

Re: Public Service Stability Agreement (PSSA) (Haddington Road Agreement) and Financial Emergency Measures in the Public Interest Act, 2013 (FEMPI 13)

Dear Colleagues,

There have been significant developments in recent weeks with regard to the terms and conditions applying to public sector staff as a result of national negotiations and positions adopted by a range of public sector unions. UCC appreciates that these developments have the potential to create a level of uncertainty and concern for individual staff members and the purpose of this e-mail is to provide as much clarity as is possible at the current time.

At the outset I would like to advise that the University is currently examining the implications of the Public Sector Stability Agreement, 2013-2016 (PSSA – “Haddington Road Agreement”) and the Financial Emergency Measures in the Public Interest Act, 2013 (FEMPI 13) both of which will have effect from 1st July 2013.

The PSSA will cover those grades of staff whose representative unions have agreed to be bound by its terms, and have registered that agreement with the Labour Relations Commission. In parallel, FEMPI 13 has been enacted and will apply to those staff not covered under the PSSA.

The advice from the Department of Education and Skills is that non-unionised staff will be covered by the PSSA if the representative union of their grade has voted in favour of the PSSA. The converse will apply in cases where a trade union has voted against the Agreement (i.e. non-unionised staff will come under the terms of the FEMPI 13 if the representative union in their grade votes against).

The PSSA and FEMPI 13 address two broad elements – Pay Reductions and Other Terms and Conditions. Some of the key matters arising under these two headings are summarised below:

Pay

The provisions of PSSA and FEMPI 13, with regard to pay reductions, are the same and, therefore, fall to be applied irrespective of the stance of individual unions with regard to the PSSA. As a result, all UCC staff earning **above €65,000** per annum will be subject to pay cuts from 1st July, in accordance with the scale shown in the Table below.

Annualised Amount of Remuneration	Reduction
Any amount up to €80,000	5.5% *
Any amount over €80,000 but not over €150,000	8%
Any amount over €150,000 but not over €185,000	9%
Any amount over €185,000	10%

It should be noted that these reductions in pay will not positively impact the University's budgetary position and will be reflected in a reduction to the allocation of funding to UCC

*For those staff earning over €65,000 the 5.5% reduction applies to all salary below €80,000, not solely the portion of salary which is between €65,000 and €80,000. Salaries will not fall below €65,000 as a result of the application of these reductions.

It is fully appreciated that the measures contained within the PSSA and FEMPI 13 are very difficult for individuals and it is the University's objective to bring as much clarity as possible in relation to the implementation of same. We are also concerned to ensure that the required reductions are made promptly to avoid a build up of retrospective liability. You are encouraged to consult the HR webpage on a regular basis for updates and it is also envisaged that there will be updates on the HR Bulletin Board.

Pensions Adjustments

FEMPI provides for reductions in pensions in payment, and will also have implications for pending retirements. HR is dealing directly with pensioners in relation to processing of the statutory adjustments to their pension from 1st July 2013, and is also dealing with the pending retirees who may be affected by the legislation.

Other Terms and Conditions

Both PSSA and FEMPI address a complex range of other terms and conditions of employment (including incremental progression, hours of work, flexi-time etc.), with varying provisions depending on which of the two measures apply to particular categories of staff.

Further details on these matters will be forthcoming. However, in general, it can be stated that there will be an increase in working hours for certain grades of staff with effect from 1st July, 2013 (for administrative staff the working week will increase to 35 hours. The shape of the week will be a matter for consultation with Union representatives). We intend to consult with the relevant Trade Union representatives as a matter of urgency and you will be advised of the revised arrangements thereafter. In the interim it is advisable that you keep a record of hours worked with effect from 1st July 2013.

It is envisaged that a significant number of ambiguities are likely to remain over the coming weeks and the Department of Education and Skills has advised UCC and the other universities that further direction on how to address these matters will issue in due course.

Other provisions of the Agreement and the situation for academic staff which will be clarified once the IFUT position is finalised, will be addressed in future emails.

Once we have definitive information on the various aspects of the Agreement we will email you the information and post an FAQ on the HR Website.

We expect that some of these matters covered by the PSSA will become clearer over coming weeks. Your patience in relation to these matters is greatly appreciated.

Michael Farrell
Corporate Secretary
27 June, 2013

The following documents are available on or through the HR Website at:
<http://www.ucc.ie/en/hr/haddington/>

- The Haddington Road Agreement
- The Financial Measures in the Public Interest Act, 2013 (enacted 5 June, 2013)
- Guidance letter to the University from the Department of Education
- Q and A provided by the Department of Public Expenditure and Reform