

D U B L I N C I T Y C O U N C I L

ORDER OF THE EXECUTIVE MANAGER, HUMAN RESOURCES DEPARTMENT

Order No: EM/ 384 118

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Re: **Payment of allowances on Bereavement Leave – Dublin Fire Brigade Staff**

The Trade Unions representing Dublin Fire Brigade Staff have made representations to both Management in Dublin Fire Brigade and the Executive Manager, Human Resources Department in relation to the application of the new circular regarding bereavement leave to Dublin Fire Brigade Staff. In the course of meetings regarding this matter it came to light that Operational Staff in Dublin Fire Brigade were not paid their allowances when they took bereavement leave. This anomaly is more significant now with the increase in the number of days available to staff.


The Unions requested that this matter be addressed as there was a considerable financial burden being placed on staff at a time when they could least afford it. Management agreed to examine this anomaly and it has been agreed that operational staff of Dublin Fire Brigade will be paid their normal allowances when they avail of bereavement leave. The bereavement leave is to be applied as follows:

20 days for spouse/civil partner (including a cohabiting partner), child (including adopted children and children being cared for on the basis of 'in loco parentis') or any person in a relationship of domestic dependency, including same sex partners – **to be applied as a period of 7 days and 7 nights (168 hours) from the first day of the absence.**

5 days in the case of other immediate relatives. For the purposes of bereavement leave "immediate relative" means (a) father, step-father, mother, step-mother, brother, step-brother, half-brother, brother-in-law, sister, step-sister, half-sister, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandfather, grandmother or grandchild of an officer; (b) a similar immediate relative of a cohabiting partner – **to be applied as 1 week from the first day of absence**

1 day - 1 day in the case of an uncle, aunt, niece or nephew – **1 day**

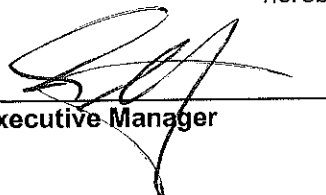
I recommend the payment of allowances to operational staff Dublin Fire Brigade with effect from 1st January 2018 as set out above.



Chief Fire Officer

Date: 15/1/2018

Order: Payment of allowances to operational Fire Brigade staff with effect from 1st January 2018 set out above, as recommended by the Chief Fire Officer is hereby approved.



Executive Manager

Date: 15/2/2018

To whom the appropriate powers have been delegated by Order of the **Chief Executive, Dublin City Council** dated 23rd October 2017