraints imposed during the crisis in the Public Finances.

In the period under review SIPTU's Public Sector members continued to be afforded the protections of the Public Sector Agreements against compulsory redundancies, redeployment in excess of 45km and enhanced protections against outsourcing. The Haddington Road Agreement continued to guarantee a level of security of income, and the Lansdowne Road Agreement commenced the process of pay restoration.

Over 2015 and 2016 SIPTU's Public Administration and Community Division members were involved in a number of campaigns and disputes aimed at not only ensuring the protection of our members' interests, but also ensuring the delivery of services remained in public ownership, and that they were delivered in a high quality, efficient and safe manner.

Local Authority members were to the fore in many of these cases. For instance, the Retained and Full-time Fire Services had to engage in both industrial and political campaigns to defend the service from being decimated in the 'Keeping Communities Safe' proposals. The Dublin Fire Brigade had to continue its' campaign to ensure its role in delivering Emergency Services in Dublin was maintained.

Local Authority members working under the Service Level Agreement with Irish Water also had to engage in an industrial and political cam-

campaign to ensure this essential service remained in public ownership, employing direct labour.

SIPTU's public sector members are to be commended for playing their part in ensuring the delivery of Public Services was maintained in an environment where pay and conditions have been reduced, and less staff are employed due to the effect of the Public Service Moratorium.

Some of the best examples of this were seen during the now annual flooding crisis when the role of public sector workers in the Fire and Emergency Services, Local Authorities, OPW and other State Organisations was essential to ensuring the safety and wellbeing of our citizens and their communities.

SIPTU members in the Community Sector continued to be the cornerstone of support for the delivery of essential services to the marginalised and the less well off in our society.

During the period under review, the effects of the economic crisis and imposition of austerity measures saw thousands more families driven into poverty and despair. Workers in the Community Sector are to be commended for the role they played in providing essential services to these citizens, despite the fact that the Sector continued to suffer funding cuts, job losses and threats to privatisation.

In late 2015, the Government announced that it was seeking submissions from stakeholders involved in the Community and Voluntary Sector on the question of commissioning services.

SIPTU made a submission to the Department of Public Expenditure and Reform, highlighting the concerns union members had in relation to funding, and the provision of proper contracts with decent pay and conditions for workers in the Sector.

The union also expressed its opposition to this commissioning process, which arose from concerns that it would lead to the widespread transfer of Community and Voluntary Sector functions to the Private for Profit Sector, with very negative consequences, not just for the employees in the Sector, but for the State's most vulnerable citizens who depend on them.

Economic Recovery

The Irish economy continued to show signs of strong growth in 2015 and 2016, and SIPTU initiated a campaign for the restoration of the pay and

conditions cut unilaterally by the Government on Public Service workers in 2009 and 2010. SIPTU and the Public Services Committee of ICTU were able to use these improved economic conditions in the negotiations that took place in 2015 on the Lansdowne Road Agreement, an extension of the Public Sector Stability Agreements, the Croke Park and Haddington Road Agreements.

Although not due to formally commence until 1st June 2016, the improved economic circumstances allowed the union side to bring forward pay elements to 1st January 2016, that would benefit members.

The Agreement provides for an alleviation to the Pension Related Deduction, a pay increase on salary scales up to €65,000 and the re-enforcement of the Agreement that the higher earners who suffered additional pay cuts in the Haddington Road Agreement will have them restored on the agreed dates.

The Agreement also continues to provide for protections against Compulsory Redundancy and Redeployment in excess of 45km.

On the question of outsourcing, SIPTU ensured that the Agreement continued to build on the protective measures necessary to assist our members in the fight to maintain direct employment in the delivery of Public Services.


SIPTU Public Sector members voted to accept the agreement in a secret ballot held over the summer of 2015.

While the Community Sector is not covered by the Terms of the Public Services Agreement, SIPTU and IMPACT used the talks process to engage with the Officials in the Department of Public Expenditure and Reform. This has resulted in the creation of a High Level Forum to enable the issues and challenges for the Sector to be addressed.

SIPTU during 2016 continued to call for the earlier implementation of restoration measures provided for in the Lansdowne Road Agreement.

This was due to improvements in the economy and at the Public Administration and Community Divisional Conference held on the 10th and 11th November 2016, SIPTU President Jack O'Connor announced that a ballot of our Public Sector Membership for Strike Action would be held if the Government did not agree to enter early talks on this issue.

As a result of this announcement by SIPTU the



Our Future
in Children
shouldn't be on
the cheap!



Government conceded a talks process to commence in early 2017.

INDUSTRIAL OVERVIEW BY SECTOR

COMMUNITY SECTOR

Overview:

The Community Sector has suffered more than most through the recession years. It is primarily made up of private not for profit companies, dependent almost solely on state funding to survive.

There are approximately 35,000 workers employed across the Sector, including Community Employment Schemes, Local Development Companies, Childcare and Social Care.

Funding has reduced significantly across all programs. As a result, workers have had their hours reduced, wages cut, terms and conditions eroded and a significant number of workers have been made redundant. The biggest problem for the Sector was the almost absolute refusal of the State's funding agencies to engage in relation to the effects of the reduced funding.

Workers in the Community and Voluntary Sector have a right to expect more from funding agencies dealing with tax payers' money.

In this context, workers felt optimistic that discussions on the Lansdowne Road Agreement led to a Chairman's Note setting out a pathway for dealing with matters of concern. That is, funding, policy, pay, terms and conditions of employment and, in light of the improving economic climate, an expectation of some improvement to terms and conditions of employment.

There are still significant issues to be addressed and hopefully the High Level Forum envisaged in the Chairman's Note will provide that avenue. Among the items that remain to be resolved are outstanding Labour Court recommendations, government departments attitudes to formal agreements with us, where they exist, and agreeing pathways for resolving issues of concern to the Sector.

The introduction of JobPath is of considerable concern to SIPTU. While this new programme is in its

infancy, it could significantly impact on the recruitment process in CE, TÚS, LES and Job Clubs, leading to further redundancies in the Sector. The JobPath programme effectively privatises labour activation within the community sector and needs to be monitored closely.

The Sector has had a significant number of redundancies from Local Development Companies arising from the SICAP programme. SIPTU is now entering a phase where it is expected more redundancies will arise resulting from reduced LEADER budgets and the potential loss of contracts for some companies.

Sectional issues within the Community Sector:

TÚS:

In view of the significant changes in the role of TÚS, a claim has been lodged for (1) An incremental pay scale (2) An increase in annual leave entitlement (3) An improvement to sick leave, and (4) Moves to bring the retirement age in line with the 2011 Social Welfare Pension Act.

RSS:

In view of the significant changes in its the role, a claim has been lodged for (1) An incremental pay scale (2) An increase in annual leave entitlement (3) An improvement to sick leave, and (4) to bring retirement age in line with Social Welfare Pension Act 2011.

CTC:

A number of Community Training Centers have closed after going into liquidation. We were able to achieve enhanced redundancy entitlements for staff, even though the Centers; were liquidated. The Sector also had the Employee Handbook as revised in 2012, adopted by the Education and Training Board, which is now responsible for the CTC.

CE:

The Sector is hopeful that the High Level Forum can begin to resolve the outstanding claim for a Pension Scheme. There are a number of schemes engaged in mergers, with the loss of Supervisors' roles through natural wastage.

LES:

Staff members have many concerns in relation to the documentation now being forced upon them



by Department of Social Protection. They believe confidentiality and data protection could be compromised. They are preparing a proposal to deal with these concerns.

Community Services Programme:

Arising from an increase in the minimum wage, staff have enjoyed a wage increase to €19.50 per week, or 5 ½%.

Irish Wheelchair Association (IWA)

The IWA provides personal assistance to people with disabilities. It operates on a not for profit basis. There is concern that contracts are being lost to private providers whose staff have terms and conditions of employment that would not be as good as those applying to IWA staff. Workers in the IWA have had their wages cut by agreement in the hope that this will stave off the threat posed by privatisation of the disability service.

Citizens Information Services

It has been a busy period for the section committee and members in this employment, with a number of matters referred to the Workplace Relations Commission. These include the issue of how the committee can collectively bargain with the parent board of the CIC's so as to be able to represent workers' interests effectively. Of particular concern is a decision by the employer to only offer promotional manager/senior positions on a two year fixed term basis.

Commissioning

In mid-2015 the Department of Public Expenditure and Reform announced that it was conducting a consultation on Commissioning for the Community and Voluntary Sector.

SIPTU's Community Sector Committee and members raised very serious concerns over this development as it represents a radical change in how the State funds Community and Voluntary organisations. As outlined above, this presents a very real possibility of Private for Profit Sector firms impacting negatively on employees' conditions and on the citizens who depend on these committed workers to provide them with services.

The SIPTU PAC Division, Community Sector, in collaboration with the Strategic Organising Department Community Campaign, made a submission to this consultation process outlining a number of

key demands in the event of any new funding model being developed.

Organising:

Specific organising campaigns in the sector run in conjunction with the Strategic Organising Department are continuing. These include the IWA, LDCs, TÚS, RSS and FRC, and now the focus is being extended to Childcare, where the "Big Start" campaign has commenced.

EDUCATION SECTOR

Overview

During the period under review the Sector was covered by the provisions of the Haddington Road Agreement 2013 – 2016. The members continued to be protected by the provisions of the agreement in relation to Compulsory Redundancy, Re-deployment, Outsourcing and Income Protection.

The Sector engaged at the Education Oversight Body to deal with any matters arising for members under the provisions of the agreement.

In non-public service areas the Sector continued to represent members through direct collective bargaining with the employers.

Pay

Pay increases were achieved in the following employments.

Cistercian College, Roscrea. Increase from minimum wage to Living Wage, equivalent to a 25.6% pay increase, phased in from Jan 2016 to Jan 2017.

Rockwell College, Cashel. Increase to Living Wage equivalent to 18.5% pay increase, phased in from July 2016 to Oct 2017.

Kilkenny College. Increase of 7% in Sept 2015 as move to Living wage.

Newtown College, Waterford. Increase of 5% in Sept 2015 as phase one of move to living Wage. Negotiations on-going on final phase due this year.

University College Cork, Tyndall Institute

The last two years have seen Tyndall pay inequity discussed at several conciliation conferences at the WRC. Due to an unacceptable evaluation process carried out by PwC, industrial action was re-instated in May 2015 (with picketing on May 1st, 6th and 7th) and notice was served on UCC for the escalation of the picket on 13th May 2015 to the

university's main campus. College management sought and achieved a High Court injunction to prevent SIPTU placing the picket. The High Court ruled on 11th May 2015 granting the injunction for 13th of May only, stating that SIPTU was free to prosecute its dispute thereafter.

Following further negotiations at the WRC the dispute is now back in process and is expected to be concluded successfully by year end 2016. The Job evaluation process has so far shown that almost 70% of SIPTU members at Tyndall UCC are under paid vis a vis their UCC main campus counterparts. The evaluation process indicates a requirement for pay adjustments ranging from 1% to 65% across the group of employees.

St Leo's College, Carlow

SIPTU pickets were placed at this secondary school on 13th March 2015, in pursuit of the reversal of cuts imposed on staff without agreement. A successful outcome was achieved and the cuts were reversed.

Cork Institute of Technology

23 SIPTU members employed as cleaning staff at the Institute had been excluded from the public sector sick pay scheme since its inception in the late 1970's. Staff were using annual leave to cover sickness. SIPTU became aware of this injustice in July 2015 and approached management immediately. Staff were put on the scheme at that point and, following several months of negotiation, compensation was paid to each staff member. The total compensation figure exceeded €100,000.

Cistercian College, Roscrea

Attempts by College management to outsource Catering and Cleaning work were successfully resisted. Following a ballot for industrial action agreement was reached on maintaining direct labour.

Newtown School, Waterford.

The management agenda to outsource the catering and housekeeping function was resisted by SIPTU and agreement was reached on maintaining direct labour.

Carlow College.

Following two years of efforts by SIPTU and members at Carlow College, agreement was reached with the new College President resulting in trade union recognition.

University College Cork.

Agreement was reached at University College Cork in early 2016 for making a round of promotions open to 460 SIPTU members employed as administrative staff. The union had won a Labour Court case for these staff to be treated "no less favourably" than lecturers and technical staff in regard to promotions. Following a ballot for industrial action, agreement was reached on promotion for up to 70 administration staff. The internal promotions process is currently underway.

SIPTU Education Sector members at University College Cork have begun a campaign in conjunction with the SIPTU Services Sector to have all contract staff at UCC paid the Living Wage (€11.50/hr) as a minimum. Some 200 catering and cleaning contract workers stand to benefit as the majority are paid at legal minimum levels.

National College of Ireland

Following industrial action, we reached agreement at the LRC on the reinstatement of the pension scheme and the restoration of pay cuts/freezes. A new system of incremental credits was agreed and accepted by members. This will mean that members at the top of their scale can now access pay increases on top of cost of living increases, and staff who were previously excluded from the incremental credit system have been included in it.

DCU

Incorporation: The work on incorporating three teacher training colleges into DCU is ongoing. On the insistence of SIPTU a Central Negotiating Committee chaired by Janet Hughes assisted with the resolution of some long outstanding Industrial Relations issues for members. The work on Incorporation and related matters is anticipated to be finalised in the 2nd/3rd quarter of 2016. This work is continuing. It is anticipated that permanent jobs will be offered to staff in the library and other areas.

Discussions on the issue of increased shift allowance for security staff are ongoing.

A claim for improvement of the wages of Technical Officer staff in DCU was lodged and rejected by management. This was referred to the WRC.

UCD

This was a busy period for the section and members in UCD, with some claims resolved locally and others through the WRC and Labour Court.



Biomedical Facility - Labour Court Recommendation on the retention of agreement on rostered overtime.

Small Group Teachers - Labour Court Recommendation on Terms and Conditions of Employment.

Media Services - Labour Court Recommendation on Relocation.

Car parking - Labour Court Recommendation.

Applied Language Centre - Labour Court Recommendation.

TCD

The section committee was active on a number of disputes and grievances on behalf of members, including:

Grounds Staff – Regrading for General Operatives.

Academic Registry – Agreement secured on arrangements in relation to office relocation.

Chefs – Claim in respect of overtime arrangements.

The section also organised a specific workplace training course for new activists and basic training for shop stewards.

QQI (Quality and Qualifications Ireland)

Following a ballot for industrial action, engagement locally and with the LRC, and the intervention of the Department of Education, the Sector secured an agreement which will see the recognition of the grading structure. This has put an end to the campaign by management to create their own structure separate from the public service. It has also seen an increase in the number of annual leave days for our members. New job descriptions were finalised and members are working in jobs appropriate to their grades.

NCAD

The Sector engaged extensively with management locally and under the auspices of the Workplace Relations Commission in relation to issues concerning pay, hours of work and proper contracts of employment for part time lecturing staff.

We also passed a motion of No Confidence in the senior management team and the Sector supported the students in their protest against the manner in which the college was being run.

NUI Galway

Arising from the outcome of two cases taken to the Equality Tribunal successfully establishing that gender discrimination existed at NUI Galway, SIPTU launched a campaign to address institutional discrimination at the university. The campaign found a wide range of precarious employment practices that exploited the vulnerability of workers not on permanent contracts. These resulted in the fragmentation and casualisation of contracts of employment that not only resulted in inferior terms, but limited future prospects for progression or promotion, or indeed, continuity of employment. While these practices affected both women and men, women constituted a significant majority. The campaign raised considerably the profile SIPTU, successfully connecting with organising and activism objectives. In addition to advancing a considerable number of individual cases, the SIPTU is pursuing a number of collective claims. These include the reclassification of women as academics, who continue to be paid as administrators, and an industrial relations campaign to address inferior terms and conditions for those on precarious contracts, including those who experience discrimination on Contracts of Indefinite Duration.

ETB Training Centres

Staff in the ETB Training Centres (formerly SOLAS) completed their legal transfer into their respective Education and Training Boards (formerly VECs). This followed extensive work by the Sub Sector Committee in negotiating red circled terms and conditions and preserving relevant policies and procedures supporting them. The adjustment into the ETB culture has presented a number of difficult challenges both from the staff transferring and from the receiving ETBs in adapting to the training centre model. Through the expert assistance of local representatives SIPTU managed to preserve its recognition structures and successfully established a new relationship with the ETB representative body (ETBi) on operational and industrial relations matters. Additionally, the Sub-Sector Committee representatives established an Industrial Relations Forum with the Department of Education and Skills (DES) which ensures that SIPTU has an industrial relations process at the highest level. A range of issues concerning all grades: instructors, clerical/administration and general operatives, have been the subject of negotiation and agreement. Among the issues covered are new apprenticeships, a new curriculum for apprentices, annual leave entitlements, staffing resources and grading issues.



1. Sarah Anne Buckley and Maggie Ronanyne mark Trade Union Day at NUI Galway.
2. Dublin Fire Brigade Emergency Medical Service campaign.
3. OPW Tour Guides workshop in SIPTU College.



GMIT

The union successfully secured a Labour Court Recommendation recognising 29 women canteen workers as public servants, and acknowledging their entitlement to public sector pension rights. The workers concerned were being denied recognition as public servants due to the establishment of a campus company which segregated them from their comparators within the Institute. The process of implementation is now under way.

Caretaking and Cleaning Staff (ETBs, National and Secondary Schools)

Caretaking and Cleaning staff continued to come under considerable pressure to meet additional workloads arising from the non-replacement of staff. The issue is compounded in schools where student numbers are rising and new buildings erected. Outsourcing and the use of agency staff is on the increase. The philosophy driving this approach can be traced all the way to the Department Education and Skills. Members have had to threaten industrial action to thwart plans to outsource them with private contractors on several occasions. Thanks to support from this Division and the provisions of the Public Sector Agreements, attempts to transfer members have largely been averted.

St. Angela's College, Sligo

The college is to transfer to NUI Galway under a TUPE. This transfer has been controversial for both academics and support staff alike. Strike action taken by TUI members and SIPTU members balloted in support. Management has resisted negotiations on the terms of the transfer, however SIPTU has secured commitments from both HR departments that negotiations will begin in good time prior to the move.

Shannon College

The situation is similar to that proposed for St. Angela's College. Shannon College members have transferred into the employment of NUI Galway. A number of issues not covered by NUI Galway terms and conditions are the subject of a referral to LRC.

LOCAL AUTHORITY SECTOR

Overview

In the period under review the major industrial activity within the Sector fell under the provisions Haddington Road Agreement 2013 - 2016. Sector membership is currently around 12,000. Numbers in the Sector have been depleted by 30% as a consequence non-recruitment arising from the Public Sector Moratorium.

Significant restructuring in the Sector has taken place over the period of the report through the Local Government Efficiency Review, which has seen a number of Local Authorities merged.

Major issues in the Sector affecting our members included the ongoing situation concerning Irish Water, as well as a number of disputes in the Fire Services.

Union Organisation

The Sector Committee meets on a regular basis and has established the following national Committees:

- National Water Services Committee
- National Retained Fire Service Committee
- National Fulltime Fire Service Committee
- National Wardens Committee
- Procurement Committee
- Supervisors Committee

Northern Ireland - Local Authority Rationalisation

During the period covered by this report the process of reducing the 26 District Councils to 11 District Councils concluded. SIPTU represents members in 4 of the 11 Councils. Our key activists remain engaged in a process of ensuring that members are protected during this process, especially in situations where new Councils are seeking to merge departments and services following amalgamation.

Ongoing issues include harmonisation upwards of pay for members who are now working for the same employer and undertaking identical work on different pay structures. Belfast City Council transferred our members, who were previously employed directly by them to an arm's length body. Our local representatives however ensured they were able to transfer with a TUPE Plus agreement, including the right to transfer back to Belfast City Council in the event of redundancies.

Northern Ireland - Local Authority Pay

Following national negotiations on behalf of members working in local authorities and schools covered by the National Joint Council, the pay offer covering the 2016 and 2017 pay round involved a 1% increase for most people in 2016 and again in 2017, with higher amounts for the lowest paid.

Water Services:

Our Local Authority members employed in water services operate under the terms of a Service Level Agreement negotiated with the Local Authorities. Negotiations and discussions concerning our water service members take place under the auspices of the Irish Water Consultative Group.

Our Local Authority members employed in water services operate under the terms of the Service Level Agreement which provides for the Local Authorities to provide a public water service to the state. Negotiations and discussions concerning our water service members employed by Local Authorities working under the provisions of the Service Level Agreement take place under the auspices of the Irish Water Consultative Group.

The major issue arising in 2014 concerned the failure of Local Authorities to maintain the agreed water services headcount. This remained problematic throughout the year despite repeated assurances that, where vacancies arose, these would be addressed by management.

In October 2015, Irish Water unilaterally announced that it had presented a business plan to the Government to dramatically reduce Local Authority staff numbers over the next number of years. SIPTU was concerned that this would lead to the eventual privatisation of the service by removing the ability of local Authorities to provide the service.

Members in the Sector balloted for Industrial and Strike action which was supported overwhelmingly. Arising from the dispute, discussions were convened under the auspices of the Workplace Relations Commission. This led to an agreement that included the following:

No reductions in staff unless it can be demonstrated that the service can be maintained to the required standard and that Local Authority staff will not be displaced by contractors.

No transition from a permanent to a temporary workforce. To this end, an independently chaired process was agreed to maintain the 2017 headcount figure at 95% permanent.

Where a permanent post becomes vacant in the course of a multi annual service plan, it will be replaced as permanent unless there's a rationale for its non-filling on this basis under the following Multi Annual Service Plan.

The fleet to be maintained, as well as €800,000 to be provided for staff training/upgrading.

A commitment by management to engage on the Design Build and Operate strategy.

SIPTU's Local Authority Sector Committee and National Water were also highly active during the period in relation to the campaign against the privatisation of our water services. In March 2015, our members participated in the Right2Water Citizens Initiative protest outside the European Parliament in Brussels, which called upon the EU nations to halt the drive to privatise public water services.

In late 2015, the Local Authority Water Committee organised the 'Water Guarantee' campaign, which called elected representatives, including General Election candidates to sign a pledge to protect our water service by:

- Re-designating Irish Water from a commercial semi-state to a non-commercial state agency.
- Holding a referendum to keep water services in public ownership and control.

Fire Services

Keeping Communities Safe (KCS) Dispute

Following a circular issued in January 2015 seeking to implement disputed measures under the KCS programme, members in the Retained Fire Service balloted for industrial and strike action, which was overwhelmingly supported. This was followed by a march and demonstration by both Retained and Fulltime Fire Service members outside the Dail.

The campaign led to a meeting with Minister Alan Kelly who, having heard our members concerns, proposed new discussions to seek a resolution to the KCS dispute. A process involving the parties was established and chaired by former SIPTU General President Des Geraghty. Following discussions over the next number of months, agreement was reached for the establishment of a new consultative forum titled the Fire Services National Oversight and Implementation Group (FSNOIG), which provides for the issues of concern to be discussed through Joint Working Committees. Where agree-



ment is not arrived at through the JWCs, then operational issues will be adjudicated on by an independently chaired expert panel, or industrial relations issues will be referred through the normal IR channels.

Dublin Fire Brigade Staffing Dispute

Following the reneging of an agreement by Dublin City Council to begin recruitment to address the serious firefighter staffing shortages, members balloted for industrial/strike notice. Notice of the commencement of industrial action was served. Following an invitation from the Workplace Relations Commission, discussions took place leading to a proposal which provided for a time-lined recruitment process to fully restore staffing numbers in the Brigade. The agreement also provided for a 'trigger mechanism' to provides for automatic recruitment should vacancies arise.

Dublin Fire Brigade Ambulance Service Dispute

In early 2015, Dublin City Council announced that, in consort with the HSE, it would commission a review of the DFB's Ambulance service. The union was concerned that this was a prelude to the outsourcing of this critical emergency service. Following a campaign by members in DFB, SIPTU secured agreement for an independently chaired process to see could a model of delivery be agreed by the parties that also addressed the recent HIQA report into ambulance services in the state.

Following a series of discussions, the process engaged an expert panel who took submissions from the parties and published their report in late 2015. This was accepted by the union side and later by management, pending resolution of a number of points.

Outdoor Grade Annual Leave

Following a campaign by SIPTU, the Sector secured agreement on the extension of the standard 25 annual leave days to our members in the outdoor grades in the Local Authorities. Members in the outdoor grades currently above 25 days per annum will retain them on a 'red-circled' basis. This agreement falls in line with, and restores the historic relativity link between the craft and outdoor grades in respect of annual leave. Members in the Sector are benefitting on average by two additional days' leave per annum.

Gateway

The Sector notified management of the cessation of our co-operation with the Gateway job activation scheme in light of the improving economic situation, and also the requirement for proper recruitment to be recommenced in the Sector.

Workforce Planning

The Sector has been actively engaged in seeking the recommencement of normal recruitment across the grades SIPTU represents throughout the Local Authorities. While many Local Authorities cite ongoing financial difficulties, we have nonetheless secured agreements in a number of counties for the recruitment of Outdoor and Technical/Engineering grades. The Sector has also campaigned for the recruitment of apprentices. Agreements have been reached in a number of counties.

Retirement Age

Following the loss of the Transitional Pension, many retiring members face serious financial hardship by being placed on jobseekers' benefit pending their pension commencing at age 65. Arising from this concern, the union has successfully campaigned in the majority of counties for the option of members staying in work till age 66. The Sector is continuing its' campaign with the remaining two or three Local Authorities in an effort to resolve this matter.

Dublin General Operative Rate

Discussions began under the Public Service Agreement, on including travel time for low paid workers in Dublin (City?) in their pension.

STATE RELATED SECTOR

Overview

During the period under review members of the State Related Sector were covered by the provisions of the Haddington Road Agreement 2013 – 2016. The Sector continued to be active on the State Sector Oversight Body. It continued to be affected by the imposition of the moratorium and with ongoing mergers of state agencies, including those being subsumed into the Civil Service.

FÁS

Its' break-up was finalised in 2014. Agreement was reached for the transfer of members in the Training Centres to the various Education and Training Boards on their existing terms and conditions of employment. The Department agreed that SIPTU would continue to represent these members at local and national discussions with the employer and the Department of Education and Skills.

Apprenticeships

SIPTU made a comprehensive submission to the Review Body. The published Report contained most of the recommendations made in our Submission.

The Department of Education and Skills engaged in discussions with SIPTU on the implementation of the revised delivery of Apprenticeships following the outcome of the Review. SOLAS was also represented.

Teagasc

A major dispute arose following the transfer of members from fortnightly to monthly pay, when it appeared there was a shortfall due to fortnightly pay being operated on an 11 year cycle. No progress was made locally with Finance Management. Eventually, following discussions with the Director in December 2015, Teagasc agreed to engage Grant Thornton to carry out an examination of the issues raised by the unions to establish if in fact any member had been underpaid. This process is on-going.

An improved consultation mechanism has been established to address proposals on outsourcing contained in the organisation's "Change Programme 3" produced in 2014.

Farm Staff Review

Discussions have continued throughout 2014 and 2015 on future working requirements and patterns. These include the possibility of an annualised hours' arrangement and a new promotional outlet for those with a particular Agricultural qualification.

Advisory Section

A Labour Court Hearing was held into our claim for access to pension added years from members who had been temporary employees of the County Committees of Agriculture before transferring to ACOT. This failed to deliver a result as the

Court decided it did not have jurisdiction to hear the case. Subsequently, we referred the matter to the Pensions Ombudsman as a Test Case. The matter is on-going.

Sanction to fill Advisory Posts of Responsibility funded by the PCW 1% productivity clause was received and a competition for 18 permanent and 5 temporary posts took place.

Contracts of Indefinite Duration were successfully pursued through the Labour Relations Commission and Labour Court for a number of members who had Fixed-Term and Specific Purpose Contracts for work on funded Joint Programmes.

The organisation received its Delegated Sanction in October 2015, albeit with a number of caveats. Outline Management proposals were given to the union, which included recruitment of new staff and promotions. Negotiations on how these were to apply fairly across all grades and categories began.

Department of Agriculture, Food and the Marine

Our dispute regarding the application of allowances in Castletownbere Harbour was referred to the Labour Relations Commission. Subsequently an agreed Job Evaluation exercise was carried out which resulted in the upgrade of two members.

Department of Defence – Haulbowline

Following the discovery of asbestos in two naval vessels on which our members work, a HSE investigation took place and a procedure for removal was put in place. All members received health screening and a programme for on-going screening was put in place for both serving and retired staff.

State Agencies Oversight Body

Following concession of the claim for the extension of craft workers additional annual leave in the Local Authorities, SIPTU again tabled its original claim for its extension to General Operatives in State Agencies and State Industrial Grades at the State Agencies Oversight Body.

The DPER said the claim could not be conceded. The union side referred the matter to the LRC and subsequently to the Labour Court, which found in favour of our claim. Agreement was reached that additional days would be conceded from the 2016/2017 leave year and one additional day would be added to the 2015/2016 leave year. The



written agreement further states that whatever agreement is reached in respect of overtime working on Good Friday in the Local Authorities will also apply in the State Agencies/State Industrial Sector.

Forfás

The legislation providing for the dissolution of Forfás and the integration of its functions into the Department of Jobs, Enterprise & Innovation was published just before Christmas 2013. A revised departmental structure was approved in order to maximise the benefits of integration. Negotiations took place with the Secretary General of DJEI and the CEO of Forfás on the transfer of responsibilities and accompanying staff.

Agreement was reached between the DPER and ICTU on the wording of the paragraphs dealing with terms and conditions of employment and pensions, which were inserted into the legislation dissolving Forfás and dividing its responsibilities among other state bodies. This wording will form the generic to be inserted in all future legislation regarding mergers of State bodies/transfers of functions.

Shannon Development

The agreed Facilitator, Mr Brendan Duffy presided over a final meeting to identify outstanding problems and agree a resolution mechanism. At the end of this lengthy process he drew up an addendum to the original agreement which was agreed by all parties and gave a number of improvements to our members in relation to continued membership of the public service pension scheme, and public service terms and conditions, unless promoted in the new Shannon Commercial Enterprises company.

The Voluntary Severance Scheme was reopened for a short period and a small number of members availed of it. Remaining members relocated to the Airport.

In 2015 management outlined details of major investment plans in respect of the Shannon Free Zone. It is hoped that this will bring new employment to the area. This will be private rather than public sector.

Transport Infrastructure Ireland (merged body formerly the Railway Procurement Agency and National Roads Authority)

Major difficulties were experienced during negotiations to merge a public service body with a commercial semi-state. In particular, the grading

system in the RPA was different to the public service and an initial exercise carried out by RPA management was rejected by SIPTU. Subsequently, the Department of Transport, Tourism and Sport rejected the Management findings.

The assistance of the LRC was sought to address separate issues of concern to members in the RPA and the NRA. After discussions with officials from the Department of Transport and the Department of Public Expenditure and Reform, it was agreed to enter into a facilitation process with Ray McGee, former Deputy Chairperson of the Labour Court as the independent facilitator.

The final document was overwhelmingly accepted by the members in separate ballots in each organisation. Included as part of the Protocol Agreement was a job evaluation, to be carried out by Towers Watson, to allocate public service grades to RPA staff. An internal appeals process was included in this process. However, management refused to agree a process to deal with any grading disputes that remained following the internal appeals process, only being prepared to go through "normal industrial relations procedures".

17 members remained dissatisfied following the internal process and the matter was referred to the Workplace Relations Commission.

A voluntary redundancy scheme was introduced in the RPA during the early months of the negotiations and was re-opened for a couple of months prior to the merger. The Minister designated 1st August 2015 as Vesting Day.

NRA staff relocated to Parkgate Street to the expanded location of the RPA.

Fáilte Ireland

43 people availed of the voluntary severance scheme and the majority finished on 31st March 2014, with a small number remaining on until June to carry out specific duties.

