

Building a Sustainable Future Together 2022



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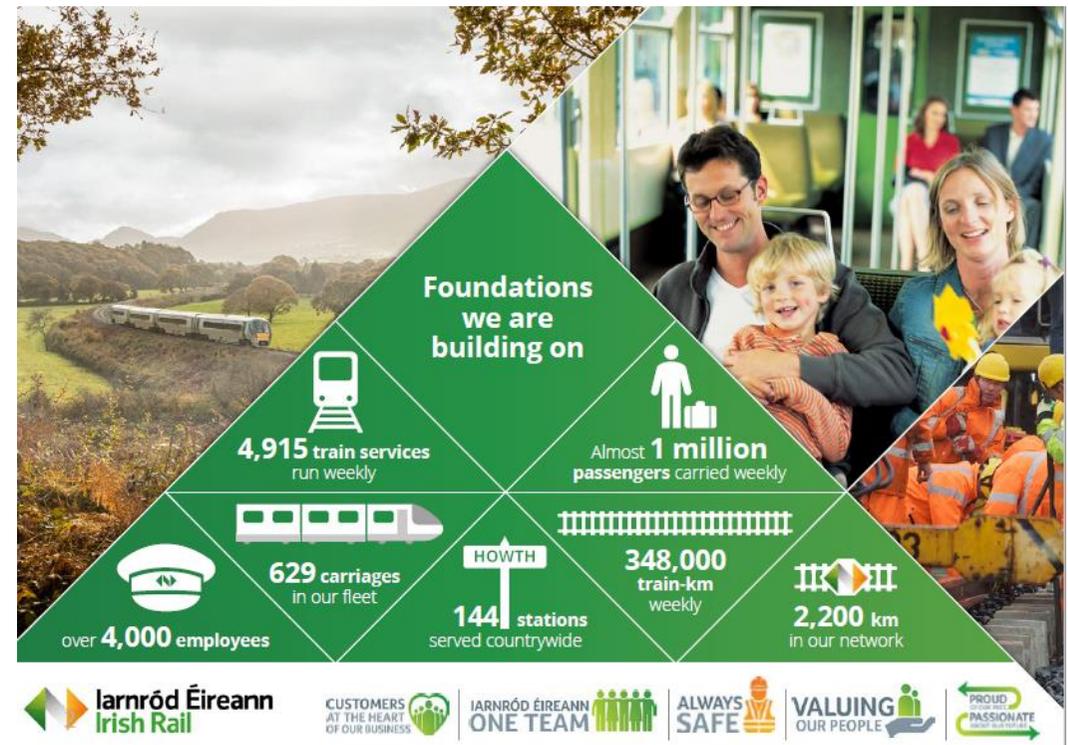
1. Iarnród Éireann Strategy 2027

Iarnród Éireann, as the national railway provider, is ready and strengthened to play a key role in supporting economic recovery post the COVID-19 pandemic.

Over recent decades Iarnród Éireann has successfully implemented major infrastructure and service enhancements that have modernised rail transport for an increasing number of customers and of wider benefit to Ireland.

Major projects, including four-tracking on the Kildare line, service developments and new stations along core commuter corridors in Dublin and Cork and re-opening of the Western Rail Corridor between Ennis and Athenry have been added to, together with the more recent opening of the Phoenix Park Tunnel which improves options for passengers from west of Dublin city.

The purchase of new fleet, particularly Intercity services, together with timetabling and network maintenance works has enabled increased service frequency and reliability across the network, while the ongoing roll-out of Iarnród Éireann's Station Accessibility Programme has made rail services more accessible for passengers. The Corporate Strategy 2020 will build on these successes to provide greater benefits to our customers to 2027 and beyond.





2. Overview of People Strategy 2027

In order to ensure the success of the Corporate Strategy 2020 – 2027, there was a need for Iarnród Éireann to develop a People Strategy which sets out the strategic people leadership direction and agenda to 2027 focusing on four key cross-cutting strategic priorities. These include:

- Building an employee experience.
- IÉ as an employer of choice
- Shaping the Future Workforce
- Supporting and valuing people managers

The People Strategy is intended to positively impact all our employees by supporting them to perform to their highest potential, consistent with our mission and values.

