



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

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5th November 2015

Re: Department of Education and Skills / IMPACT

The parties agreed in May 2015 that, if necessary, they would enter into an arbitration process conducted by me with regard to certain issues affecting grant aided school caretakers and secretaries.

I convened a hearing on 14th September 2015 where both parties made submissions and set out their position on the matters in dispute.

Having considered the submissions and the points made at the arbitration hearing I find as follows:

A 'floor' rate of pay should be established for caretakers and secretaries. That rate should come into being on 1st January 2016 and should be the minimum rate payable to caretakers and secretaries after that date. The 'floor' rate should be adjusted each 1st January up to and including 1st January 2019.

In addition a pay adjustment of 2.5% should apply to all caretakers and secretaries covered by this claim on 1st January 2016, 1st April 2017, 1st April 2018 and 1st January 2019.

- 1st January 2016 – Floor rate of €10.25 should be put in place (inclusive of 2016 2.5% pay adjustment)
- 1st January 2017 – Floor rate of €10.75 should be put in place – pay adjustment of 2.5% on 1st April 2017 leading to a Floor of €11.01 w.e.f. 1st April 2017.
- 1st January 2018 – Floor rate of €11.50 should be put in place – pay adjustment of 2.5% on 1st April 2018 leading to a Floor of €11.79 w.e.f. 1st April 2018.
- 1st January 2019 – Floor rate of €13.00 should be put in place (inclusive of 2019 2.5% pay adjustment)


The application of this arbitration should form an agreement between the parties expiring on 31st December 2019.

This arbitration is issued against the background of a dispute between the parties arising from the Union side claim that national scales that apply in some schools should apply universally. The Departments have not accepted that claim. I acknowledge that this arbitration does not resolve that dispute albeit its acceptance will ensure agreement between the parties on pay up

to 31st December 2019. The parties should, in the course of 2019, engage to consider the nature of an agreement to apply with effect from 1st January 2020.

I find that application of this agreement should in no case result in or be a cause of a diminution of the quantum of hours' work available to any caretaker or secretary covered by the terms of this arbitration.

I also find that (a) this arbitration should not have application in situations where the disputed national scales are already being paid to a caretaker or school secretary, and (b) no caretaker or secretary should be negatively affected in pay terms as a result of the implementation of this arbitration.



Kevin Foley

Arbitrator