



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

Áras Lansdún, Bóthar Lansdún, Droichead na Dothra, Baile Átha Cliath 4, D04 A3A8 Éire
Lansdowne House, Lansdowne Road, Ballsbridge, Dublin 4, D04 A3A8 Ireland

Mr Derek Scanlon, St Christopher Services

Mr Tony Martin, FÓRSA

Case: CAM-101557-24

Parties: St Christopher Services - FÓRSA

Issue: Payment of annual incremental increases as they fall due

Following conciliation between the parties on 23 May 2024 under the auspices of the Workplace Relations Commission, and prior consultation between the parties, both parties agreed to recommend for acceptance the following proposal:

PROPOSAL

St Christopher's Services apologises for the delay in payment of staff contributions in the past number of months and commits that going forward contributions will be paid as they are due via funding received from the HSE.

St Christopher's Services commits to making "annual increment payments" for the period from 1 January 2024 to 30 April 2025. If a staff members anniversary date occurred since 1 January 2024, they will receive the increment increase from the date of their anniversary, with back payments to 1 January 2024. The updated increment pay rate will appear in pay slips by the end of July.

With regard to the issue of pay scale alignment, St Christophes Services entire budget for pay comes from the HSE. Effectively, St Christopher's can only make changes to pay when it is in receipt of funding from the HSE. The HSE have indicated that they cannot provide additional funding to St Christopher Services until the National Agreement for Section 39 agencies moves forward in the WRC. This process is currently progressing. St Christopher's Services commits that when the next phase of the National Agreement relating to Section 39 agencies is agreed that the funding received from that process will be used to address the issue of two separate pay scales being in existence. The application of this additional funding will be negotiated within the auspices of the WRC conciliation process.

Both parties commit to re-engage under the auspices of the WRC in November 2024 on the above matters

Proposed industrial action by FÓRSA is hereby suspended subject to the outcome of a ballot on the Proposal as outlined.

This Proposal will be deemed to be without status if rejected by either party.

A handwritten signature in black ink that reads "Seán Manley". The signature is written in a cursive style with a prominent flourish at the end of the name.

Seán Manley
Industrial Relations Officer
23 May 2024