Management decided to close the Print Unit as the majority of printing was being carried out externally. Staff members in the Unit were offered re-deployment, but opted for voluntary redundancy. This has led to continuing discussions on the issue of outsourcing.

A dispute arose in relation to the provision of an Income Continuance Scheme for members redeployed from Shannon Development. This was part of their terms and conditions. The dispute was re-

solved following discussions at the State Related Oversight Body. The DPER and DJEI instructed Fáilte Ireland to reinstate the provision as it was covered by TUPE.

North South Pension Scheme

The British government tasked a former MP, Lord Hutton, with a review of the British Civil and Public Service. His report included a number of proposals to increase pension contributions and reduce benefits by imposing career averaging on existing scheme members. The North South Pension Scheme operates under the rules of the Northern Ireland Civil Service Scheme and therefore we were informed that the proposals in the Hutton Report would be implemented from 1st April 2014 (having been implemented in the UK in 2012). The Chief Executive's Group, which acts as the Pensions Committee, wrote to Minister Howlin, then Minister for Public Expenditure and Reform, stating that they believed the proposals contravened the Haddington Road Agreement. However Minister Howlin's Private Secretary responded on his behalf to the effect that implementing the changes would not contravene the HRA.

The unions involved met with the Chair of the CEOs Committee and Officials from the relevant civil service departments. SIPTU and IMPACT then jointly referred the matter to the State Agencies Oversight Body and discussions took place. Following these the DPER tabled a proposal to the union side. Under this service already accrued was ring-fenced and only future service would be subject to career averaging. Those close to retirement were exempted from any change.

Implementation of the changes to contributions was postponed until April 2015. Our members were given the option to revert back to their original schemes rather than remain in the North South Pension Scheme. A further problem arose when our members were informed that Revenue Rules meant the lump sum conversion rate agreed as part of the changed scheme (ratio of 12:1) could not apply in the South. Our members may only convert at a rate of 9:1. Following further discussions with the DPER, it consulted with Revenue and the original conversion rate was accepted by Revenue.

The majority of members chose to remain in the NSPS with only a handful opting to revert to their former public service scheme.

Waterways Ireland

Agreement was reached on Management's proposal to change the working arrangements/conditions for Lock keepers in the Eastern Region. There were some financial losses as a result, two members took voluntary redundancy and one re-deployed to a different section.

National Gallery of Ireland

Ballots for industrial action and strike action were held as a result of a Labour Court Recommendation which reduced our members' annual leave entitlements.

Following ballots in favour of both, sanction was given for a series of one day stoppages. The first took place on 5th June 2014 and the picket was respected by all union members, including those not involved in the dispute. The construction crew working on the redevelopment also refused to pass the picket. Further stoppages were planned for 7th and 21st July. An intervention by the Chairperson of the Internal Industrial Relations Forum, John White, resulted in a settlement proposal which was rejected on a ballot of the members.

Management requested a further meeting on 4th July and, following lengthy negotiations, a proposal emerged which involved management suspending any attempt to implement the Labour Court Recommendation, the union suspending its strike action, and an agreement being made to enter into intense negotiations over three weeks on changes to the roster system. This would include a number of the days which the Court had recommended should be abolished, being restored.

The dispute was satisfactorily resolved with the settlement proposals including a new roster and methods of working, as well as compensation for the loss of annual leave as per the HRA formula. The ballot was overwhelmingly in favour of the final proposals and the new agreement was implemented across all areas over a period of months.

There was further engagement with management and a submission was made to the Department of Public Expenditure and Reform for sanction to fill a number of essential posts, and to regularise a number of posts currently filled by members on an acting basis, but without an acting allowance. Sanction to fill these was granted.



OPW

Sanction to take on 20 apprentices was received in 2014, with a view to this continuing for the foreseeable future. They are in the areas of stone masonry, stone cutting and carpentry. A number of Adult Apprenticeships have been facilitated.

Dublin Castle: Agreement was reached on Constable manning levels with the assistance of the LRC.

Workforce Planning: The union continued to press for vacant posts to be filled. During the period covered by this Report the OPW carried out a 'Value for Money' audit and as a result has concluded that direct labour gives better value, better quality of work and more control over work and costs than using external providers. This has assisted us in our discussions.

A number of competitions have taken place for both promotional positions and external recruitment for intake level posts during 2015.

An Organising campaign, focused on the OPW Seasonal Guides, commenced during the Summer of 2015 with the assistance of the Organising Unit. Site meetings took place around the country. The National Guides Committee is actively involved and we have had a large increase in local union Representatives.

Environmental Protection Agency (EPA)

Discussions continued in relation to our long-running dispute on the integration of technician grades A, B and C into the standard EPA grading structure, culminating in a proposal from Management that was slightly different for Technician B grade and Technician C grade. There is no longer anyone employed as Technician A.

On legal advice two separate ballots were held on management's proposals.

The ballot results were

Former AFF Staff For 2 Against 8

Non AFF Staff For 12 Against 0

Lengthy discussions ensued and the union sought implementation for the group, which had voted in favour of the proposals. Eventually the matter was returned to the LRC and Management agreed to seek sanction from the Department of the Environment, Community and Local Government to implement the Technical C proposal. The union's intention following that would be to refer the Technician B issue to the Labour Court.

Government decided that the Radiological Protection Institution of Ireland would be subsumed into the EPA. The union engaged in discussions with management on the merger with the RPII. It was agreed that EPA terms and conditions would apply, except in a small number of cases where the RPII had slightly better arrangements (e.g. flexitime). In these cases the RPII terms were adopted. The EPA is taking over the functions of the RPII and the merger resulted in a fourth Directorate of Radiological Protection being established.

Loughs Agency

Following discussions with the DPER on the assimilation of our members onto Southern public service grades, (they were previously on Northern Ireland scales/grades), the members, who are Southern-based were placed on standard public service scales. We disputed these grades as they appear to under-grade some of our members when compared to their counterparts in other state agencies.

Our members are also now part of the North-South Pension Scheme.

The DPER said it would not be willing to allow a job evaluation exercise until the end of the Public Service Agreement. The union has been considering options.

Legal Aid Board

The Minister for Justice and Equality re-designated Legal Aid Board solicitors as civil servants in June 2014, despite submissions from both SIPTU and UNITE raising a number of issues important to our members. We had a meeting with the Board to discuss various practical and technical matters related to this change in status. We were informed that within the civil service IMPACT is the union recognised for negotiating purposes on behalf of these grades and that SIPTU (and UNITE) will not be recognised for collective bargaining purposes.

National Joint Industrial Council

A circular was issued in 2015 on the standardisation of overnight and subsistence rates for all staff. Unfortunately, we discovered that the grades of General Operative, Craftsperson and Apprentice were excluded. We have been pursuing the matter through the NJIC seeking equal treatment for our affected members.

Housing Agency

The Labour Court found in favour of the union's claim that the so-called 'Bonus' of 7% paid in the National Building Agency was in fact part of basic salary and should be paid post transfer. The Court instructed the parties to discuss implementation.

A memorandum of understanding was agreed between the union and the DPER in relation to the implementation of the Recommendation and formalised with the assistance of the LRC as a Chairman's note in side conference during the talks on the Lansdowne Road Agreement. The implementation of full salary is to commence on 1st January 2016 for all former NBA staff, whether remaining in the Housing Agency or redeploying to other public service bodies.

Moorepark Technology Limited

This organisation was transferred into the State Related Sector in December 2014 as the members had been designated public sector workers for pension purposes. The organisation is a subsidiary of Teagasc, which serves as a Pilot Plant for the Dairy Food Industry. An investment of €10m was sanctioned by the Department of Agriculture, Food and the Marine, €6m to be funded by Teagasc and €4m funded by the industry. This investment is predicated on increased production, which required a new working arrangement based on continuous running, and also required an increase in staffing numbers.

Local negotiations being exhausted, the matter was referred to the Labour Relations Commission.

Following a number of conciliation conferences, a proposal was made by management which would give our members a 7% increase over the follow-

ing twelve months in return for the introduction of a new shift pattern which included the option of 24/7 running. There would also be a requirement to use an electronic time-recording system. Our members rejected the proposal initially on the grounds that they were not prepared to use an electronic clocking system, but subsequently stated they were seeking a higher premium when working night shift, and also sought that overtime be paid after an eight hour day, rather than after 39 hours have been worked in a week.

The matter was referred to the Labour Court, which found in favour of the union on shift pay and payment of overtime, and recommended the introduction of electronic clocking on a Pilot Scheme basis. The Recommendation, with clarification on the implementation of the new working practices, was narrowly accepted at the end of 2015.

Irish Museum of Modern Art

Discussions took place in relation to restructuring in 2015. Management committed to full consultation and a flexible time scale. We established joint sub-committees to examine the different areas and related needs. The new structure has been put in place and we are continuing to monitor it jointly.



Services Division

The Biennial Delegate Conference themed 'Fighting for the Future of Work' took place in Liberty Hall, Dublin, on Thursday 24 November and Friday 25 November 2016. It was chaired by Divisional President Christy Waters. A total of 178 accredited delegates attended.

Financial Membership by Sector at year end

	2015	2016
Arts and Culture	1,750	1,802
Hotels Catering, Leisure		
Print and Media	6,862	6,661
Security & Contract Cleaning. Insurance and Finance	11,785	11,362
Wholesale Retail & Distribution	9,088	8,545
TOTAL	29,285	28,370

Approximately two thirds of the members are male and one third are female. Approximately 75% are of Irish nationality and 25% non-Irish nationality.

Conference was addressed by the following speakers:

- Jack O'Connor, SIPTU General President
- Joe O'Flynn, SIPTU General Secretary
- Gene Mealy, SIPTU Vice President
- Frank Connolly, SIPTU Head of Communications
- Paddy Moran, SIPTU Retired Members Section Secretary
- Niamh Parsons, SIPTU Musicians union of Ireland
- Viktorjia Nikitina, SIPTU Migrant Worker Support Network
- Graham Seely, Arts and Culture Sector/ Gansee Films
- Patricia King, ICTU General Secretary
- Michael Crosby, Change to Win
- Ged Nash, Senator
- Kerstin Howald, EFFAT Tourism Sector Secretary
- Eddy Stam, UNI Property Services, Global Co-ordinator
- Javier Carles, UNI Graphical and Packaging,

Global Co-ordinator

Dr Fintan Sheerin, TCD School of Nursing and Midwifery

The following motions were debated and adopted by conference:

Freelance musicians

The Arts and Culture Sector values the membership and participation of musicians within the Musicians union of Ireland and recognises the difficulties in organising freelance musicians in the union. Accordingly, conference calls on the Divisional Committee to support the sector in reinvigorating their efforts to develop the Musicians union of Ireland with particular emphasis on organising freelance musicians.

Submitted by: Arts and Culture Sector

Royalties

Conference notes the precariousness of the work of artists and in particular those engaged as freelance actors and musicians. Consequently, acknowledges that it is imperative that all industry agreements entered into on behalf of the membership make provision for the equitable remuneration for the exploitation of the performers work Irish Copyright Legislation so as to ensure the correct payment of royalties and usage fees. Conference recognises the difficulties associated with the Competition legislation in pursuing these objectives and pledges to continue high level of activity in challenging this barrier to progress so as to achieve better outcomes for members on the Arts and Culture Sector.

Submitted by: Arts and Culture Sector

Transfer of undertakings

Conference recognises that thousands of members and potential members of SIPTU Services Division work in industries in which competitive tendering and change of contractor is the norm. Workers in industries such as security, cleaning, catering, wholesaling and distribution frequently experience a change in employer when contracts transfer from one contractor to another. The



Transfer of Undertakings Regulations are designed to safeguard workers in the event of a transfer and to establish the responsibilities of both the transferor and transferee employers. While most unionised employers honour the Transfer of Undertakings Regulations, many employers do not apply TUPE, leaving workers in a vulnerable situation. Conference calls on the incoming Divisional Committee to work in conjunction with the National Executive Council to prioritise a campaign that would exert the necessary political pressure to strengthen the TUPE regulations to provide for the automatic transfer of employees where a contract is lost, and to broaden their scope to include pensions as a transferrable condition of employment.

Submitted by: Services Divisional Committee

Duffy Cahill Report - Clerys

That this Conference calls on the National Executive Council to lobby the Government for the implementation of the recommended changes to legislation contained in the Duffy/Cahill report.

The Government must be reminded of their commitment to legislate to ensure what happened to the Clerys workers can never happen again. The Duffy/Cahill report recommends changes to the law to ensure that there are severe penalties for employers who do not adhere to the minimum 30 day consultation period before implementing collective redundancies. The report also calls for the introduction of a mechanism for recovering assets transferred out of a business in certain circumstances.

Submitted by: Wholesale Retail and Distribution Sector

Living wage

Conference notes that within the hospitality, catering and leisure industries the vast majority of employees are not in receipt of a Living Wage. A Living Wage is a wage which makes possible a minimum acceptable standard of living. It is evidence based and grounded in social consensus based on the concept that work should provide an adequate income to enable individuals to afford a socially acceptable standard of living. The Living Wage Technical Group set out the average gross salary, which will enable full time employed adults (without dependents) across Ireland to afford a socially acceptable standard of living. The current rate is set at €11.50 per hour.

Given the present situation that the Irish Hotels Federation, Restaurants Association of Ireland and catering employers have effectively vetoed the establishment of Joint Labour Committees to set statutory minimum wages and conditions for workers and, in addition, given the low density of trade union labour within the hospitality sector, it is imperative that work be done to secure a Living Wage for these workers. Accordingly, Conference calls on the Services Divisional Committee in conjunction with the National Executive Council to put together a strong and organised campaign for a collectively bargained Living Wage for vulnerable workers with a guarantee of sufficient hours to earn a living income.

Submitted by the Hotels, Catering, Print, Leisure and Media Sector

Zero hour / low hour contracts

Conference notes the recommendations contained in the University of Limerick Study of zero hours/low hours contracts, a study which was commissioned by the Department of Jobs, Enterprise and Innovation under the previous government. These recommendations, if implemented, would give much needed security of hours and earnings to tens of thousands of workers who continue to suffer exploitation as a consequence of these contracts. Conference calls on the National Executive Council to establish a political campaign to seek the implementation of these recommendations

Submitted by: Security and Contract Cleaning, Insurance and Finance Sector

Make My Workplace Safe campaign

Conference notes that over the last number of years there has been an organised campaign led by the Irish Hotels Federation within the hospitality sector to drive down wages and to increase work volumes and pace. As a result, employers put pressure on accommodation staff to increase the number of rooms that are normally cleaned on a shift causing major concerns for the health, safety and well-being of accommodation workers, the majority of whom are women and migrant workers. Hospitality workers are incurring injuries and fatigue at an alarming rate yet strangely there is no systematic inspection of the industry by the Health and Safety Authority.

Conference calls on the incoming Divisional Committee and the National Executive Council to sup-



Members of the Justice for Clerys Workers campaign and supporters protest outside Clerys Department Store.
Photo: RollingNews



port the Sector's Make My Workplace Safe Campaign by lobbying Government and using whatever means necessary to ensure that the Health and Safety Authority conduct random inspections of hotels.

Submitted by the Hotels, Catering, Print, Leisure and Media Sector

Controls on the cost of medicines

That this Conference condemns the extremely high cost of medicines which pharmacies charge in this country compared to other countries and calls for an inquiry into the profits being made by pharmacies on all prescribed drugs. Conference also calls for the development of a price ceiling on prescribed drugs and for the abolition of prescription charges for medical card holders

Submitted by: Retired Members Section

Safety in the home

In recognising that retired workers, particularly those living alone or in rural areas, have legitimate security concerns, the retired members section request that the incoming Divisional Committee, in conjunction with the District Councils, support a union campaign to strongly impress on the Department of Justice the need to ensure older people are safe and secure in their homes.

Submitted by: Retired Members Section

Pensions

That this conference notes that occupational pension scheme coverage is low amongst workers in private sector services industries. Many workers in the services sector are entirely dependent upon the State Pension for their retirement income. Conference further notes that among workers who do have the benefit of an occupational pension scheme, there has been a dramatic collapse in the overall number of Defined Benefit schemes and an increasing lack of confidence in Defined Contribution schemes.

Service sector workers now face even greater challenges with the elimination of the Transitional Pension from 65 years of age and the increase in Pension Age to 67 in 2021 and 68 in 2028. Conferences calls on the National Executive Council and the General Officers to sustain a campaign that will highlight the difficulties workers are facing, reverse the increase in pension age and put in place measures that will address the problem arising

from the elimination of the Transitional Pension. Conference further calls on the National Executive Council to develop and implement a programme for a proper, fully comprehensive, universally applicable second pillar mandatory occupational pension scheme through the establishment of a National Superannuation Fund involving contributions from employers, workers and Government which could be mandatory for those workers and employers who are not already making second pillar contributions.

Submitted by the Services Divisional Committee

The Division commissioned graphic artist Declan Pierce to create an art piece live at conference which would act as a record of the main themes debated by delegates and addressed by speakers. Awards for Outstanding Contributions to union Activism were made to the activists who are leading the Division's Justice for Clerys Workers Campaign, John Crowe, John Finn, Gerry Markey and Alan O'Brien, who are all Shop Stewards and to Susie McGowan who is a campaign activist. A demonstration was held outside Clerys Department Store on the second day of conference.

Delegate workshops were held on the following themes: 1) Fighting for a Living Wage and 2) Protecting Workers in a Transfer (TUPE). The Living Wage workshop was addressed by Marie Sherlock, SIPTU Policy Research Unit and chaired by Margaret Coffey, Divisional Vice President. The TUPE workshop was addressed by Rachel Ryan, SIPTU Legal Rights Unit and chaired by Christy Hughes, Divisional Committee member. Rapporteurs Garret O'Brien and Margaret Coffey reported on the debate and outcomes to the plenary session.

A highly enjoyable social for delegates and union staff was held on the first night of conference in the Cois Life Bar in Liberty Hall. union band Industrial Dispute entertained everyone on the night in what was their first public performance.

Divisional Committee

The following served on the Divisional Committee for the period January 2015 – November 2016:

- Christy Waters (President)
- Security Contract Cleaning and Insurance and Finance

Margaret Coffey (Vice President)
Hotels, Catering, Leisure Print and Media

Shirley Bradshaw
Arts and Culture

Tim Herlihy
Hotels, Catering, Leisure Print and Media

Mary McBride
Security Contract Cleaning and Insurance and Finance

Sean McNamara
Security Contract Cleaning and Insurance and Finance

Brendan McNamee
Security Contract Cleaning and Insurance and Finance

Malcolm Moran
Security Contract Cleaning and Insurance and Finance

Padraig Murray
Arts and Culture

Edel O'Neill
Wholesale Retail Distribution

Mary O'Sullivan
Security Contract Cleaning and Insurance and Finance

Eddie Reid
Wholesale Retail Distribution

Trevor Skelton
Wholesale Retail Distribution

Maureen Stewart
Wholesale Retail Distribution

Gary Ronaghan
Security Contract Cleaning and Insurance and Finance

Vincent Tynan
Hotels, Catering, Leisure Print and Media

Ethel Woods
Security Contract Cleaning and Insurance and Finance

The following were elected as the incoming Divisional Committee 2017 – 2023 in November 2016:

Margaret Coffey (President)
Hotels, Catering, Leisure Print and Media

Gary Smith (Vice President)
Security Contract Cleaning and Insurance and Finance

Liam Ahern

Wholesale Retail Distribution

Ian Black
Security Contract Cleaning and Insurance and Finance

Maureen Brady
Northern Ireland

Larry Duggan
Retired Members

John Fitzgerald
Wholesale Retail Distribution

James Flynn
Hotels, Catering, Leisure Print and Media

Pat Fox
Hotels, Catering, Leisure Print and Media

Christy Hughes
Wholesale Retail Distribution

Mary McBride
Security Contract Cleaning and Insurance and Finance

Padraig Murray
Arts and Culture

Garret O'Brien
Security Contract Cleaning and Insurance and Finance

Christine Quinn
Security Contract Cleaning and Insurance and Finance

Eddie Reid
Wholesale Retail Distribution

Rosaleen Ryan
Security Contract Cleaning and Insurance and Finance

Catherine Smith
Wholesale Retail Distribution

Gary Smith
Security Contract Cleaning and Insurance and Finance

Christy Waters
Security Contract Cleaning and Insurance and Finance

Ethel Woods
Hotels, Catering, Leisure Print and Media

National Executive Council

The following served on the National Executive Council 2015 – 2016:

Bernie Casey
Hotels, Catering, Leisure Print and Media

Margaret Egan
Wholesale Retail Distribution

Christy Waters



Republic of Ireland women's team make a stand for equal treatment.

Security Contract Cleaning and Insurance and Finance

Ethel Woods

Hotels, Catering, Leisure Print and Media

Tim Daly (Trustee)

Security Contract Cleaning and Insurance and Finance

The following were elected by secret ballot vote to serve on the National Executive Council 2017 – 2023 at the Division's Biennial Delegate Conference in November 2016:

Tim Herlihy

Hotels, Catering, Leisure Print and Media

Mary O'Sullivan

Security Contract Cleaning and Insurance and Finance

Catherine Smith

Wholesale Retail Distribution

Christy Waters

Security Contract Cleaning and Insurance and Finance

Trevor Skelton (Trustee) Wholesale Retail

Distribution

Standing Orders Committee

John Fitzgerald (Chair)

Wholesale Retail Distribution

Ian Black

Security Contract Cleaning and Insurance and Finance

John Keegan

Hotels Catering Print Leisure Media

Ann Russell

Arts and Culture

National Equality Committee

Ann Russell

Arts and Culture

Mary Van Gelder

Security Contract Cleaning and Insurance and Finance

Arts & Culture Sector Committee as and from March 2016

Padraig Murray – President

Shirley Bradshaw – Vice President

Ann Russell

Eamon Murray

Eoin Stapleton

Marguerite Sheridan

Diarmuid O Ruiseal

Naimh Parsons

Liam Kennedy – non voting

Alan Moran – non voting

Hotels Catering Print Leisure & Media Sector

Committee as and from March 2016

Margaret Coffey, President

Ethel Woods, Vice President

Pat Fox

Gerald Gill

Mary Golden

Tony Kelly

Jurate Norvaisiene

James Flynn

Brendan McNamee

Vincent Tynan

Security Contract Cleaning Insurance & Finance

Sector Committee as and from March 2016

Christy Waters, President

Teresa Thompson, Vice President

Mary McBride

Christine Quinn

Rosaleen Ryan

Eugene Ryan

Peter Fox

Tony Prior

Ian Black

Malcolm Moran

Garret O'Brien

Mary Murray

Balazs Sandor

Jason Owens

Michael Whyte

Viktorija Nikitina

Malcolm Moran

Rachel Keane

Colm O'Malley

Romeo Dragomir

Cynthia White

Derek Heffernan

Martin Vanecek ex-officio

Gary Smith ex-officio

Wholesale Retail & Distribution Sector Committee as and from March 2016

John Finn, President

Susie Gaynor, Vice President

Catherine Smith

Liam Ahern

Noel Durack

John Fitzgerald

Christy Hughes

Eamon Murtagh

James Dunphy

Patrick Sweeney

Olive Connolly

Emma Keane



Susan Roper
Darren Murtagh

Division Staff

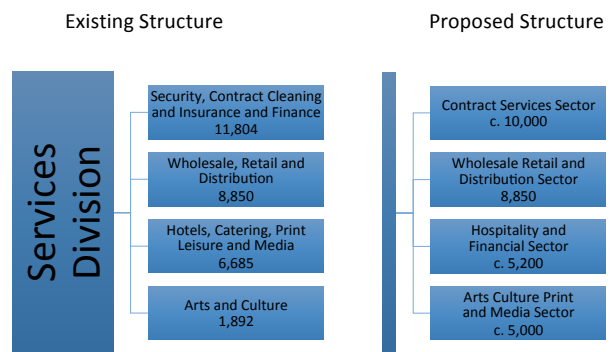
Ethel Buckley	Divisional Organiser
Teresa Hannick	Sector Organiser, Wholesale Retail Distribution
Denis Hynes	Sector Organiser, Arts and Culture
Diane Jackson	Sector Organiser, Security and Contract Cleaning, Insurance and Finance
Ed Kenny	Sector Organiser, Hotels Catering Print Leisure Media
Kieron Connolly	Industrial Organiser
Peadar Nolan	Assistant Organiser
Jerry Browne	Assistant Organiser
Brendan Carr	Assistant Organiser
Derek Casserly	Assistant Organiser
Aisling Dunne*	Assistant Organiser
Sandra Flanagan*	Assistant Organiser
Paul Hansard	Assistant Organiser
Graham Macken	Assistant Organiser
Barney Maguire	Assistant Organiser
Pearse McCarthy	Assistant Organiser
Andrew McGuinness	Assistant Organiser
Martin Mannion	Assistant Organiser
Paula O'Loughlin	Assistant Organiser
Cara O'Neill	Assistant Organiser
Joanna Ozdarska	Assistant Organiser
Robbie Purfield	Assistant Organiser
Trevor Quinn	Assistant Organiser
Myles Worth	Assistant Organiser
Catherine Critchley	Administrative Assistant
Silvana Finn	Administrative Assistant
Aileen Graham	Administrative Assistant
Andrea Holmes	Administrative Assistant
Peggy Rafter	Administrative Assistant

*Does not work permanently in the Services Division

REVIEW OF THE DIVISION

The Divisional Committee commissioned a review of the Division in September 2015. A review was conducted between October 2015 and November 2016 by the Ideas Institute. overseen by the Divisional Committee. Working with the Division, the Ideas Institute designed a structured consultative process which involved wide scale consultation with elected representatives on Sub-Sector Committees, Sector Committees, the Divisional Committee, the National Executive Council and all Divisional staff.

A report on the outcomes was presented to the biennial delegate conference by the Divisional Organiser in November 2016. The Divisional Committee elected in November 2016 to serve from 2017 to 2023 held a 2-day strategy meeting on 5 and 6 December 2016 the purpose of which was to examine the outcomes of the consultation and to devise a developmental programme aimed at improving the Division. The Divisional Committee decided by majority vote to apply to the National Executive Council for approval to introduce a revised Sectoral structure for the Division as follows:



Existing Structure - Proposed Structure

In addition to restructuring the Sectors, the Divisional Committee decided to apply to the National Executive for approval to introduce a regionalised structure the objective of which would be to connect better with members on the ground, and to improve organising capacity taking account of the particular characteristics of workers in the services industries.

ARTS AND CULTURE SECTOR

The Sector comprises the following sub-sectors:

- Broadcasting
- Cinemas
- Film and Entertainment
- Irish Equity
- Irish Film Board
- Musicians union of Ireland

The greatest challenge facing members is the precarious nature of working as a performer and earning a living in the arts and culture sector. A creeping trend of 'pay to play' whereby performers are required to pay for auditions is exacerbating the challenges which our members are facing. The inability of the union to collectively bargain for certain categories of freelance workers such as

musicians and voice-over actors has been an additional on-going and fundamental challenge.

In 2004 the Competition Authority ruled that a collective agreement between Irish Equity and the Institute of Advertising Practitioners in Ireland in respect of voice-overs by freelance actors was in breach of competition law on the basis that each actor was a self-employed contractor – a separate undertaking, in effect – and therefore it was unlawful for any group to collectively fix prices for voice over services. The ruling had a very detrimental impact on the livelihoods of actors and other workers such as musicians, journalists and photographers in freelance trades upon whose behalf SIPTU and the NUJ had traditionally bargained.

The Sector, supported by the Division, the General Officers and other SIPTU departments, has campaigned since the ruling for a reversal of its chilling effect by way of an exemption for certain categories of freelance workers from the Competition Act. A breakthrough came in the campaign in December 2015 when the Competition (Amendment) Bill was introduced by Senator Ivana Bacik, Labour Party, as a Private Member's Bill in the Seanad. The Bill proposes to amend the Competition Act 2002 to give effect to a previous Government commitment given in "Towards 2016 Review and Transitional Agreement 2008-2009 - Amendment of the Competition Act 2002" to exempt actors engaged as voice-over actors, musicians engaged as session musicians and journalists engaged as freelance journalists from Section 4 of the Competition Act 2002.

Throughout 2016 the union, working in conjunction with the NUJ, has been undertaking a political lobbying campaign in support of the passage of the Bill through the Houses of the Oireachtas. By November 2016, the Competition (Amendment) Bill 2016 had passed through Seanad Éireann with all party support following the acceptance of amendments proposed by the Minister for Jobs, Enterprise and Innovation, Mary Mitchell O'Connor.

The Sector continued to engage with the leading producers in the country in order to maintain a dialogue on the major challenges at an industry level and to find potential industry issues of common concern, as well as engaging the performers' agents. The Sector collaborated with Screen Training Ireland to offer two training courses for members in the Film and Entertainment sub-sector covering make-up artist skills and prosthetics at

beginner and advanced levels.

The Sector has a large and active membership employed in public broadcasting. Public broadcasting faces a number of challenges which cannot be dealt with without direct Government intervention. The continued decline in funding for RTE has led to reductions in the service and created instability in employment. The sector believes that there needs to be a more stable funding model and is actively developing a campaign which will address this issue.

In RTE, pay restoration remains the Sector's priority along with ending the overuse by the employer of self-employed and freelance contracts. In RTE and TG4 agreement was reached on pay restoration following pay cuts in 2007.

Priority was given to progressing the negotiations of the Indigenous Irish TV Drama Agreement for Actors to provide for Royalties and Use Fees. An agreement that included Use Fees was also reached for the new TV3 soap Red Rock. New scheduling terms were agreed for the actors in Fair City and improved terms for the TV player were agreed.

FIA World Live Performance Conference

The flagship event for the Sector in the period under review was the highly successful four-day conference which took place in Liberty Hall in August 2015. In conjunction with Equity UK, Irish Equity hosted this event, along with an International Federation of Actors executive meeting and with meetings of the North American and English Speaking Groups. Over 200 performers and their representatives attended the conference, which was formally opened by the President of Ireland Michael D. Higgins. The event greatly enhanced the profile and reputation of Equity and SIPTU in the international community of trade unions in the arts and culture sector.

International activity

The Sector is a very active participant in international trade union activity, participating in the International Federation of Actors, the International Federation of Musicians and on the two EU Social Dialogue Committees for Live Performance and for Audio Visual work. The Sector continues to actively engage with Equity UK through the Ireland/UK Action Group. In conjunction with Equity UK, the Sector organised a series of workshops for members and agents on contracts and residual



rights. A total of 45 members participated over a two day period.

In order to address the issue of collective bargaining rights for atypical workers in the arts and culture industries internationally, the Sector participated in a European project on atypical workers which comprised four workshops which were jointly organised by three international federations to which SIPTU is affiliated (the International Federation of Musicians, the International Federation of Actors and UNI's Media, Entertainment and Arts Sector), along with the International Federation of Journalists. Workshop themes include:

- Lobbying for social rights of atypical workers and providing services to atypical workers
 - Collective bargaining for atypical workers
 - Fighting bogus self-employment and
 - Organising strategies of unions to reach out to atypical workers.
- SIPTU and the NUJ hosted the collective bargaining workshop in Dublin on 8 September 2016.

Health and safety

In 2016 Equity published guidelines for dealing with bullying and harassment in the arts. These followed on from a survey that demonstrated that more than half of workers who responded had either experienced or witnessed bullying and/or harassment, including sexual harassment, in the course of their work. The Sector also engaged on the issue with a number of stakeholders including: the Arts Council, the Irish Film Board, Dublin City Arts Office and Screen Training Ireland.

Organising

The Sector's main organising activities were undertaken by way of theatre visits, set visits and renewed focus on cinemas. Priority was also given to density building and organising broadcast professionals. Regular visits to drama schools were undertaken to inform students of the work and activities of the union and to impress upon them the benefits of union membership, as well as increasing their understanding of the nature of contracts in the Sector and the need for them to know their rights as professional performers. The Executive of the Musicians union of Ireland set about working on a set of objectives to promote the growth of the MUI under the campaign theme 'Fair Play for Musicians'.