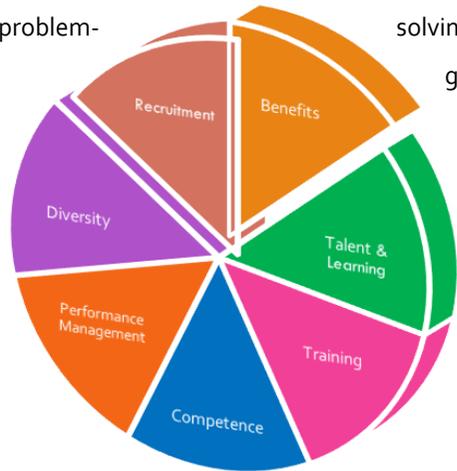
There is a particular focus on our people managers, who have the key role of leading and developing people, supported by our HR Teams.

There are several projects currently taking place which will help us achieve the goals set out in our People Strategy.



Oracle Cloud HCM System

The implementation of Oracle Cloud Human Capital Management (HCM) System is a key initiative of the IÉ People Strategy 2027. The HCM solution will be accessible through a single sign-on Cloud based solution, integrated (where appropriate) to financial, payroll and other key systems in IÉ. The system with its easy-to-use self-service capability will have extensive analytical potential for people related data, improving problem-solving, decision making and contributing greatly to IÉ strategic planning.



The modernisation, automation and streamlined user experience associated with this solution will have a significant impact on every stage of the employee lifecycle. With the majority of people-focused processes and procedures automated, we will be able to focus on attracting, recruiting, and retaining top talent, developing the workforce to meet the rail industry's growing demands for new skills, proactively monitoring and managing regulatory compliance and reducing the administrative burden and associated overheads. Oracle Cloud HCM will be implemented in phases from Quarter 4 2022.

ResourceLink Payroll System

IÉ has been working on the implementation of a new payroll system with our partners Zellis. Two of the five IÉ payrolls go live in 2022/23 to complete the project. The new payroll offers IÉ greater transparency on all aspects of pay and gives colleagues self service capability to access their own personal data and pay slips. The new payroll system enables colleagues to interact with their own data and improves the pay process within the organisation.



Patient Management System

Iarnród Éireann operates the CIÉ Medical Department which provides occupational health services to the 10,000+ employees across the CIÉ group (CIÉ, Dublin Bus, Bus Eireann, Irish Rail). The Medical Department currently operates using paper-based methods and many business processes are manual and time consuming.

We have invested in and are in the final stages of implementing a "Patient Information Management" system. In tandem with the relocation to a new purpose-built facility in Connolly, this system will modernise the way in which the department does business and will improve the quality of patient care provided to our people.



3. Talent Management

Iarnród Éireann has invested 1.2 million into Talent Management since 2018. This investment has enabled the development of our employees in many ways:

Graduate Induction

The 2022 Graduate Induction Programme will commence in October 2022 for approximately 35 new graduates. Ten masterclasses will be scheduled to take place over the course of the three-year programme. Graduates will also partake in Peer Group Coaching sessions and will be assigned a mentor from within the business.

An Duaisceim Scheme

Employees can apply for funding through our An Duaisceim Scheme for third level courses. As part of the scheme, they can avail of exam and study leave as required for the course.

SET High Potential Programme

The participants will attend a number of masterclasses over the course of 12 months. Participants have been assigned a company mentor or external coach.

Institute of Railway Operations Scholarships (IRO) 2022

Ten scholarship places will be on offer for 2022.

Mentoring Training

Several mentoring training programmes were delivered with Engineer's Ireland for both newly named mentors and for experienced mentors. The experienced mentors completed a deeper learning programme with a strong ED&I design. Mentee training was also delivered for graduates and participants from different development programmes.





