

National Ballot of Members
“Haddington Road Agreement”

1. Consideration of the Proposal:

- 1.1 These proposals constitute the most difficult challenge our members have ever had to embrace. In previous years you would have been asked to consider whether a particular Pay Offer was enough to settle a dispute or whether a set of change proposals could be accepted usually in return for some benefit.
- 1.2 This ballot is different in a number of significant respects:
 - The proposals include a proposal to cut pay:
 - Loss of twilight shift rate @ time + one sixth.
 - An increment freeze of varying length based on salary.
 - Pay cut for those earning over €65,000.
 - Increase in working hours from 37.5 to 39 hr week.
 - The Graduate Scheme remains albeit with improvements of 5% year 1 and 10% year 2.
- 1.3 However the biggest difference is that rejection will result in worse terms being imposed. The Government have enacted Legislation which will introduce cuts from 1st July where a collective agreement is not in place on that date.
- 1.4 Rejection of these proposals would leave us no alternative but to commence strike.

2. Background:

- 2.1 Members will recall that the PNA has been involved in a number of campaigns in recent months, including:
 - A campaign against the introduction of the Graduate Nurse Scheme which would see recently qualified nurses employed at 80% of the first point of Staff Nurse Scale for 2 years.
 - A campaign to protect our Premium Pay.
 - A campaign to generate opposition to Croke Park 2.
 - Played a central role as a member of the 24/7 Frontline Alliance.
- 2.2 Following the rejection of Croke Park 2 the Government asked the LRC to engage with all Public Service Unions to see if an agreement was possible.
- 2.3 At our first meeting with the LRC we outlined our opposition to Croke Park 2 and set out the issues of greatest concern including:
 - The threat to family friendly and woman friendly flexible working arrangements.
 - The threat to Premium Pay.
 - The Graduate Nurse Scheme.
 - Working Hours.
- 2.4 Over the following weeks the LRC continued its exploratory Talks.
- 2.5 On Sunday 19th May 2013 we were invited in to further negotiations which commenced on Monday 20th May 2013 at 12 Mid Day and concluded on Tuesday Lunchtime.
- 2.6 You are now being asked to ballot on the proposals which emerged. Balloting will take place between June 06th and June 20th. Branch Secretaries are asked to return ballot results to Head Quarters by 12 Mid-Day on Friday 21st June 2013.

3. Legislation:

- 3.1 The Government have enacted Legislation:
"The Financial Emergency Measures in the Public Interest Act 2013"
- 3.2 This Legislation provides for:
- Reduction in salary for those earning over € 65,000.
 - Reduction in pension for those in receipt of pensions over € 32,500.
 - Suspension of Incremental Credit for three years for all Public Servants.
 - That the employer or relevant Minister has the power to introduce whatever cost saving measures they see fit in order to achieve the savings required in each sector.
- 3.3 These powers will not be exercised for serving staff if Public Servants are covered by a collective agreement which is registered with the Labour Relations Commission by July 01st 2013.

4. The Proposals – Pros and Cons :

- 4.1 As outlined earlier these proposals present a difficulty for any member to vote in favour of, as effectively, there are no pros. The pros are in the context of the alternative and the significant improvement that these proposals represent over the rejected Croke Park II proposals.
- 4.2 We have set out on an attached sheet a Broad Comparison of the difference between the proposals that you are being asked to ballot on, the Government Agenda coming in to the talks and the rejected Croke Park II proposals.
- 4.3 The Pros and Cons:
- **The Pros**
 - Sunday Night Duty and Saturday Premia remain unaltered.
 - Pro Family and Pro Female friendly working arrangements remain unaltered.
 - Restoration of pay cut for those earning over €65,000 within 18 months after the agreement ends and premium pay will not be factored in, in determining core pay.
 - Improvement in salary for Graduate Nurses from 80% for 2 years to 85% in first year and 90% in second year and Incremental Credit will now be granted for those 2 years.
 - Restoration of Senior Staff Nurse Grade.
 - Regularisation of Long Term Actors.
 - Any individual can maintain their current working week but subject to pay adjustment.
 - Incremental freeze of varying lengths 3-12 months over life time of agreement rather than complete suspension for every Public Servants as provided for in the legislation.
 - Overtime rates to be maintained as currently applicable for Sunday Public Holiday and Saturday.

- **Cons**

- Longer Working Week.
- Loss of Time + 1/6 Premia.
- Increment freeze of varying lengths over life time of agreement.
- For those on max loss of 6 days annual leave over lifetime of agreement.
- Graduate Nurses- Failure to restore salary to 100%.
- Reduction in overtime rates from Time + ½ to Time + ¼.