Membership

The Sector enjoyed a growth in membership in the period under review. In 2015 the Sector saw 165 new members join the union and 124 members leave. 246 new members joined in 2016 and 117 left. Sector membership stood at 1,802 at year end in 2016, which was an increase of 52 over the previous year.

HOTELS CATERING PRINT LEISURE MEDIA SECTOR

It is evident that the employers in the hospitality industry are now pursuing an industrial strategy of low wages and large scale casualisation. Following the collapse of the Joint Labour Committee system in 2011, due to the High Court decision in the John Grace case, the Sector has been engaged in numerous battles to protect members from attacks on wages and conditions.

Despite the fact that the legislative framework is in place for Joint Labour Committees in both the hotel and the catering industries, and that there are functioning JLCs in other industries, the employer bodies in hotels and catering refuse to establish a JLC for these industries. The effective veto of the employer bodies on a national statutory wage setting mechanism is having an extremely detrimental impact on the livelihoods of workers in the hospitality industry.

For most workers, the national minimum wage is now the norm and work is becoming increasingly casual in nature. Workers in both industries are subjected to involuntary low working hours and zero hours contracts are a regular feature. One of the largest contract catering companies in Ireland, a global corporation, uses zero hours contracts as its standard employment contract for Catering Assistants.

While refusing to co-operate with the Joint Labour Committee system, and at a time of record tourist revenues and hotel bedroom rates, the hospitality industry continues to enjoy a preferential VAT rate. The reduced VAT rate in the tourism and hospitality sector of 9% (from 12.5%) was originally introduced in 2011. The annual cost in lost revenue to the State of the reduced VAT rate is €350 million. A staggering €1.4 billion has been lost to the State's coffers between the introduction of the subsidy in 2011 and 2016. This cost has been met directly by workers. The private sector pension levy was introduced in the same budget as the re-

duced VAT rate and the finances generated by the levy imposed on private sector workers were used to offset the cost of the tourism and hospitality subsidy.

Throughout 2015 and 2016 SIPTU continued to campaign for an end to the reduced VAT rate as long as the employers vetoed the JLC system. The continuing hostility, and lack of engagement from employers in this sector with a mechanism that could provide a living wage and acceptable conditions of employment to their employees, is totally incompatible with the maintenance of state subsidies. The Sector has argued that a state subsidy implies a social contract. In other words, an industry which receives benefits from the state on the one hand, cannot ignore state policy in relation to wage setting on the other.

Since 2014, the Sector has been lodging pay claims at local level in the hotels and catering companies that recognise the union for collective bargaining. Steady progress is being made with the Sector achieving basic pay increases of 2% - 3% over 12 months. Details can be found in the pay agreements table on page?

In December 2016 it was announced that the Low Pay Commission was going to undertake a review of the deductions allowable under the Minimum Wage Act for board and lodgings. The Division immediately came out and said it would oppose any increase in the deductions.

Zero hours contracts/if and when contracts

The issue of involuntary low working hours and the proliferation of zero hours, and 'if and when' contracts is a major issue for the Sector as it is in other sectors of the Division and the union. SIPTU was invited to make a submission in response to a University of Limerick 'Study on the Prevalence of Zero Hours Contracts.' The Department of Jobs, Enterprise and Innovation subsequently indicated that it wished to address some of the recommendations in the study and that this would require legislative change. In October 2016 an engagement between representatives of the ICTU Private Sector Committee and senior officials in the Department of Jobs, Enterprise and Innovation commenced on the issue of working hours. The Department is engaging with IBEC on the employer side.

Fair Hotels Campaign

In 2016 the Sector decided to review the Fair Hotels campaign. A new Fair Hotels agreement is being devised and plans are underway to bring an international dimension to the campaign. The global hotels federation, the IUF, sought SIPTU's permission to use the Fair Hotels logo and branding for a global consumer campaign to encourage consumers to use unionised hotels. SIPTU agreed and the IUF commenced work on an online portal which would feature unionised hotels around the world. The largest hotels union in the world, UNITE HERE which operates in the USA and Canada, subsequently adopted the strategy and is actively running a Fair Hotels campaign.

Health and Safety

In 2015 the Sector launched its 'Make my Workplace Safe' campaign to address serious issues in relation to health and safety for hotel housekeepers. The Sector is aware of numerous workers who have sustained muscular skeletal injuries at work that prevent them from working. In the main, this is attributable to a trend in the industry of increased productivity which the union refers to as 'speed up.' Managements in certain hotels have unilaterally increased the number of rooms to be cleaned by workers during a shift to a level which is unsafe. It is notable that the increase in productivity demanded by the employers coincided with a modest increase in the national minimum wage.

Contract Catering

The contract catering industry is growing at a rapid pace in Ireland, with more and more clients in both the public and private sector outsourcing the preparation and serving of food in their canteens and restaurants. SIPTU presently represents workers in the 6 major companies. Together they employ over 80% of workers in the industry. They are Aramark, Sodexo, Compass, Kylemore, Corporate Catering and Baxter Storey. In 2015 the Division entered into a pilot collaborative initiative in Munster with the Pharmaceutical, Chemicals and Medical Devices Sector to jointly organise contract caterers where the direct staff are organised in the Manufacturing Division. The 'One Site One union' initiative is achieving modest membership growth and is very successful in putting in place organisation and developing Shop Stewards. This is of great value because our organisation has tended to be weak in contract catering. The plan is to ex-



tend the One Site One union approach beyond Munster and to collaborate with other Sectors in the union along the same lines.

Sport

The golf club industry was very badly hit by the economic collapse and has been slower to rebound than other industries. We continue to see a large number of redundancies in the sector. We have experienced job losses at Waterford Golf Club, Limerick Golf Club, Lahinch Golf Club and Kilkenny Golf Club. In the horse racing industry, our members employed in the Curragh Racecourse underwent a Transfer of Undertakings in 2015. In the bookmakers and betting sector, our members employed in Ladbrokes have been involved in a major restructuring following the company going into receivership. This resulted in the Sector losing over 70 members due to redundancies in 2015.

The Professional Footballers' Association of Ireland is affiliated to the Sector. Throughout 2016 we have been running an organising campaign in the League of Ireland clubs and have seen a steady increase in membership. The national women's football team has decided to unionise but to date the FAI has refused to recognise the PFAI/SIPTU for collective bargaining purposes.

Leisure

Betting shops have been very badly affected by the growth in popularity of online betting. As well as redundancies, our betting shop members are confronting concerns in relation to single person manning, with concerns in relation to theft and stand offs in the shops. Following extensive negotiations with Shannon Heritage, our members secured two increments that were outstanding. In Malahide Castle SIPTU has organised the employment and achieved improvements to salary.

Print and Media

The print industry continues to face challenging times. Many problems are caused by the decline in newspaper circulation and the growth of online platforms and social media. However, the Sector has secured pay increases averaging 2% per annum for a number of employments. In Virgin Media the Sector was involved in a major restructuring which resulted with the loss of over 120 SIPTU members' jobs. The redundancy terms were

satisfactory and the employer was oversubscribed for the package. In Golden Pages, following local negotiations and third party intervention, the Sector lost over 12 members who were engaged in sales. Brexit is a major concern to companies involved in the packaging business.

The Sector participates in the Dublin Print Group of unions. Bringing about a new registered employment agreement for the industry is a focus of the DPGU. Since the loss of the REA in the print industry following the Supreme Court decision in the McGowan case, unionised employments have been under threat from non-union competitors attempting to undercut them.

In the Central Bank the employer presented a plan regarding the possible restructuring of the print department. The Sector engaged the services of Mazars to assist us in defending our members' position.

International activity

The Sector participates in the European Social Dialogue Committee for the Hospitality Industry and is an active affiliate of both the IUF and EFFAT. In 2016 the Sector connected with UNI's Graphical and Packaging Sector.

Sector Membership

The number of members leaving union membership continued to exceed the number of workers joining the Sector in the period under review. 1,084 workers joined and 1,442 left in 2015. In 2016 1,082 joined and 1,417 left. Sector financial membership at year end 2016 was 6,661.

Membership decline is primarily attributable to the very large number of redundancies endured by workers in the Sector.

SECURITY CONTRACT CLEANING AND INSURANCE AND FINANCE SECTOR

Security and Contract Cleaning

The inaugural meetings of the newly established Joint Labour Committees for Contract Cleaning and Security Officers took place in the summer of 2014. With the support of the Policy Research Unit, the Sector then engaged in extensive research and policy work with the objective of formulating proposals for a new Employment Regulation Order in both

industries. SIPTU Shop Stewards and Organisers representing the workers side on the JLCs engaged in extensive negotiations with the employer side of the JLC over many months. Employment Regulation Orders were finally signed off for both industries on 1 October 2015 by the Minister for Employment and Small Business, Ged Nash. The Contact Cleaning ERO applies to somewhere in the region of 30,000 contract cleaners. The Security ERO applies to somewhere in the region of 17,000 Security Officers.

The main provisions of the EROs which became legally effective from that date were as follows:

Contract Cleaning

A minimum rate of pay of €9.75

Trade union representation rights

Overtime rates

Death in service benefit

Good Friday treated as a Public Holiday for cleaners employed before August 2012 (and those employed after 2012 who have contractual provisions for Good Friday)

Certificate showing length of service

30-day notice of change of contractor

Security

A minimum pay rate of €10.75

A new and improved sick pay scheme

An end to workers paying for uniforms

Personal attack benefit if attacked on duty – up to 26 weeks basic pay plus physical and psychological support

Death in service benefit

On-site facilities guaranteed

A certificate of length of service

All existing terms and conditions secured

The Sector immediately rolled out a ground campaign of engagement with members and potential members on the terms of the EROs. The need to build density among contract cleaners and security officers to provide the union with strong leverage to make bigger and better gains for members' pay and terms and conditions of employment in

future ERO negotiations was the message of the campaign. The Sector also engaged in an extensive drive to police the application of the ERO and despite some initial issues, in the main, employers have been compliant. A small number of complaints were referred to the Workplace Relations Commission on behalf of our members by the Workers' Rights Centre with a few other cases being notified to NERA.

During the course of 2015 both JLCs reconvened to discuss the provisions of the next ERO. Work on the next security ERO was well advanced by year-end in 2016, SIPTU negotiators focussed on an industrial agenda that included an increase in the minimum rates of pay to the level of the Living Wage during the course of a new ERO, along with a statutory guarantee of minimum hours and an improvement in sick pay benefit.

On 27 October 2016, a new ERO was signed off by the Minister for Employment and Small Business, Pat Breen. The cumulative pay increase over the 36 months of the agreement is in excess of 10%. The main provisions of the new ERO are as follows:

Minimum pay rate of €10.05 from 26 December 2016

Minimum pay rate of €10.40 from 1 December 2017

Minimum pay rate of €10.80 from 1 December 2018

An end to deductions for uniforms

Advance notice of rosters

Statement of terms and conditions in a TUPE situation

New policy on wage shortages

The Sector has also been working on advancing the pay of our members in both the Cleaning and Security industries whose pay rate is in excess of the minimum ERO terms. These workers have not received any increase in their wages since at least 2008. Pay claims were lodged and were progressing through the Industrial Relations procedures.

In STT security members balloted on a Labour Court Recommendation regarding pay and the reclassification of the role of Security Guard on the Luas. Members rejected the Labour Court recommendation and talks are ongoing with the company on the matter.

In IRMS Security (Seneca) on the Shell pipeline contract in Mayo there was industrial unrest as a consequence of the company's proposal to reduce the number of Security Officers on site due to the downsizing of a construction project. Our



members engaged in official industrial action (a one day stoppage) when the company unilaterally terminated the contracts of 10 members by way of compulsory redundancy. The company also unilaterally reduced our members' contracted hours of work and refused to attend the Labour Court on a number of operational issues. Members accepted proposals which emerged following a process of facilitated talks. The proposals included the reinstatement of all members and the voluntary redundancy of 21 members on enhanced terms.

Cash in Transit

In the Cash in Transit segment of the security industry, the Sector initiated engagement with the employers on the establishment of a Sector Employment Order for the industry under the new Industrial Relations (Amendment) Act 2015. Engagement had commenced with the Irish Security Industry Association and the two main employers in the industry, Brinks and G4S. A Joint Industrial Council was set up chaired by the WRC. Good progress was being made until Brinks announced its exit from the CIT industry at the start of 2016. Pay agreements were won by the Sector on behalf of our members in both G4S and Brinks. The Sector is concerned about the growth of non-union companies and has been continuously making efforts to organise these workers.

TUPE

Transfer of Undertakings continues to be a feature of both these industries as contractors compete against each other for new business. The enactment of the EROs has brought about a level playing field in respect of pay rates and this has incentivised the compliance with TUPE somewhat. However, the Sector continues to campaign for the amendment of the Transfer of Undertakings Regulations to afford the same legal protections to contract service workers as all other employees affected by a takeover.

Employers seeking cuts to hours of work following the awarding of contracts continues to be a feature. This gives rise to a very difficult situation for members as issues in relation to loss of hours and workload have to be tackled. However, the Sector strategy is to resist the cuts wherever we have the leverage to do so and to reach agreement based on voluntary relocation to other contracts as well as to seek compensation for any loss of earnings. On the workload issue we are insisting on a formal review after a three month trial period.

Resource Cleaning and Security was taken over by the Noonan Services Group in 2014 with all our members transferring under TUPE to Noonan. 2015 saw the exit of Brinks static guarding from the Security industry with most of the contracts taken over by the Noonan Services Group, again with all of the Security Officers affected transferring under TUPE.

Laundries

Our members employed in laundries have endured wide scale cuts to pay and conditions, and redundancies. The existence of non-union, minimum wage, low cost operators in the industry has had a negative impact. As with the contract services industries, clients in the laundry industry regularly drive down supplier costs with a knock-effect on pay and working conditions. However, despite these challenges, the Sector has initiated pay claims in a number of employments in an effort to claw back some of the lost ground.

In Celtic Linen we engaged on behalf of our members with management on a major restructuring / turnaround plan following a review of its financial situation. SIPTU's IDEAS institute worked closely with the parties during the past number of years to secure the future of the company.

Insurance and Finance

There were large scale redundancies across the banking industry with the loss of hundreds of jobs following the banking crisis. In recent years we have seen a major roll out by the banks of electronic and self-service banking. Over the past two years the Sector has battled in the Insurance and Finance industries on issues such as restructuring, redundancy and outsourcing. In 2015 ACC announced the outsourcing of the Wealth Management Book to Willis followed by an announcement about the outsourcing of the loan book to Capita, which resulted in the transfer of the majority of staff in March 2016. AIB announced its decision to outsource its Internal Support Services including security, cleaning and porter grades to the Noonan Services Group. Noonan and the Bank also embarked on a major restructuring of these services which resulted in over 100 redundancies across the country in 2015. Our members in Zurich journeyed through a major restructuring which resulted in voluntary redundancies and the relocation of some staff to their offices in Wexford.

Despite the rationalisation agenda advanced by

the employers, the union can report good success in the achievement of pay increases for our members in Axa, the Bar Council, credit unions and the banks (see wage agreements on page 139-140 for details).

We saw a move by the main players, Bank of Ireland, AIB and Ulster Bank to performance related pay systems. Negotiations resulted in the buy-out of pre-existing incremental pay scales. A similar pay model exists in Ericsson. Performance related pay models which adjust employees' pay based on an appraisal by a line manager raises many concerns not alone for our Sector but across the union. It has required a strategy to be developed by the Sector, and the union generally, on how best to conduct negotiations in the context of this system of pay determination.

Credit unions

In 2015 and 2016 the Sector rolled out a strategy of lodging claims for increases in pay for our members. Pay agreements resulted in the reinstatement of incremental pay and pay increases of between 2% and 3% (see wage agreements on page 139-140 for details). Following a directive from the Central Bank in 2014 to reduce by half the number of credit unions operating in the Republic of Ireland, mergers became a major feature. The initial stages saw the merger of smaller Credit unions operating with volunteers. However, during the course of 2015 and 2016 we saw the merger of Credit unions involving staff, many of whom are members of our union. Issues relating to Transfer of Undertakings, protection of terms and conditions of employment, restructuring, redundancies and harmonisation of pay, and terms and conditions of employment post-transfer, were to the fore.

International activity

The Sector participates in the European Social Dialogue Committees for Contract Cleaning and Private Security. As part of the contact cleaning social dialogue, the Sector is participating in the drawing up of a best practice guide for procurement of cleaning services. The Division continues to play a very active role in UNI Global's Property Services Division and sits on both the Global Steering Committee and the UNI Europa Steering Committee.

Sector Membership

The Sector enjoyed a strong level of workers joining in both 2015 and 2016 with 2,121 and 2,178

joiners respectively. However, the number of members leaving continued to out-number the number joining at 2,887 in 2015 and 2,344 in 2016, resulting in an overall decrease in Sector membership to 11,262 by year end in 2016.

Membership decline is attributable to two main factors: a large number of redundancies and the high level of TUPEs. TUPEs are a constant challenge in the context of retaining members with the new employer post-transfer. We have identified a growing trend amongst employers to no longer automatically deduct union subscriptions from the wages of our members transferring to them. Consequently, our members' union membership lapses unless they contact the union to reactivate it. The Sector has now put measures in place to track membership in a TUPE situation to ensure that we retain our members with the new employer.

WHOLESALE RETAIL DISTRIBUTION AND RELATED SECTOR

The Wholesale Retail Distribution and Related Sector comprises diverse employments across a number of industries. In the Wholesale and Distribution industries there are large road freight and logistics firms, independent courier companies, national wholesale companies and smaller specialised wholesalers. Some of these employments concentrate solely on distribution or wholesale, while others combine both activities. Companies involved in the transport and distribution of petrochemical products, including fuels and gas fuels are also part of the Sector. National supermarket chains, department stores, chemists' shops, hairdressers, barbers and corner shops make up some of the employments in the Sector's retail sub-sector.

The period under review continued to be extremely challenging for many of our members with redundancies, closures, cost-saving restructuring and changes to Defined Benefit pension schemes remaining a feature across the Sector.

Cost Saving Measures/Restructuring

The Sector set out a strategy to avoid permanent reductions in pay and terms and conditions while dealing with cost saving and restructuring plans. Part of the Sector's strategy is to look at pay freezes, unpaid leave and other temporary measures when our members are faced with employers seeking to cut labour cost.



In 2014 after a long negotiating period, including conciliation hearings in the LRC/WRC and a Labour Court Hearing, agreement was reached on a Cost Reduction Plan in Eason's. Permanent pay cuts were avoided and a temporary pay reduction and increment freeze was agreed, as well as four unpaid leave days per year. All pay and increments were restored on 1 May 2016.

In 2015, in Johnson Brothers a similar agreement on unpaid leave was reached. The company had sought a pay reduction, reductions in allowances and a reduction in the company contribution to the pension. These were avoided by the agreement of four unpaid leave days per year.

Protracted negotiations took place at local level and the WRC, and are ongoing in relation to a proposal by Tesco to migrate members employed pre-1997 onto a post-2006 contract. The original proposal would have seen cuts in basic pay and changes to working hours patterns. Members balloted for industrial action and issued notice on the company to protect their position. A full Labour Court hearing took place in October 2016.

In Hastings Volkswagen car dealership in Westport, Co May, members balloted for strike action in restructuring dispute over compulsory redundancies. A Labour Court hearing into the issue was held in November 2016. The employer refused to implement the recommendation which provided for enhanced redundancy terms.

Pay Strategy

Some of our members were successful in achieving improvements in pay during the period under review. The Sector set out to achieve basic pay increases without any concessions or productivity measures. Part of the strategy was to seek modest pay increases of 1% to 2.5% of basic pay for 12 to 24 months with a commitment to a follow-on pay agreement. Some of the pay agreements were negotiated and agreed at local negotiations, some required the assistance of the Workplace Relations Commission and a small number were referred to the Labour Court.

TUPE

A number of major TUPEs took place over the period under review. Hoyer lost the fuel distribution contract for Esso garages supplied by Topaz. Reynolds Logistics took over the contract in April 2016. Our members in Dublin Port issued strike no-

tice in a dispute over redundancy. Stobart lost the Tesco distribution contract (Ballymun and Donabate distributions centres). DHL took over the contract in October 2016. A number of outstanding Stobart third party cases were still in process along with a case at the District Court for the enforcement of an EAT determination dating back to when Stobart won the contract. Reynolds Logistics lost the Topaz fuel distribution contract which was won by Stobart and East Coast. After a difficult set of negotiations with the transferees, members transferred to the two new companies and collective bargaining was established.

Statutory Apprenticeships

In 2016 the Apprenticeship Council advised us that the employer body in the haulage industry, the Irish Road Hauliers Associations had successfully lobbied for the introduction of statutory apprenticeships for HGV Drivers. The Division made a submission to SOLAS raising serious concerns regarding the lack of trade union involvement in the industry-led consortium established to develop the apprenticeships and demanding that the apprentice contracts be the subject of sectoral collective bargaining. A similar case was made for the Commis Chef apprenticeship which the employer bodies in the hospitality industry, the Irish Hotels Federation and Restaurants Association of Ireland had lobbied for. In the motor trade and craft butchering sectors, the Sector was invited to be part of initial discussions on new statutory apprenticeships.

Organising

The Sector engaged in several initiatives to organise and increase density. Pallas Food in Limerick and Dublin, ROC Ireland and Ard Services, which are employments that operate garages country-wide, Grafton Group, Dunnes Stores, Tesco Ireland and Musgraves were just some of the employments where the Sector engaged in initiatives. The Sector also conducted an organising campaign in the national pharmacy chain All Care which resulted in the negotiation of a collective agreement covering pay, terms and conditions, and negotiation rights for SIPTU.

Sector Membership

The number of members leaving union membership continued to exceed the number of workers joining the Sector in the period under review. 1,069 workers joined and 1,985 left in 2015. In 2016 1,210 joined and 1,652 left. Sector financial mem-

bership at year end 2016 was 8,545.

Membership decline is primarily attributable to the very large number of redundancies endured by workers in the Sector.

Pensions

While defined benefit pension schemes are rare in the Division as a whole, there are some active schemes. During the period under review the Division experienced a trend where employers were seeking to wind up or radically alter these schemes. Most employers could not afford to fund their schemes or would have difficulty with the risk reserve required. The strategy has been to endeavour to maintain Defined Benefit pension schemes and, if that is not possible, to negotiate the best transfer value to a Defined Contribution scheme with an enhanced contribution from the employer. The Automobile Association closed its scheme to new entrants. Other employers such as Tedcastle Aviation and MSL/MDL, (motor industry) wound up their schemes. Bord na gCon, BOC Gases, Tesco, and Marks and Spencer were some of the other employments where negotiations on Defined Benefit schemes were conducted.

Justice for Clerys Workers Campaign

In June 2015 the Division saw one of the most high profile closures in Irish industrial relations history with the sudden closure of Clerys Department Store in Dublin. On the morning of 12th June, the owners of Clerys, Gordon Brothers, sold the Company to a venture capitalist group, Natrium, which is made up of D2 Private and Cheyne Capital. Natrium proceeded to make an application for insolvency for the operations part of the business at 4:00pm that afternoon. Our members were called to a meeting on the shop floor at 5.30pm and informed by KPMG that the store would cease trading with immediate effect and that they were all redundant and had 30 minutes to leave the store. Private security personnel escorted the workers out of the building and changed the locks. About 130 directly employed Clerys members lost their jobs as well as almost 300 working for concessioners, including 24 SIPTU members working for Jacques Vert Group.

The morning after the store closed, the Justice for Clerys Workers campaign was launched by SIPTU at a general meeting of Clerys workers in Liberty Hall. What ensued was a high profile comprehensive campaign to achieve justice for the workers

which was led by the Clerys Shop Stewards and involved a large number of committed trade union members. For our members, many of whom had worked in the store for 30 or 40 years, the store closure was a devastating blow, but worse was to come as the details of the transactions that led to the closure became known.

The initial priority was to expedite payment of any monies owed to our members. We were successful in expediting social welfare payments as we had the DSP meet with all of our members in Liberty Hall. We also ensured that members met with the provisional liquidator, KPMG, in Liberty Hall to process the information for the Insolvency Fund and Social Insurance Fund. The Workers Rights' Centre won a landmark judgement in respect of minimum notice for the Clerys workers.

The campaign then moved on to lobby the Government to address shortfalls in company and employment legislation in order to protect workers in an insolvency situation and prevent a repeat of what has happened in Clerys. Our members were aware that any change in legislation would have no beneficial impact on their situation, but they were committed to ensuring that no other workers would suffer a fate such as theirs.

The campaign also sought to highlight the lack of respect shown to these workers by both Natrium and Gordon Brothers, and there was a demand for Natrium to at least meet the workers. We were successful in lobbying Dublin City Council to agree to an emergency council motion calling on Natrium to meet with the workers and to reinstate a Planning Scheme for O'Connell Street which was about to expire in the weeks after Natrium had bought the building. The Scheme afforded certain protections to named buildings on O'Connell Street, including Clerys, which are of cultural, historical or architectural significance.

The Clerys workers won a huge amount of support from fellow trade unionists and members of the public. On the 16th October 2015 Christy Moore performed at a packed benefit concert in Liberty Hall organised by the Communications department. There were daily protests at the store for the first month after the closure, then weekly protests outside A&L Goodbody on the North Quays every Friday lunchtime for several weeks, as that was where Natrium's offices were based. The protests then moved to the Department of Jobs, Enterprise



and Innovation every Tuesday for eleven weeks which eventually led to a Government announcement in January 2016 of a review of employment and company law.

A petition in support of the campaign received 29,000 signatures, over 10,000 of them online and the campaign facebook page quickly became a go-to for campaign supporters. The campaign received a huge amount of publicity and media interest and in January 2016 RTE aired an hour-long documentary which was watched by nearly half a million people. The workers led the Dublin May Day march in 2016. On the night of 11 June 2016, exactly one year since Natrium had worked through the night to close the store, the campaign projected an enormous 'Time for Justice' image on

to the facade of the building. In July Natrium lodged an application for planning permission to redevelop Clerys as a hotel, offices, bars and shops with Dublin City Council. The following month an architectural conservation company announced that they would not work on the building unless Natrium met with the Clerys workers. Despite receiving 67 objections from former workers, councillors, neighbouring businesses, An Taisce, SIPTU and other trade unions, Dublin City Council granted planning permission to the developers in December 2016.

Divisional Report on Pay Agreements 2015-2016

Company Name	Year	Increased % or ↑	Number of Jobs	Sector
RTE - Broadcasting	2015	15% - Pay restoration	12	Arts and Culture
RTE - Equity	2015	Pay restoration < €40,000 p.a.	12	Arts and Culture
RTE - Fair City	2015	€2.20 per broadcast	12	Arts and Culture
RTE - Fair City	2015	€3.70 per broadcast	12	Arts and Culture
RTE - Fair City	2015	€1.10 per broadcast	12	Arts and Culture
Bonlady Pub	2015	5%	12	Hobs, Catering, Print, Leisure, Media
Delata Hotel Group	2015	4%	24	Hobs, Catering, Print, Leisure, Media
Horse Racing Ireland	2015	7%	36	Hobs, Catering, Print, Leisure, Media
Malkin Hotel	2015	3% pay restoration from 2009	12	Hobs, Catering, Print, Leisure, Media
Salco Packaging	2015	2%	12	Hobs, Catering, Print, Leisure, Media
Solezo	2015	2%	12	Hobs, Catering, Print, Leisure, Media
Tallbot Hotel	2015	2%	12	Hobs, Catering, Print, Leisure, Media
Miruli Media	2015	2%	12	Hobs, Catering, Print, Leisure, Media
MIT Campus Services	2015	3%	18	Hobs, Catering, Print, Leisure, Media
AB (Computer Sorters)	2015	2%	15	Security, Cleaning, Insurance & Finance
Billingsce Credit Union	2015	3.5%	24	Security, Cleaning, Insurance & Finance
Bar of Ireland (Law Library)	2015	2% and 1%	12+	Security, Cleaning, Insurance & Finance
Bly O Tails	2015	2.5%	12	Security, Cleaning, Insurance & Finance
Community Credit Union	2015	5% pay restoration	12	Security, Cleaning, Insurance & Finance
Contract Cleaning ERO - 1st	2015	2.6% from €9.50 - €9.75 p/h	15	Security, Cleaning, Insurance & Finance
ECO Clean (Tara Mills)	2015	3%	12+	Security, Cleaning, Insurance & Finance
Finnegan's Funeral Directors	2015	2%	12	Security, Cleaning, Insurance & Finance
G4S CIT	2015	7% Pay restoration	12	Security, Cleaning, Insurance & Finance
Inchicore Credit Union	2015	5%	15	Security, Cleaning, Insurance & Finance
BUJ	2015	5.5% and 12.5% Salary increases	12	Security, Cleaning, Insurance & Finance
Queen of Peace Credit Union	2015	14%	36	Security, Cleaning, Insurance & Finance
Rathfriland Credit Union	2015	2%	12	Security, Cleaning, Insurance & Finance
Security ERO	2015	7% to €10.75 p/h	20	Security, Cleaning, Insurance & Finance
St Mary's Credit Union	2015	3%	21	Security, Cleaning, Insurance & Finance
Thales Credit Union	2015	2% Pay restoration	12	Security, Cleaning, Insurance & Finance
Ulster Bank Cleaners	2015	2%	12	Security, Cleaning, Insurance & Finance
Applix BCT	2015	2%	12	'Middle Mile Retail Distribution
Arnotts	2015	3%	18	'Middle Mile Retail Distribution
Automobile Association	2015	5%	31	'Middle Mile Retail Distribution
BCC Gases	2015	5.5%	24	'Middle Mile Retail Distribution
BNG	2015	4%	24	'Middle Mile Retail Distribution
Calor Gas	2015	2%, 3% and 4%	18	'Middle Mile Retail Distribution
Debenhams	2015	2%	12	'Middle Mile Retail Distribution
Enva Ireland Ltd	2015	1.5%	12	'Middle Mile Retail Distribution
Finling Ireland	2015	4.75%	24	'Middle Mile Retail Distribution
Geacis Logistics	2015	2%	18	'Middle Mile Retail Distribution
Grafton Group	2015	2%	14	'Middle Mile Retail Distribution
Keatings Distribution	2015	2%	12	'Middle Mile Retail Distribution
Martin Brower	2015	2.5%	12	'Middle Mile Retail Distribution
Misgraves Retail Partners Ireland	2015	3%	24	'Middle Mile Retail Distribution
Misgraves Retail Partners Ireland Allied Logistics	2015	2.5% and 5.5%	24	'Middle Mile Retail Distribution
National Vehicle Distribution Compound Staff	2015	€1.50 p/h	12	'Middle Mile Retail Distribution
SGS Ireland - JFT	2015	2.5%	12	'Middle Mile Retail Distribution
TBT	2015	2%	12	'Middle Mile Retail Distribution
Walker Auto Conversions	2015	2%	12	'Middle Mile Retail Distribution

