



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

Tel: (01) 635 2319
Fax: (01) 635 2486

E-mail: nationalhr@hse.ie

HSE HR Circular 26/2008

**To: Each National Director, HSE
Each Assistant National Director, HSE
Each Hospital Network Manager, HSE**

11th November 2008

Re: Retrospective Payment of General Round Pay increases to four Craft Workers, Members of the TEEU, in Cork University Hospital

I refer to HR Circular 09/2008 approving the payment of the 2.5% general round increase under Towards 2016 with effect from 1st March, 2008. You will be aware from that Circular that pending satisfactory resolution of industrial relations issues, approval was not given to:

Certain craft-workers in Cork University Hospital (members of the TEEU), who refused to carry out duties consistent with the change and modernisation agenda agreed for craft grades under the parallel benchmarking process.

The payments withheld from these staff while they were involved in the prolonged industrial relations dispute were as follows: -

- 2.5% from 1 June 2006 (Sustaining Progress)
- 3.0% from 1 December 2006 (Towards 2016)
- 2.0% from 1 June 2007 (Towards 2016)
- 2.5% from 1 March 2008 (Towards 2016)

As requested by the Health Service National Joint Council the Secretary General of the Department of Health and Children has now made a decision in relation to the appropriate dates for these general round pay increase to the four Craft Workers concerned. In reaching this decision careful consideration was given to the nature and duration of this dispute and to the terms of the Labour Court Recommendations 18425 and 18620, which are relevant to this issue.

In this regard sanction has now been received for payment to the four Craft Workers as follows: -

- (a) 60% of the value of each of the increase withheld since 1 June 2006, 1 December 2006, 1 June 2007 and 1 March 2008, and
- (b) the full value of those increases should be paid from 1 April 2008 (i.e. the first day of the month in which the binding arbitration in relation to the dispute was accepted by the TEEU).

Mr. Liam Woods. National Director of Finance, has confirmed that funding in respect of this pay adjustment is provided in the HSE Vote. Accordingly, please arrange early implementation.

Yours sincerely,

A handwritten signature in blue ink, appearing to be 'S. McGrath', written over a horizontal line.

Sean McGrath
National Director of Human Resources