



Fórsa Position – PSA Local Bargaining

1. Fórsa expects to exclusively negotiate on behalf of any grades, groups or categories for which it holds recognition and where it has historically had the lead representative role. Where another union/s is involved this has been specifically indicated in the attached lists.
2. There is a common pay and grading structure for the grades of clerical officer (Grade III) and grades IV to VII that operates in the health (including TUSLA), local government and (parts of) the education sectors. There are close pay relationships with the grades of Clerical Officer, Executive Officer and Higher Executive Officer (and related grades to each) in the civil service sector.
3. Fórsa favours an approach involving two cross-sectoral bargaining units (for Clerical Officer and for grades IV to VII / EO and HO and related grades) subject to the following understanding and agreement. Within these categories there are some specialist roles which may opt to be considered as bargaining units in their own right and, if this occurs, it should be accommodated. Similarly, there will be some related grades that will elect to be treated as a separate bargaining unit and this too should be accommodated. These related grades have not been listed in most cases.
4. There should be a joint union/management exercise to achieve a common understanding and to ensure that no grades, groups or categories have been omitted with a particular focus on newer grades or role. This exercise should not prevent or delay the bargaining process generally as envisaged by the terms of the PSA.
5. There is a wide variety of state agencies. Many grades are related to, and will follow developments in, grades in other sectors (mainly the civil service). However, there are exceptions and an early shared understanding between union and management would be beneficial.
6. For the purpose of this paper the health sector includes TUSLA. It is the most complex sector. The final list 'B' from the 2001 benchmarking process is included as a guide.

Kevin Callinan
General Secretary
June 2024

Appendix 1 – Civil Service

Clerical Officer (cross sectoral)
EO/HEO/AO (cross sectoral in line with Grades 4 to 7)
Professional Grade Civil Servants (Engineer and related)
Technical Grade Civil Servants
Service Officer Grades
State Industrial Civil Service Grades (e.g. Community Service Supervisors).

Appendix 2 – Non-commercial state agencies

Within the non-commercial state agencies there are multiple grades aligned to civil service grades for pay purposes as well as analogous grades.

In addition to the cross-sectoral bargaining units, the following bargaining units cover specialist professional grades:

Specialist inspector grades*

*some of these only recently established have not been the subject to prior collective bargaining

Appendix 3 – Health and Welfare

Clerical, Admin and Management Grades

Within health there are multiple grades aligned to the CO and Grade IV to VII scales for pay purposes as well as analogous grades.

1. Clerical Officers
2. Grade IV to VII

Although aligned to Admin should be separated:

1. Catering Officer / Catering Manager
2. Procurement Officers

Due to legislative changes:

1. Civil Registration
2. Home Help Managers / Officers

Management Admin

1. Grade VIII
2. General Manager
3. Head of Function / Service
4. Assistant National Director (Support & Services)
5. National Director
6. Regional Executive Officers
7. Chief Executive Officer

Claim outstanding for Hospital Managers / CEO's

Health & Social Care Professional Grades

1. **Therapy Grades:** Dietitians, Occupational Therapists, Orthoptists, Podiatrists, Physiotherapists, Speech & Language Therapists,
 - a. Play Therapists linked for pay purposes
 - b. Audiology to be linked to therapy grades as unified structure agreed and awaiting DOH approval.
 - c. CHN Manager and CDN Manager linked to In Charge III pay (currently listed in Patient, Client Care category)
2. **Social Work**
3. **Social Care Work**
4. **Psychology**
5. **Clinical Biochemistry** (parity now with Med Lab Scientists) and Perfusionists linked to Med Lab Scientists (claim currently submitted).
6. **Clinical Engineering** (potential for link to Physicists)
7. **Clinical Measurement Physiologists**
8. **Counsellors/Psychotherapy**
 - a. Counsellors/Therapists
 - b. Counsellors in Addiction Services /Counsellors generally
9. **Physicists / Dosimetrists**
10. **Phlebotomy** (With SIPTU and INMO)

Pharmacy

1. **Hospital Pharmacists**
 - a. Linked Non Acute Hospital Pharmacists
2. **Hospital Pharmacy Technicians**

Patient and Client Care

1. Family Support Worker
2. Peer Support Worker
3. Senior Peer Support Worker
4. Health Promotion and Improvement Officer (analogous to Clerical/admin)

Analytical Chemist (previously linked to engineering – current review would align to dental scales)

1. Executive Analytical Chemist
2. Deputy Public Analyst
3. Public Analyst (regional)

Dental:

1. *Principal Dental Surgeon (With IDA)*
2. *Dental Surgeon (With IDA)*
3. Dental Nurse/Senior Dental Nurse
4. Dental Hygienists/Senior Dental Hygienist

Environmental Health

1. Environmental Health Officer
2. Senior Environmental Health Officer
3. Principal Environmental Health Officer
4. Regional Chief Environmental Tutor

National Ambulance Service

Joint with SIPTU

Appendix 4 - Benchmarking Process 2001 Final List 'B'

Clerical, Administrative and Managerial Grades

Clerical Officer Grade (Grade III)