Cork Opera House	2016	3% Pay restoration	B/A	Arts and Culture
Cork Opera House	2016	8%	12+	Arts and Culture
FI Communications	2016	8% - increase in holiday pay	B/A	Arts and Culture
Rosina Film	2016	5%	B/A	Arts and Culture
Artoline Links	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Adloner IT, Catering	2016	5%	18	Hobbs, Catering, Print, Leisure, Media
Avery Demison	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Chesapeake MFS	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Compass Catering	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Corporate Catering	2016	5%	30	Hobbs, Catering, Print, Leisure, Media
Douglas Golf Course	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Essentra	2016	1%	12	Hobbs, Catering, Print, Leisure, Media
FAI	2016	3%	12	Hobbs, Catering, Print, Leisure, Media
Foot Court Catering	2016	3%	24	Hobbs, Catering, Print, Leisure, Media
Granville Hotel	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Imperial Hotel Cork	2016	5%	16	Hobbs, Catering, Print, Leisure, Media
Lalbrokes	2016	2.5%	24	Hobbs, Catering, Print, Leisure, Media
Lalbrock Golf Club	2016	3%	12	Hobbs, Catering, Print, Leisure, Media
M&O Packaging	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Malahide Castle (Stamton Heritage)	2016	5%	24	Hobbs, Catering, Print, Leisure, Media
Mahon Hotel Dublin Airport	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
MFS	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Penangh Golf Club	2016	2% Pay restoration	B/A	Hobbs, Catering, Print, Leisure, Media
Penzance Hotel	2016	5%	12	Hobbs, Catering, Print, Leisure, Media
RDS	2016	0%	24	Hobbs, Catering, Print, Leisure, Media
Rosera Golf Club	2016	Annual €300 Christmas Voucher	B/A	Hobbs, Catering, Print, Leisure, Media
Salva Packaging	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Sharriff Arklow	2016	1% + €320	12	Hobbs, Catering, Print, Leisure, Media
Sharriff Cork	2016	4% + Ex Gratia	36	Hobbs, Catering, Print, Leisure, Media
Sharriff De La Rue	2016	1% + €325 Voucher	12	Hobbs, Catering, Print, Leisure, Media
Sharriff Dublin	2016	4% + Ex Gratia	36	Hobbs, Catering, Print, Leisure, Media
Sharriff Kappa Display	2016	1%	12	Hobbs, Catering, Print, Leisure, Media
Solezo	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Talbot Hotel	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Virgil Media	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Wiltons Hotel	2016	2%	12	Hobbs, Catering, Print, Leisure, Media
Wynns Hotel	2016	3%	12	Hobbs, Catering, Print, Leisure, Media
ACC (Type 1) to Capita Ltd)	2016	2%	15	Security, Cleaning, Insurance & Finance
AIB Computer Sorters	2016	2.5% prp	12	Security, Cleaning, Insurance & Finance
Allestree Services (Ormal Centre)	2016	8%	36+	Security, Cleaning, Insurance & Finance
Allestree Credit Union	2016	2%	12	Security, Cleaning, Insurance & Finance
ACA	2016	2%	24	Security, Cleaning, Insurance & Finance
Bank of Ireland	2016	4.8% prp	24	Security, Cleaning, Insurance & Finance
Bar of Ireland (Law Library)	2016	Vouchers	B/A	Security, Cleaning, Insurance & Finance
Big O Taxes	2016	2.5%	12	Security, Cleaning, Insurance & Finance
Claremorris Credit Union	2016	Intro of improved pay scale	B/A	Security, Cleaning, Insurance & Finance
Compass - Boston Scientific	2016	25 cent on hourly rate and 20% increase shift premium	B/A	Security, Cleaning, Insurance & Finance
Contract Cleaning EFO - 2nd	2016	10.41%	23+	Security, Cleaning, Insurance & Finance
Drogheda Credit Union	2016	2%	12	Security, Cleaning, Insurance & Finance
ECO Clean (Tara Mills)	2016	10.0%	24+	Security, Cleaning, Insurance & Finance
Monerbin (Dept of Defense)	2016	€1.20	24+	Security, Cleaning, Insurance & Finance
Royal Credit Union	2016	3%	12	Security, Cleaning, Insurance & Finance
Rosaura Security - Intel	2016	2%	12	Security, Cleaning, Insurance & Finance
Rosaura Security - Intel	2016	2%	12	Security, Cleaning, Insurance & Finance
Permanent TSB	2016	2.2% + 4% lump sum	12	Security, Cleaning, Insurance & Finance
Sligo Credit Union	2016	0% - retraining and addressing pay anomalies	B/A	Security, Cleaning, Insurance & Finance
St Columba's Credit Union	2016	2% - 5%	18	Security, Cleaning, Insurance & Finance
Westport Credit Union	2016	€300.00	24	Security, Cleaning, Insurance & Finance
Wexford Credit Union	2016	6.5%	36	Security, Cleaning, Insurance & Finance
Ashley Motors	2016	2%	12	Wholesale Retail Distribution
Bridgestone Ireland	2016	2%	12	Wholesale Retail Distribution
BVG	2016	2%	12	Wholesale Retail Distribution
EGIS Port & Tunnel	2016	3%	24	Wholesale Retail Distribution
EMO Oil	2016	2%	12	Wholesale Retail Distribution
Ferroy Motors	2016	2%	12	Wholesale Retail Distribution
Regal Aviation	2016	4%	27	Wholesale Retail Distribution
Grafton Group	2016	3.5% & 3%	22	Wholesale Retail Distribution
Griffiths Garage	2016	2%	12	Wholesale Retail Distribution
Hoyer Aviation Ireland	2016	4%	24	Wholesale Retail Distribution
Keatings Distribution	2016	2%	12	Wholesale Retail Distribution
Marlin Brower	2016	4%	24	Wholesale Retail Distribution
Mazal Ireland	2016	3%	24	Wholesale Retail Distribution
MOP1 Supervill	2016	2%	6	Wholesale Retail Distribution
Misgraw Wholesale Partners Ireland	2016	4%	27	Wholesale Retail Distribution
National Vehicle Distributors	2016	4.5%	27	Wholesale Retail Distribution
Blissair Ireland	2016	0%	24	Wholesale Retail Distribution
O'Connell Transport	2016	€230 Voucher	B/A	Wholesale Retail Distribution
Penneys	2016	4.50%	21	Wholesale Retail Distribution
Reynolds Logistics	2016	6.5%	36	Wholesale Retail Distribution
Shenlan Motor Group	2016	2%	12	Wholesale Retail Distribution
Suttons Oil	2016	3.5%	18	Wholesale Retail Distribution
TET	2016	2%	12	Wholesale Retail Distribution
Toyota Logistics Services Ireland	2016	3.5%	24	Wholesale Retail Distribution
Walker Auto Conversions	2016	2%	12	Wholesale Retail Distribution

Transport, Energy, Aviation and Construction Division

In December 2015 a request was submitted to the National Executive Council to change the name of the Division from the Utilities and Construction Division to the Transport, Energy, Aviation and Construction (TEAC) Division, and this was approved by the NEC.

MEMBERSHIP and ORGANISATION

The Financial Membership of the Division for 2015 and 2016 was as follows:

	2015	2016	Difference
Aviation Sector	4,864	5,013	+ 149
Construction Sector	6,642	7,885	+ 1243
Energy Sector	2,560	2,542	- 18
Transport Sector	5,723	5,723	0
	19,789	21,163	+1,374

Acknowledgements

The Transport, Energy, Aviation and Construction Divisional Committee is fully cognisant of the importance placed upon a cohesive union acting in unison on behalf of all its members. Not only between activists and full-time staff at Divisional and National level, but also between this union's front-line negotiating staff, the staff of the union's many specialist services and the supporting administrative staff. Their ongoing, committed and professional contribution to the TEAC Division is greatly appreciated by the Divisional Committee, the four TEAC Sector Committees and its wider membership. The application and selfless dedication of our volunteer Shop Stewards, Health and Safety Representatives and Committee members throughout the TEAC Division is of paramount importance and cannot be overstated.

DIVISIONAL COMMITTEE

The following were elected to serve on the first Transport, Energy, Aviation and Construction (TEAC) Divisional Committee. They remained in office until the TEAC Biennial Delegate Conference in November 2016, wherein their six-year term came to an end as per rule:

Tommy Wynne (Transport Sector) was the elected Divisional President, and Philip Casey (Energy Sector) was the Divisional Vice-President. The Com-

mittee held four meetings in 2015 and five meetings in 2016.

Sector	Name
Aviation	Willie Hynes
	Mary McCabe*
	*Rose Ann Donnelly co-opted April 2015 to replace Mary McCabe
	Bredeen Sharkey
	Conor Swords*
	*Joseph O'Sullivan co-opted April 2015 to replace Conor Swords
Construction	Noel Coughlan
	Eddie Gunnery
	Michael Lambe
	Dick McGlew
	Daniel O'Connell
	Greg Walsh
Energy	Philip Casey
	Marcus MacMahon
	Tony Merriman
Transport	Kevin Brown *
	*Joseph Carrick co-opted May 2015 to replace Kevin Brown
	Stephen Hannan
	Pat Hartnett
	Ann Ryan
	Tommy Wynne
Retired Member	Tom Donnelly

The current Divisional Committee took office following the Divisional Conference held in November 2016. Tommy Wynne (Transport Sector) was elected as Divisional President, and Noel Coughlan (Construction Sector) was elected as Divisional Vice-President.

Sector	Name
Aviation	Willie Hynes
	Rose Ann Donnelly
	Aileen O'Donovan
	Tony O'Connell
Construction	Noel Coughlan
	Eddie Gunnery

Michael Lambe
Chris Brady
Greg Walsh

Energy James Smith
Marcus MacMahon
Tony Merriman

Transport Tommy Wynne
Stephen Hannan
Peter O'Toole
David Keating

Retired Member John Walsh

Divisional Standing Orders Committee

Aviation: Rose Ann Donnelly
Aviation: Aileen O'Donovan *
Construction: *Noel Coughlan co-opted
October 2016 to replace
Aileen O'Donovan
Construction: David Traynor
Energy: Teresa Thorpe
Transport: Stephen Hannan

NATIONAL

National Executive Council

Jack Dempsey (RIP), Ann Ryan, Anthony Blake.

National Executive Council Elected November 2016

Jack Dempsey (RIP), Ann Ryan, Kevin McCarthy.

National Trustee Elected November 2016

Eugene Murphy

Rules Revision Committee

Kevin McCarthy, Noel Coughlan, Pearse Cullinan

Equality Committee

Amanda Kavanagh, Rose Ann Donnelly

National Standing Orders Committee

David Traynor, Stephen Hannan, Dick McGlew

DIVISIONAL STAFF

Divisional Office

Divisional Organiser: Owen Reidy*
*Greg Ennis replaced Owen Reidy
21st November 2016
Administrative Assistant: Susan Dwan*
*Susan Dwan retired 31st December 2016

Aviation Sector
Sector Organiser: Greg Ennis*
*Neil McGowan replaced Greg Ennis December 2016

Industrial Organisers: Karl Byrne*
*Karl Byrne appointed as Education Sector
Organiser and replaced by Ciaran Garrett
October 2016.
Tony Carroll, Neil McGowan.
Administrative Assistant: Anne Lindsay

Construction Sector

Sector Organiser: Martin Meere
Industrial Organisers: James Coughlan, David
Lane*, Stephen Lewis, Mary McElligott,
Pat McGrath, Henry O'Shea, Jim Sheridan
*David Lane periodically operated within SIPTU
WRC.
Administrative Assistant: Rhona Alford

Energy Sector

Sector Organiser: Adrian Kane
Industrial Organiser: John Regan, Oliver McDonagh*
*Oliver McDonagh transferred June 2015 to the
SIPTU WRC
Administrative Assistant: Rosemary Gillespie

Transport Sector

Sector Organiser: Willie Noone
Industrial Organisers: Jerry Brennan, Paul Cullen,
John Murphy
Administrative Assistants: Rosemary Fennell,
Lorraine Murphy, Miriam Smith, Annette Quigney*
*Annette Quigney transferred June 2015 to Legal
Rights Unit

SECTOR COMMITTEE Members 2015 - 2016

Aviation Sector Committee

Owen Devine
Dorothy Prendergast (Vice President)
Richard Dignam
Barry Nevin
Rose Ann Donnelly
Kevin McCarthy (President)
Dominic Harris
Aileen O'Donovan
Willie Hynes
Tony O'Connell
Kevin McCarthy (President)
Joseph O'Sullivan
Tony O'Connell
Andrew Edwards



Aileen O'Donovan
 Cormac O'Donoghue
 Joseph O'Sullivan
 John O'Byrne
 Kathleen O'Toole
 Rose Ann Donnelly
 Dorothy Prendergast (Vice President)
 Caoimhe McLoughlin Mclvor
 Catherine Prior
 Willie Hynes

Construction Sector Committee

Anthony Blake
 Greg Walsh
 Christopher Brady
 Eddie Gunnery (President)
 Noel Coughlan
 David Traynor
 Brendan Delaney
 Patrick Peoples
 Jack Dempsey (RIP)
 Daniel O'Connell
 Eddie Gunnery (President)
 Richard Mullane
 Niall Kehoe
 Billy Memery (Vice President)
 Michael Lambe
 Michael Lambe
 Billy Memery (Vice President)
 Niall Kehoe
 Richard Mullane
 Jack Dempsey (RIP)
 Daniel O'Connell
 Brendan Delaney
 Patrick Peoples
 Noel Coughlan
 David Traynor
 Christopher Brady
 Greg Walsh
 Anthony Blake

Energy Sector Committee

2015
 2016
 Philip Casey
 Philip Casey
 Tom Cuddy
 Tom Cuddy
 Owen Kilmurray
 Owen Kilmurray
 Marcus MacMahon
 Finbarr O'Connell
 Yvonne McGrath

James Smith
 Eugene Murphy (President)
 Patrick Sheridan
 Teresa Thorpe (Vice President)
 Teresa Thorpe
 Finbarr O'Connell
 Yvonne McGrath (Vice President)
 Patrick Sheridan
 Marcus McMahon
 James Smith
 Eugene Murphy (President)

Transport Sector Committee

2015
 2016
 Gary Blake
 Gary Blake
 Joseph Carrick
 David Keating
 Pearse Cullinan
 William McCamley
 Stephen Hannan (Vice President)
 Stephen Hannan (Vice President)
 David Keating
 Joseph Carrick
 Mary Lonergan
 Peter O'Toole
 Bernard Loughran
 Mary Lonergan
 William McCamley
 Stephen Millane
 Peter O'Toole
 Brian Walsh
 Brian Walsh
 Michael Gleeson
 Tyrone Winters
 Tommy Wynne (President)
 Tommy Wynne (President)
 Jimmy Kavanagh
 Dave Shearer

Obituaries

The Transport, Energy, Aviation and Construction Divisional Committee wishes to extend its deepest sympathies to the family and friends of deceased activists and members in the Division, and to all union members who suffered bereavements during 2015 and 2016.

Training and Development

As part of our commitment to the ongoing development and education of our workplace representatives, SIPTU College provided training courses

throughout the Division for the period in question as follows:

2015

Sector	Advanced	Basic	Computer	Employment Law	Equality	Health Safety	New Developments	Total
Aviation	5	12		2		6	1	26
Construction		6						7
Energy	1	4	10		1	1	1	22
Transport	2	16		4	5	4	5	41

Advanced Shop Steward Course

Attended by the Aviation, Construction, Energy and Transport Sectors was held:
25-27 February 2015 Dublin

Basic Shop Steward Courses

Attended by the Aviation, Construction, Energy and Transport Sectors were held:
11-13 March 2015 Dublin
8-10 April 2015 Dublin
20-22 May 2015 Limerick
4-6 June 2015 Dublin
23-25 June 2015 Galway
23-25 September 2015 Dublin

Computer Courses

Attended by the Energy Sector (Lisheen Mines) were held:
15 January 2015 Dublin
27 January 2015 Dublin
3 March 2015 Dublin

Employment Law Training (Parts 1 and 2)

Attended by the Aviation and Transport Sectors were held:
25-27 March 2015 Dublin
22-24 April 2015 Dublin

Equality Training

Attended by the Energy and Transport Sectors was held:
9-13 February 2015 Dublin

Health and Safety Training

Attended by the Aviation, Energy and Transport Sectors were held:
2-6 March 2015 Dublin
30 November – 4 December 2015 Dublin

New Developments

Attended by the Aviation, Energy and Transport

Sectors was held:
27-29 May 2015 Dublin

2016

Overall Attendance: 67

Sector	Advanced	Basic	EWC	Pension CIE	Health and Safety	Total
Aviation	4	22			1	27
Construction		4				4
Energy	1	2	1			4
Transport		9		24	1	34

Advanced Shop Steward Course

Attended by the Aviation and Energy Sectors was held: 13-15 April 2016 Dublin

Basic Shop Steward Courses

Attended by the Aviation, Construction, Energy and Transport Sectors were held:
17-19 February 2016 Dublin, 22-24 March 2016 Dublin, 27-29 April 2016 Cork, 6-8 September 2016 Dublin, 9-11 November 2016 Galway, November 29th- December 1st 2016 Shannon, 12-14 December Dublin

EWC Course

Attended by the Energy Sector was held:
11-13 April 2016 Dublin

Health and Safety Training

Attended by Aviation and Transport (Port and Docks) Sectors was held:
22-26 February 2016 Dublin

Pension CIE Course

Attended by the Transport Sector was held:
19-20 January 2016 Dublin

AVIATION SECTOR REPORT

Overview

The Aviation Sector in 2015 and 2016 saw a continuation in worldwide growth and Ireland was no different. In fact, levels of growth and record passenger numbers have been recorded year on year with the record 2015 year at Dublin Airport being surpassed by 2016 figures, which saw record passenger numbers of 26 million use the Dublin facility and with 100,000 passengers passing through the Airport on 4 days that year. In



Nurses from 12 countries stood on the picket lines with Dublin Bus workers at Summerhill Garage, September 2016.

2016 Dublin became the fastest growing airport in Europe. This very welcome growth phase within the Sector created the opportunity for our members to claim back, and indeed improve upon terms and conditions of employment and to also grow its membership base within the Sector.

Irish Airline Superannuation Scheme (IASS) - Aer Lingus, Dublin Airport Authority and Shannon Airport Authority

Following on from the freezing and de-risking of the IASS, January 1st 2015 saw the commencement of separate DC Pension Schemes in these employments. Final settlement on all outstanding DAA/SAA related issues did not arrive until April 2015, wherein agreements were reached by all DAA/SAA Sections. In the DAA/SAA a 'Final Determination' on somewhat amended and enhanced proposals was accepted by our members on April 9th 2015. These proposals contained improved changes such as date determined increased uplifts to an individual's DC Pension Pot and additional employer contributions with a strong emphasis on lower paid staff.

DAA

Cost Recovery Programme (CRP) - This programme which was implemented in February 2010, had seen ongoing annual basic pay reductions on a temporary basis right across the DAA (4.25% - 9%), cuts to overtime payments, loss of bonus payments, restructuring and voluntary redundancies. As provided for within the CRP, we served a claim for a basic pay increase and a profit sharing scheme, which ultimately resulted in a Labour Court Recommendation (LCR20997) being issued in May 2015. This Recommendation awarded a retrospective 4% basic pay increase (2% July 1st 2014 and 2% July 1st 2015), and restated our entitlement to a Profit Share Scheme. The Labour Court also recommended that a 'New Model Agreement' be negotiated to replace the CRP Agreement. Following acceptance of the said Labour Court Recommendation, ultimately by all sections, talks on a new Model Agreement to replace the CRP commenced in late 2015. These negotiations initially broke up in March 2016 following the DAA's decision to pay a dividend to the State, while simultaneously retaining our members temporary pay cuts. Following over three months of stalemate and six years of withholding same, the DAA finally restored our member's tem-

porary cuts of between 4.25% and 9% of basic pay with effect from 1st July 2016 with retrospection to 1st January 2016, without recourse to targets being hit relating to same. The talks on the potential for a successor Collective Agreement continued until the end of 2016.

Airport Police and Fire Service - The Labour Court issued a favourable recommendation (LCR21149) on the disputed provision of 12 month contracts within the APFS. A second favourable recommendation (LCR21237) was issued on the 18th May 2016 in relation to an alleged breach by the DAA of the 2003 Collective Agreement. The union argued that all APFS employees are entitled to terms and conditions set down in the 2003 Agreement. The Court found that the disputed terms of the 2003 Agreement should apply.

A third Labour Court recommendation (LCR21311) was issued on 6th October 2016 in relation to certification payments for Irish Aviation Authority induced targeted patrols. The APFS, after an initial rejection of an earlier collective DAA Labour Court recommendation (LCR20997), re-balloted and accepted the 4% pay increases associated with same in exchange for future engagement with the company through the assistance of an agreed facilitator. This process had yet to commence at year end.

Elsewhere within the wider DAA, restructuring talks took place in the Dublin Airport Control Centre involving five separate sections and are expected to conclude in early 2017. A WRC brokered agreement resulted in the survival and restructuring of the VIP Area. Favourable WRC proposals and Labour Court Recommendations were obtained for Frisking Supervisors, Outdoor Cleaning, Airfield Maintenance and Trolley Drivers in 2015 and 2016.

Airport Services Consolidated Ltd - T2

A significant number of successful appeals into questionable Appraisal Awards given to our members as part of the pay progression system incorporated into the T2 collective agreement were secured.

Shannon Airport Authority (SAA)

A favourable determination from the Labour Court resulted in members being classified correctly as existing employees and not 'new entrants.' This ensured positive pay award differentials for the



members concerned. The Shannon Hotel College of Management was transferred to NUIG under TUPE legislation. The CRP reductions in pay similar to DAA were restored in December of 2016 and back dated to 1st January 2016.

Aer Lingus (Dublin, Cork and Shannon)

Further to the well documented and significant €1.36bn takeover of Aer Lingus by IAG in September 2015, there were many other developments at shop floor level in what was an extremely challenging two years on the industrial relations front within this company. Our members voted heavily in favour of the establishment of an Internal Disputes Resolution Board (IDRB) which will deal with collective and individual cases in a timely manner. Commencement of the process for registering four existing collective agreements, that is, Alternative to Aer Lingus Proposal, Greenfield, IDRB and Pensions Agreement took place in 2016. This process has taken an undue amount of time.

The Gateway collaboration agreement which concluded in March 2016 offered some alleviation from roster difficulties, but the current winter/spring period saw the bad rostering practices re-emerge and there is currently a process under way to bring about alleviation to these measures. The loading section is continuing to pursue a claim in relation to the Blueprint Payments that are currently off scale and non-pensionable.

In the Head Office/Support Sections the company continues to restructure in line with Section 4 of the Greenfield Agreement. In 2016, we have seen IT and the Cash Office being restructured/out-sourced and our members in the section have been, or are in the process of being redeployed.

In Maintenance and Engineering a long running dispute was settled in relation to Licence and Approval Pay for Aircraft as were other disputes in Catering and Cargo. In Shannon, Aer Lingus Cargo completed a review to integrate with IAG Cargo and this resulted in the addition of IAG Cargo to the Aer Lingus operation.

Swissport (Dublin, Cork and Shannon)

Members in Dublin, Cork and Shannon overwhelmingly voted for a WRC brokered pay proposal, which included annual pay increases up to 2017, lump-sum payments and a commitment from the company to explore the application of a Sectoral Employment Order in the Aviation 3rd party Handling Sector. The company agreed to increase the

hours for a group of members to full time, with agreement for an annual review. The issue of shift rate will be dealt with as part of upcoming pay negotiations.

Kerry Airport

Our members voted to accept an increase of 3% from 1st June 2016 for 12 months.

OCS

The HBS section voted to accept a WRC proposal that allowed for a 4% increase in pay effective from 1st January 2016 and a 3% increase in pay effective from 1 January 2017. The Aircraft Cleaning section voted to accept locally negotiated proposals that allowed for an increase from 8.4% to 15.78%, depending on the role carried out.

Atlantic Aviation Group

We successfully secured the reinstatement of the annual increment that had been withdrawn as part of the company examinership process that resulted in a takeover in 2015.

Air France/KLM

A pay deal in Air France/KLM for a 2.5% increase in pay for the period December 2015 to December 2017 was secured.

Gate Gourmet

The outstanding pay claim for 2015 and 2016 of 3% p.a. has been referred to the Labour Court. The claim also entailed the cessation of the use of agency workers and the transfer of Gate Aviation contract holders to more favourable Gate Gourmet contracts of employment.

OCS

A WRC proposal was balloted upon and accepted by members wherein the company agreed to a 3% basic pay increase backdated to 1st September 2013 with a further 1.5% to be paid in July 2016, back dated to July 2015. As per the Transfer of Undertakings Regulations a TUPE took place in January 2015, with members maintaining their longstanding terms and condition of employment upon Transfer.

LTSL (Shannon Aerospace)

Pension restructuring negotiations took place resulting in the closure of the DB Scheme and the creation of a DC Scheme. As part of the agreement, a €12m contribution from the company to facilitate the closure of the existing DB scheme was secured.

Hamilton Sunstrand

The union lodged a 6% claim for 2015 and 2016. Proposals were ultimately accepted for a 2.3% increase for 2016 a 2.5% increase due in 2017 with a productivity goal of 4% in 2016.

ICTS

A 2.25% increase in basic pay from 31st March 2016 was accepted by our members in Dublin and Shannon.

LTTS

Negotiations resulted in a transfer of members from the DB hybrid Pension Scheme to a new DC Scheme. This involved a €4m contribution from the company and gave members a reasonable pension expectation upon retirement. A pay proposal of 1% was agreed for April to December 2016, with 2% to accrue for 2017.

Transaero

Following the company entering examinership, proposals were subsequently accepted by members on March 23rd 2015, which assisted in securing our members' jobs at the plant moving forward.

SR Technic (Cork)

A basic pay increase of 4% for a two-year period and an improvement to the 'Bonus Scheme' were secured for members following Labour Court intervention. A Respect and Dignity policy was also agreed.

Ireland West Airport Knock (IWAK)

A long running dispute relating to our members' claim for compensation due to the loss of 'regular and rostered' overtime was successfully resolved, following Workplace Relations Commission intervention.

CONSTRUCTION SECTOR REPORT

Overview

The years 2015/2016 at first witnessed a slow-down in the decline of construction activity, however as we moved through the period in question, larger projects and some increase in house building became a positive reality within the Sector. While the end of the Registered Employment Agreement (REA) continued to hamper organisation, it is hoped that ongoing engagements through the CIC can bring about a new REA. The

Construction Workers' Pension Scheme (CWPS), Construction Workers' Health Trust and the Construction Workers' Benevolent Fund, all showed decreases in membership, but this is expected to change as the industry returns to growth. Unions continued to lobby the Government for new legislation, and prior to the summer recess of 2015, the Dáil enacted the Industrial Relations Amendment Act 2015.

Following the enactment of this new legislation, the CIC convened several meetings of the Group of unions to develop a strategy to restore lost ground as a result of the Supreme Court Judgment striking down the REA in May 2013. In December 2015, the CIC presented its claim for full restoration of pay rates prior to the 7.5% pay cut as a result of a previous Labour Court Recommendation; a cost of living increase of 2.5% per year for three years was also served. At year end talks were continuing with the CIF on the potential for a new REA and a Sectoral Employment Order (SEO) to deal with Pay, Pensions and Sick Pay. It was expected that an application would be made to the Labour Court in early 2017.

Union Organising

Despite the ongoing challenges within the construction industry, the Construction Sector, with the assistance of the Organising Department, has been involved in active recruitment and organising, especially in the east and the south of the country. During this period, the membership rose significantly. In 2015 the Construction Sector saw the largest number of joiners in any Sector of the union at 3,111, or 15% of all new joiners. Likewise, in 2016, the Sector recorded 6,344 joiners equating to 25% of all new joiners in SIPTU that year.

Health and Safety

Regrettably deaths continue to occur on Irish Construction sites, while the numbers for 2015 and 2016 are heading in a downward trajectory, one death is simply one to many. The most worrying statistic is that most of these deaths are happening on small one-off sites and of the nine deaths in 2016, three were of self-employed workers. The age profile ranges from 20 to 63 with all but one over the age of 30. Over the last two years some overzealous employers have used Health and Safety issues as a means of disciplining our members.

Construction Agencies



Agencies as a group have continued to influence working patterns within the Construction industry. Our members employed by these Agencies continue in many cases to experience an extremely difficult time and, in some cases, they are clearly having their terms and conditions eroded by unscrupulous employers. We continue to support such members in every way possible.

Roadstone

2015 saw the unions lodge a 5% pay claim on the company. This matter was referred to the WRC. Subsequent proposals to restore the previously withdrawn 'Bonus Payments' and basic pay increases of 6% for a three-year period were accepted by members in 2016.

BBCLG

Following a Labour Court hearing an Independent Assessor was engaged to carry out a review of pay rates and a formula for harmonisation was put forward. In December 2016, the company reneged on a previous WRC agreement regarding Emergency Standby over the Christmas period. This resulted in further discussion and the company having to improve on the previous agreement. A further Labour Court hearing is scheduled for 2017.

John Sisk and Son Ltd

In 2015 the Company threatened to take the ex-gratia redundancy package off the table unless SIPTU agreed to eight compulsory redundancies from our 18 members. The union objected in the strongest possible terms. Disputes involving members in Waterford and a successful protest against bogus self-employment in Dublin also took place in 2016.

Irish Cement

The company previously advised the Group of unions that it would be closing the existing Defined Benefit Pension Scheme and would introduce a new scheme for new entrants going forward. Notwithstanding this initial approach the company ultimately guaranteed that it would continue to pay its annual contribution into the DB Scheme, which had been agreed in 2012 and it also agreed to open the DB Scheme to new entrants. A 5% pay claim was lodged on behalf of our members, which was subsequently referred to the WRC.

Loughnane Concrete Ltd.

We have agreed a 3% basic pay increase as well as restoring the overtime rate to 1.25% from 1st August 2016.

Road Maintenance Services

We have agreed Pay Rises with this company of 7% over three phases as follows:
3% from 1st January 2016, 2% from 1st January 2017 and 2% from 1st January 2018

O'Reilly Concrete Ltd.

Pay Proposals were secured in June 2016 as follows;
Increase in basic pay of 1.5% effective from 1 January 2016.
Increase in OT Rate to 1.4x (from 1.15x currently) effective from 1 June 2016 and further increased to 1.5x with effect from 1 June 2017.

Cold Chon

Pay Proposals were secured in June 2016 as follows; 3% from 1st January 2016, 2% from 1st January 2017 and 2% from 1st January 2018.

Kellymount Quarry Ltd.

Our members accepted a Labour Court recommendation on harmonisation to bring them in line with two other quarries that make up the Kilkenny Limestone Limited Group.

The recommendation saw them achieve a 6.5% increase on the basic hourly rate, and an increase on the Shift Rate from 19% up to 22%. It also recommended that any future general pay increases should apply equally to all staff in all quarries.

RILTA

This company is involved in specialised hazardous waste removal and recycling. Members secured a 2.8% pay increase in January 2016.

Shanganagh Waste Water

A pay increase of 5% was secured following WRC intervention, resulting in 2.5% from 1st June 2015 and another 2.5% from 1st June 2016.

Pay Increases

Pay increases were secured from several additional construction companies on behalf of our members during 2015/2016.

Resource Recovery

Greenstar - Issues relating to personal safety on behalf of members employed in the Waterford site are being addressed as some employees have been threatened by individuals at their homes. This follows these individuals coming on site. The Cork site was taken over by Panda Waste and the union is progressing multiple issues through procedures.

Greyhound Recycling - We retain a number of members working directly with the company under the terms of a Dublin County Council contract.

Panda Recycling - The long-term objective is to seek the restoration of a pay cut taken by staff in 2014. Currently we are attempting to organise around an issue of concern, regarding serious health and safety issues.

ENERGY AND NATURAL RESOURCES SECTOR REPORT

Overview

In 2015 and 2016 we have seen some positive movements in pay in companies such as Bord Gais, ESB, and Coillte, while discussions are progressing within Ervia. It has been a particularly difficult time for our members in Bord na Mona, where significant industrial issues arise frequently in what has become an extremely volatile employment due to the actions of the company. There is potential for multiple disputes in the near future.