The Career Starter Female Development Programme

Twenty females took part in this programme, designed for employees with three years or less work experience, focusing on work life and workplace culture/ practices in Iarnród Éireann.



Empowering Women in Business

The programme focuses on building women's strengths through raising awareness, realising & harnessing potential, building resilience, growing confidence, and driving success - supported with personal action plans.

Women in Rail Network

Four in person Women in Rail events will be held throughout 2022.

Women in Leadership 'Catalyst' Programme

Over the course of 12 months, successful candidates will attend masterclasses via a coaching-led journey. Group Coaching and 1-1 coaching sessions will take place to support career planning.

Accelerating Leaders Programme (previously High Potential)

Successful participants will attend eight masterclasses for ambitious and dedicated front and middle managers. The material covered will be Iarnród Éireann specific and built upon the highest quality MBA standard material available. A carefully designed framework of learning activities is in place designed to both ensure and deliver application of what has been learnt as well as opening formal QQI Level 6 accreditation for this programme.

Career Development Sessions

Employees can avail of 1:1 career development sessions with a member of the Talent Management team, to support them in building an understanding of what some suitable career options might be by exploring their career history, education and training background, key strengths, attitudes and career values.



4. Growth in Iarnród Éireann

Recruitment and people development has continued to be a key priority in ensuring our Operational and Capital Programmes have sufficient resources to deliver our services. We undertook another Apprentice recruitment process and continued our external recruitment programmes for Train Drivers and On-Board Customer Service Officers as well as Engineers. Several projects are underway which will transform our Medical Department and National Control Centre.

CIÉ Occupational Health Unit

Construction of a new CIÉ Occupational Health Unit in the former Connolly Vaults bar and restaurant commenced in September 2021.

The scope of this project is the full fit out of the existing Vaults building to include the provision of 1,400m² of office and medical examination space. Approximately 19 staff will be accommodated within the new building. The works are expected to be completed in August 2022.

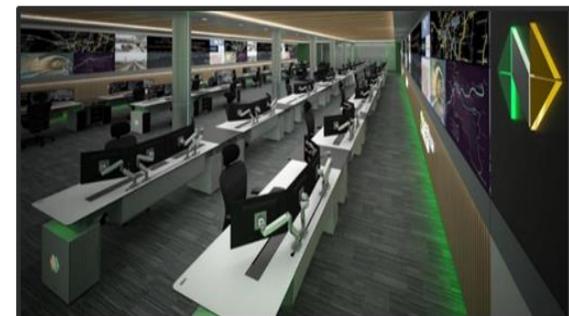
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National Control Centre – Heuston Station

The existing Centralised Traffic Control (CTC) dates from the 1980's and whilst remains operational, utilises obsolete and life expired technology and equipment. It is at operational capacity and not equipped to manage future projects such as the DART enhancement project.

The operational concept of the National Train Control Centre is to modernise how train movements are managed over the entire network with a Traffic Management System.



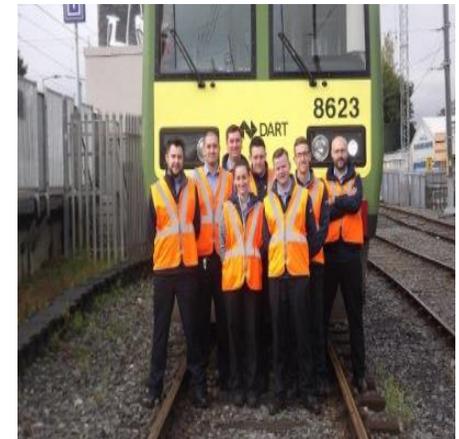
5. Employee Benefits

In line with the IÉ People Strategy 2027, we wish to build on the people experience within our organisation and strengthen our position as an employer of choice by enhancing our current Employee Benefits offering. Our vision is to provide Employee Benefits that will complement the current Employee Benefit offering and assist colleagues with getting value for their money through preferential rates.

