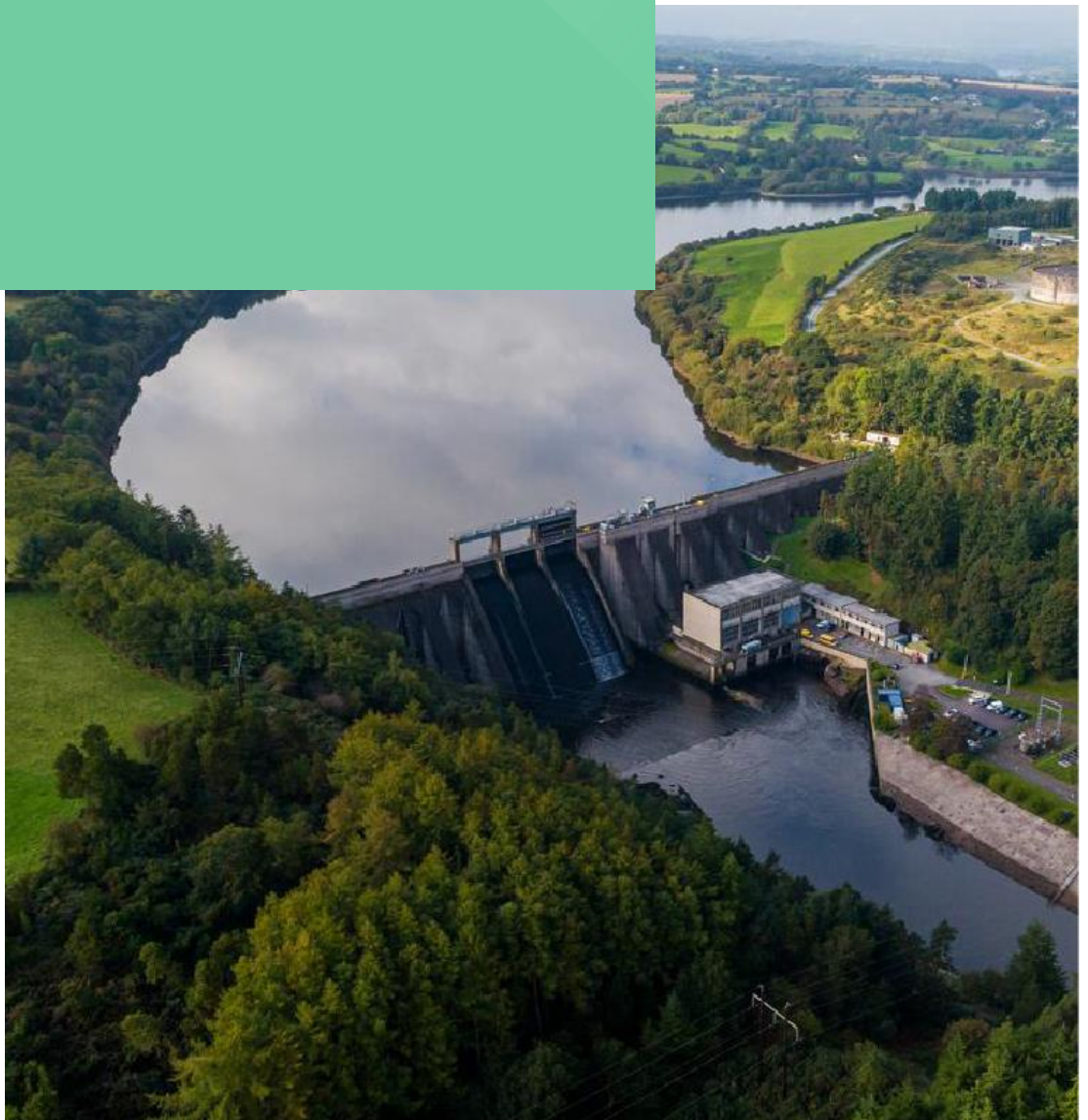


Uisce Éireann

Clarifications of entitlements of staff transferring under the WRC Water Framework to Uisce Éireann



1.1 Details

1.2 Introduction

Employees who opt to transfer to UE will be mapped to a grade within UE and can opt onto the LA mirrored incremental pay model or move to the UE Pay Model.

The UE Pay Model is a market-based performance model with a Performance Related Award element and Pay Progression linked to internal collective union agreements. UE is committed to upholding the principle of the WRC Agreement that water services earnings are protected upon transfer and hereunder clarifies how we will give effect to that commitment.

In all instances staff transferring to UE under the Framework will receive details in writing setting out their role, arrangements applying to the role and all details of earnings which they will retain.

1.2.1 Acting

Where staff have 6 months continuous acting service in Water Services pre transfer, UE will map them to a role comparable to their acting duties and assimilate their acting allowance into base pay.

1.2.2 Atypical Working arrangements

Where the existing staff member (e.g. Caretakers) operates under an atypical working week e.g. 39 over 7, they can continue to do so until retirement unless they opt onto UE working roster (11 over 14).

1.2.3 Flexible working hours

Staff who are entitled to avail of flexitime can continue to do so following transfer. Flexi time Policy will operate in line with operational needs.

1.2.4 Annual Leave

Annual Leave entitlements will carry from LA to UE.

1.2.5 Shorter working year

Staff who avail of Shorter Working Year may continue to do so post transfer subject to ongoing annual application and approval from their Line Manager. Such approvals will have regard to operational needs.

1.2.6 TOIL

Where TOIL is validated as a Term and Condition of employment the transferee may continue to avail of this benefit post transfer to UE. All TOIL balances accrued must be taken by the LA employee before transfer. Post transfer TOIL will be accrued on an hour for hour basis and entitlement accrued must be taken by the end of the month following its accrual.

1.2.7 Earnings: Allowances in the nature of pay

Those allowances which are expressed as a fixed amount and are categorised as allowances in the nature of pay and are currently specifically provided for by way of circular letter or formal arrangement will continue to be paid.

1.2.8 Eating on site

Staff who are in receipt of Eating on site will retain their current allowance subject to revenue rules

1.2.9 Allowances payable as Overtime

Allowances that are quantified in terms of **overtime** for undertaking specific water services duties will continue to be paid.

These allowances are usually quantified in terms of overtime payments for undertaking specific duties. The value of these allowances as quantified in hours overtime should move with the employee to their new role.

Where the task(s) related to the allowance no longer exists, or is carried out during normal working hours, UE will allocate appropriate work to be carried out for the continued payment of the allowance.

1.2.10 Overtime

UE will calculate overtime earnings based on the formula applied in their Local Authority pretransfer.

All Pensionable overtime in relation to Water Services duties will continue to be paid upon transfer to UE, as validated by the LA HR Department.

All regular rostered overtime, which is validated by the LA HR Department which relates to Water Services will continue to be paid upon transfer to UE.

Payments made in respect of responsive call outs under the National on call scheme **are not** considered to be regular and rostered overtime.

The LA HR Departments will certify the value of the above payments and advise UE to enable contract offers to be compiled.

Overtime which is intermittent or once off (Variable O/T) is not classified as Regular and rostered overtime. Variable overtime which by its nature fluctuates in value and frequency **is not guaranteed** by UE upon transfer.

Staff who transfer and 3 years post transfer consider that their **total** earnings have been reduced as a consequence of transferring may submit a claim for loss of earnings. UE are committed to evaluating their **total** earnings 3 years post transfer against their **total** earnings 3 years pre transfer and compensating for any loss incurred at 1.5 times the annual loss.