In June 2015, the then Minister for Communications, Energy and Natural Resources, Alex White, held a "citizen and public stakeholder information session" in Dublin Castle prior to the publication of the White Paper on Energy, published later in the year. The content of the White Paper and recommendations were largely determined by the 2030 Climate and Energy Framework adopted by the EU in October 2014. This set out three principle targets to be achieved by 2030:

- At least a 40% cut in greenhouse gas emissions
 - At least a 27% share for renewable energy
 - At least a 27% improvement in energy efficiency
- If these very ambitious targets are to be achieved they will have a profound effect on members who work in the carbon producing energy industry.

Organising

The Sector has lost membership in the last year due to the closure of Lisheen Mine. We hope that the plan for creating an Energy Hub on the site of Lisheen Mine becomes a reality. The focus of the Sector in 2015/16 has been on organising in Irish Water, and we have done so with some success. The other principle target has been Bord Gais, where we have a number of key activists who have taken up representative roles. We expect future progress in this regard. The Sector also commissioned the Research Department to investigate the wider energy and natural resources sector. The research provides us with the basic information in relation to who the principle private sector energy providers are in Ireland, the numbers they employ and their attitudes towards trade unions. We need to ensure that our union continues to rebuild across the sector following the recent recession.

Bord Gais

The pay freeze terminated at the end of 2015. The Group of unions sought an increase in line with sectoral pay norms. The company has in place the same pay model which exists in Gas Networks Ireland and Irish Water. The proposal of a 3% increase up to April 2017 was endorsed by the membership. This does not provide for a universal payment as the percentage increase will be determined with reference to an employee's position on their pay band and performance. The quantum of the pay award, however, is significant.

AES

AES has grown market share by acquiring other smaller refuse companies over the last number of years. As a result of this acquisition policy, the rates of pay in the company tended to vary widely. Following extensive negotiations with the company over the last two years, and with the assistance of the WRC, which also included a full Labour Court hearing, the Court recommended the harmonisation of pay within four rates of pay. These new rates represent a €2 to €3 increase on the hourly rate. In addition to the recommendation in relation to pay the Labour Court also recommended the introduction of a sick and pension scheme with a voluntary increase in the retirement age.

Bord Na Mona

After a long running dispute lasting over 18 months, a three-year agreement was reached at



the Labour Court. The Labour Court Recommendation (LCR21071) was subsequently endorsed through a company-wide ballot. The dispute centred on the company seeking €24.2 million in cost reductions across the company. The removal of the public service obligation in respect of Edenderry Power and the planned removal of the PSO in respect of Loughree Power and Shannonbridge planned in 2019 was the stated impetus for the level of cost savings being sought. The company also sought to reduce the workforce by over one hundred and enforce savage pay-cuts, in some cases up to €15,000 per annum. The Labour Court Recommendation protected existing pay rates and provided for no compulsory redundancies. Agreement was reached on voluntary redundancy terms, an extension of the retirement age, redeployment options, training and up skilling, lump sum payments, and a 3% increase in basic pay, provided certain cost saving targets were reached. Other pay related disputes related to Road Haulage, Rail Haulage, Rail Laying and Lifting, and Edenderry Power, where a pay claim was before the Labour Court at year's end.

New Boliden - Tara Mines

A three-year Sustainability Agreement was negotiated. It provides for 4.5% basic pay increases of 2% in 2015, 2% in 2016 and 0.5% in 2017. In addition, members were to receive €6,000 in lump sum payments provided targets were reached over the three-year period. The members of the defined benefit pension scheme have voted to change to a defined contribution scheme. The principle provisions of the agreement include removing the 10% cut to benefits that were imposed on the members due to a significant deficit in the DB Scheme. In addition, the agreement provides for each member to receive a Transfer Value of 107%. When the scheme is wound down the defined contribution scheme will come into effect with contributions based on age as follows: < 40: 6% employee, 10% employer, 41 - 45: 7% employee, 11% employer, 46 - 50: 8% employee, 12% employer, 51 - 55: 9% employee, 13% employer, > 55: 10% employee, 14% employer. Should the Mine's life extend past 2019, an additional contribution by Tara Mines of €500,000 in each year up to 2029 will apply.

Coillte

The WRC proposed pay terms of 2% per annum effective from May 2015 up until April 2016 were subsequently endorsed through a ballot of the

membership in September 2016. Negotiations will commence in 2017 relating to a further pay claim. A new CEO was appointed in 2015 and one of the first actions he undertook was to stop the calibration process that was in place in respect of the performance pay system. There are likely to be redundancies in Head Office and the company is trying to radically increase its return on investment. Legislative measures have now been completed to allow for the establishment of a new defined contribution scheme for new entrants.

ESB

Negotiations concerning the Group of union's pay claim of 3.5% pay increase per annum over a three-year period dating back to March 2014 finally concluded in May 2016, following talks facilitated by Ms Janet Hughes. The facilitated talks commenced in the aftermath of the rejection of the Industrial Council Recommendation 3101, which had been issued in November 2015. The proposals, which also provide for a new pay model for new entrants, ensures the following;

- 2% increase from April 2015
- 2.75% % increase from April 2016
- 2.75%% increase from April 2017 to October 2017
- A lump sum of €2,750
- Agreement ends Sep 2018

Ervia

Gas Networks Ireland - Negotiations in relation to a pay increase had not concluded between the parties at the end of 2016. The pay freeze terminated at the end of 2015. These negotiations cover the entire group (Gas Networks Ireland and Irish Water). The company claimed that pension contributions needed to be increased by 2.8% in order to ensure that the defined benefit pension scheme could meet future liabilities. This claim was supported by the Trustees of the scheme. The Group of unions has engaged independent advisers who verified that it was a reasonable request. The proposal by the company that the deficit be funded on a 50/50 basis was subsequently endorsed by the members of the Scheme.

Irish Water - This utility has seldom been out of the headlines since its creation in 2013. SIPTU represents the majority of workers in the Public Utility. It has been difficult to deal with normal industrial issues because of the frenzied atmosphere created by the media around anything to do with Irish Water. Pay proposals from the WRC in September of 2015 provided for once off payments in lieu of

the performance related awards and were endorsed by the membership. It also emerged as we continued to organise in Irish Water that employees were not receiving overtime payments in accordance with their contracts of employment. We instructed all members to cease working overtime until such time as the company guaranteed payment. This action resulted in the company complying with the terms of the overtime agreement and paying retrospective monies that were outstanding to members.

In the post-election situation and throughout the remainder of 2016, there has again been much speculation about the future of the utility. SIPTU's campaign for maintaining the provision of water services in public ownership goes back to 2000. Our position has been consistent since then. SIPTU will continue to defend Irish Water workers who have been doing excellent work in a very difficult situation. In short it makes absolute sense to have a wholly owned public utility to deliver a coherent and integrated approach to the provision of water services.

Inland Fisheries Ireland

The National Committee successfully pursued a long-standing claim concerning an inconsistent application of the guidelines concerning subsistence allowances to the Labour Court during 2015. The Labour Court Recommendation, (LCR 21106), provided for the harmonisation of IFI rates with those that apply in the public service. The National Committee established a sub-committee in order to build a campaign to lobby for increased resources for IFI. The service has seen a third of its workforce slashed over the last six years. A recent study outlining the benefits of angling to the national economy suggest additional spending in angling development would pay for itself through additional tourist revenue. A national campaign which lobbied for increased resources took place throughout 2015, with activists targeting TDs in constituencies where angling was of importance. A briefing booklet was also produced. The campaign ultimately proved successful and the Board of IFI is now increasing the number of staff up to the number provided for under the Employee Control Framework agreement.

IFI members benefitted from the restorative measure contained in the Haddington Road Agreement during the year. Negotiations are also continuing in relation to the implementation of a new staff

scheme. The national committee ran a very successful campaign throughout 2016 to reverse the decision to close the fish farms in Mullingar and Roscrea.

Irving, Oil Refinery Whitegate Co Cork

SIPTU has been involved in a long running campaign to ensure that Ireland continues to have fuel security by maintaining the single oil refinery that we have on the island of Ireland. A motion, which was proposed by the Sector, calling for the retention of the oil refinery, was endorsed by the SIPTU Biennial Conference in Cork. Support has also come from the ICTU and Cork Council of Trade unions. The current owner, Phillips 66, has put the facility at Whitegate, Co Cork, up for sale as a going concern. Irving Oil, a family owned company from Canada, has recently purchased the oil refinery. Negotiations are continuing with the new owners in relation to pension provision and bonus payments. In 2015 the Group of unions concluded a pay deal with the company through the auspices of the then Labour Relations Commissions which resulted in a pay proposal, which provided retrospectively for 2% on November 1st 2014, 2% on July 1st 2015 and 2% on June 1st 2016.

Lisheen Mine

This company closed its operations in January 2016. Unfortunately, the mine was exhausted and there was no other option but closure. Training and up-skilling courses were part of an outplacement package. Every worker was afforded the opportunity to avail of this package six months prior to leaving the Mine. Each worker received a personal training allowance in addition to a €500K training programme agreed between SIPTU and the company.

Priority Drilling

The union's claim for a substantial increase in pay has resulted in a 6% pay increase to be applied in two phases: September 2015 3% and September 2016 3%.

Zenith

An initial two year pay deal will terminate at the end of 2016 and talks continue on a replacement deal encompassing a cumulative pay increase over a longer-term period. It will also endeavour to address employer pension contributions issue.



TRANSPORT SECTOR REPORT

Overview

The years 2015 and 2016 saw unprecedented industrial relations developments right across the Transport Sector, which at times posed massive challenges to our members and indeed the wider trade union movement. The strength, resolve and discipline of our Transport Sector members was unbreakable and despite significant disputes requiring intermittent and sustained Industrial action, including strike action, such as those at Transdev (Luas) and Dublin Bus, our members prevailed. We continue to grow our membership within the Sector, with the long held target of 6,000 members clearly in our sights by year end 2016. Future disputes may prove inevitable in particular sections of the Sector in the year ahead.

Transdev (Luas)

Collective agreement discussions took place at the WRC throughout 2015, without any resolution. Subsequently, the parties attended a Labour Court hearing in September 2015 in respect of our claims. These claims contained significant increases in pay and other cost increasing aspects for all five unionised grades. The Court was not in a position to hear the submissions until a full financial report was compiled. The parties reconvened at the Labour Court in late November 2015 where the Mazars Financial Report was submitted. In 2016 all unionised grades (Tram Drivers, Traffic Supervisors, Revenue Protections Supervisors and Revenue Protection Officers) rejected the subsequent Labour Court Recommendation (LCR21097) in December 2015 and balloted in favour of industrial action in pursuance of their pay claim. On February 11th and 18th, 2016, two forty-eight hour work stoppages took place. The parties were invited to discussions in the WRC on March 7th and a pending work stoppage for March 8th were deferred.

Talks took place at the WRC and proposals to resolve the dispute for three grades (Tram Drivers, Revenue Protection Officers and Revenue Protection Supervisors) were tabled on the 16th Marh. No proposals were obtained for the Traffic Supervisor grade at that time. As these proposals were rejected by all three grades, the 48 hour work stoppage commenced on the 27th March. Members in the grades subsequently balloted in favour of acceptance of improved proposals which included the following.

- 2% increase in pay from date of acceptance
- 2% increase in pay on the 01/01/2017
- 2% increase in pay on the 01/01/2018
- 2% increase in pay on the 01/01/2019
- A long service increment payable after 3 years at the maximum of the pay-scale
- Revised reduction in new entrants' rates
- Revised productivity measures
- Revised qualifying criteria for annual bonuses
- No deductions for alleged part performance
- Potential for knock-on grade Increases

• As no proposals were made in respect of the Tram Driver grade their dispute continued and further work stoppages occurred in April and May 2016. A subsequent Labour Court hearing took place and the Court issued a recommendation (LCR21241) as follows;

- 2% increase in pay from date of acceptance
- 2% increase in pay on the 01/01/2017
- 2% increase in pay on the 01/01/2018
- 2% increase in pay on the 01/01/2019
- 2.5% increase in pay on the 01/01/2020
- 2% increase in pay on the 01/09/2020
- A lead in payment of €750 to be paid to members before the end of 2016
- No increase in maximum duty spread
- Revised, reduced new entrants' rates
- Further discussions on operational issues on a non-cost basis
- A review of the company/union relationship by the WRC Advisory Services
- Review and comparison of remuneration with comparable European undertakings
- 6.5% annual bonus to be re-instated in 2017
- These proposals were accepted by the Tram Driver members in June 2016. The company agreed to apply similar terms to all other SIPTU grades that were in dispute in 2016.

Dublin Bus

• SIPTU's pay claim encompassing all Grades for the full repayment of the 6% pay increases due in 2009, a negotiated pay increase going forward over a three-year period, the linking of pay increases with pensions to continue, shift payments to be included in pensionable pay and improvements in the Drivers' Income Continuance Scheme were discussed at the WRC in July 2015. Unfortunately, no progress was made and the claim on behalf of the Driver Grade was referred to the Labour Court. The remaining grades attended Conciliation in December 2015 and, as with the Driver Grade, no progress was made. Their claim

was also referred to the Labour Court and a hearing took place in March 2016. The Court formed the opinion that "no definitive recommendation that it could make, at this time, would be of assistance to the parties" and the Court proposed that the parties reconvene at Conciliation. Little progress was made at the WRC and the parties returned to the Labour Court in June. The Court issued a recommendation (LCR21276) in July. On the issue of a flat pay increase the Court recommended the following for all grades:

- 2.75% increase from 1st Jan 2016
- 2.75% increase from 1st Jan 2017
- 2.75% increase from 1st Jan 2018

SIPTU's seven Dublin Bus grades separately balloted to reject (LCR21276) and industrial action commenced in Sept 2016 with three 48 hour work stoppages. SIPTU issued notice of further stoppages but these were deferred due to an intervention by the WRC. The parties attended conciliation in late Sept 2016 and proposals were put forward by the WRC as a basis for resolving the dispute. These proposals included:

- 3.75% pay increase from 1st Jan 2016 (with full retrospection)
 - 3.75% pay increase from 1st Jan 2017
 - 3.75% pay increase from 1st Jan 2018
 - Deferment of proposed pay increases from pensionable pay till the end of Jan 2017
 - Engagement on consolidation of current/future shift pay for pension purposes
 - union commitment to cooperate with standard operating practices
 - Further talks on productivity and further pay enhancements
- These proposals were accepted by all grades as a settlement to our pay claim.

Bus Eireann

Bus Eireann had paid 38% of the premium payable by drivers towards their Income Continuance Scheme since 1986, but the company was only paying just over 19% after the premium was increased in Jan 2015. The issue was before the Labour Court in May 2016 and the Court in LRC21224 recommended that the company must re-instate the payments from the 1st Jan 2015. The company restored its contribution rate, addressing the affordability of the scheme but has not compensated members who had paid excessive premiums. This issue remains to be resolved.

Our members pay claim across all categories was

discussed at the WRC in March and May 2016. This was subsequently adjourned until September 2016. During this process the company indicated that it would deal with this union's claim for a pay increase for School Bus Drivers separately and in parallel discussions. As little progress was made on our claim for an increase in pay at the WRC in September, the issue was referred to the Labour Court and a hearing was eventually scheduled for December. In December 2016, the company attended the Labour Court but indicated that it was not in a position to proceed with the hearing as it was in the process of formulating a plan. The company indicated that it would avail of the Court in circumstances where it might require the Court after the outlining of a plan. The Court asked if the unions were willing to adjourn the case and all the unions indicated they were not willing to adjourn. Following a recess the Court informed all parties that it could not progress the case.

School Bus Drivers - Following a lengthy process to get School Bus Drivers (SBD) access to the CIE Pension Scheme, all new eligible permanent SBD would now automatically enter the Scheme from January 2015. Concerns remained about the issuance of erroneous calculations to a number of existing SBD who considered joining the CIE Wages Grade Pension Scheme and the fact that some drivers were not issued with figures at all was wholly unacceptable. The amount of holiday entitlements being paid to SBD was also raised throughout 2016 as it appeared that the company was leaving members short and not calculating their entitlement as per the relevant legislation. As little progress was made on these two issues they were referred to the WRC. The SBD pay claim was dealt with through conciliation in the WRC and a date was awaited at the end of 2016.

Bus Eireann/Dublin Bus - Registered Employment Agreement.

SIPTU balloted driver members in both companies for industrial action and strike action and received a mandate in favour of both of over 90%. Industrial action took place in both companies on May 1st and 2nd 2015. Further action was planned on the May 15th and 16th. The parties were invited back to the WRC and a "Terms of Settlement" proposal was put forward. Members decided to defer further planned action. We were successful in achieving commitments on most of our six-point agenda and the parties further engaged locally. The long-awaited enactment of the Industrial Relations

Pay/Cost-of-Living Increases for Transport, Energy, Aviation and Construction Division

Division	Employment/ Organisation	Details	Reported In Period:
TEAC	Celtic Tugs	3% increase from January 2015, 3% for 2016.	Jan/Feb 2015
TEAC	P & O Ferries	2.6% pay increase from January 2014 + 5% increase on shift allowances.	Jan/Feb 2015
TEAC	Seafarers	3% pay increase Jan 2015 and 3% for 2016.	Jan/Feb 2015
TEAC	SRT, Cork	2% pay increase from January 2014; 2% in 2015, expires Dec 2015.	Jan/Feb 2015
TEAC	AES (Energy Sector)	Harmonisation of basic pay provided increases of up to €3 per hour.	Jan/Feb 2016
TEAC	Phillips 66	2% pay increase from November 2014; 2% from July 2015, 2% from June 2016, expires November 2017.	Jul/Aug 2015
TEAC	Port of Cork	2.5% pay increase from Jan 2015, 2.5% from July 2016, expires 31 December 2017.	Jul/Aug 2015
TEAC	Dixon Concrete	2% pay increase for 12 months agreed.	Jul/Aug 2016
TEAC	ESB	Pay increases agreed: 2% from April 2015, 2.75% from April 2016, 2.75% from April 2017, expires September 2018.	Jul/Aug 2016
TEAC	OCS, Aircraft Cleaning	Pay increases agreed representing a 8-4% to 15.78% increase for our members who were previously on <i>BATA</i> .	Jul/Aug 2016
TEAC	Warrenpoint Harbour	Pay increases agreed: 1.5% from 1/1/16, 1.5% from 1/1/17, expires 31/12/2017.	Jul/Aug 2016
TEAC	Airport Grounds	3% pay increase.	Mar/Apr 2015
TEAC	BD Flood	2% pay increase.	Mar/Apr 2015
TEAC	Kilmany Lime Stone	2%-3% pay increase equalisation of pay with Stone Developments.	Mar/Apr 2015
TEAC	O'Reilly Concrete Lbl	4% pay increase.	Mar/Apr 2015
TEAC	Stone Developments	7% pay increase.	Mar/Apr 2015
TEAC	Roostone	Pay increases: 2% 1/1/16, 2% 1/1/17, 1% 1/7/17, 1% 1/2/18, expires 31 May 2018. Plus restoration of bonus and once-off voucher payment.	Mar/Apr 2016
TEAC	Lack Sawmills	2% pay increase from July 2015, 2% from July 2016.	May/June 2015
TEAC	Cold Chon & Railway Maint Services	Pay increase agreed 3% from Jan 2016, 2% from Jan 2017 and 2% from Jan 2018.	May/June 2016
TEAC	DAA AFPS	CRP pay cut restoration averaging 7%.	May/June 2016
TEAC	Hamilton		
TEAC	Sandstrand UTC	Pay increase 2.3% from Jan 2016, 2.5% from Jan 2017, expires 31 Dec 2017.	May/June 2016
TEAC	Liffness TTS	Basic pay increase 1% from April 2016 and 2% from January 2017, expires 31 December 2017.	May/June 2016
TEAC	Road Maintenance Services	Pay increase agreed: 3% from Jan 2016, 2% from Jan 2017 and 2% from Jan 2018.	May/June 2016
TEAC	SR Technik Cork	2% basic pay increase, improved compassionate leave, attendance bonus, extra day's leave after 15 and 20 years' service, improved bonus.	May/June 2016
TEAC	Mreodi	2.2% from August 2015, 2.3% from March 2016, expires end April 2017.	Nov/Dec 2015
TEAC	Bord Gais	3% increase from January 2016 to April 2017.	Nov/Dec 2015
TEAC	DAA, Dublin	4% pay increase - 2% from July 2014, and 2% July 2015.	Nov/Dec 2015
TEAC	ESB	2% increase from April 2015, 2% from April 2016, 1% from April 2017, expires 31 October 2017.	Nov/Dec 2015
TEAC	Priority Drilling	3% from March 2015 and 3% from September 2016, expires 28 February 2018.	Nov/Dec 2015
TEAC	Rilla Lbl	2.5% increase from January 2015.	Nov/Dec 2015
TEAC	Shanganagh Waste Water Treatment Works	2.5% increase from June 2015.	Nov/Dec 2015
TEAC	Swissport	1% from 1/1/2016, 2% 1/7/16, 2% 1/3/17, expires 31 Dec 2017.	Nov/Dec 2015
TEAC	Tim Munnies Baw Bawhai	4.5% increase over 3 year period.	Nov/Dec 2015
TEAC	Air France/MLM	Improved pay offer was accepted which amounted to 1% once-off lump sum and 1.5% increase from 1/1/17.	Nov/Dec 2016
TEAC	Dublin Bus	Pay increases achieved of 3.7% from 1/1/16, 3.75% from 1/1/17 and 3.75% from 1/1/18.	Nov/Dec 2016
TEAC	Erva	LCR 20372 was accepted by members giving 2.2% increase in pay, 5%-10% increase for employees who are promoted and a review of the pay model.	Nov/Dec 2016
TEAC	Malpasport Shipping	3% pay increase from 1/1/16 and 3% from 1/1/17.	Nov/Dec 2016
TEAC	OCS HBS	4% increase in pay for 2016 and 3% increase in pay for 2017, expires 31 Dec 17.	Nov/Dec 2016
TEAC	Collite	2% from May 2014 and 2% from May 2015.	Sept/Oct 2015
TEAC	ESB	2% April 2015, 2% April 2016, 1% April 2017, expires October 2017.	Sept/Oct 2015
TEAC	P & O Ferries	2.5% increase backdated to January 2014, expires 31 Dec 2015.	Sept/Oct 2015
TEAC	Tim Munnies Baw Bawhai	1.5% July 2015, 1.5% July 2016, 1.5% July 2017, expires 30 June 2018.	Sept/Oct 2015
TEAC	Cold Chon & Railway Maint Services	Agreed pay increases: 3% 1/1/16, 2% 1/1/17 and 2% 1/1/18.	Sept/Oct 2016
TEAC	Loughmore Concrete Lbl	3% pay rise and overtime to be paid at 1.25 times the hourly rate from August 2016.	Sept/Oct 2016
TEAC	O'Reilly Concrete Lbl	Increase in basic pay of 1.5% from 1/1/16, expires 31/5/17, plus increased overtime rates	Sept/Oct 2016

(Amendment) Act 2015 was of paramount importance in securing statutory protection for our member's conditions of employment in Bus Eireann and Dublin Bus arising from the tendering process. This protection is of vital importance and its significance may only be truly realised in the years to come.

CIE Pensions

In late 2015 and during 2016 the situation with the CIE pension saw the engagement of all the trade unions on proposals to discuss the minimum funding standard requirement. This presented a number of challenges. Proposals tabled did not allow for any pay increases to be reckonable for pension purposes until 2023. Initial company proposals emerged, which proposed that the current DB schemes would be closed and replaced by a DC scheme. This drew strong resistance from SIPTU and resulted in the trade unions engaging their own pensions expert to formulate a counter proposal based on the actuarial reports of both schemes. Funding levels have now been increased in both schemes. The wages grade scheme is close to being fully funded and the 1951 superannuation scheme is close to 90% funded. Despite proposals presented in December 2016 on the wages grade scheme no discussions have taken place on the 1951 scheme as issues, including an alleged conflict of interest, has resulted in strong resistance to any change in either scheme.

Irish Rail

Following several meetings in early 2015 a ballot to increase the retirement age in CIE to 66 years concluded on the 19th June 2015. A majority of staff across all three companies voted in favour. The option now will be offered to staff in CIE if they wish to remain on another year to their 66th birthday. Another change is that the entry age to both schemes will increase by one year respectively. This change required a statutory instrument to be signed, which was sent to the Department of Transport.

Loco Driver members of SIPTU initiated (clause 4) of the Cost Containment Agreement on past productivity. This claim was presented on the basis that drivers would see a reduction in their working week in line with their colleagues in the UK and Northern Ireland. Loco Drivers have indicated the level of change in their grade over the last number of years and have sought productivity payments on foot of this increase. This involved several WRC

hearings between May and September 2015 which resulted in industrial action occurring on the 23rd October 2015 and further date for action was proposed for the 6th November 2015. The Labour Court intervened and subsequently issued (LCR21084) in November 2015. The Court recommended an independent facilitator be appointed to assess the issues such as past productivity, terms and conditions and the hours of work.

Aircoach

A pay claim was lodged against this company in June 2015 and, following several meetings, proposals emerged in October 2015 which gave in excess of 4% over a 19-month period. The proposals contained an increase from 31st August 2015 until March 2016 and a further increase from March 27th 2016 until April 1st 2017 with a commitment that pay discussions to review pay from that date would occur. Other commitments on conditions of employment were secured. Pay Rises for customer service staff, which brings them up from €9 an hour to €11 an hour immediately and backdated to August 1st 2015, was accompanied by another 2% increase in March 2016 until April 2017.

Translink/NIR

The years under review saw further restructuring, Voluntary Exit Schemes and further reductions in funding from the Stormont Executive. NIR has reasonably good capital assets, but from an operations perspective it is constrained and inadequately funded for operating bus and rail services. The Executive needs to restore the fuel duty rebate of over £10m per annum which was removed two years ago. Almost 80 million passenger journeys are made on the NI public transport infrastructure each year. A record annual 13 million passenger journeys were made by rail - over twice the number since the current Great Victoria Street station was designed and built in 1995. A one year pay claim was lodged in March 2016 to cover April 2016 to April 2017. Due to a very tardy response from the employer, the fractured nature of the organisation, and the policy of conducting department by department negotiations, this matter was not resolved until December 2016. The agreement ultimately secured delivered a 2% pay increase on basic rate of pay effective from 1st April 2016, with the Bereavement and Special Leave increased to 4 days paid leave and 1 day unpaid leave.

Doyle Shipping Group

An organising campaign was started in February 2016 after contact was made by the existing mem-



bers in Doyle Shipping Group. A general meeting was held with the employees at which many issues were raised. SIPTU sought to engage with the company on collective issues but the company claimed that membership was only at 10% of the work force and would not engage. Ultimately membership density was increased to over 86%. We referred the collective issues to the WRC but the company refused a second invitation to the WRC in May 2016. Nevertheless, although not having sat down with SIPTU the company issued 39 hour contracts to all General Operatives, most of whom had been casual. Subsequently the Crane and machine operators who had 16 hour contracts were offered 39 hour contracts.

Dublin Port Company

The pay claim which was first raised in September 2015 was the subject of a joint meeting between the various unions in Dublin Port. The Dublin Port Company continued to leverage this against the "Proposed New Employee Handbook". A joint meeting between the collective unions and the company was held. At this meeting the company referred to the "New Employee Handbook" and stated that it was not willing to enter pay talks unless the "Handbook" was discussed with a view to agreement and acceptance. The unions referred the pay claim to the WRC. Agreement could not be reached due to the "Random Testing Alcohol and Intoxicant Policy". We have informed the company that they must remove this if progress is to be made.

Dublin Stevedores - Lashing and Securing

SIPTU has been pursuing a campaign of Lashing and Securing and engaged with all major stakeholders operating in and through Dublin Port. Previously this union took WRC cases to secure payment for Lashing and Securing for Seafarers (Irish Ferries 2001). Meetings took place in December 2015 and throughout 2016 involving our colleagues in the ITF.

Irish Ferries

The company issued a payment, which it claimed was in return for acceptance by workers of a matrix for pay increases. It refused to engage with the WRC. Ultimately it made a pay offer of 2.5%. However, this carried a stipulation that those in the defined benefit pension scheme would receive 1% with the other 1.5% being apportioned to their defined benefit pension scheme.

Mainport Shipping/Celtic Tugs

A pay increase of 3% backdated to 1st January 2015 and a further 3% for 2016, plus a one-off payment of €1,000 per member was secured.

P&O Ferries

Agreement was reached on a 1.5% increase back dated to January 1st 2016.

Peelports / MTL

Meetings were held in 2015 regarding changes to work practices required by the company. These work practices had been previously banned by the company under threat of disciplinary action. There was further engagement with the company regarding pay parity on behalf of crane drivers and matters were successfully resolved.

Port of Cork

A pay claim was submitted on behalf of the general workers and Pilot Launch crew. This proposal of an ex gratia payment of €1,000 per person, plus a €250 voucher for Xmas 2015 and 2016 was accepted, alongside a pay increase of 2.5% from the 1st January 2015 and a further 2.5% from the 1st July 2016 to the 31st December 2017 was also agreed.

Shannon Foynes Port Company

A redundancy agreement was reached for SIPTU members in the Foynes Dockers Labour Pool. The terms were confidential.

Warrenpoint Harbour

Agreement was reached on a 1.5% increase back dated to 1st January 2016 with an additional 1.5% to be paid from January 1st 2017.

Strategic Organising Campaigns

CHILDCARE

Big Start Early Years Campaign

The early years sector is in crisis. Parents are paying too much for childcare. Precariously employed educators can't make ends meet. Providers are struggling to break even. Everyone is getting a raw deal.

Historically SIPTU's vision is for a quality, affordable, assessable early years sector, where educators are fairly rewarded and recognised for their work.

This is why SIPTU launched the Big Start campaign in March 2016. It is part of the Strategic Organising Department's overarching care campaign for Decent Work, Decent Lives.

The Decent Work, Decent Lives campaign is designed to encourage and equip the people who are lowest paid and most exploited to organise, assert their right to a decent job, decent pay and a decent life.

The Value of Quality Early Years

The first five years are the most important in a child's development. Investing in quality early years education results in benefits such as significantly higher educational attainment and much higher income levels in later life. Economic analysis has consistently shown positive returns on investment for the state, with benefits ranging from 2.5 to 16 times the costs.

However, these benefits are dependent on quality early years being delivered by qualified workers.

Ireland lags behind internationally, spending just 0.5% of GDP on the Early Years sector compared to the UNICEF's recommended international benchmark of 1%, not to mention the highs of 1.8% in Iceland, 1.6% in Sweden and 1.4% in Denmark.

Moreover, the early year's sector is seen as low status, unskilled and its contribution to a child's development is not generally recognised.

Precarious Employment

Working in the Early Years sector is low paid, undervalued and precarious.

There are 23,000 early years' educators based in 4,500 workplaces, two thirds of which are private sector, with a third in the not-for-profit community sector. Over a 1,000 services are owned and run by a single person.

99% of early years' educators are women

The low level of state investment means that qualified early years' educators, many holding degrees, are paid on average just €10.27 per hour. Many are earning the minimum wage.

Thousands of workers are on precarious contracts of just 15 hours a week, 38 weeks a year.

Non-contact time, when educators' complete mandatory observation reports and prepare for the next day, is generally unpaid. Shockingly educators are working for free to maintain a quality service.

The abysmal pay and conditions are unsurprisingly leading to a recruitment and retention crisis in the sector. High staff turnover, at 28.4%, undermines the provision of quality early years services, and 86% of facilities fear recruitment difficulties will impact on their future viability.

Simply put, workers cannot afford to stay in a job they love.

Quality childcare, and all the benefits for children that are associated with it, is being undermined by low pay, poor conditions and a lack of state investment.

Strategic Organising

SIPTU is fighting for a major increase in state investment to radically transform the early years' sector and establish minimum rates of pay. The scale of the challenge cannot be underestimated and requires a long term strategic approach if we are to be successful.

