

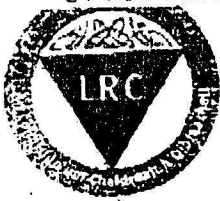
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TO 96526977

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The Labour Relations Commission
 An Coimisiún um Chaidreamh Oibreachais

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Ms. Gaye Dalton

H.S.E.A.

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ADJUDICATION UNDER 1997 NATIONAL AMBULANCE
AGREEMENT -
AMBULANCE SERVICE

The 1997 National Ambulance Agreement provided, inter alia, that the Labour Relations Commission would be the final adjudicator in regard to matters arising from that Agreement. In accordance with that provision and following a number of meetings along with oral and written submission from the parties, I now issue the following findings

1. Review Group Report ("Green Book"):

The parties should now jointly approach the Dept. of Health & Children in relation to the implementation of the Report.

2. National Standard Overtime Rates:

In line with developments, these should be revised as follows:

➤ Time and a half with effect from 1st June 2001

Commission members
 Catherine Murphy (Chairman)
 Liam Downey
 Josephine Feehily
 Peter McLane
 Prof. Rory O'Donnell
 Brendan McDermott
 Tom Wall
 Kieran Mulvey (Chief Exec)

- Double time with effect from 1st January 2002

In the light of the above, the 1988 Ambulance Agreement will therefore be reviewed.

3. On-call consolidated Rate:

The terms of this agreement should also include Public Holidays, as per the L.R.C. (R. McGee) 1999 Adjudication.

4. Filling of Controller Vacancies:

To be filled as follows:

- Advertise within the ambulance service within the Board in the first instance
- If vacancies still exist, the vacancies will be advertised by way of open competition

The criteria for an EMC post will be the basis for the appointment to an EMC post.

5. Critical Incident Stress Debriefing:

Following discussion and consideration, I feel that an additional grant of £50,000 should be paid to the appropriate Agency.

6. Cardiac Allowance:

It would be appropriate that this matter be dealt with by the Benchmarking Body and I understand that submissions are being made to that Body.

7. EMT Diplomas:

With a view to developments already and in keeping with best practices of Training & Development Human Resources in the Health sector £200 and should be paid in December 2001. Balance should be paid on nearest payment date to 1st March 2002, to all employees registering for the EMT Diploma with UCD.

8. Annual Leave:

This matter, together with the question of Rostered Leave arrangements, should be addressed by the parties in direct negotiations.

9. Grading Structure:

I feel the most appropriate route is to have commissioned a report from an agreed independent third party on this matter. This investigation should commence early in 2002. Terms of agreement to be agreed by the parties in January, with the review taking place immediately thereafter.

10. Hours:

I would propose that Time and one sixth should be paid for hours worked between 6.00p.m. and 8.00p.m. to those on basic rate and should comply with the normal provisions for such payment in the Health Services.

11. EMC Night Cover:

In line with best practice and normal Health and Safety provisions, I feel that there should be two EMC staff per night shift in Control Centres where one Control/Command Centre operates per Health Board.

12. Implementation Date:

The overall implementation date of the Agreement, unless otherwise stated above, should be 1st June, 2001.

for Karen Buchanan
Raymond McGee
Director of Conciliation
9 November, 2001



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TO 96626977

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The Labour Relations Commission
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20th December 2001

Ms G Dalton
Health Services Employers Agency
63/64 Adelaide Road
Dublin 2

**ADJUDICATION UNDER 1997 NATIONAL AMBULANCE
AGREEMENT**

AMBULANCE SERVICE

Dear Ms Dalton

I refer to the above document of 9th November 2001 and in particular to clause 2 – National Standard Overtime rates, as well as to the HSEA letter of 21st November 2001.

This clause is intended to apply to rest-day working, in the context of the Union claim as presented in 1999.

Yours sincerely

Raymond McGee
Director of Conciliation

Commission members
Caitriona Murphy (Chair)
Liam Downey
Josephine Feighly
Peter McLoone
Prof. Rory O'Donnell
Brendan McGinty
Tom Wall

Kieran Mulvey (Chief)

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