

C-152677-15

 October 2015

## Dublin City Council / SIPTU / IMPACT

### Dublin Fire Brigade – Staff levels

Following a number of engagements under the chairmanship of the Labour relations Commission, the following proposal is recommended for acceptance by the parties. It is acknowledged by both parties that the current staffing levels are of concern and the following is an attempt to improve the situation.

- The parties remain committed to maintaining the establishment numbers of 963 in the service. Any deviation from the agreed compliment should be the matter of prior discussion/consultation between the parties, utilising, if necessary, the Industrial Relations machinery of the State.
- A planned programme of competitions to fill various grades has been agreed by Dublin City Council (District officer – advertised July 2015; interviews December 2015. Station Officer – advertise December 2015; panel by May 2016. Sub officer Advertise February 2016 )
- A firefighter (confined) competition is currently under way and Dublin City Council commit to a recruit class in January 2016. A Firefighter (open) competition will be advertised in October 2015 and a second recruit class will commence no later than June 2016. Further recruit classes will be programmed to ensure the numbers reach establishment numbers at the earliest possible date but no later than December 2016.
- The parties agree to the establishment of a union/management working group to look at ways to address the current staff shortfall. The proposals around overtime working and retirement deferrals, and any other ideas proposed by the parties will be considered by this Working Group. It is agreed that this Working Group would operate at local level and begin work immediately.
- All parties reiterate their ongoing commitment to the maintenance of agreed establishment numbers (currently 963) and, while it is acknowledged there is a lead in time for new officers, in order to maintain staff numbers going forward the parties will commence local discussions to agree arrangements to ensure that action is taken at the earliest possible date (this may involve the parties identifying and agreeing floor 'trigger' levels for staff numbers).

- Both parties will continue to engage under the PSA with a view to enhanced delivery of service and improvement of the Service.

This proposal is an effort to address the concerns around the current staff levels in the Dublin Fire Brigade. Should any part of this proposal be rejected by either party, the proposal, in its entirety, is withdrawn and deemed not to have been tabled.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'Damien Cannon', written over a horizontal line.

Damien Cannon

Regional Manager