At the core of the Big Start strategic plan is build-



ing a union of workers who can take effective action. We aim to put pay and quality at the heart of the governments early years' policy. There are five other strategic areas; industrial, communications, campaigning, political and coalition building.

However, we are starting from a very low base. union density is under 5% and the sector is demoralised and fragmented.

To date the Big Start Campaign has established county networks across the country where workers agree what actions to take. SIPTU activists have had motions passed at local councils, held public petition signing days, organised colleagues into the union, lobbied public representatives and given a presentation in the AV Room at Leinster House to which TDs and Senators were invited.

The use of social media, worker videos and regular targeted e-mail updates to a database of over 7,000 workers and supporters have been key to developing awareness and building support for the campaign among workers, parents, politicians and the public.

Big Start Coalition

There are almost twenty organisations advocating on behalf of providers, educators or children in the early years sector.

While progress has been made on key issues within the sector major ones remain unresolved, and pay has yet to be seriously addressed.

This is why SIPTU has established the Big Start campaign coalition. By bringing together key stakeholders from the sector, we are developing a common platform that will facilitate collective campaigning and effective political lobbying.

The coalition currently includes Barnardos, the union of Students in Ireland, the National Childhood Network and other organisations.

Decent Work, Decent Lives

Big Start is part of SIPTU's Decent Work Decent Lives campaign for the care sector. It covers early years' childcare, home care and nursing homes.

The targeting of these areas is deliberate. Firstly, care work is human work. It cannot be outsourced or automated; and it is a sector that is growing.

There are currently 7,000 care staff working in private nursing homes, 19,000 employed in home care and 23,000 in childcare. These employment figures are set to rise, particularly in elder care due to demographic changes and increased life expectancy.

Secondly, workers in the care sector are increasingly facing poor pay and conditions.

Caring work whether in the home or in paid employment, has traditionally been undervalued and under-recognised by society. This is clearly reflected in the current employment conditions of many workers in the caring sector, which are characterised by low pay, poor conditions and precarious fixed term and if-and-when contracts.

It is not a coincidence that this work is carried out almost exclusively by women who are not in a union.

As history shows us, it is only by building worker power that we can effectively challenge exploitation and poor working conditions. The care sector needs a union.

SIPTU Support

Within the union, the Strategic Organising Campaign is working in conjunction with the Campaigns and Equality Unit, Communications Department, the Public Administration and Community Division, the Policy Department, IT and SIPTU College.

Family Resource Centres

Almost 250 employees in over 100 Family Resource Centres (FRCs) work with families to combat disadvantage and improve the functioning of the family unit.

Although a key part of TUSLA's family services and 100% state funded, FRC workers were disproportionately impacted by austerity cuts, compared to directly employed state employees.

In 2015 the Strategic Organising Department started a campaign targeting FRC workers.

An access agreement was negotiated at national level by the Strategic Organising Department, so that a team of organisers could meet workers in each individual service. Leaders were identified and a series of elections held for area representatives.



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1. *Contract Cleaners and hospital workers in St James Hospital on International Justice Day for Contract Cleaners*
2. *SIPTU Healthcare assistant campaigning for recognition and respect.*
3. *Big Start activists and organisers at launch of the submission on Early Years funding at the Mansion House, December 2016.*



union density now stands at over 90% with an active national committee. To date a pay agreement has been negotiated with the FRC Employers group and the campaign continues for funding from TUSLA.

CONTRACT CLEANING - FAIR DEAL FOR CLEANERS

Contract Cleaners contribute to our society in so many ways, but they are often unappreciated. Building on previous organising initiatives contract cleaners sought to change this by continuing to increase their visibility, and voice, by building worker power and influence throughout the sector.

SIPTU's, Fair Deal for Cleaners campaign has continued to bring cleaners out of the shadows both locally and nationally.

During the period of this report extensive industry research was conducted, mapping contract cleaning services across Ireland in health, education, transport and retail. This was crucial in identifying individual cleaning contractors' industry market share while enabling the union to identify and track procurement trends in a sector that employs an estimated 20,000 workers.

Several strategic sites were identified across the health, public transport and higher education sectors as organising targets. Joint meetings between the union's Organising Team and Sector Industrial Team were used to develop an organising and industrial agenda that could be pursued to seek improvements. Issue based organising campaigns were undertaken on numerous sites across the three targeted sectors. As a direct result of this activity, new workplace committees sprang up, union membership grew and cleaner's issues could no longer be disregarded by contractors. The campaign continued to build solid, sustainable union structures on these targeted sites. The number of shop stewards, workplace leaders and committees rose steadily. Average density levels of 60% were achieved.

The leadership and organising training programme developed for Contract Cleaners was delivered to activists drawn from various locations and employments, and, in many cases, was their first interaction with the union's education programme. This training equips them to build density and progress

issue-based organising at local level. While the focus of the campaign continued to be workplace based, the worker leaders continued to participate in the broader union agenda, attending the Cleaning Sub Sector meetings which had initially been established in 2014.

This forum facilitates interaction amongst cleaners from a cross section of the sector, thus influencing policy and direction within the Sector. This interaction proved vital during the negotiations on the Contract Cleaning Employment Regulation Order (ERO), which involved the direct involvement of Activists from the sector. Despite a challenging industrial background, SIPTU and its' activists successfully negotiated the first of two EROs during the summer of 2015, which came into effect in October 2015, with its successor coming into effect on 26th December 2016.

At an international level the SIPTU 'Fair Deal for Cleaners Campaign' participated in many UNI Europa and UNI Global Cleaning Sector Forums ensuring that challenges that face Irish Contract Cleaners had a European platform. This forum was instrumental in rolling out The Cleaners Charter across Europe. The Charter is a protocol that ensures that those procuring contracted cleaning services are responsible for ensuring that the contractor is responsible and recognises the cleaners' right to organise. This approach proved most effective when contract cleaners in the Midlands Regional Hospital in Tullamore, chose to form a union and become organised. Despite working in unfavourable conditions and being subjected to continual hostility by the employer, this group of extraordinary SIPTU members stood firm and not only built a strong union but successfully negotiated a favourable outcome. With the assistance of the SIPTU Health Division and its local activists, this group of Contract Cleaners will soon have the opportunity to become directly employed by the HSE.

SIPTU, the campaign's cleaning activists and the sector generally participated in the International Justice Day for Cleaners in a commemorative and celebratory fashion.

None of the achievements of the campaign over the last two years could have been realised without the commitment of workplace leaders, committees and members who took a stand in their own workplaces and beyond. The collaborative

approach adopted by Organisers from both Strategic Organising and the Cleaning and Security Sector has also played a pivotal role in realising campaign goals. Moreover, Contract Cleaners who embraced the organising agenda continued to build union density, SIPTU structures and worker power. They are most certainly no longer invisible.

DUBLIN HOSPITALS SUPPORT GRADES CAMPAIGN

Within SIPTU, the Support Grades Sector includes Health Care Assistants (HCAs), those caring for the intellectually disabled, home helps, catering staff, porters, maintenance, household and other workers who perform vital tasks that ensure the delivery of services to the public. In 2013/2014 a strategic decision was taken to resource an organising initiative focused primarily on hospitals in the Dublin area.

Maintaining this focus in 2015 and 2016, the campaign was resourced with four organisers. The strategy was simple; engage with workers and shop stewards from across the support grades in targeted locations, assess the union density levels and design an organising campaign from there. A simple concept but not without its' challenges.

Organisers continually identified and mapped the various grades, identifying areas for growth while addressing union leadership deficits where appropriate. By mid-2015, the Organising Team had directly interacted with support grade workers from 30 different Dublin based hospitals.

Specific Campaign messaging was developed and thousands of one to one conversations with Support Grade workers were conducted by Organisers who engaged with both members and non-members. All activity took place on site with the organisers working through every hospital corridor and each section of each location engaging with HCAs, Porters, Catering and Household Staff, Lab Aides and Interns on the role and function of their union. Their work was further supported with continual use of grade and location specific worker surveys, which invited all workers to express their views in relation to matters that were of concern to them. These surveys were distributed and collected by both activists and Organisers with an average completion and return rate of 72% in locations where the survey was run. Further to the surveys being completed, a "YOUR RE-

SULTS ARE IN" newsletter that was grade specific was designed and circulated to the workforce. Such activities resonated with members and non-members alike, resulting in workers from a cross section of the grades, not only becoming members but, in some cases, activists. Increased communication, combined with leadership development has complemented this approach, resulting in the successful formation of workplace committees in many locations.

To further enhance growth, specific leadership and organising training courses were developed and delivered to 65 activists from across a wide range of grades and locations, focusing on the practical application of organising skills and issue based organising within their respective workplaces.

This foundation was further strengthened by the collaboration of both Industrial and Organising Teams, who consistently worked together in a number of key locations to guide committees and newer activists in progressing issues at local level. This team working proved critical during the various ballots over the period of this report

As the campaign continued to develop it emerged that one of the key groups in most need of organisation were Interns. For various different reasons, they told Organisers that they didn't feel that they had a meaningful role in the union. By engaging with them on their concerns, the organising approach assisted in building not only their confidence within their respective workplaces but also in the union, therefore building on the ideal of "One Big union".

Despite numerous challenges, Support Grade Workers across a range of Dublin Hospitals have chosen to organise. Hundreds of Dublin based HCAs, Interns, Lab Aides, Catering Assistants, Household Assistants and Porters have chosen to join, complete workplace surveys and become active in SIPTU. Density has substantially increased in each location and newly organised sections have sprung up, some having been organised from scratch, thus enabling Support Grade Workers to build their strength and power. By the close of 2016 the average density across a range of support grades is a healthy 72% and growing. Activist figures have increased and this too continues to be the case.

Furthermore, this initiative expanded beyond the Dublin Area with organising activity having com-



menced in several hospitals in the North East and Midlands.

Such promising growth and worker engagement would not have been possible without the commitment and activism of all the members and the various leaders who work tirelessly in a health system often overwhelmed trying to meet public demand with scarce resources. Their professionalism and contribution within their own workplaces, and their belief and support for an organised voice bodes well for all our futures and for our health service.

Intellectual Disability Sector

In mid-2015, some of the Campaign's focus and its resources began to evaluate the union density and influence among a few targeted employers within the Intellectual Disability Sector, primarily in the Dublin Area. Activity here was somewhat different to the Dublin Hospitals Initiative. Organisers experienced challenges accessing members and non-members alike. In some cases, communication with workers was frustrated by employers. Nevertheless activists and organisers persevered.

Conducting a large number of one to one interviews and surveying as many workers as possible, the issues and challenges specific to Social Care Workers and Care Attendants employed within the Sector were identified, and a joint industrial and organising strategy was developed for implementation. This approach resulted in the union gaining respect amongst this scattered and sometimes isolated workforce. Many chose to join SIPTU, regaining confidence through participating in various collective actions, which in turn complimented the industrial strategy. This commitment secured improvements in terms and conditions, while the density in a number of locations has increased to 70%, with the numbers of worksite leaders and activists notably increasing.

In some locations, Organisers successfully negotiated "access and neutrality agreements" which have enabled them and SIPTU activists to address new recruits at their training inductions, whilst in other areas agreements have enabled activists to engage locally in organising activity within their worksites. Training specific requirements were identified for union activists within the sector

which resulted in specific leadership, organising and communications training being delivered.

DECENT WORK/DECENT LIVES: Nursing Homes, Private and Voluntary Home Care - The Care Campaign

During 2016, the Strategic Organising Department commenced work on organising workers in Nursing Homes, and the Voluntary and Private Home Care sectors nationally. This new undertaking was a key component of the "Decent Work/Decent Lives" Campaign, which was launched at the Biennial Delegate Conference in November 2015.

Extensive research began in these sectors, identifying and mapping potential targets. Initial outreach to workers also commenced.

For many of those employed within the Sector, some of whom have never had any previous interaction with SIPTU, or any union, the challenges are great. Among them were low pay, lack of job security or respect, zero hour contracts, perceived hostility by employers to unionisation, and having no tradition of a collective and organised voice.

Despite such challenges, Organisers continue to work with those in the Sector, supporting their efforts to effect change and build a strong and vibrant union in 2017 and beyond.

Campaigns and Equality 2015-2016

The SIPTU Campaigns and Equality Unit carry out the objective of the union broadly under the headings of equality, campaigns and social media.

The equality function is developed through the operation of the Equality Sub Committee, which is the primary body in the union with responsibility for promoting equality and for considering equality related matters. This Committee is a Sub Committee of the National Executive Committee. It has a term of office of two years and meets bi-monthly.

Rule 102 of the union charges the Equality Sub Committee with the following:

'Promoting equality, considering equality issues and reporting directly to the National Executive Council.

'Developing women leaders and leaders of the non-Irish nationals in the community so that they would have the confidence and experience to play a full role in the union's decision making;

'Encouraging and pursuing the implementation of equality policy and strategy as determined by the National Executive Council and Biennial Delegate Conferences.'

The term of office of the Sub Committee ended within the time frame of this report and another one commenced.

Membership of the Equality Sub Committee 2015

Ms Elizabeth Cunningham
 Ms Mary Durkin
 Ms Jemma Mackey
 Ms Bridget Burrows
 Ms Suzanne Griffin
 Ms Maureen Ryan
 Mr Vincent Tynan
 Ms Ann Russell
 Ms Amanda Kavanagh
 Mr Leonard Simpson
 Mr Ernie Devlin
 Ms Helen Murphy
 Ms Mary Van Gelder
 Mr Anna Wianowska
 Ms Ann Ryan

Mr David Connolly
 Ms Margaret Egan
 Ms Anton McCabe

Membership of the Equality Sub Committee 2016

Ms. Elisabeth Cunningham
 Ms. Rose O Reilly
 Mr. Sean Clarke
 Ms. Ann Russell
 Ms. Suzanne Griffin
 Ms. Maureen Ryan
 Ms. Sally Rock
 Mr. Pdraig Heverin
 Ms. Maureen Ryan
 Mr. Wieslaw Stach
 Ms. Mary Van Gelder
 Ms. Ann Ryan
 Ms. Margaret Egan
 Ms. Mary Dolan McLoughlin
 Ms. Amanda Kavanagh
 Ms. Rose Donnelly
 Mr. Pdraig Peyton
 Ms. Margaret Cooney
 Ms. Catherine Smith

The majority of the work of the Equality Sub Committee was carried out under the headings of gender equality, young workers and students, LGBT, migrant workers, disability, human rights and equality and global solidarity.

Gender Equality

The female membership of SIPTU is in excess of 40% and it is incumbent on the union to ensure that its female members have the capacity to participate in the activities of the union to the fullest extent for the best possible outcome. This is necessary not just for equality but because women are overrepresented in occupations that offer lower wages than jobs predominantly carried out by men. This largely explains the average 16% gender pay gap across Europe – although a 2016 study by recruitment provider Morgan McKinley in collaboration with Emolument.com identified the average gender pay gap in Ireland in 2016 as being as high as 20%. The concentration of women in low-paid sectors in Ireland supports this



data, showing that 45.9% of women working in the market economy do so in the traditionally low-paid sectors of hospitality and distribution. The figure for men is 16.5 percent. Women are overrepresented in the temporary and part time work areas, and of the 75,000 workers on the minimum wage, 65% (48,750) are women. This results in the pressures of living on such a low wage being disproportionately felt by women. Having regard to all of this and having regard to the rules of the union that require all committees to be at least 33% female or male – subject to the demographics of the sector, SIPTU Equality undertook a gender audit of the structure of the union to establish the extent of female participation.

The audit established that the gender participation level for women at NEC level is at 36%, that four of the five Divisions within the union are meeting or exceeding the 33% rule and that 62% of sector committees are also meeting or exceeding the target. Further analysis from the data demonstrates that of the 38% of sectors with a participation rate of less than 33% - 75% had a predominately male membership. Further work is now being undertaken with the sectors to encourage and improve female participation.

The union's 1916 centenary commemorations were complimented with a SIPTU Equality event entitled Women@Work. This event included a photographic exhibition of working women down through the ages, and a dramatic piece specially penned for the occasion by Irish Equity member Laurence Foster and performed by members of the Irish Equity Executive including Irish Equity President Pdraig Murray. There were speaking contributions from Mags O'Brien (Reclaim the Vision of 1916), Anne Speed (trade unionist), Karan O Loughlin (trade unionist), Mary McAuliffe (Historian), Alice Mary Higgins (Policy Advisor NWC), Sarah Durcan, Waking the Feminists, and musical contributions from Niamh Parsons (MUI Vice President) and Eric Fleming (trade union Singer).

The union activity for International Women's day 2016 was to partner with the Waking the Feminists group to host their 2nd event in Liberty Hall. This was a hugely popular event that is creating a strong network of people putting a new focus on the gender equality issue. SIPTU Equality also made a speaking contribution to the closing of the Waking the Feminist Campaign in the Abby Theatre in October of 2016.

SIPTU continued its representation on the ICTU Women's Committee and a delegation of 13 activists attended the ICTU Women's Conference in Mullingar. This was a successful and participative conference. Two motions were submitted and passed on behalf of SIPTU, one in respect of gender balance for tutoring at the proposed worker's college, and one re-emphasised the importance having employers and workers in general fully aware of their rights and obligations in dealing with and preventing bullying and harassment in the workplace.

SIPTU Equality is also represented on the National Women's Council of Ireland, and SIPTU Equality submitted a motion to the AGM to have the policy of a collectively bargained living wage adopted as part of the Council's own policy. The motion was supported by the AGM.

Young Workers

While SIPTU welcomes the reduction in youth unemployment (although it is still higher than the national average), we remain concerned about the growing number of young people on low pay and in precarious employment. Data from the NERI Institute on the minimum wage (2015) found that 39.1% of young people aged 18-29 years in the labour force were working for the minimum wage.

There is also increasing concern about the changing nature of the labour market, with significant growth in precarious employment and what others refer to as contingent labour. Those engaged in internships, temporary work, part-time jobs, zero-hours contracts and sub-contracting comprise an ever-growing segment of the labour force.

This trend particularly impacts on young people, women and migrants. Many young workers are having the traditional entry into well-paid and secure employment elongated and frustrated by the proliferation of internships and temporary jobs on minimum and low wages.

During 2015-2016 the Campaigns and Equality Unit took an extensive look at how to restructure youth involvement in SIPTU to ensure that young people are represented throughout the union. In early 2016 a SIPTU Youth Committee was set up to begin this review process.

A delegation of young SIPTU members travelled to Brussels on 7th of December 2016 to make a presentation on the world of work for young people in Ireland to a group of European Parliamentarians. The presentation was part of a European funded project in cooperation with the SOLIDAR Foundation and the report was very well received.

On 25th of June 2016, we held a consultative meeting for young people in Liberty Hall to discuss the future of the trade union movement.

Between the 10th and the 16th of September 2016, SIPTU Services Division Members Niamh Murtagh and Dan O' Neill took part in the UNI Global Youth Camp in Berlin. The aim of the event was to bring together trade union activists from across the globe to discuss changing working conditions brought on by over a decade of globalisation and rapidly changing technology. The activists also discussed strategies which could promote greater youth involvement in the trade union movement, the effect changing technology was having on young workers and the growing use of smartphones by employers to avoid rostering shifts in advance.

SIPTU's relationship with the union of Students in Ireland has continued to move from strength to strength. Throughout 2015 and 2016, SIPTU worked with USI on several initiatives including the setting up of a coalition on the future funding of third level education.

Following on from the successful Alicia Brady Commemorations held by the union for a number of years running, including a wreath laying commemoration in December 2015, on 16th of December 2016, the Young Workers Network launched an annual Alicia Brady Award to remember this 1913 Lockout martyr and highlight campaigns by workers' struggling to have the value of their work recognised and adequately rewarded. The inaugural award was presented to union members working as early years' educators, who are part of the union's Big Start campaign. The event was supported by the SIPTU Dublin District Council, the SIPTU Equality Committee, the Big Start Campaign and the Irish Labour History Society.

LGBT

SIPTU supported the Pride Marches in 2015 and 2016 and again lit up the top of Liberty Hall with

the colours of the rainbow flag for the week of the Pride Festival. SIPTU Equality also participated in the inaugural ICTU LGBT Conference in Belfast, Equal in the Workplace – Equal in Society. This conference emphasised that preventing people from being themselves at work creates health and wellbeing issues.

There needs to be a strong driving policy structure with clear policies on gender identity, bullying in the workplace and protecting visibility. That is the key. Challenging employers on pensions rules for partners and including LGBT workers in their paternity leave policies are important aspects of working life not yet strongly developed.

The conference highlighted the need for marriage equality in Northern Ireland and analysed the barriers to the Love Equality campaign for equal marriage. The trade union message from this conference is that it is ok to be who you are at work – your union supports you.

Migrant Workers

In recognising the growing number of international workers now organised in SIPTU the union took a decision to extend the existing scholarship scheme for members and their children to include a category for migrant workers in 2015. This attracted a high number of applicants and the first ever winner, a female member from the contract services industry based in Galway was announced in 2016.

Over the weekend of May 20th to 22nd 2016 the Equality Sub Committee hosted the 2nd annual polish festival, Polska Eire - A Taste of Poland, in Liberty Hall. This event included an arts exhibition, craft and food stall, traditional Polish music and dancing, an address from Adam Beilecki the Polish climber and arctic explorer, an address from the Polish Ambassador and performances by two popular Polish bands. This event was a great success and over 500 people attended. The event was part of nationwide celebrations during which SIPTU also gave a presentation on the forgotten women of 1916 to the festival in Limerick, after the screening of a Polish documentary on the role of women in the Polish trade union Solidarnosc.

Ireland, unlike most other EU countries, has no hate crime legislation. During the term of this report SIPTU supported the European Network Against Racism (ENAR) in its Love not Hate campaign, calling on the government to enact



the Criminal Law (Hate Crime) Bill to protect minorities in Ireland. On January 21st, 2016, the union hosted the ENAR one day event Understanding and Responding to Islamophobia in Liberty Hall. SIPTU Equality also continues to support the Show Racism the Red Card Campaign to end racism in sport.

Disability

SIPTU continues to be represented on the ICTU Disability Committee and its representatives attended both ICTU Disability conferences in 2015 and 2016. Delegates at these conferences discussed decent work that is productive for people with disabilities and delivers a fair income. The conferences welcomed and debated employment strategies for people with disabilities in both North and South jurisdictions on the island of Ireland. The 2017 seminar will provide an update on both and will hear from both people with disabilities in employment and the companies employing them.

In relation to the responsibilities of states to implement employment measures under the UN Convention on the Rights of People with Disabilities (UNCRPD), delegates urged the Irish Government to follow up on its commitment to ratify the UNCRPD before the end of year. This call did not go unheeded as the Disability (Miscellaneous Provisions) Bill 2016 which seeks to address the remaining legislative barriers to the ratification by Ireland received government support in December 2016. The UNCRPD provides the framework to advocate for, protect and ensure the rights of all people with disabilities, and promote equal rights in all areas of life.

Human Rights and Equality

SIPTU is represented on the steering committee of the Equality and Rights Alliance (ERA) which is a civil society coalition working for an effective equality and human rights infrastructure in Ireland. During the 2015-2016 period, ERA produced several submissions and reports including:

- Submission to the economic forecasting organisation the Economic Cycle Research Institute (ECRI) on its fourth monitoring cycle: March 2015
- Submission to UN International Coordinating Committee (ICC) of national institutions for the promotion and protection of human rights on the accreditation of the Irish Human Rights and Equality Commission: February 2015
- Equality and Human Rights: An Integrated

- Approach
- A New Public Sector: Equality and Human Rights Duty
- An Analysis of Socio-Economic Status as a Discrimination Ground
- Civil Society Guide to the Public-Sector Duty

SIPTU also hosted a round table discussion on the equality function of the Workplace Relations Commission in Liberty Hall.

SIPTU Global Solidarity Committee

The Global Solidarity Committee had a number of successful initiatives in 2015 and 2016, furthering its objectives, which are to undertake:

- International Solidarity Action with the politically oppressed and economically disadvantaged peoples of the world.
- Develop the union's International Affairs Policy to advance the cause of Social Justice throughout the world.
- Promote trade union rights and a Decent Work Agenda with a priority on trade union organising.
- Develop links with the European and international trade union movement in order to advance the fight for a more equitable world.

In addition, the committee promotes Global Solidarity amongst union members through appropriate action and means, with a particular focus on development education. It assists with organising workers into membership of the union through its activities and campaigns. It also acts as a co-ordinating platform for the activities undertaken by various groups acting in solidarity with the peoples of Cuba, Palestine, Venezuela and Colombia.

Over the last two years the committee has set about prioritising the union's Global Solidarity activities through Solidarity with Palestine, the development of a Global Solidarity Activist Network and the campaign against the Transatlantic Trade and Investment Partnership (TTIP). The committee has undertaken various activities, including organising a Solidarity Conference with Palestine, standing side-by-side with workers in the US on the Global Day of Action for the 'Fight for 15' and through events on Fair Trade.

Over the last two years the committee has been working against the backdrop of major global challenges including the 2016 US presidential election, the Brexit referendum and the rise of right



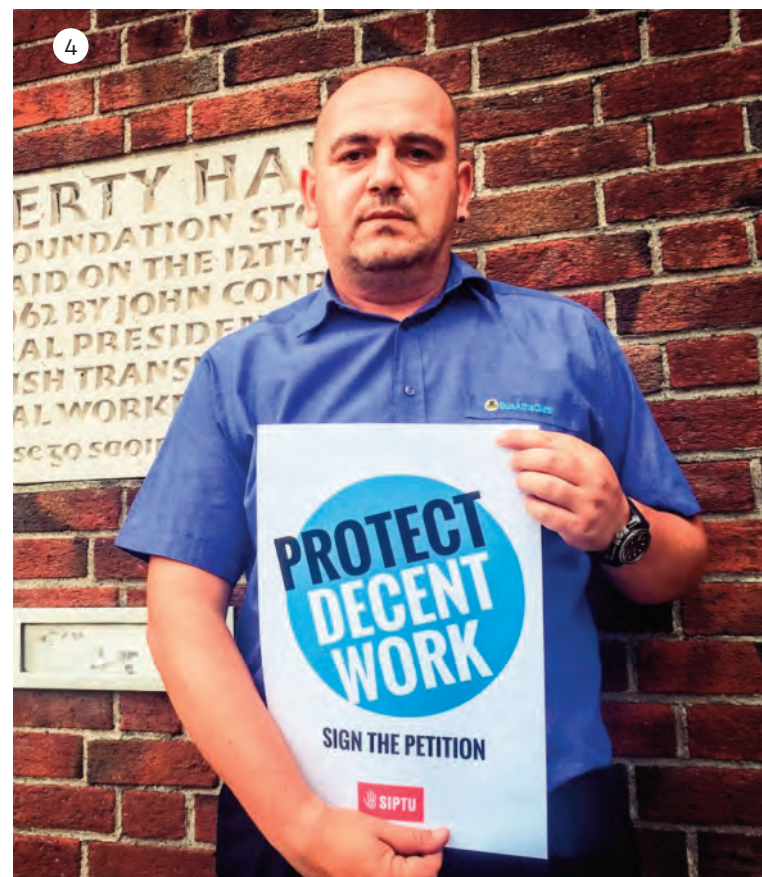
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1. Presentation of the Alicia Brady award to the Early Years educators in the Big Start campaign.
2. Global Solidarity members supporting the campaign for hate crime legislation.
3. Inaugural meeting of Waking the Feminists, campaigning for gender equality in the Arts.
4. SIPTU member from the Transport Sector supporting the European Transport Federation campaign for Fair Transport.
5. Launching the trade union campaign for secure rents.
6. SIPTU Local Authority members campaigning for a referendum to keep water in public ownership.



wing populism in Europe, which has given rise to a nationalistic and xenophobic discourse awash with vitriol and hate speech. Trade unions, particularly in Europe, are confronted with the challenge of growing right wing populism, which uses the influx of refugees from war and persecution in the Middle East to build its support base. In the US the current administration has set forth policies to contain, deport, ban - in short visit multiple forms of discrimination and institutional violence upon people who are Black, Latino, Muslim, immigrant and LGBTQ.

2016 became the worst year on record for attacks on free speech and democracy, with workers' rights weakened in every region of the world. According to the International Trade Union Confederation (ITUC) the ten worst countries for working people are Belarus, Cambodia, China, Colombia, Guatemala, India, Iran, Qatar, Turkey and United Arab Emirates. Over 82 countries across the world exclude workers from labour law, and in over two thirds of countries workers who have no right to collective bargaining. More than half of all countries deny some or all workers collective bargaining rights.

Against these immense challenges trade unions have negotiated at the International Labour Organisation (ILO) for key agreements on Global Supply Chains and Labour Migration to strengthen union rights. Over the next three years, as the Irish government takes up a position on the governing body of the International Labour Organisation, the committee will strive to work through the Irish Congress of Trade Unions in shaping international policies that will bolster workers' rights and create decent work for all, particularly through the Global Dialogue on the Future of Work.

In addition, trade unions across the world have worked together to ensure a strong focus on decent work and workers' rights in key international agreements adopted at the United Nations. The agreement of the UN Sustainable Development Goals (SDGs) and the UN Framework Convention on Climate Change will, if implemented fully by governments at national and regional level, transform the world of work to provide decent jobs and equality for all.

Through its representation on the ICTU Global Solidarity Committee, the chair of which is currently held by SIPTU, the union has been instrumental in leading on the work of Agenda 2030 for Sustainable Development, Refugees and Asylum Seekers,

Fair Trade, Climate Change and Business and Human Rights issues.

As a result of the work of the Global Solidarity Committee, SIPTU became the first trade union to implement a Fair Trade policy. It drafted SIPTU submissions to Ireland's National Action Plan on UN Guiding Principles on Business and Human Rights, and the National Climate Change Adaption Framework. With its support, the ICTU Global Solidarity Committee produced a short documentary about refugees in Europe to raise awareness of the situation among trade union members.

The committee is developing a Global Solidarity Activist Network to inform and involve members on international issues. The network will keep members up to date on committee activities and campaign actions to promote global trade union solidarity. Through SIPTU's social media and Liberty newspaper, the committee has striven to raise awareness of union members on the need for solidarity action with workers across the world on pertinent international issues of the day.

Through the work of the committee, the union is developing links amongst both development and human rights NGOs. SIPTU is currently a member of the steering group of the National Coalition on Agenda 2030 for Sustainable Development. Ireland's implementation of Agenda 2030, which includes a policy strand on Decent Work, is being prioritised by government and our involvement in this coalition ensures that we are at the centre of influencing and shaping government policy and action.

The committee's work on human rights is facilitating the union in partnering with various new communities here in Ireland, highlighting issues relating to the politically oppressed and to human rights violations. It is hoped that by working with other sectors of the union on issues such as forced labour, the rights of undocumented workers, direct provision and eradicating racism and xenophobia, the committee will help ensure that these communities see the importance of trade unions as social solidarity organisations, and the value of union membership.

The establishment of an ICTU International and European Forum has further strengthened the union's work on global solidarity issues. This forum has boosted co-ordination with the European Trade Union Confederation (ETUC), the International Trade Union Confederation (ITUC) and the Inter-



national Labour Organisation (ILO). It allows SIPTU to work with other unions at improving our efforts to deliver social justice, end social and economic inequality and strengthen workers' rights by influencing institutions and governments at the European and International level. The Forum is currently chaired by SIPTU.

Furthermore, SIPTU, through its divisions, has worked closely with trade union confederations at the European and Global level to build workers power and in deliver global solidarity. Our affiliations with these bodies assist SIPTU in informing our industrial and organising strategies, policy development and solidarity action on workers' rights.

CAMPAIGNS

The campaigns work has several aspects to it, providing support to industrial campaigns, organising, political campaigns, European campaigns and political campaigns.