Trainee Cook
Cook Grade II
Cook Grade I
Dental Surgery Assistant/Dental Nurse
Telephonist
Supplies Officer Grade D

EO in Civil Service

Workshop Instructors

HEO in Civil Service

Community Welfare Officer (via S.W.O.)
Regional Workshop Manager (NWHB) via FAS
certain Workshop Supervisors (MHB, NWHB)
Workshop Managers Brs of Charity & St J. of Gods

AP in Civil Service

Superintendent CWO (via S.S.W.O.)
Senior Administrative Officer (ERHA)

PO in Civil Service

General Administrator – ERHA

Management / Admin Grade IV

Catering Officer, Grade III
Senior Telephonist
Supplies Officer Grade C

Journeyman Chef

Local Authority Assistant Engineer

Technical Service Manager – St Vincent's
Technical Service Officer – Mater, Tallaght
Services Manager – Beaumont, St James
Asst Technical Services Officer

Local Authority Executive Engineer

Fire Prevention Officer

Senior Asst. Technical Services Officer

Local Authority Senior Executive Engineer

Chief Assistant Technical Services Office

Management / Admin Grade V

Catering Officer Grade II
Supplies Officer Grade B
Home Help Organiser
Workshop Manager in Health Boards and some agencies
Portering Services Officers
Deputy Portering Services Officer

Local Authority Senior Engineer

Technical Services Officer

Management / Admin Grade VI

Catering Officer Grade 1
Supplies Officer Grade A
Ambulance Transport Supervisor (Health Boards)
Managers Children's Residential Centres – Categories 1,2,3
Transport Officer (ERHA)

Staff Nurse

Nursery Nurse
S.E.N. (with pay linkage)

Management / Admin. Grade VII

Catering Manager
Engineering Officer – ERHA, Mater, James, Tallaght, Beaumont, Crumlin
qualification
Assistant Technical Services Manager – Mater

Nursing CNM1

Supervisor of Welfare Home - ERHA
Supervisor Welfare Home without

Assistant Supervisor Welfare Home

Nursing – Director of Nursing

Chief Education Officer, Bord Altranais
Education Officers, Bord Altranais

Management / Admin Grade VIII

Secretary Manager Group 2
Chief Ambulance Officer
Head of Catering (DATH'S / CUH)

Professionally Qualified Social Worker

Home Management Advisor – WHB

General Manager

Director of Corporate Services (ERHA)
Functional Officer (ERHA)
Functional Officer (non – ERHA)
Personnel Officer
Finance Officer
Regional Materials Manager
Management Services Officer
Child Care Manager where parity exists
Service Manager in Beaumont, James, Mater, Vincent's, Tallaght, CUH, UCHG
Estate Management Officer (ERHA)
Director of Care

Local Authority Draughtsman/Technician I & II

Draughtsman Technician I
Draughtsman Technician II

Allied Health and Social Care Professionals

Basic Therapy Grade

Audiologist
Biochemist
Dental Hygienist
Maxillo Facial Technician
Pharmaceutical Technician
Counsellor Therapist

Pharmacist
Student Pharmacist
Substance Abuse Counsellor

Play Therapist
Prosthetist

Phlebotomist

Senior Therapy Grade

Senior Audiologist
Senior Biochemist
Senior Pharmaceutical Technician
Senior Pharmacist
Senior Phlebotomist
Senior Prosthetist
Clinical Specialist
Senior Play Therapist

Manager Therapy Grade

Chief Audiologist
Principal Biochemist
Chief Pharmacist 11

In-charge Therapy Grade

Chief Pharmacist 1
Top grade Biochemist

Medical Laboratory Technician

Perfusionist
Cardiac Catherisation Technician
Clinical Engineering Technician
ECG Technician

Mechanical Workshop Technician
Neurophysiology Measurement Technician

Respiratory Technician
Student Medical Laboratory Technician
Student ECG Technician
Technicians (Sir Patrick Duns)

Senior Medical Laboratory Technician

Senior Cardiac Catherisation Technician
Senior Clinical Engineering Technician
Senior ECG Technician
Senior Neurophysiological Measurement Technician
Senior Respiratory Technician
Senior Mechanical Workshop Technician
Senior Perfusionist

Medical Laboratory Technologist

Chief Cardiac Catherisation Technician I
Principal Clinical Engineering Technician
Chief ECG Technician I
Chief Neurophysiological Measurement Technician I
Chief Respiratory Technician I

Medical Laboratory Technologist Chief I

Med Lab Technologist Chief II
Chief Cardiac Catherisation Technician II
Chief Clinical Engineering Technician
Chief ECG Technician II
Chief Neuropsychological Measurement Technician II
Chief Respiratory Technician 11

Professionally Qualified Social Worker

Social Worker (non-professional qualified)
Senior Social Worker Practitioner
Project Worker

Superintendent Radiographer 1

Clinical Specialist Radiographer

Assistant Engineer in LA

Environmental Health Officer

Local Authority Executive Engineer

Executive Analytical Chemist
Analytical Chemist – without Branch E-Cert

Analytical Chemist – with Branch E-Cert

Senior Environmental Health Officer
Chief Environmental Health Officer

Senior Executive Engineer in LA

Principal Environmental Health Officer
Deputy Public Analyst – without Branch E-Cert
Deputy Public Analyst – with Branch E-Cert

Senior Engineer in LA

Regional Public Analyst

EO in Civil Service

Clinical Photographer

HEO in Civil Service

Senior Clinical Photographer

AP in the Civil Service (via N.E.P.S.)

