



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

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Our Ref: C-163443-18

17 September 2018

Mr Eamonn Donnelly
Head of Health and Welfare Division
Forsa
Nerney's Court
Dublin 1

Dear Mr Donnelly

I refer to the conciliation conferences of 30 August, 11 September and 17 September 2018 between representatives of HSE and Forsa concerning CHO Networks and Operating Model.

At conciliation the parties agreed to recommend for acceptance the attached Proposal.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'Brendan Cunningham', is written over a faint, larger version of the same signature.

Brendan Cunningham
Regional Manager

HSE / Forsa CHO Networks and Operating Model Proposal

The parties have agreed to the establishment of 9 Learning sites on a proposed Network operational model which has been revised to accommodate a progressive approach to that set out in the CHO Report. This includes agreement on the establishment of 9 interim Network Manager posts with a salary scale equivalent to Therapy Manager In Charge III.

- (a) Learning sites to be agreed at local CHO level between the parties.
- (b) The Learning sites will be subject to evaluation and review over a 12-month period.
- (c) Further negotiation may be required pending the outcome and assessment of the 12-month period of evaluation.
- (d) The HSE will provide Forsa with a final draft job specification for the Network Manager to take account of the revised model.

Health and Social Care Professionals

The parties agree that there will be a three-pronged approach as follows:

1. All Therapy Manager In Charge III claims which have been processed through the Labour Court or Adjudication Service will be examined by the HSE with immediate effect with a view to implementation if the criteria is demonstrated to have been met.
2. The parties agree to establish a Joint Union/management Group to assess claims in respect of Therapy Manager In Charge III posts. The Group will comprise of three nominees from both sides and will be established to deal with applications which must be received by 31st October 2018. Membership of the group to be agreed by the parties. Back filling of positions does not arise. The work of the Group is to be concluded by 31st December 2018.
3. The parties acknowledge that the criteria set down in the Expert Review Group on AHP's 2000, supplemented by the McHugh Doran report of 2004 requires review to take account of the changes to working practices within the professions since the production of the reports. Terms of reference to be agreed between the parties. This process to commence in January 2019.
4. The introduction of the Network Operational model will not result in a reduction in Therapy Manager posts following the recruitment of Network Managers.

Clerical Admin

The parties agree that the posts required in the Network Learning sites and subsequent networks at Clerical Administration Grades 4 to 7 inclusive will be filled on first filling by confined competition. The field of competition will be HSE staff located within the relevant CHO geographical boundary.

Management Grades

The parties acknowledge the existence of outstanding claims for the following:

Hospital Managers (as defined by the union's claim)
Head of Finance Function HBS
Employee Relations Managers

A process has commenced with the Department of Health with significant work still to be undertaken with the expectation of a definitive response by end October 2018.

Forsa has identified a significant deficit in the rate of pay of Chief Officers particularly in comparison with like sized Senior Management Grades. The parties agree to a joint referral of the issues to the conciliation service of the WRC.

Structure in Social Care

The parties agree to a separate and timely engagement under the auspices of the WRC conciliation service, by way of a joint referral with a view to negotiating

- (a) The position of Head of Social Care and,
- (b) The operating model and sub structure for Social Care

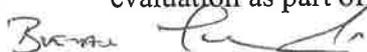
Structure in Primary Care

The parties agree to a separate and timely engagement under the auspices of the WRC conciliation service, by way of a joint referral with a view to negotiating

- (a) The sub-structure supporting the Head of Primary Care.

Grade 7 Evaluation

Management is not prepared to extend the scope and remit of the Clerical Admin Job Evaluation Scheme. Management will accede to the union's request to set out the grounds for rejection of the unions claim to have Grade 7's included for evaluation as part of the Clerical Admin Grades 3 to 7 family.


Brendan Cunningham
Regional Manager