Current Employee Benefits

Our current Employee Benefits package covers a wide range of areas and is in line with best practice in the marketplace:

- Pensions – 1951 Scheme, Wages Grade Scheme, Spouse & Children’s scheme, Death in Service Benefit.
- Travel – PTI card, Trip cards, residential travel, foreign travel.
- Medical – Welfare Scheme (Sickness), GP Scheme (Out of Hours GP), Flu vaccinations, VDU assessment.
- Financial Wellbeing – Income protection, facilitating deductions – credit unions etc.
- Work Life Balance Initiatives – over and above statutory provisions – annual leave, paid maternity leave, compassionate leave, first day at school leave etc.
- Discounts – Dell, Vodafone, Microsoft.
- Education – An Duaisceim.
- Health & Wellbeing – Employee Assistance Programme, Cycle to work.



Current Activities

We are focusing current activities in several areas – Communications, Research, HCM Benefits Module configuration and Employee Benefits Procurement activities.

Communications

We intend to create a channel of continuous dynamic communication with all colleagues in relation to Employee Benefits that is concise and accessible. We have set up a Workvivo profile and Employee Benefits email to support this. We are currently working on a communications plan and sourcing supporting artwork. Policy documents and supporting documents will be accessible through a Workvivo Work Space in advance of HCM Benefits Module Go Live.

Research

We wish to get an overview of the current knowledge of benefits within the organisation and to get a sense of what employees value and want as part of the future Employee Benefits offering. We intend to arrange Focus Groups to support this objective. We are also researching the market through our procurement activities.

HCM Benefits Module Configuration

IÉ are in the process of implementing a HCM system which will include an Employee Benefits Module that will provide an opportunity to gather all Employee Benefits information in one place, tailored to individual colleagues. Once live, we will focus on adding new Employee Benefits to the platform and continually managing and monitoring the overall Employee Benefits portfolio in line with employee requirements and best practice.

Income Continuance

The future success of any business depends upon the calibre and commitment of its employees and the contribution that they make to the advancement of the organisation. Group Benefit Plans are a way of encouraging strong working relationships between employer and employee. They ensure that employees and their families are well protected in the unfortunate event of illness or injury. They also demonstrate empathy and understanding as well as a duty of care by a recognised and conscientious employer.

The Company have a well-established scheme for Drivers in Iarnród Éireann however, it was recognised that an income continuance scheme for all staff was required. To this end the Company and Trade Unions introduced a compulsory Income Continuance Scheme for all regular Safety and Non-Safety Critical staff in April 2021. The scheme, following six months of absence covered for under our current Welfare Scheme, provides a gross income of 81.25% of an employee's pre-disability income for employees who are unfit for their own role for a 5 year period.

6. Health & Wellbeing

Iarnród Éireann strives to protect and promote the health and wellbeing of all staff. The Iarnród Éireann Health & Wellbeing programme follows the approach set out in the Healthy Ireland Healthy Workplace Framework and is embedded within the organisational strategies.

The most important goal for 2021 was to gain an understanding of staff needs and to engage staff across the organisation in Health & Wellbeing. A staff survey was undertaken, and many programmes, actions and policies have been instigated or are planned for 2022 as a result. Action areas have and will include:

- 5km (Park run/walk) Challenge: 1,500 five km's walks, runs or jogs completed by over 100 participants between January and the end of March. €3,000 donated to charity chosen by staff.
- Free and confidential health checks provided to 475 people across 42 days in over 16 locations around the country.
- Improve & develop policies to support staff, e.g. Pregnancy/Maternity leave & Menopause.
- A Health & Wellbeing walk in aid of Special Olympics Ireland took place in April 2022.
- Ignition Programme provided by the Diabetes Dept with research supported by the RSSB (launching end May).
- Ultra-Violet (sun) awareness campaign (May- August).
- Family Carer's Ireland Workplace Programme to support staff who are family carers (46% identified in 2021 survey) (Launching 8th June).
- Starting the conversation on Menopause event (22nd of June, Inchicore).
- Grants programme to broaden the reach of health and wellbeing across the organisation at a local level via champion network (September).





