



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

To:

Richy Carrothers, Forsa
Eamon Hunt, LGMA

Friday 9 May 2025

Case Number: CAM-101597-24

Parties: LGMA and Forsa

Issue: Job Evaluation Scheme

Dear Richy, Eamon

I write in relation to the above matter which has been the subject of intensive engagement at conciliation under the auspices of the Workplace Relations Commission. Given the progress that has been made, I consider it timely at this stage to record that progress and to detail next steps as the process continues towards agreeing the mechanics and framework of a job evaluation scheme for the Local Authority sector.

Broad agreement has been reached under the following headings:

- The parties are working towards the implementation of a job evaluation scheme based on the mechanics of the existing High Education scheme but tailored to the specific and unique requirements of the Local Authority sector.
- The principle of objectivity, transparency, impartiality and quality assurance will apply.
- The scheme will be operated centrally and jointly
- The purpose of the scheme will be to evaluate the post, not the individual performance of the person currently in the post.
- A pilot will take place in the first instance before the scheme is launched nationally

There are a number of steps that have to be undertaken before the launch of a pilot scheme, including an engagement between the parties on:

- the practical framework of how the scheme will operate including criteria appropriate to the Local Authority sector

- agreement on job descriptions to benchmark evaluations against
- agreement on assessors and the process of the assessment
- agreement on quality assurance

This list is not exhaustive and merely serves as an example of the body of work now required to bring the scheme to a point where it is ready to be piloted.

The Commission notes that the parties are committed to progressing this work and reflecting on the significant elements to be undertaken at this time, the parties commit to commence immediately to progress next steps with a view to launching a pilot scheme by the end of 2025. This timeline is dependent on the completion and agreement of all the key components required to launch such a scheme.

Given the claim's historic nature for job evaluation in the Local Authority sector and its comparison to the existing schemes in the higher education and health sectors, the Commission recommends that the parties progress this work for grades III-VI, based on the Union claim of 2016.

The matter remains under the auspices of the Commission.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Syllda Langford', written in a cursive style.

Syllda Langford
Director
Conciliation, Facilitation and Mediation Services
9 May 2025