



Building a Sustainable Future Together

2022

Summary Document



1. Employee Proposal (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 Iarnród Éireann 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.