Clinical Psychologist
Senior Clinical Psychologist
Principal Clinical Psychologist
Student Clinical Psychologist

P.O. in Civil Service (via N.E.P.S.)

Director of Psychology

Engineer Grade I in Civil Service

Senior Physicist

Engineer Grade 111 in Civil Service

Physicist

Civil Service Principal Officer (via FORFAS)

Chief Physicist

Principal Physicist

Nursing Personnel

Staff Nurse

Senior Staff Nurse
Dual Qualified Nurse

Clinical Nurse Manager 2

Clinical Placement Co-ordinator
Clinical Nurse or Midwife Specialist
Community Mental Health Nurse Specialist
Community Psychiatric Nurse

Assistant Director of Nursing (Band 1 and 3 Hospitals)

Other Assistant Director of Nursing posts including Mental Health
Nurse Practice Development Co-ordinator
Advanced Nurse or Midwife Practitioner (not formally established yet)
Assistant Director of Public Health Nursing

Nurse Tutor

Clinical Instructor

Director of Nursing (Bands 1,2 and 5)

Director of Nursing Mental Health and certain Mental Handicap Agencies, Bands 3 and 4,
Deputy Director of Nursing
Director, Nursing & Midwifery Planning and Dev. Unit – ERHA

Director, Nursing & Midwifery Planning and Dev. Unit – Health Boards
Director of Public Health Nursing

Medical and Dental Personnel

General Dental Surgeon

Vocational Trainee in Dentistry
Dental Surgeon Grade 1

Principal Dental Surgeon Planning & Evaluation

Principal Dental Surgeon Regional Duties
Dental Surgeon M. Orthodontics

Registrar

GP Registrar

Senior Area Medical Officer

Community Ophthalmic Physician
Medical Officer Irish Blood Transfusion Service

Specialist In Public Health

Medical Officer Irish Medicines Board
Non-Consultant Psychiatrist
Specialists National Disease Surveillance Centre / Food Safety Authority / Health Research Board
G.P.'s Specialising in Substance Abuse
Medical Officer of District/Community Hospitals

* House Officer incorporates Senior House Officer

* Registrar incorporates Specialist Registrar

Non-Nursing Personnel

Grade 3

Medical Laboratory Aide
Dental Technician, Basic
Pathology Technician, Basic

Grade 4

Dental Technician, Senior
Pathology Technician, Senior

Assistant House Parent

Care Assistants, Intellectual Disability Services

Civil Service Prison Officer

Care Officer (Dundrum)
Charge Attendant (Dundrum only)
Head Attendant (Dundrum only)

Appendix 5 - Local Government

Grade III

Grade IV – VII

Grade 7 – Administrative officer/senior executive librarian

Grade 6 – Senior staff officer/executive librarian/senior legal assistant/clerk of works/building inspector

Grade 5 – Staff officer/librarian/legal assistant

Grade 4 – Assistant staff officer/senior library assistant

Grade 3 – Clerical officer/library assistant/branch librarian

Branch librarians (hourly rate)

ICT Staff

Senior Fire Officer Grades

DoS (With SIPTU)

Libraries?

Technician Grades (all)

Technician grade I, Technician grade II, Executive technician, Senior executive technician, Chief technician, Site technician Level 1, Site technician Level 2

Professionally qualified housing welfare officer

Social Workers, Senior Social Workers, Principal Social Workers

Senior executive officer/county & city librarian/head of information systems/financial accountant/management accountant/financial & management accountant

Professional & Technical

- Authorised Officers of Motor Tax
- Architectural Conservation Officers
- Environmental Awareness Officers
- Heritage Officers
- Housing Liaison Officers
- Housing Welfare Officers
- Museum Curators
- Archivists

Dublin Local Authorities

General Operatives (all grades) (With SIPTU)

Inspectors

Supervisors

Education

General Operatives/Caretakers/Porters (With SIPTU)

Laboratory Aids / Assistants

Appendix 6 – Education

Schools

- Special Needs Assistants
- School Caretakers – 78/79 Scheme staff are public servants.
- School Secretaries – 78/79 Scheme staff are public servants.
- School Secretaries within the new Fórsa/DoE Pay Agreement are a linked grade.

Higher Education

- Clerical Admin, Library and Management Grades (including analogous posts such as ICT Specialist, Sports Officers and other Professional posts linked to a parent clerical or management grade).

Education and Training Boards

- Clerical Admin and Management grades III to VII, management grades including Assistant Principal Officer, Principal Officer, Director of Service, Deputy Director of Service, Chief Executive Officer.