7. Equality, Diversity & Inclusion



In 2019-2022 Iarnród Éireann launched an Equality Diversity and Inclusion (EDI) review. We, in partnership with an outside consultancy firm the Irish Centre for Diversity (ICD), reviewed our policies and Work Like Balance (WLB). Under the measurement used by the ICD we achieved a bronze award. Following this achievement, we continued our partnership with ICD and conducted a staff survey and focus groups sessions. In both initiatives we asked our staff for their opinions on EDI. Outlined below are some of the key themes from feedback we received from the survey and focus groups.

We set up two groups: a steering and working group to oversee the implementation of this initiative. This steering group comprises of the CEO, Director of Human Resources, Talent Manager, Head of Safety, Equality Officer, and a member of the Iarnród Éireann board. The working group is made up of several colleagues from across the organisation and trade union officials.



**Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas**
Irish Human Rights and Equality Commission

- We have taken a number of actions such as WLB wall charts, spotlight on colleagues on our working group, review of EDI policies, EDI video pledge from our CEO, TU officials, and senior managers and diversity data collection.
- We have reviewed our current EDI training session and it now reflects best practice in the area.
- In supporting the EDI initiative Our senior team and recruiters have received sessions in unconscious bias training.
- Supporting neurodiversity through investigating computer support programmes for impacted individuals. Examples include hearing difficulties, dyslexia, etc.
- Supporting individuals with disabilities from reasonable accommodations to roles that individuals with a disability can bring their expertise to.
- Supporting International Women's Day, and Transport Against Racism. In addition to this we will work to develop workplace diversity celebrations, WLB initiatives (statutory and non-statutory), behaviour campaign and EDI training to our staff and managers.



8. External Recognition

A key strategic priority of our People Strategy is to enhance Iarnród Éireann's reputation as an 'Employer of Choice' and as 'a Great Place to Work'.

In 2021 we submitted entries for four of the following categories for CIPD Awards 2022;

- Learning & Development
- Talent Management
- Inclusion & Diversity
- Workplace Wellbeing

We were successfully shortlisted as finalists in all four categories and presented to a panel of CIPD judges on each area. At the Award Ceremony in late March, we were successful in two categories: Talent Management and Learning & Development.

These awards recognise and showcase the best in class in the HR profession so being shortlisted as a finalist in all our categories and winning two awards is an endorsement to all HR colleagues and our commitment to enhance our reputation. We remain committed to exploring further external accreditations and awards that showcase and recognise the efforts by all and support our ambitions to enhance our reputation as an employer of choice.





9. Rosslare

Rosslare Europort is now Ireland's number one port for direct Ro-Ro / Pax services to Europe with 30+ services operating to and from Rosslare to Bilbao, Cherbourg, Le Havre and Dunkirk every week. The port also operates 56 UK weekly services to and from the ports of Fishguard and Pembroke. Overall combined freight at the port grew by 50% in 2021 representing the highest yearly growth in the port's history demonstrating the national importance of Rosslare Europort as a key connection for freight and passenger services to the UK and Europe.

The next five years will see historical investment and the largest ever developments at the port through a number of proposed projects, including:

- Ro-Ro / Pax Infrastructure Masterplan
- Project Digitalisation
- Project T7 – EU Border Control Post
- TII New Port Access Road
- Project REORE – Rosslare Europort Offshore Renewable Energy



Iarnród Éireann is committed to working with all stakeholders across the South East in delivering these projects and ensuring as the Port Authority for Rosslare Europort that we maximise the opportunity that the port can bring for local, regional and national economic growth and development, job creation and playing our part in creating a prosperous, sustainable, vibrant community and region. A bright future awaits Rosslare Europort as Ireland's Gateway to Europe and Offshore Renewable Energy (ORE) National Hub.



10. Employee Agreement 2022

New Employee Proposal

This document is designed to support the values and principles around how management and trade unions / employees engage. The areas to be dealt with are as follows: -

- Overarching Principles of any New Agreement.
- Specific Trade Union Requirements.
- Specific Company Requirements.
- Grievance & Disciplinary Policy & Procedure.
- Strategic Role for the Trade Unions.