INDUSTRIAL CAMPAIGNS

Dublin Fire Brigade (DFB)

Dublin Fire Brigade (DFB) has provided an ambulance service since 1898 and is the only organisation in the country providing a combined medical and medical emergency service (EMS). During its long history, the DFB ambulance service has dealt in a professional manner with some of the city's greatest emergencies including the bombing of the North Strand in 1941, the Dublin Bombings in 1974 and the Stardust fire in 1981. The service has received praise for the manner in which it has dealt with a number of large scale incidents, including a fatal accident involving a bus on Wellington Quay on 2004. DFB members became extremely concerned however by plans revealed in a document drawn up by the Health Service Executive (HSE) which proposed to remove the delivery of Dublin's ambulance service from the Dublin Fire Brigade. In December 2016 SIPTU Campaigns supported the Division/Sector in the campaign to fight against the separation of these services and the removal of call and dispatch from the remit of the DFB.

The campaigns and social media section of SIPTU has also provided support for sectors and divisions during industrial disputes such as the Clery's dispute, the RTE dispute on the outsourcing of the

making of Young Peoples programming and the Dublin Bus and Luas disputes throughout 2016.

EUROPEAN CAMPAIGNS

Fair Transport

Working with the Transport Energy Aviation and Construction Division, SIPTU Campaigns managed the Irish portion of the 'Fair Transport Europe' campaign for better conditions and fair pay for all employees in Europe's transport sector. All European Transport Federation (ETF) affiliated unions set about the task of collecting signatures as part of a Citizens Initiative submitted to the European Commission. Ireland came fifth in percentage terms of signatures collected, only behind Belgium and the Nordic Countries. Throughout the campaign, presentations were given to committees at all levels of the union; videos were made encouraging people to sign up to the campaign and shop stewards were encouraged to sign members up to the campaign on the shop floor.

ORGANISING CAMPAIGNS

Big Start

SIPTU Campaigns continues to support the Organising Department Big Start Campaign for early years Educators in terms of online communication and video production for the Campaign. This includes the development of a functioning Nation Builder website and database integrated with social media. The number of followers on Facebook for this campaign grew from 0 to 2,238 in the timeline of this report. The campaign has also had quite a vibrant presence on Twitter and other social media channels. In total, the Big Start campaign has 10,997 points of contacts with people online.

POLITICAL CAMPAIGNS

Housing

SIPTU was invited to join the Homeless and Housing Coalition at its inception by the founders of the coalition, Ballyfermot Help for the Homeless. The coalition is an amalgamation of trade unions, NGOs working in the area of housing and homelessness and political parties. The demands of the campaign were:



A largescale Government building programme to provide public housing for rent and to provide affordable housing for purchase

The introduction of rent control and rent certainty
Cessation of evictions

Our first activity was a rally on December 1st 2015 to mark the first anniversary of the tragic death of Jonathan Corrie, who died in a doorway on Molesworth Street, in front of Dail Eireann. The coalition held a second rally on 28th May, 2016, which was very well attended by housing community groups and the general public. In October 2016, the trade union participants from the coalition joined forces with social media campaigners UPLIFT and tenant's associations to launch the Secure Rents Campaign to influence the Governments Strategy for the rental market. The demands of this campaign were to:

Regulate increases by linking rents to the Consumer Price Index (rent certainty)

Revoke the right of landlords to evict tenants for the purpose of sale (preventing evictions)

Move from current four year leases to indefinite lease terms (security of tenure)

Education

SIPTU Campaigns supported the education sector in developing and promoting their submission on Higher Education Funding: Consultation on Statement of Strategy for Education & Skills 2016-2018. The submission was made through the Education Coalition, which is made up of the education unions SIPTU, USI, IFUT, IMPACT, TUI. The submission made the case for public funding to ensure quality of standards and equality of access for all who wished to access higher education, and in particular references the 2014 report by the Nevin Economic Research Institute, "We Need to Talk about Higher Education". The submission also addressed current issues of concern such as access and affordability, the casualisation of staff employed in the delivery and support of higher education, demographic demand pressures, postgraduate funding and the quality risks associated with cuts to budgets, services and supports. The unions within the education coalition remain vehemently opposed to the imposition of placing further burdens on students and families, whether this is through direct increases in upfront fees or the introduction of a deferred payment scheme,

such as the income contingent loan model which has been widely reported in the media.

Water

Throughout the timeframe of this report SIPTU Campaigns worked with the PAC Division to campaign for a water referendum to ensure that our water services would not end up in private ownership for profit. The union policy in this regard is to ensure that all households have an adequate supply of water for their needs and that there would be a charge on excess use to discourage wasteful use water and to ensure that the water system can be maintained in a manner that provides a clean, efficient and stable supply of water for everybody. In this regard, it is essential to ensure that there is no opportunity for water to be privatised, either directly or by stealth.

SOCIAL MEDIA & VIDEO

Social media is the key communications channel of the current age for connecting with union members and the wider public. It is a powerful communication, organising and campaigning tool. It allows SIPTU to reach workers in various ways and develop new communities who share common interests with our organisation. Between January 2015 and December 2016, the number of followers on SIPTU's main Facebook page rose 126%. During the same period SIPTU's main Twitter page saw a growth in followers of 279%.

SIPTU also saw a consistent growth in followers across other social media pages run by the union such as the Big Start Facebook page, the Justice for the Clerys Workers Facebook page, the Irish Equity Facebook page and the Bus Workers Solidarity Page.

As well as a continuing growth in terms of followers and reach on social media, the number of videos produced for social media has continued to grow. In 2015, SIPTU produced approximately 35 videos for social media. In 2016, SIPTU produced approximately 42 videos distributed via social media. This compares to 12 videos produced in 2014.

We have also endeavoured to publish Liberty articles continuously for online distribution via this media platform. The Campaigns and Equality Unit also delivered numerous training workshops to activists and staff on maximising the use of social media for campaigning.

Communications Department

Staff

Head of Department: Frank Connolly

Journalist: Scott Millar

Graphic Design: Sonia Slevin

Communications Assistant: Deidre Price

Administrative Assistant: Karen Hackett

The Communications Department plays a crucial role within the union. Its work is pro-active with a strong emphasis on encouraging active member participation and is underpinned by dynamic, strong, modern messaging.

The work of the Communications Department focuses on three areas:

Internal communications – Ensuring SIPTU members and staff are kept up to date on union news, campaigns, policy and events. Production of materials for union conferences and meetings. In pursuing this aim, the Department works closely with the union's national officers, Divisions and Campaigns Department.

External communications – Connecting the union with the general public and operating as a press office (dealing with media inquiries and arranging union interaction with the media). Handles inquiries from the public and external organisations. In pursuit of this function the Department is in daily contact with national and local media.

Events – Organising and publicising public events and concerts. This role was of particular importance during the 2016 centenary celebrations of the Easter Rising.

Internal Communications

The core responsibility of the Department is to inform the union's membership of matters of interest to their working lives and of union activities. This role is key to defining the internal cohesiveness of SIPTU by relaying its general direction as decided by the union leadership to officials and the general membership. This is done through published and electronic media.

Communication with staff and members of the NEC

a) The Department distributes to all staff and members of the National Executive Council, on a daily basis, all articles concerning the union published across online and print media.

b) All press releases produced by the Department are distributed by email to staff and NEC members.

These sources of information keep staff and NEC members up to date with the public activities of the union.

Communication with members

This is the paramount role of the Department and takes up the greater part of its work and resources. Materials for communication with members are produced in print and electronic formats.

Liberty newspaper – The 32-page tabloid newspaper was published seven times in 2015 and six times (including a 1916 Easter Rising special) in 2016. On average 35,000 copies are distributed to members in workplaces across the island. Liberty is free for members but it can also be purchased at Eason's stores across the country.

The main focus of Liberty is the on-going industrial activities of the union and interviews with members in their workplaces. The newspaper also provides extensive reports and analysis of political and economic affairs, culture, sport and other matters of interest to members. Contributors range from members and staff of the union, and other unions, to specialist writers, freelance contributors and on occasion, elected representatives. The editorial policy is to highlight the role and participation of members across the union's Divisions while providing readers with analysis and reports from a progressive political perspective, which is increasingly lacking across the mainstream media in Ireland.

The current standard of the publication, in terms of content and design, sees it leading the way for trade union publications in Ireland and is comparable to the best of similar publications internationally.

1916 - 2016
SIPTU The struggle for
workers' rights continues



1916 and Ireland's Revolution of Labour and
Economic Rebirth. Welcome



When internment camp becomes
city of Revolution

University College
Dublin, Dublin City
Dublin City Council

1916 - 2016
SIPTU The struggle for
workers' rights continues

FOR THE
IRISH
REPUBLICANS

The Republic's...
and could...
offer...
to...
promote...
and of all...
the children...

THE BIRTH OF AN IRISH REPUBLIC WAS BORN



SIPTU Organizing for
Decent Work, Decent Lives

SIPTU www.siptu.ie

SIPTU SERVICES
UNIVERSITY
TECHNOLOGY
DUBLIN

The newspaper is also sent out as a PDF to approximately 45,000 members with an opening rate of approximately 25%.

Liberty Online – This E-zine is sent out at regular intervals to the full email list of members. The E-zine of news, comment and analysis was published eight times during 2015 and seven times during 2016. It features industrial news and coverage of political, economic and cultural issues of relevance to members, Liberty View and upcoming events. It has an open rate of approximately 18%, which research would indicate is around the average for such general bulletins issued by trade unions and Non Governmental Organisation's (NGOs) globally. Subscribers and reader trends and choices can be tracked through the Newsweaver service. During 2015, the composition of Liberty Online was changed to make articles shorter and to increase the number of embedded videos.

Bulk emails

Emails are sent via Newsweaver to the full email list or sections of it according to Division, Sector or Section. During 2015 and 2016, the topics of these communications with members included highlighting upcoming events during the 1916 Rising commemorations, the General President's responses to important issues, as well as updates on policy issues and disputes.

Bulk text messages - sent out via NEON SMS to whole or select lists. These are produced by the Department on request from organisers. These messages of up to 160 characters reach several thousand members at a time, informing them of upcoming union activities. The Communications Department sent out 41,350 text messages in 2015 and 58,724 text messages during in 2016.

Newsletters - A number of regular newsletters are produced for various sections of the union's membership. These are produced in co-operation with the relevant organisers. These newsletters include:

The Teller, newsletter for members in Credit unions (Insurance and Finance Sector)

Youth Workers (SIPTU Community Sector)

Sound Post (Musicians Union of Ireland, produced on a quarterly basis)

SIPTU Home Helps (SIPTU Organising Department)

State-related sector newsletter (State-related Sector)

OPW Quarterly Newsletter (State-related Sector)

Health Sector Newsletters (Health Division)

Commissioning of work by officials

Work for the Department such as the production of leaflets, banners and other materials is commissioned through the completion of SIAS Job Forms by organisers. During 2015 and 2016 approximately 450 requests were completed each year.

Other publications and materials – these include campaign materials, leaflets for Divisions, Sectors and Sections, Conference materials, reports, submissions and videos.

Communication with the public

The Department produces a large volume of print and electronic media publications which is aimed at an audience of members and the general public.

Websites

The www.siptu.ie website serves as both the main information portal for the public seeking information on the union and a news site for members. It is a first stop resource for information on the union including all its services, campaigns, news updates, video reports, structures and contact details. The website is the most accessible public face of the union and, as such, is a key communications resource. The current website is probably the most professional looking and extensive of any Irish trade union and is comparable to the best NGO sites in Ireland.

Currently the site is orientated towards news, but also gives a high profile to campaigns and union services. In particular, it provides information on the services of the Workers Rights Centre, and an easy link to join the union online. The website receives approximately 800 unique visitors on each working day. An audit of all the content on the website was carried out in Autumn 2016. Text was updated or out of date pages deleted. Text from 'Welcome to SIPTU' booklet was used to update the relevant pages on the site.

A number of websites have also been created for specific sections of the union which the Department oversees including sites operated by the Health Division, Equity, Workers Rights Centre and the Musicians union of Ireland.

Recruitment materials - A 20 page 'Welcome to



SIPTU' booklet and associated leaflets covering each Division were produced in August 2016. Approximately 20,000 were printed to be distributed to new SIPTU members and those in the wider workforce who should be members.

Video Production – The Communications Department produces its own videos for upload to the union's YouTube channel (SIPTUDigital). It also commissions freelance filmmakers to produce videos for union campaigns. The video output of the Department has been greatly developed and increased over 2015 and 2016. Videos are produced to a very high professional standard in conjunction with Gansee Productions. Videos are also produced under the branding SIPTUDigital by campaigners Paddy Cole and Dan O'Neill - these are mainly for Facebook distribution, are of an ever improving standard and have a rapid turnaround time. In total 35 videos were produced in 2015 and 42 in 2016.

Published Reports

The Department produced a number of reports outlining aspects of union policy during 2013 and 2014

Lansdowne Road Proposals (June 2015)

A Progressive Alternative to the Universal Social Charge (June 2015)

SIPTU Statement on the Proposed EU-US TTIP (October 2015)

The reports were published in booklet form and are also available for download on the SIPTU.ie website.

Campaigns material

For every SIPTU industrial and organising campaign across all the union's Divisions, Departments and Units, the Communications Department produces supporting material such as flyers, leaflets and banners. Campaigns of particular note during 2015 and 2016 included:

Services

Clerys campaign: The Communications Department was involved in every aspect of this long running campaign from assisting with the initial protests in July 2015, to producing banners and leaflets, assisting the social media campaign to organising a giant projection on the front of the building and organising media appearances for workers.

• Living Wage – campaign materials printed in several languages.

Health

• Student Nurses and Interns – leaflets and other campaign materials produced in co-operation with health campaigner, Paddy Cole.

• Giant Balloons – design of giant campaign balloons.

Utilities and Construction Division

• Luas – the Department produced and published materials and videos supporting the strike action in 2016.

• Dublin Bus - Production of leaflets and series of videos to support strike action in 2016

• Construction Sector REA – production of booklet, posters and leaflets for the Rebuild Your Future campaign for a Registered Employment Agreement (REA) in the Construction Sector.

Public Administration and Community

• Firefighters – produced leaflets and other materials to publicise the campaign to protect the Dublin Fire Brigade ambulance service.

• Local authority water workers – produced an extensive leaflet on the threat to public water services from privatisation entitled 'The Plot to Privatised Water' and assisted with the collection of signatures for a petition on this issue.

Manufacturing

• SIPTU Migrant Workers Support Network - leaflet produced for launch of network.

• Supporting Quality - production of e-zines, roll-up banners, interviews with workers in member companies and assistance with promotional materials.

• Medtronic - production of leaflets and posters for workplace committee for recruitment and conduct of ballots.

Organising

• Big Start – assistance with writing and producing newsletters, roll-up banners, petitions and notices.

Campaigns

• Marriage Equality Referendum – leaflets, banners and posters.

• Housing – publication of housing documents and assistance with public meetings.

• Polska Eire – production of leaflets, posters and invitations for festivals in 2015 and 2016



Libertyonline

LARKIN 70TH ANNIVERSARY COMMEMORATION
 Legendary TGWU founder remembered

INDUSTRIAL NEWS
 Bus Eireann management must remove all pre-conditions to talks

Airport terminals must remain in state ownership

Dublin North East Inner City Leaseholder proposals must focus on quality jobs

Glórtha 1916
 Freedom doesn't fall from the sky
 Friday 1st April
 8.00 p.m. • Liberty Hall Theatre

Phao Dorgan Lynched
Liam O'Meara
Declan Hill and Caoimhin Valley
Karan Casey
Aoife Kinsella
Kate Ellis
Cona Venus Lunny
Lisa Dowdall
Louis de Paor
Mick O'Brien
Aoife Scott

Tickets: €25 from www.rh.ie or Tel: 01 858 2217 Email: info@rh.ie

Glórtha 1916
 The Rising Centenary Concert

Easter Saturday, 26th March 2016
 Liberty Hall • 8.00 p.m. - 11.00 p.m.

Cherry Maize
 Patsy Meehan
 Mary McManus
 Louise Mulvey and Clavin McEwen
 Professor Murphy
 Mick Breen
 Robert Doolan

Special guests: President Michael D. Higgins and Andrea Varvaro

Tickets: €30 • Tel: 01 858 2217 Email: info@rh.ie

Liberty
 November/December 2015

Public Water Referendum Page 3

SIPTU in Suffolk Page 1

Trumped? Page 30

Demand Better Pay, Decent Jobs

Workers Rights Centre
 1890 747 881

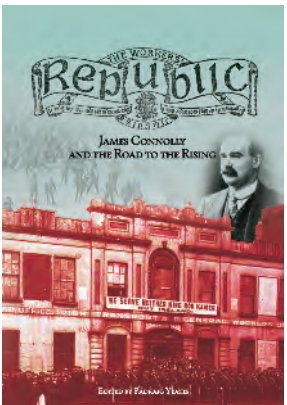
SAVE
 DUBLIN FIRE BRIGADE
EMERGENCY MEDICAL SERVICE

SIPTU logo

Big Start Campaign
 Submission on the Single Affordable Childcare Programme

Big Start

Barnardo's, Children's Rights Alliance, Childline, SIPTU logos



SIPTU ORGANISING FOR DECENT WORK DECENT LIVES

WELCOME TO SIPTU

Organising for Fairness at Work and Justice in Society

Liberty
 Easter Rising Centenary edition March 2016

Historic green flag comes home

By Frank Connolly

Historians flag off a parade which will see the green flag return to the streets of Dublin for the first time since 1916.

The flag will be carried by a group of 100 men, many of whom are veterans of the 1916 Rising.

The parade will start at 11am on Saturday, March 12th, and will end at 1pm in the grounds of the National Museum.

The parade will be led by the 1916 Rising Centenary Committee, which is a joint initiative of the Department of Culture, Heritage and the Gaeltacht and the National Museum.

The parade will be a significant event in the centenary celebrations of the 1916 Rising.

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External media

The Department has the responsibility for overseeing the relaying of the positions and policies of the union to the public through other media.

Communications with media organisations

Press Office - The Department fulfills the role of a press office; processing requests, from both national and local media for comments and interviews on issues in which the union is involved or has a stated position. It processes requests for union officials or members to take part in media panel discussions or debates as members of the audience. This role is crucial for the union's public image and ensuring that our viewpoint is represented within the mainstream media.

Press Releases - The Department issued 263 press releases in 2015 and 307 in 2016. These covered the full range of industrial relations matters across all Divisions. Generated at the request of industrial officials, the news releases are prepared by the Communications Department and sent to a list of over 400 media contacts across the country. These press releases are crucial in bringing the union's position to the wider public. They generated numerous articles in national and local newspapers as well as many interviews with officials on radio and television.

International Media

The Department has frequent contact with the international media and with the European and global trade union movement particularly in relation to the economy. The Department has also supported union campaigns of international solidarity with the peoples of Palestine, Cuba, Colombia and other countries. This support included the production of materials for the SIPTU Global Solidarity Committee which includes posters, leaflets and banners.

The Department frequently facilitated visits to Liberty Hall by delegates from unions across Europe, the US and other countries.

SIPTU Biennial Delegate Conference 2015

For the SIPTU Biennial Delegate Conference 2015, held in City Hall, Cork, in October, a very large (approximately 3 meter by 8 meter) backdrop featuring images relating to actions by members of the five Divisions over the preceding months. The Department also oversaw the production of the Conference Clár, Biennial report and other materials.

Biennial Divisional Conferences 2016

For the five Biennial Divisional Conferences in 2016 the Department produced a nine-minute video film 'Celebrating the Centenary of the Easter Rising' which featured the union's commemoration events and was produced in conjunction with Gansee Films. The Department also oversaw the production of banners and information materials for these conferences.

1916 Easter Rising Centenary Commemoration

The Communications Department in co-operation with the staff of Liberty Hall organised a series of successful occasions to commemorate the role of workers, the ITGWU, Liberty Hall and the Irish Citizen Army before, during and after the Easter Rising of 1916. Four highly successful concerts were part of the calendar of commemoration events. Among the high profile artists which performed at three concerts were Christy Moore, Eddi Reader, Matt Molloy, Paula Meehan, Theo Dorgan, Karan Casey, Damian Dempsey, Niall Vallely and Lynched. The President of Ireland, Michael D Higgins, attended the concerts along with union members and relatives of those who fought in the Rising.

The Department also assisted with the recovery of the original Green Flag which was hoisted outside Liberty Hall on Palm Sunday 1916, just over a week before the Rising. The flag was obtained on loan in March 2016 just before the Easter Rising commemorations from the Inniskillings Museum in county Fermanagh where it had been in storage for several decades. The Department learned of the existence of the flag and other material of historical importance, which had been taken by the British army regiment during the Easter Rising, from colleagues in the Communications Workers Union. The Green Flag was restored before it was presented to President Higgins at a ceremony in Áras an Uachtaráin on 22nd March, 2016.

The Department helped with the State commemoration of the Irish Citizen Army on 29th March, which was addressed by President Higgins and attended by hundreds of relatives of those who fought with the ICA during the revolutionary period. The president laid a wreath at the statue of James Connolly and performers included the Dublin Fire Brigade Pipe Band.

The Communications Department produced a special commemorative edition of Liberty in April

2016 and helped with the design of a wrap consisting of scenes associated with the rising which covered Liberty Hall for most of the year. The wrap was based on a tapestry designed by Robert Ballagh and created by volunteers who had helped create the 1913 Lockout Tapestry in 2013. The Tapestry was on display at Liberty Hall during Easter Week 2016, along with memorabilia from the Rising provided by relatives of ICA members. These included artefacts from Liberty Hall in 1916 and correspondence from leading figures in the ICA such as William Partridge and Countess Markievicz. The Tapestry was subsequently on display at a number of public venues along with the Lockout Tapestry, to which it forms a natural extension, showing the linkages between the two events through the expression of common aspirations to national freedom, social and economic justice. The Department also assisted the Dublin

Other activities

Media Training

The Department organised and conducted a number of media training days for union organisers and activists. These included courses held in SIPTU College and shorter seminars in Liberty Hall.

Congress Communications

The Department has continued to play an active role in joint communications projects and the development of Congress campaigns. During 2016 Congress launched a shared Internet portal which aggregates affiliated unions press releases and other news articles. Since its establishment in 2016 the Department has also played an active role in the ICTU Communications Committee.



Performing at the Glórtha 1916 Centenary Concert were from left to right Louise Mulcahy, Stephen Murphy, Conor McKeown and Christy Moore. Photo: Derek Speirs

District Council and local communities with the raising of 12 ICA commemorative plaques across the city during the centenary year.

A book which comprised all issues of James Connolly's newspaper the Workers' Republic was produced (800 paperbacks and 200 hardbacks) for sale and distribution during the commemoration period.

Retired Members

The retired members section offers an opportunity for continued involvement in the union, assisting it to achieve its objective of a fair and just society. The section has a regional and national structure, with each of the five regions nominating representatives to the national committee. Pdraig Browne is the chair of the national committee and Paddy Moran is the secretary. The administration of the section is supported by Catherine Caffrey, administrative assistant and Karan O Loughlin, National Campaigns and Equality Organiser. During 2015 and 2016 the National Committee was made up of the following retired members;

2015

Peter Campbell
Tomás O'Fhaoláin
Jerry Browne
Sean Roche
Harry Byrne
Anthony Gilligan
John James McLoughlin
Martin O'Neill
Billy Doyle
Jimmy Lynch
Seamus Rodgers
Mary Traynor
Christine O'Flynn
Esther Cowan
Finbarr Foley
Pat Harrington
Seamus Murray
Margaret Cooney
Mairied Hayes
John Walsh
Pdraig Browne
Larry Duggan
Manus O'Donnell
Jerry O'Callaghan

2016

Peter Campbell
Tomas O'Faolan
Jerry Browne
Sean Roche
Anthony Gilligan

John James McLoughlin
Martin O'Neill
Billy Doyle
Jimmy Lynch
Seamus Rodgers
Mary Traynor
Christine O'Flynn
Finbarr Foley
Pat Harrington
Seamus Murray
Margaret Cooney
Mairied Hayes
John Walsh
Pdraig Browne
Larry Duggan
Manus O'Donnell
Jerry O'Callaghan
Pat Clarke
Tom Crowe
Michael Cullen
Pat Lamon

The retired members section has an observer on the NEC. Paddy Moran currently holds this seat and the section also nominates delegates to the ICTU retired members' committee.

The retired members played a full and active part in the 2015 BDC and submitted two motions: one was on care, covering nursing homes and the fair deal scheme; the other was on the retention of the travel pass for retired people. Both motions were adopted at the conference.

The members involved in the section were active on the Senior Citizens Parliament, holding a number of seats on the Executive, as Trustees and on the Standing Orders Committees. The SIPTU Chair of the retired members Region Two Committee John Walsh continues to hold the Chairmanship of the Parliament, having first been elected in 2014.

Pre-budget submissions were made in both 2015 and 2016 on behalf of the section and both submissions were consistent with the retired members motions passed at the BDC 2015, and at meetings of the Senior Citizens Parliament.

Retired Members Conference

The retired members conference took place on 1st December 2015 in Liberty Hall with over 120 members in attendance. The conference was opened by Jack O'Connor, General President and four workshops took place over the course of the conference covering the following topics;

1. Housing
2. Transport
3. Health and Prescriptions
4. Pensions

Regions put forward motions to this conference covering a range of topics on matters of concern to older people.

1916

By way of commemorating the 1916 Centenary the section organised a tour of several 1916 plaque locations followed by a talk on 1916 from retired member's activist Des McGuinness in Liberty Hall, called 'Labour, Liberty and 1916'. The day included a visit to Lourdes Parish School, Sean McDermott Street, for the unveiling of a plaque to the Irish Citizen Army at that location.

Divisional conferences 2016

The Retired Members Committee sent delegates to all of the 2016 Divisional conferences held in Liberty hall. All of the motions submitted by the section were consistent with the union's pre-budget submission and the BDC motions, thus ensuring proper integration of the retired members issues into the mainstream policy positions of the Divisions.

A delegation consisting of Karan O Loughlin, National Campaigns and Equality Organiser, Pdraig Browne, National Committee Chair and Paddy Moran National Committee Secretary attended a meeting with Helen McEntee, the Minister with Responsibility for Older People, in November 2016. The delegation took this opportunity to take the Minister through the points on the pre-budget submission and confirm for the Minister the desire of the SIPTU retired members section to be actively involved in the National Ageing Strategy.

Membership Consultation Initiative

The retired members section also actively contributed to the membership consultation initiative and were represented on the steering committee for the initiative by Paddy Moran.

The retired members section remains a very valuable active group within the union and have been very much at hand to assist with demonstrations, leafleting and supporting disputes whenever necessary.



SIPTU Membership Services

SIPTU Membership Services is a coordinated service which provides members and their families with discounts and benefits across a wide range of products and services. These include car, home and travel Insurance, income protection plans on both an individual and group scheme basis, and a tax refund service.

JLT Ireland, one of the world's largest providers of insurance, reinsurance and employee benefits, has been appointed by SIPTU to coordinate Membership Services. Each year Membership Services devises and carries out a sustained marketing plan to actively promote the services throughout the membership. Components of the campaign include regular mailshots to Divisions, Shop Stewards and Officials. Mer-

chandise including posters for workplace noticeboards and flyers for distribution are sent to work places. Membership Services also undertakes site visits to work places, presentations to various committees and has information stands at the annual conferences

In addition, Membership Services issues a quarterly ezine and have regular ads, articles and updates in Liberty and Liberty on Line. Updated information and details on how to access the services are also available on www.siptu.ie via the web button for 'SIPTU Membership Services' on the home page.

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- Car Insurance

1890 22 22 22

www.postinsurance.ie

*Certain acceptance criteria and policy terms and conditions apply. JLT Insurance Brokers Ireland Limited trading as JLT Ireland, JLT Financial Services, GB Ireland, Quality Insurance, Teachservice, OMIshare Insurance, JLT Online, JLT Trade Credit Insurance, JLT Sport is regulated by the Central Bank of Ireland. JLT Financial Planning Limited trading as JLT Corporate Benefits and JLT Private Wealth is regulated by the Central Bank of Ireland.

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Appendix 1: Financial Statements

**SERVICES, INDUSTRIAL, PROFESSIONAL
AND TECHNICAL UNION
STATEMENT OF TRUSTEES'
RESPONSIBILITIES
FOR THE YEAR ENDED 31 DECEMBER 2016**

The Trustees are responsible for preparing the Annual Report and the financial statements, in accordance with applicable Trade Union law, Miscellaneous Technical Statement 28, "Annual Financial Statements of Trade Unions", and FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council, and promulgated by the Institute of Chartered Accountants in Ireland.

The Trustees are required to prepare financial statements for each financial period. The Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the union as at the financial year end date and of the surplus or deficit of the Union for the financial year.

In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and

- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the union will continue in operation.

The Trustees confirm that they have complied with the above requirements in preparing the financial statements.

The Trustees are responsible for ensuring that the union keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the union, enable at any time the assets, liabilities, financial position and surplus or deficit of the Union to be determined with reasonable accuracy and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the organisational information included on the union's website.

Signed on behalf of the Trustees:

Trevor Skelton

Annette Donlon

Date: 18 May 2017



INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF SERVICES, INDUSTRIAL, PROFESSIONAL AND TECHNICAL UNION

We have audited the financial statements of Services, Industrial, Professional and Technical Union for the year ended 31 December 2016 which consist of the Consolidated Statement of Income and Retained Earnings, the Consolidated Statement of Financial Position, the Consolidated Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is FRS 102, which is in the Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council.

This report is made solely to the Trustees of the Union in accordance with Section 11 of the Trade Unions Act, 1871. Our audit work has been undertaken so that we might state to the Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Trustees and auditors

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors. We report to you our opinion as to whether the financial statements give a true and fair view in accordance with FRS 102. Our responsibilities do not extend to other information.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect

based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Basis for qualified opinion on financial statements

As explained in Note 4, the Union has considered the implications of Section 28 of Financial Reporting Standard 102 (FRS 102), Employee Benefits, and has decided not to comply with the requirements of the standard in the financial statements for the year ended 31 December 2016, as the Union considers the standard to be contrary to its objective of supporting the continued provision of defined benefit pension schemes by employers to their employees.

Section 28 provides for the presentation of information regarding the costs of providing the pension benefits earned by employees during the year and of the value of the benefits that the Union has committed to providing in respect of service up to the year end, and for the recognition of relevant amounts in the Consolidated Statement of Income and Retained Earnings, and Consolidated Statement of Financial Position of the Union. The Union has, in Note 19, disclosed information in respect of the financial position of the Pension Scheme. If the Union had complied with the requirements of Section 28 the effect would have been to reduce net assets by €67.483 million (2015: €62.135 million), to reduce the surplus for the year by €1.334 million (2015: €4.860 million increase in deficit) and to debit the Statement of Other Comprehensive Income for the year with an amount of €5.834 million (2015: credit of €19.584 million).

Qualified opinion on financial statements

In our opinion, except for the effects of the matter described in the Basis for qualified opinion paragraph, the financial statements:

- give a true and fair view of the state of affairs of SIPTU at 31 December 2016 and of its surplus for the year then ended as set out in the Consolidated Statement of Income and Retained Earnings page 11.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion adequate accounting records have been kept by the Union in accordance with the Trade Union Acts, 1871 to 1990. The financial statements are in agreement with the accounting records.

