



The Labour Relations Commission
Comhairle na n-Ádhlac

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Ms Hilary Kelliher, IMPACT
Ms Stella Griffin, IMPACT
Mr Eddie Mullins, SIPTU
Mr Philip McAnenly, INMO

Ms Theresa Campagno, Enable Ireland
Mr Peter Flood, IBEC

3rd July, 2014

Re: Enable Ireland / IMPACT SIPTU INMO
Dispute concerning application of the Haddington Road Agreement (HRA)

Following intensive discussions under the auspices of the Commission in relation to the above-mentioned dispute, the proposal hereunder is made in resolution to this matter:-

PROPOSAL

- The parties agree to the application in full of the Haddington Road Agreement, with effect from 1st October 2013, to conclude 30th June, 2016;
- Standardisation of Annual Leave: The Company agrees to confirm to the unions that, comparative to the HSE, minimum arrangements at least to apply in respect of employees in Enable Ireland ;
- In line with the provisions of the HRA, the Company agrees to consultation with the Unions in the event of any requirement to consider outsourcing;
- Pay Measures: Appendix 7, Section 4 HRA: The Company undertakes to confirm that payment of allowances in respect Twilight hours is in compliance with the terms of the HRA;
- Long-term acting: The Company will confirm compliance with the HRA in relation to the regularisation of Long-term acting staff;

c-137308-13 Enable Irl IMPACT SIPTU INMO HRA

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Kieran Mulvey (Chief Executive) • Breege O'Donoghue (Chair) • Brendan McGinty • Peter McLoone • John Hennessy • Fergus Whelan



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An Commission um Chaidreamh Oibreachais

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- Increments and related balancing measures: (2.24 & 2.25 of Haddington Road Agreement): Increments/annual leave adjustments: for top of scale staff, to be implemented pro-rate (1st October, 2013 / 30th June, 2016);
- Redeployment: If required, to apply as per conditions referenced in the HRA (45km);
- Exit Mechanisms: Compulsory Redundancy Clause (4.2) HRA is accepted by both sides, notwithstanding any future HSE funding cuts in the event of which there will be full consultation between the Company and the unions;
- Any ongoing/future changes envisaged by the Company will entail consultation with the relevant trade union in line with the HRA.

This proposal is made conditional on its being recommended for acceptance by both sides. In the event that it is rejected by either side, it will be deemed to be withdrawn and to have no standing.



Michael Keegan
Industrial Relations Officer

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Commission members

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