Overarching Principles of any New Agreement

- Parties will fully support and not cause delay to any initiative aimed at improving operations and contributing to the overall success of the company.
- This pay proposal and associated arrangements (on acceptance) will apply on to all Grades on a collective basis. A Monitoring mechanism has been agreed between the parties to enable resolution on issues which may arise.

- Changes associated with this pay arrangement will be accepted and implemented as appropriate. Where disputes arise concerning the implementation the matter will be progressed through agreed Joint Monitoring Committee (JMC). As per our procedures while the process is ongoing change will be adopted.
- In the event of the delivery of the collectively agreed change, i.e. phase two (efficiency supported payments in 2024, 2025 & 2026) is impeded or blocked by the actions of staff, any associated increases or financial reward will be delayed until delivery is achieved. Consequently, if the delay is due to management action the increase/financial reward will go ahead at the time agreed and delivery of the efficiency will follow. Where disputes arise, the matter(s) will be referred to the JMC for adjudication. The process in this regard (JMC) should be completed within 6-weeks.
- In cases where the assumptions underlying the pay elements of this Agreement (particularly as regards adverse, material changes in economic circumstances) need to be revisited, the Parties commit to prior engagement.



Specific Trade Union Requirements

- The company must adhere to all negotiated agreements and recommendations from third parties/JIC.
- The company must commit to ensuring that issues arising are dealt with promptly in line with procedures.
- The Company accept that all Employees (within the Collective bargaining range) should be members of a recognised trade union within the Trade Union Group (TUG).
- The Company will facilitate the trade unions to provide and enhance service to their members, inclusive of ensuring that they have an in-depth knowledge of all aspects of this agreement and how it should be applied.
- Line Managers to be provided with coaching to ensure they have in-depth knowledge of all aspects of this agreement and how it should be applied.
- Agreement to establish a forum to review all leave entitlements, inclusive of Compassionate leave, service days etc within the organisation.
- A forum will be set up to examine the whole area of regrading in line with the commitments outlined with the WRC document on LCR 21605 issued on 2nd March 2021. This will involve a mechanism that will serve all grades within the negotiating groups for collective bargaining.
- A consultation group will be established to review HR procedures including Selection / Retention and Succession Processes / Policies.
- The company will engage with the TUG in relation to a review of allowances.
- The company will promote, where possible, and support family friendly initiatives as a key pillar.

Specific Company Requirements

- The company's vision, mission and values aligned with the people strategy will ensure the company has clear goals and a consistency of approach by all managers.
- No industrial action will be initiated for the lifetime of this agreement, on any matter directly arising from this agreement.
- The trade unions are committed to the principles of the People Strategy 2027 and agree to implementation in line with normal practice.
- Commitment from all staff groupings to participate in and work towards reaching agreement on efficiency proposals as part of this process.
- Training of all nominated staff representatives in the processes and procedures required to support this agreement.
- Revision of Disciplinary procedures to reflect industry best
- The Company will continue to provide an incentive to facilitate the elimination of cash pay and a movement to EFT.

Strategic Role for the Unions

- A clear statement will be agreed on the role of the trade unions, what this role will involve and the mechanisms which will support it.
- In line with the Worker Participation Act, 1977, periodic strategy meetings will continue to be held between union officials and the senior management team. This will focus on the medium to long term, and it is envisaged that these engagements will identify business decisions or trends that could have a significant impact on any category of employees.



- The outcomes of these meetings will be jointly communicated, as appropriate. These communications will happen as soon as practicable after the meetings.
- Additional periodic meetings will take place at the Senior level, to review the operation of all agreements, policies, and processes.