O'Connor & Associates
Chartered Accountants and Registered Auditors
Harcourt Centre
Block 3
Harcourt Road
Dublin 2
18 May 2017



General Fund Revenue Account for the year ended 31 December 2016

	Schedule	2016 €	2015 €
Income			
Members' Contributions		31,943,565	31,542,690
Rents		128,641	128,021
Sundry Income	1	710,887	1,208,651
		32,783,093	32,877,362
Expenditure			
Finance and Administration	2	5,409,005	5,040,477
Industrial Services	3	7,051,541	6,980,800
Industrial Engineering	4	145,043	198,337
Property	5	3,436,521	3,431,238
Utilities and Construction	6	2,321,980	2,477,847
Manufacturing	7	2,799,412	2,854,348
Health	8	2,517,265	2,687,920
PA and Communities	9	2,257,274	2,434,768
Services	10	2,124,617	2,317,548
Research	12	374,046	306,023
Publications	13	741,281	732,301
General Services	14	1,701,802	1,908,829
Dispute Benefit		404,715	154,053
Depreciation	15	634,591	710,799
		31,919,093	32,235,288
Surplus for year		864,000	642,074
Gains on Financial Assets at Fair Value		124,967	127,553
Surplus on Disposal of Fixed Assets		44,531	20,941
Surplus for the year before taxation provision		1,033,498	790,568
Taxation provision		(51,236)	(41,890)
Surplus for the year after taxation provision		982,262	748,678
Transfer from Industrial Contingency Fund		154,719	-
Surplus after transfers from other funds		1,136,981	748,678
Balance in Fund at beginning of year		20,265,113	19,516,435
Balance in Fund at end of year		21,402,094	20,265,113

Provident and Educational Fund Revenue Account for the year ended 31 December 2016

	Schedule	2016 €	2015 €
Income			
Bank and Other Interest		6,823	102,773
Grants		127,000	127,000
		133,823	229,773
Expenditure			
Staff Costs		577,557	721,648
Education and Training	11	173,819	196,864
Retirement Benefit		150,574	151,708
Mortality Benefit		51,231	55,709
Superannuation and Grants		5,128	6,310
		958,309	1,132,239
(Deficit) for year		(824,486)	(902,466)
Balance in Fund at beginning of year		(5,626,950)	(4,724,484)
Balance in Fund at end of year		(6,451,436)	(5,626,950)

Industrial Contingency Fund Revenue Account for the year ended 31 December 2016

	2016 €	2015 €
Income		
General Fund	-	-
Expenditure	-	-
Surplus for year	-	-
Transfer (to) General Fund	(154,719)	-
Balance in Fund at beginning of year	19,568,746	19,568,746
Balance in Fund at end of year	19,414,027	19,568,746



Political Fund

Revenue Account for the year ended 31 December 2016

	Schedule	2016 €	2015 €
Income			
Members' Contributions		87,298	82,878
		87,298	82,878
Expenditure			
Affiliation Fees		2,500	2,500
Political Grants and Donations		5,700	(450)
Conference Expenses		719	13,135
		8,919	15,185
Surplus for the year		78,379	67,693
Balance in Fund at beginning of year		247,633	179,940
Balance in Fund at end of year		326,012	247,633

Provident, Pension and General Purposes Fund (IPG)

Revenue Account for the year ended 31 December 2016

	Schedule	2016 €	2015 €
Income			
Members' Contributions		38,076	21,433
		38,076	21,433
Expenditure			
Claims and Allowances		27,745	18,164
Payment to Superannuitants		10,126	11,834
		37,871	29,998
Surplus/(Deficit) for year		205	(8,565)
Balance in Fund at beginning of year		1,547,741	1,556,306
Balance in Fund at end of year		1,547,946	1,547,741

Income Continuance Fund for the year ended 31 December 2016

	2016 €	2015 €
Income		
General Fund	-	-
	-	-
Expenditure		
Claims and Allowances	50,957	68,493
	50,957	68,493
(Deficit) for the year	(50,957)	(68,493)
Balance in Fund at beginning of year	826,587	895,080
Balance in Fund at end of year	775,630	826,587

Liberty Hall Modernisation Fund for the year ended 31 December 2016

	2016 €	2015 €
Income		
General Fund	-	-
Expenditure		
Result for year	-	-
Balance in Fund at beginning of year	7,670,066	7,670,066
Balance in Fund at end of year	7,670,066	7,670,066

Consolidated Statement of Income and Retained Earnings for the year ended 31 December 2016

	Note	2016 €	2015 €
Income			
Members' Contributions		32,068,939	31,647,001
Rents		128,641	126,021
Bank & Other Interest		6,823	102,773
Grants		127,000	127,000
Other Income		710,887	1,208,651
		33,042,290	33,211,446



Expenditure

Staff Costs		23,290,017	23,583,678
Honorary Secretaries Commission		232,869	278,150
Administration		1,135,392	1,129,536
Promotional		121,255	94,063
National/ Divisional & Industrial Conferences		475,565	716,206
Travel, Subsistence and Transport Costs		1,892,694	1,784,971
Computer and Equipment Maintenance		119,275	146,015
Publishing Costs		183,972	200,113
Legal and Professional Fees		363,816	495,634
Divisional Development and Campaign Fund		39,731	55,525
Strategic Development Activities		42,177	29,739
Establishment		1,996,055	1,893,185
Organisational Unit Expenses		171,993	185,418
Dispute Benefit		404,715	154,053
Depreciation	7	634,591	710,799
Provident and Educational Fund		958,309	1,135,427
Political Fund		8,919	15,185
Income Continuance Fund		50,957	68,493
IPG Fund		37,871	29,998
Affiliation Fees		809,971	758,876
Bank Charges		63,667	74,801
Amortisation of Capital Grant	15	(58,662)	(58,662)
Total Operating Expenditure		32,975,149	33,481,203
Operating Surplus/(Deficit)		67,141	(269,757)
Gains on Financial Assets at Fair Value	9	124,967	127,553
Surplus on Disposal of Fixed Assets		44,531	20,941
Surplus/(Deficit) for the year before taxation provision		238,639	(121,263)
Taxation provision	14	(51,236)	(41,890)
Surplus after transfers from other funds		185,403	(163,153)
Balance in Fund at beginning of Year		44,498,936	44,662,089
Balance in Fund at end of year		44,684,336	44,498,936

Consolidated Statement of Financial Position for the year ended 31 December 2016

	Note	2016 €	2015 €
Income			
Fixed Assets	7	14,475,233	14,834,545
Heritage Asset	8	266,771	266,771
Investments	9	3,094,951	2,969,984
Current Assets			
Larcon Centre Stock		2,630	2,630



Sundry Debtors and Prepayments	10	12,823,927	13,100,665
Cash and Cash Equivalents		18,209,479	18,064,213
		31,036,036	31,167,508
Current Liabilities			
Sundry Creditors	11	(2,429,207)	(2,973,001)
Net Current Assets		28,606,829	28,194,507
Creditor amounts due after one year	13	(1,759,445)	(1,766,871)
Net Assets		44,684,339	44,498,936
Reserves			
General Fund		21,402,094	20,265,113
Liberty Hall Modernisation Fund		7,670,066	7,670,066
Income Continuance Fund		775,630	826,587
Provident and Educational Fund		(6,451,436)	(5,626,950)
Industrial Contingency Fund		19,414,027	19,568,746
Political Fund		326,012	247,633
Provident, Pension and General Purposes Fund (IPG)		1,547,946	1,547,741
		44,684,339	44,498,936

The financial statements were approved by the Trustees on behalf of the union on 18 May 2017.

On behalf of the Trustees.

Trevor Skelton

Annette Donlon

Consolidated Statement of Cash Flows for the year ended 31 December 2016

	2016	2015
	€	€
Cash flows from operating activities		
Operating Surplus/(Deficit)	236,639	(121,263)
Depreciation	634,591	710,799
Gains on Financial Assets at Fair Value	(124,967)	(127,553)
Surplus on Disposal of Fixed Assets	(44,531)	(20,941)
Grant Amortisation	(58,662)	(58,662)
Interest Income	3,984	(27,569)
Decrease in Debtors	246,731	1,635,564
(Decrease) in Creditors	(543,794)	(2,612,973)
Net Cash from/(used) in Operating Activities	349,991	(622,598)
Cash flows from investing activities		
Payments to Acquire Fixed Assets	(230,748)	(174,331)
Interest and Similar Income Received	26,023	147,046
Net Cash from/(used) in investing Activities	(204,725)	(27,285)



Cash flows from financing activities

Net cash Generated in Financing Activities	-	-
Net Increase/(Decrease) in Cash	145,266	(649,883)
Cash and Cash Equivalents at the beginning of the year	18,064,213	18,714,096
Cash and Cash Equivalents at the end of the year	18,209,479	18,064,213
Cash and Cash Equivalents consist of:		
Cash at Bank and on Hand	18,209,479	18,064,213
Cash and Cash Equivalents	18,209,479	18,064,213

Notes to the accounts for the year ended 31 December 2016

1. General Information

The Services, Industrial, Professional and Technical Union (SIPTU), which was founded in 1990, represents over 200,000 Irish workers from virtually every category of employment across almost every sector of the Irish economy. The union's head office is Liberty Hall, Eden Quay, Dublin, 1.

2. Statement of compliance

The financial statements have been prepared on a going concern basis and in compliance with Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" ("FRS 102") and in accordance with applicable Trade Union law and Miscellaneous Technical Statement 28, "Annual Financial Reports of Trade Unions - Republic of Ireland".

3. Summary of significant accounting policies

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

a) Basis of preparation

The financial statements have been prepared under the historical cost convention, except for the Union's investment portfolio which has been measured at fair value. The financial statements are prepared in Euro (€).

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the union's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 4.

b) Foreign currency

The union's functional and presentation currency is the Euro (€).

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction. Monetary assets and liabilities denominated in a foreign currency at the consolidated statement of financial position date are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the consolidated statement of income and retained earnings.

c) Revenue recognition

The Union recognises revenue when the amount of revenue can be measured reliably and it is probable that future economic benefits will flow to the Union. The most significant revenue generated by the Union is from its members' contributions. Other income recognised by the Union includes grant income, rental income and interest income.

(i) Members' contributions

Members' contributions are accounted for on the basis of contributions remitted in respect of the accounting period and include remittances received after the year end. Any income received in advance is deferred to the next period.

d) Employee benefits

The Union provides a range of benefits to employees including paid holiday arrangements and defined benefit pension plans. The defined benefit plan is described in further detail below.

(i) Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

(ii) Defined benefit pension plan

The union operates a defined benefit plan for its employees. A defined benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including age, length of service and remuneration. Contributions are made to the scheme in accordance with recommendations of independent actuaries. Such contributions are charged on an accruals basis. An independent actuarial valuation is carried out every 3 years. The last actuarial valuation was on 1 January 2016 (Note 19 to the accounts provides information in respect of the pension scheme).

e) Taxation

The union is generally exempt from taxation on its main activities. It is subject to income tax on its rental income, interest income and any realised gains from its investment portfolio.

Deferred tax arises from timing differences between taxable profits and the net result for the year as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in the financial statements. The union has recognised deferred tax liabilities in respect of its investment portfolio which is measured at fair value.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

f) Heritage assets

Heritage assets are recorded in the consolidated statement of financial position at historical cost. The asset included on the statement of financial position is deemed to have an indefinite life and the Trustees do not therefore consider it appropriate to charge depreciation. The carrying amount of the asset is reviewed for evidence of impairment on an annual basis and any such impairment will be dealt with in accordance with the recognition and measurement requirements of Section 34 of FRS 102 which sets out the accounting and disclosure requirements for 'Heritage Assets'.

g) Tangible fixed assets and depreciation

All tangible fixed assets are recorded at historical cost less accumulated depreciation. Cost includes costs directly attributable to making the asset capable of operating as intended. Depreciation is provided on the fixed assets at rates calculated to write off the cost of the assets less any residual value over their expected useful lives as follows:

Premises	2%	Reducing Balance
Motor Cars	25%	Straight Line
Furniture and Fittings	10%	Reducing Balance
Computers & Office	25%	Equipment Straight Line

A full year's depreciation is charged in the year of acquisition.

The carrying value of tangible fixed assets is reviewed annually for impairment and whenever events or changes in circumstances indicate that the carrying value may not be recoverable.

Repairs, maintenance and minor inspection costs are expensed as incurred.

h) Impairment

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each



statement of financial position date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in the consolidated statement of income and retained earnings unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

i) Stocks

Stocks are stated at the lower of cost and net realisable value.

j) Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts

k) Financial instruments

The Union has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other receivables are initially recognised at the transaction price. Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the consolidated statement of income and retained earnings.

Other financial assets include the Union's portfolio of investments which are managed by J&E Davy. These investments are initially measured at fair value, which is the transaction price. The investment is subsequently carried at fair value and the changes in fair value are recognised in the consolidated statement of income and retained earnings.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Financial liabilities are subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

l) Provision and contingencies

Provisions are recognised when the Union has an obligation at the consolidated statement of financial position date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

Contingent liabilities, resulting from past events, arise when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date, or (ii) the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Union's control. In the normal course of events, the Union becomes involved in various legal disputes relating to its representation of members. The policy of the Union in terms of the financial impact of such disputes is to provide for expenditure arising from legal cases only where it is probable that a transfer of economic benefits will result. Any contingencies arising from such cases are disclosed unless the possibility of a transfer of economic benefits is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

m) Political Fund

The Union administers a Political Fund to which Section 3 of the Trade Union Act 1913 applies.

n) Government and other grants

The Union applies the accrual model for the recognition of grants. Grants relating to revenue are recognised in income on a systematic basis over the period in which the entity recognises the related costs for which the grant is intended to compensate. Grants relating to an asset are recognised in income over the expected useful life of the asset.

4. Critical accounting estimates and judgements

The preparation of the financial statements requires the Union to make significant judgements and estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

(a) Critical judgements in applying the entity's accounting policies

(i) Defined benefit plan

The Union has considered the implications of Section 28 of FRS 102 'Employee Benefits' which sets out how post-employment benefits such as defined benefit plans should be accounted for and disclosed. The Union has decided not to comply with the requirements of the relevant part of this Section that address defined benefit plans in the financial statements for the year ended 31 December 2016. The Section provides for the presentation of information regarding the costs of providing the pension benefits earned by employees during the year and of the value of the benefits that the Union has committed to providing in respect of service up to the year-end.

It is the Union's position that the provisions of this Section are not in the best interests of members of defined benefit pension schemes and are contrary to the Union's objective of supporting the continued provision of defined benefit schemes by employers to their employees. The basis of valuation provided for in the FRS 102 differs from the basis of preparation of the funding standard provided for in the Pensions Act 1990.

The information required under FRS 102 does not, in the view of the Union, reflect the liabilities currently or likely to fall payable by the Union in respect of the Pension Scheme in the foreseeable future. Accordingly, the Union is satisfied that the information required under FRS 102 has no impact on the ability of the Union to continue to operate on a financially viable basis.

(b) Critical accounting estimates and assumptions

The Union makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(i) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic



lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation and the physical condition of the assets. See Note 7 for the carrying amount of the property plant and equipment, and Note 3(g) for the useful economic lives of each class of assets.

(ii) Valuation of investments

The Union's investment portfolio is measured at fair value. J&E Davy, the investment manager, provide the Union with the fair values of the portfolio on each valuation date.

(iii) Provisions

When recognising a provision the Union makes an estimate of the amount it expects to pay to settle the obligation.

5. Employee numbers and remuneration

The average number of persons employed by the union during the year was as follows:

2016	2015
308	317

The aggregate payroll of persons employed by the union during the year was:

	2016 €	2015 €
Wages and Salaries	13,593,088	13,943,105
Social welfare	2,426,401	2,503,135
Pension	7,270,528	7,137,438
	23,290,017	23,583,678

The total gross compensation paid or payable to the three key management for employee services was €520,666 (2015: €520,368), which consists of basic salary service pay, employer PRSI, superannuation and benefit in kind in the provision of a car.

6. Membership

The number of members at the beginning and end of the year was as follows:

	2016	2015
Number of members at the beginning of the period	200,532	204,469
Number of members admitted during the period	23,853	20,480
Number of members who ceased during the period	(20,735)	(24,417)
	203,650	200,532

7. Fixed Assets

	Premises	Motor Cars	Computers & Office Equipment	Furniture & Fittings	Total
	€	€	€	€	€
Cost/Valuation					
At 1.1.2016	20,430,132	1,074,884	4,739,648	4,889,668	31,134,332
Additions	-	292,000	61,247	17,597	370,844
Disposals	-	(272,033)	-	-	(272,033)
At 31.12.2016	20,430,132	1,094,851	4,800,895	4,907,265	31,233,143
Accumulated Depreciation					
At 1.1.2016	6,526,577	802,520	4,738,375	4,232,315	16,299,787
Charge for year	278,071	273,713	15,312	67,495	634,591
Disposals	-	(176,468)	-	-	(176,468)
At 31.12.2016	6,804,648	899,765	4,753,687	4,299,810	16,757,910
Net Book Value					
At 31.12.2016	13,625,484	195,086	47,208	607,455	14,475,233
Net Book Value					
At 31.12.2015	13,903,555	272,364	1,273	657,353	14,834,545

A lien is in place on some of the property assets of the union.

8. Heritage Assets

	2016	2015
	€	€
Opening Cost	266,771	266,771
Additions	-	-
Disposals	-	-
	266,771	266,771

During 2010, SIPTU purchased an original copy of the 1916 Proclamation. As this item meets the definition of a heritage asset as defined under Section 34 of FRS 102 it has been accounted for in accordance with the requirements of the Section.

9. Investments

	2016	2015
	€	€
Investment Portfolio at Fair Value	3,076,139	2,951,172
Other Investments at Amortised Cost	18,812	18,812
	3,094,951	2,969,984



Reconciliation of movement in investment portfolio at fair value during the year:

	2016 €	2015 €
Fair Value at 1 January	2,951,172	2,849,001
(Withdrawals) during the year	-	(25,382)
Increase in Fair Value	124,967	127,553
	3,076,139	2,951,172

In 2015, the Union paid €25,382 in respect of income tax arising on its investment fund. In accordance with the relevant tax legislation, income tax is chargeable on the 8th anniversary of the original purchase of units in the fund and this anniversary occurred during the year. On that date the Union became liable for income tax on a deemed disposal of units in the fund. A credit is available for the income tax paid against tax arising on future redemptions or disposals of units. A refund is available where the amount of the credit arising exceeds the tax due on the redemption or disposal of a particular asset. Accordingly the income tax paid during 2015 has been assessed as a prepayment of tax as it is expected to be recoverable in future periods. Recoverability is re-assessed on an annual basis.

Analysis of Investment Portfolio:

The investment portfolios are managed by J&E Davy. The Union's investment strategy is to hold the portfolio for the long term with some movements being made by the Investment Managers into or out of funds in order to optimise return or limit loss. The fair value of 'Other Investments' held by the Union is not materially different than the cost.

The Union Investment Portfolio is analysed as follows:

	2016 €	2015 €
Ireland Fixed Interest	154,761	121,120
Irish Equity Fund	1,386,309	971,337
Eurozone Cash and Equity Fund	1,535,069	1,858,715
	3,076,139	2,951,172

Other Investments at Amortised Cost:

	2016 €	2015 €
€3,127 9.75% National Development Loan	3,127	3,127
Prize Bonds	1,079	1,079
Other Investments	1,175	1,175
	5,381	5,381

Cash Retained by the Accountant
Courts of Justice

13,431	13,431
18,812	18,812

10. Sundry Creditors and Prepayments

	2016 €	2015 €
Contributions Receivable	3,427,780	3,498,422
Salaries in Advance	894,806	843,541
Other Prepayments	296,348	343,447
Other Receivables	8,097,193	8,310,168
Deferred Expenses	82,418	79,705
Prepayment of Income Tax (Note ())	25,382	25,382
	12,823,927	13,100,665

11. Sundry Creditors

	2016 €	2015 €
Payables	1,250,674	1,716,489
PAYE/PRSI	911,309	881,131
Accruals	192,224	275,381
Provisions for Other Liabilities (Note 12)	75,000	100,00
	2,429,207	2,973,001

12. Provisions to Other Liabilities

The union has the following provisions during the year in respect to loans advanced, taxation and legal cases.

	2016 €	2015 €
At 1 January	100,000	320,885
Additions	75,000	-
Amounts utilised	-	(68,509)
Unused amounts reversed to the consolidated statement of income and retained earnings	(100,000)	(152,376)
At 31 December	75,000	100,000

13. Creditor amounts due after one year

	2016 €	2015 €
Deferred Income - Belfast Premises	52,413	52,413
Deferred Income - Capital Grants (note 15)	1,400,771	1,459,433
Deferred Tax Liability (Note 14)	306,261	255,025
	1,759,445	1,766,871

14. Taxation Provision

Deferred tax liability

	2016 €	2015 €
At beginning of year	255,025	213,135
Deferred tax charge for the year	51,236	41,890
At end of year	306,261	255,025

15. Deferred Income - Capital Grants

	2016 €	2015 €
At beginning of year	1,459,433	1,513,095
Amortisation during the year	(58,662)	(58,662)
At end of year	1,400,771	1,459,433



16. Financial Instruments

The union has the following financial instruments:

	Note	2016 €	2015 €
Financial assets at fair value	9	3,076,139	2,951,172
Financial assets that are debt instruments at amortised cost			
- Other investments at amortised cost	9	18,812	18,812
- Contributions receivable	10	3,427,780	3,498,422
- Other sundry receivables	10	8,097,193	8,310,168
Financial liabilities measures at amortised cost			
- Creditors amounts due within one year	11	2,429,207	2,973,001

17. Capital Commitments and Contingencies

In 2012, the plan put forward to redevelop the Liberty Hall site was rejected by the planning authorities, An Bord Pleanála. The Union remains committed to the Liberty Hall site which has been the home of the Union since 1912. Accordingly the Union is examining options which will permit an appropriate modernisation of the facilities. At the year end 31 December 2016, this review is ongoing and in this respect the Union in 2012 provided for the modernisation through the creation of a separate Liberty Hall Modernisation Fund.

18. Related Party Transactions

IDEAS Limited is a company limited by guarantee carrying on a range of training and educational activities. The members of IDEAS Limited are appointed by SIPTU. The Union continues to support the activities of IDEAS Limited. SIPTU bear the salary costs of a number of employees who are seconded to IDEAS. Total salary costs incurred during 2016 were €144,095 (2015: €nil). The amount outstanding at the end of the year from IDEAS was €nil (2015:€nil).

ITUT is a company limited by guarantee with the objective of promoting social solidarity in Ireland. SIPTU incur the cost of running a scheme, known as the Basic English Scheme, and recharge expenses relating to this scheme to ITUT. Total expenses recharged during 2016 were €39,409 (2015: €36,230). Included in debtors at 31 December 2016 are amounts due by ITUT to SIPTU of €205,349 (2015: €165,940). The Union continues to support the activities of ITUT.

Larcon Cultural Services Limited is a limited company established to operate the Liberty Hall Centre for the Arts. The Trustees of SIPTU are the shareholders of Larcon. During the year Larcon Cultural Services Limited incurred license fees and charges and purchased goods in the amount of €137,313 (2015: €1 02,052) from SIPTU. Included in debtors at 31 December 2016 are amounts due by Larcon Cultural Services Limited to SIPTU of €143,584 (2015: €104,927). The Union continues to support the activities of Larcon Cultural Services Limited.

19. Pensions

The Union operates a defined benefit pension scheme for staff employed by the Union. Contributions are made to the scheme in accordance with recommendations of an independent actuary. Such contributions are charged on an accruals basis. An actuarial valuation was carried out at 1 January 2016. Using the aggregated method of funding which has traditionally been used, the results of the valuation showed that the Fund was in deficit under the Minimum Funding Standard at 1 January 2016 in the amount of €20 million. The Union is committed to supporting the continuation of the Pension Scheme, in conjunction with staff and Pension Trustees. This commitment extends, at the discretion of the NEC, to the provision of supplementary funds if required. During the 2015 SIPTU and the Pension Scheme Trustees submitted the Section 50 application to the Pensions Board and this application was subsequently approved by the Pensions Board.

If the Union had complied with the requirements of FRS 102 the effect would have been to reduce net assets by €67.483 million. This compares with a figure of €62.135 million for 2015.

20. Subsequent Events

There have been no significant events affecting the Union since the year end.

21. Approval of the financial statements

The Trustees approved the accounts on 18 May 2017.

Schedules to the accounts for the year ended 31 December 2016

	2016	2015
	€	€
Schedule 1		
Sundry Income		
Income from Services to Provident Fund	84,092	84,092
Other income	626,795	1,124,559
	710,887	1,208,651
Schedule 2		
Finance and Administration		
Staff Costs	4,541,408	4,393,867
Administration	463,668	346,874
Equipment & Computer Maintenance	10,847	10,084
Travel and Subsistence	33,571	23,590
Transport Costs - Car Fuel	10,381	3,976
- Car Maintenance	14,884	14,733
- Tax and Insurance	26,481	6,141
Official's Transport Policy	89,908	60,482
Legal and Professional Fees	154,190	106,057
Bank Charges	63,667	74,673
	5,409,005	5,040,477
Schedule 3		
Industrial Services		
Staff Costs	6,555,188	6,475,666
Administration	192,178	112,872
Legal & Professional Fees	36,061	123,886
Travel and Subsistence	34,390	34,362
Transport Costs - Car Fuel	10,008	9,040
- Car Maintenance	1,618	2,563
- Tax and Insurance	7,023	4,343
Official's Transport Policy	215,075	218,068
	7,051,541	6,980,800



Schedule 4	2016	2015
	€	€
Industrial Engineering		
Staff Costs	132,061	184,742
Travel and Subsistence	2,921	2,665
Official's Transport Policy	10,061	10,930
	145,043	198,337

Schedule 5	2016	2015
	€	€
Property		
Staff Costs	1,222,495	1,234,427
Administration	66,124	96,649
Legal and Professional Fees	30,403	64,986
Equipment and Maintenance	108,428	135,869
Travel and Subsistence	1,218	724
Transport Costs - Car Fuel	7,209	-
- Tax and Insurance	504	-
Official's Transport Policy	4,085	5,398
Rent, Rates and Insurance	998,686	947,999
Heat, Light and Cleaning	680,727	632,773
Maintenance and Refurbishment	316,642	312,413
	3,436,521	3,431,238

Schedule 6	2016	2015
	€	€
Utilities and Construction		
Staff Costs	1,967,743	2,104,564
Divisional Development	2,803	6,125
Administration	45,872	65,589
Travel and Subsistence	207,285	192,485
Transport Costs - Car Fuel	2,480	11,191
- Car Maintenance	1,068	839
- Tax and Insurance	1,032	4,811
Official's Transport Policy	93,697	91,459
Legal and Professional Fees	-	784
	2,321,980	2,477,847

Schedule 7	2016	2015
	€	€
Manufacturing		
Staff Costs	2,334,896	2,408,772
Divisional Development	9,784	7,408
Honorary Secretaries Commission	33,701	34,754
Administration	77,506	101,741
Equipment and Computer Maintenance	-	31
Legal and Professional Fees	31	62
Travel and Subsistence	187,599	143,226
Transport Costs - Car Fuel	6,139	10,190
- Car Maintenance	1,184	1,634
- Tax and Insurance	698	3,750
Official's Transport Policy	147,874	142,780
	2,799,412	2,854,348

Schedule 8	2016	2015
	€	€
Health		
Staff Costs	1,954,611	2,007,789
Divisional Development	21,772	39,541
Honorary Secretaries Commission	158,907	185,180
Administration	89,422	171,381
Bank charges	-	128
Travel and Subsistence	146,892	142,723
Transport Costs - Car Fuel	6,944	8,491
- Car Maintenance	1,979	505
- Tax and Insurance	1,366	3,810
Official's Transport Policy	134,922	128,372
Legal and Professional Fees	450	-
	2,517,265	2,687,920

Schedule 9	2016	2015
	€	€
PA and Communities		
Staff Costs	1,841,097	1,960,713
Divisional Development	443	677
Honorary Secretaries Commission	28,932	54,635
Administration	78,423	98,969
Legal and Professional Fees	33	-
Travel and Subsistence	189,633	197,182
Transport Costs - Car Fuel	4,184	8,197
- Car Maintenance	838	1,017
- Tax and Insurance	917	3,777
Official's Transport Policy	112,774	109,601
	2,257,274	2,434,768



Schedule 10	2016	2015
	€	€
Services		
Staff Costs	1,882,933	2,051,967
Divisional Development	4,929	1,774
Honorary Secretaries Commission	11,329	3,581
Administration	61,647	84,714
Travel and Subsistence	66,367	68,220
Transport Costs - Car Fuel	4,552	6,417
- Car Maintenance	1,205	607
- Tax and Insurance	685	4,618
Official's Transport Policy	90,970	95,650
	2,124,617	2,317,548

Schedule 11	2016	2015
	€	€
Education and Training		
Administration	806	3,249
Travel and Subsistence	3,546	9,911
Transport Costs - Car Fuel	-	4,632
- Car Maintenance	263	450
- Tax and Insurance	303	1,788
Rent, Rates and Insurance	-	165
Repairs and Renewals	-	9
Course Expenses	120,557	106,822
Staff Education and Development Grants	7,647	28,656
Official's Transport Policy	5,797	14,332
Scholarship Grant/Law Course Expenditure	34,900	26,850
	173,819	196,864

Schedule 12	2016	2015
	€	€
Research		
Staff Costs	352,009	263,456
Administration	14,811	21,144
Legal and Professional Fees	-	7,657
Equipment Maintenance	-	31
Travel and Subsistence	1,027	765
Transport Costs - Car Fuel	1,517	2,353
Official's Transport Policy	1,537	1,604
Retirement Membership Expenses	3,145	9,013
	374,046	306,023

Schedule 13	2016	2015
	€	€
Publications		
Staff Costs	505,576	497,715
Administration	45,741	29,603
Travel and Subsistence	751	136
Official's Transport Policy	5,241	4,734
Publishing Costs	183,972	200,113
	741,281	732,301

Schedule 14	2016	2015
	€	€
General Services		
Divisional/Biennial Delegate Conference	157,882	358,870
ICTU Biennial Conference	-	47,085
Other Conferences	17,138	2,245
ICTU Affiliation Fee	654,257	599,111
Affiliation fees	18,272	14,181
Other Affiliation Fees	137,442	145,584
Grants and Charitable Donations	200	200
N.E.C. Costs	270,792	282,542
Promotional Expenses	103,277	67,898
Overseas	42,177	29,739
Divisional Executive Committee	29,753	25,464
Organisation Unit Expenses	171,993	185,418
Legal & Professional Fees	142,648	192,202
Retired Members Expenses	14,633	16,952
Amortisation of Grant	(58,662)	(58,662)
	1,701,802	1,908,829

Schedule 15	2016	2015
	€	€
Depreciation		
Premises	278,071	283,746
Motor Cars	273,713	268,721
Furniture and Fittings	67,495	73,039
Computer & Office Equipment	15,312	85,293
	634,591	710,799



Appendix 2: Staff Salaries

The following were the annual salaries paid to staff at the top of the salary scales on the 31st December 2016. These have not changed since they were reported as of 31st December 2013.

Grade: Annual Salary

National Executive Officer	€108,384
Divisional Organiser/Head of Department	€84,142
Sector Organiser	€66,290 plus an allowance of €5,604
Industrial Organiser	€66,290
Assistant Industrial Organiser	€54,601
Location Based Organiser	€49,075
Maintenance Supervisor	€49,075
Administrative Assistant	€39,034
Porter/Maintenance	€36,986

When the Haddington Road Agreement was negotiated in 2013, the National Officers voluntarily waived a percentage of their salaries. This was equivalent to the pay reductions which were applied in that Agreement and the position has not changed since.

SIPTU staff pension benefit receivable at retirement was reduced by 20% and the provision for any pension increase was removed following the issuing of a Section 50 Order by the Pensions Authority.

Subsistence Allowances

The following schedule of allowances – approved by the Office of the Inspector of Taxes was agreed by the National Executive Council applied to members, activists and staff while undertaking union business.

	Dec 2015	Dec 2016
For absences of 5 hours but less than 10	€13.71	€13.71
For absences of 10 hours or more	€33.61	€33.61
Where overnight stay is required (maximum – subject to production of receipt)	€89.25	€89.25



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