4.4 As it is impossible to cover every aspect here we strongly advise that each member studies the entire agreement before balloting. You can do so by logging to the PNA website www.pna.ie and follow the links. In addition to this the PNA has produced a briefing document which was circulated to all Branch Secretaries and who have been asked to post/circulate this information.

4.5 The National Executive of the PNA met on May 29th with only one item on the Agenda. After long debate it was decided to put the Haddington Road Proposals to a ballot without recommendation

5. Before you vote – Consider:

5.1 On 01st July 2013 one of two things will happen:

- Following a “yes” vote we will contact the L.R.C. and register a collective agreement in accordance with the provisions of the Haddington Road Agreement. In this case the Legislation will have no application to serving staff and the Haddington Road proposals will become effective.
- Following a “No” vote the terms outlined in the Legislation will apply.
 - Reduction in salary for those earnings over € 65,000.
 - Suspension of incremental credit for everybody for 3 years.
 - Right of Employer/ Minister to introduce whatever other measures they deem necessary to achieve the savings required.

5.2 In the event of a “No” vote we will immediately ballot for Industrial Action, up to and including Strike Action, as the application of the Legislation will be much more draconian. We will have no choice but to engage in a National Strike.

From Government Proposal Croke Park II to Haddington Road:

Management agenda coming in to Croke Park 2 Talks.	Proposals that emerged from talks between Government and ICTU which were balloted on and rejected.	Current Proposals that emerged from LRC process in the form of "The Haddington Road Agreement" the subject of the ballot.
Sunday Premium Pay reduced to Time + ½.	Sunday Premium Pay reduced to Time + ¾.	Sunday Premium Pay to remain as is @Double Time.
Time + 1/6 to be abolished.	Time + 1/6 to be abolished.	Time + 1/6 to be abolished.
Night Duty Premium to be reduced to Time + 1/6.	Night Duty Premium to remain as is @ Time + ¼.	Night Duty Premium to remain as is @ Time + ¼.
Saturday Premium to be abolished.	Saturday Premium to remain as is.	Saturday Premium to remain as is.
Insistence that Graduate Nurse Programme remains. A 2year programme where the Graduate is paid 80% of the first year Staff Nurse Salary @ 01/01/2011.	Graduate Nurse Programme to remain. A 2year programme where the Graduate is paid 80% of the first year Staff Nurse Salary @ 01/01/2011 for 2 years.	Revised Programme where the Graduate is paid 85% in year 1 and 90% in Year 2 of the first year Staff Nurse Salary @ 01/01/2011 for 2 years. Incremental Credit will now be granted for those 2 years.
Changes to work sharing and flexible working arrangements.	Massive change to work sharing and flexible working schemes. Effectively those schemes will have no application in the future. For those already on such schemes individual review where the clear intention of the review was to force return to Full Time Work.	Confirmation that, in nursing, no change from current practice is being sought as part of a collective agreement at this time.
Increase in Working Hours	Increase in working hours for nurses from 37.5 to 39 hrs.	Increase in working hours for nurses from 37.5 to 39 hrs but individuals can maintain current working week with pay adjustment.
Suspension of all Increments	<ul style="list-style-type: none"> - Suspension of Increments from those on € 65,000 and above - Freeze on Increments below this of between 3 and 6 months depending on earnings over the lifetime of agreement. 	Suspension of Increments for those on € 100,000 and above. For those below € 100,000 freeze of between 3 and 12 Months depending on salary over the lifetime of agreement.
Cuts in Pay of Higher Paid	For those above € 65,000 permanent Pay Cut.	<ul style="list-style-type: none"> - For those earning between € 65,000 and € 100,000 restoration of Pay Cut following end of agreement. - Confirmation that premium pay will not be factored in, in determining core pay.
Threat to enact Legislation if no agreement.	Specific threat that if agreement is not accepted Government will legislate for 7% cut across the board.	Government have enacted Legislation that provides for pay cuts, pension cuts, incremental freeze for all Public Servants and have legislated that the relevant Minister, Employer have the power to introduce other cost saving measures, to achieve the savings required, without further legislation. This power will not be exercised where a collective agreement exists by 01 st July 2013.
Senior Staff Nurses: <ul style="list-style-type: none"> - No Proposals 	Senior Staff Nurses: <ul style="list-style-type: none"> - No Formal Proposals 	All Senior Staff Nurses who meet the criteria @ 01 st July will be appointed and scheme will operate as before with appointments being made on 05 th November each year.
Long Term Actors <ul style="list-style-type: none"> - No Proposals 	Long Terms Actors <ul style="list-style-type: none"> - No Formal Proposals 	Long Term Actors <ul style="list-style-type: none"> - All those acting for 2 Years @ 31st December 2012 will be appointed.