

**The Labour Relations Commission**

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**16<sup>th</sup> August, 2004**

Mr John Delamere  
H.S.E.A.  
63/64, Adelaide Road  
Dublin 2



**Re: Instructor Grades – Intellectual Disability Sector**

Dear Mr Delamere

The issue of pay arising from the outcome of the Parallel Benchmarking process, in respect of Instructor grades in the Intellectual Disability Services, was the subject of a number of conciliation conference under the auspices of the LRC. Arising from same, the following proposals are now being recommended for settlement of the claims of SIPTU and IMPACT on behalf of their members working in the sector.

**1. Instructors/Senior Instructors (Specialist Agencies)**

Staff paid at this level will receive the monetary value of the Parallel Benchmarking process in accordance with Benchmarking implementation dates.

Staff will benefit from uplifted rates as agreed between the parties with effect from 1<sup>st</sup> June 2005.

Assimilation from existing scales onto the new uplifted rates will be by way of progression to the next financial point.

Staff will continue to retain their existing incremental date.

**2. Workshop Manager (Specialist Agencies)**

Workshop Manager grades will be given the monetary value of the Parallel Benchmarking deal and will benefit from the uplifted scales set out in the accompanying documentation. Progression onto this scale from 1<sup>st</sup> June 2005 shall be on the basis of moving onto the next financial point.

3. **Work Shop Instructors (Craft links 12.5% and 25%)**

It is confirmed that this grouping of staff will continue to retain their pay linkage with craft grades on a 'red circled' basis. This arrangement will only apply to those staff in employment prior to 1<sup>st</sup> September 2004.

4. **Untrained Teacher Grades**

This group of staff, who are employed in the Daughters of Charity Services and St. John of God Order will continue to retain their link with the untrained teacher grade in the Department of Education sector. This arrangement will be on a strictly 'red circled' basis to those staff in employment prior to the 1<sup>st</sup> September 2004.

These staff will be paid an increase of 13% in accordance with Benchmarking implementation dates.

5. **Brothers of Charity (Houseparent linked grades)**

These staff will on a strictly 'red circled' basis be paid an increase of 27% in accordance with Benchmarking implementation dates. This arrangement will apply only to staff in employment before 1<sup>st</sup> September 2004 and is solely applicable to the group of staff employed in the Brothers of Charity Services who have had their pay determined in accordance with the provisions of Labour Court Recommendation 9638.

6. **Future Recruitment**

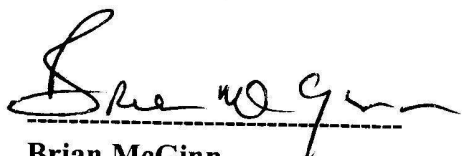
All future recruitment at Instructor level in the Intellectual Disability Sector shall be to the grades of Instructor, Senior Instructors and Workshop Manager, Specialist Agencies, as appropriate.

There is to be no further recruitment to craft linked pay scales, Houseparent linked scales or Department of Education linked rates.

7. A small working group, comprising an equal number of management and union representatives, should be established on acceptance of these proposals to agree new job descriptions for the posts of instructors, senior instructors and manager. This work should be concluded not later than December 31<sup>st</sup> 2004.
8. All staff encompassed by these proposals shall be subject to the provisions of section 19 of Sustaining Progress.

9. These proposals represent a package and are being put forward on that basis. In the event of the proposals being rejected, they will automatically fall and be withdrawn.

**Yours sincerely**

A handwritten signature in black ink, appearing to read "Brian McGinn", written over a horizontal dashed line.

**Brian McGinn**  
**Senior Industrial Relations Officer**