General Principles for All Staff

- Efficiency supported Benefits ('24' '25 & '26) to our colleagues will accrue once change associated with efficiencies has been delivered.
 - No future cost increasing claims will be made by the trade unions outside of this agreement. The Company also will not propose any measures that will adversely impact on employees terms and conditions of employment.
 - In the event that delivery of agreed change, i.e. phase two (efficiency supported pay awards in 2024, '25 & '26) is impeded or blocked by the actions of staff, any associated increases or financial reward will be delayed until agreement is achieved. In the event of a delay due to management action the increase/financial reward will go ahead at the time agreed and delivery of the issue will follow. Where disputes arise, the matter(s) will be referred to the JMC for adjudication.
 - In the event that a dispute arises regarding the implementation of any element of the collectively agreed arrangements (as a component of this Pay arrangement), then the dispute can be referred to the JMC.
 - The outcome of the JMC process will apply across the business unit. This process (JMC) should be completed within 6-weeks.
- It is acknowledged by both parties that technology is evolving at pace, consequently, the upgrading/modernisation of existing technology equipment will be accepted.
 - Where the requirement arises for new technology (over and above existing technology) this will be the subject of consultation, discussion and agreement.
 - Agreement to establish a forum within a 3 month timeframe with an agreed terms of reference in relation to maintenance of employee competencies.
 - The company and the TUG will hold discussions to review the Drugs & Alcohol and Grievances and Disiplinary Process Policies.
 - Full co-operation from all staff in relation to future continuous improvement initiatives.
 - Existing flexibilities will continue across all grades.



Mobile Phones

The Company, after discussion with Trade Unions as part of its People Strategy 2027 Implementation Steering Group forum, has decided to extend the issue of mobile phones to all frontline employees across the organisation. It is taking this initiative for a wide variety of reasons, all in effect are part of the modernisation of work practices in line with the approach taken by best employers. Benefits, for the Company and employees, include access to current service information for enhanced communication with customers, capacity to receive personal information such as payslips digitally, access to Company communications through its WorkVivo platform, applications to improve worker safety and modernise outdated paper- based processes.

Over half of all employees currently have a Company issued mobile phone and find it essential for performance of their work. The Company recognises that some employees may have concerns about being issued with a corporate phone and commit to working through any such concerns with its people and Trade Unions.

Frontline Workers will use mobile technology for the purposes on inputting their timesheets on the MyView / Zellis mobile app. Mobile technology will also enable colleagues to access their payslips and apply for annual leave.

Recognising that extending mobile phones to all employees is a significant project that will need planning and take time to engage in a consultative process prior to implementation. The Company is committed to establishing a project team which will directly involve the Trade Unions.

It may be further possible to treat the issue of mobile phones as a benefit to employees replacing the need for them to also have a separate personal device. Protocols around this possibility will need to be established with the trade unions to ensure any personal use of a company mobile phone complies with associated policies.



Pay Proposals

The pay proposal included in this document have been jointly negotiated between Iarnród Éireann and the Trade Union Group (TUG) and reflects a claim by the representative trade unions for a pay increase for all staff.

No industrial action will be initiated for the lifetime of this proposal on any matter arising from this agreement.

Commitment is required from all staff groupings to participate in and work towards reaching agreement on efficiency proposals as part of this process.

Any increases agreed for the initial two years (2022 & 2023) are predicated on acceptance of the general principles associated with the document together with the obligation on all groups to engage fully with the efficiency agenda.

There is a 1.5% Cost of Living (COL) increase for 2024, 2025 and 2026.

There is an acceptance by the trade union and the company that in order to provide the efficiency supported 1.5% pay increases in 2024, 2025 and 2026, efficiency measures from all staff will be required.

It is proposed that while the efficiencies concerned will be implemented as required, the increases will be paid over a 3-year period. Accordingly, the 1.5% efficiency supported pay increases for 2024, 2025 and 2026 will be contingent on the delivery of efficiency-based savings.

•	1st January 2022; Voucher = €500* (to be paid following acceptance)
•	1st January 2023 Voucher = €500
•	1st March 2022 3.5%
•	1st January 2023 2.5%
•	1st January 2024 3% (1.5% COL+ 1.5% efficiencies)
•	1st January 2025 3% (1.5% COL + 1.5% efficiencies)
•	1st January 2026 3% (1.5% COL + 1.5% efficiencies)
<i>*Any staff not in the-employment of Iarnrod Eireann-prior to the 1st January 2021 will not be entitled to this voucher</i>	

With the above as a fundamental starting point, it is proposed that detailed discussions will commence with the objective being to generate efficiencies that can be verified following assessment.

There is also an acceptance by the trade union and the Company that in order to support efficiency-based pay increases in 2024, 2025 and 2026, efficiency discussions/negotiations and resultant measures/savings from all Grades/Groupings will be fundamental.

The proposal also sets out the growing need to deliver and build on all elements and aspects of our current agreements. This document sets out the principles by which all members of grades/groupings will ensure that they act in such a way to support the agreement and is a statement of the commitment of all those involved.



Where efficiencies cannot be achieved, both parties accept that a reduction in numbers may also contribute to such efficiencies by agreement.

This proposal will bring together several separate framework agreements. Combined, they will make up a new framework to ensure the full implementation of the proposals across all groups.

Continuity of service delivery will be sustained without interruption. It is agreed that no party shall take unilateral action on any matter that has not been fully coursed through our agreed procedures.

Where efficiency/implementation items are not agreed the matter will be referred to the JMC for final decision.



APPENDIX 1

New Employee Agreement – Structure of Negotiations

The following groups split by business unit i.e. IM & RU and Central will be negotiated with for the purposes of establishing productivity arrangements

Group 1 IM

Per Way Operatives & Gangers
Signal Operatives & Gangers
OHLE

Group 2 IM

Gatekeepers
Signal Persons
CTC Signalpersons
Level Crossing Control Operators
Traffic DTE's
CTC Traffic Executives

Group 3 IM

Engineering Operatives Portlaoise
Ballast Guards
Ultrasonic Operators
Donnelli Operators
Machine Operators

Group 4 IM

Per Way Supervisors
Signal Supervisors

Group 5 IM

Building Trades Crafts & Ops
Infra Craftworkers

Group 6 IM

Tech Executives
Assistant Engineers

Group 1 RU

Customer Service Staff (Hosts, CSO's, RPU, Station Operatives & Guards).

Group 2 RU

DTE's Traction



Group 3 RU

Depot Controllers
Station Controllers

Group 4 RU

CME Craftworkers & Operatives

Group 5 RU

CME Supervisors

Group 6 RU

Locomotive / DART Drivers

Group 7 RU

Tech Executives
Assistant Engineers

Group 1 Central

Clerical
Executive
Station Managers

Group 2 Central

Rosslare

In order to ensure that discussions are managed efficiently the company will produce proposals for the groupings outlined above. By agreement with the company and the Trade Unions it may be decided to amalgamate some of the groupings.

It is proposed that each group will be negotiated with separately and consequently teams will be set up to facilitate this. These teams will be structured as follows;

- 1 representative from each of the representative Trade Unions e.g. Group 1 IM will have a representative from SIPTU & NBRU.
- A minimum of 1 management representative from the particular grouping e.g. Group 1 IM will have a representative from Per Way management and SET management.
- 1 member of the IR Team
- 1 Administrative Support.

Both sides can submit items/proposals for discussion in addition to the initial proposals from the company. Any such proposals will receive equal status within the discussions. The Administrative Support will log all items agreed and actions in advance of next meeting and these will be formally agreed at the end of each meeting.

Each group will have a period of 12 weeks to discuss and agree all proposals as discussed. Where agreement on any item cannot be reached it will be referred back to the central group for a decision on how to progress through the agreed structures.



APPENDIX 2

Voucher Procedure

Voucher Qualifying Employees:

- Employee must be PAYE, active on the IÉ payroll on 1st January 2021, and have a permanent or fixed term IÉ contract.
- Individuals engaged with IÉ via agency are not eligible.
- Any employee on the payroll receiving zero payment after a period of 6 months will not be eligible until they return to work. At this time they will be reimbursed.
- Those on special career break will not be eligible.
- Other exceptions will be reviewed and authorised by head of department.