



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

Áras Lansdún, Bóthar Lansdún, Droichead na Dothra, Baile Átha Cliath 4, D04 A3A8 Éire
Lansdowne House, Lansdowne Road, Ballsbridge, Dublin 4, D04 A3A8 Ireland

T: 0818 80 80 90 or +353 (0)1 6136700

Mr Liam Berney, ICTU
Mr Colm Ó Conaill, DCEDIY

WRC Reference – CAM-101494-24

Issue: Pay for workers in Sections 10, 39, 40 and 56 funded organisations

**Parties: Departments of Children, Equality, Disability, Integration and Youth (DCEDIY),
Health, Housing, Local Government & Heritage, Justice, HSE, TUSLA and ICTU Group of
Unions**

I refer to the intensive facilitated process at the WRC between representatives of the DCEDIY, Department of Health, Department of Justice, Department of Housing, Local Government and Heritage, the HSE, TUSLA and the ICTU Group of Unions.

At the conclusion of that process the following set of proposals was negotiated between the parties.

PROPOSAL

1. Scope

- 1.1.** The Parties to this agreement acknowledge the role of essential workers in community and voluntary organisations who deliver health and social care services for many people across the country, on behalf of the State, and the need to provide additional funding to these organisations to facilitate pay increases for these workers.
- 1.2.** Acknowledging that the pay of some workers in community and voluntary organisations, funded under Section 39 (Health Act, 2004), Section 56 (Child and Family Agency Act, 2013), Section 10 (Housing Act, 1988) and Section 40 (Domestic, Sexual and Gender-Based Violence Agency Act, 2023) had fallen behind equivalent grades in public sector organisations delivering health and social care services, the following agreement builds on the 17th October 2023 Interim Agreement between the parties in the context of the Public Service Agreement 2024-2026.
- 1.3.** This Agreement applies to organisations grant funded under the above statutory arrangements and providing services commissioned through Service Arrangements, Service Level Agreements or Grant Agreements with the commissioning agency or parent Department(s), for the purposes of delivering services on behalf of the State.

- 1.4. Funding increases to cover the cost of pay increases to staff will be assessed and validated by reference to the statutory funding arrangements in place with the relevant Agencies on the date of this Agreement. In the event that a dispute arises in relation to the payment of the terms of this agreement to workers in any organisations in scope of this agreement, the dispute will be referred to the implementation / monitoring group established as part of this agreement.
- 1.5. The unions have raised concerns about the impact of tendering for services on wage determination in the sector and, in accordance with paragraph 3.3 below, the normal processes of engagement and consultation will apply. The Departments' position is the pay for staff working in services commissioned through tendering can only be dealt with through the existing procurement processes. The unions reserve their final position in this regard.

2. Pay & Duration

- 2.1. This agreement runs until 31st October 2026.
- 2.2. The provisions of this agreement do not displace the normal budget and commissioning engagements between service providers and the commissioning agencies and related responsibilities.
- 2.3. Any funding provided to organisations under this agreement can only be used to meet the terms set out below. The funding provided must adhere to the terms of current Service Arrangements, Service Level Agreements and Grant Agreements and comply with the administrative requirements for disbursement of these funds by the relevant statutory agencies.
- 2.4. Funding will be made available by the relevant Departments to provide for:
 - 2024**
 - A general round increase in annualised basic salary of 2.25% backdated to 1st October 2024
 - 2025**
 - A general round increase in annualised basic salary of 1% on 1st April 2025
 - A general round increase in annualised basic salary of 2% on 1st November 2025
 - 2026**
 - A general round increase in annualised basic salary of 2% on 1st April 2026
 - A general round increase in annualised basic salary of 2% on 1st October 2026.
- 2.5. In satisfying the proposal, Departments will designate funding and provide it to the agencies for onward disbursement to employer organisations, at least a month ahead of each due date, as such employers will be responsible for application of increases.

3. Future Pay Agreements

- 3.1.** In recognising the need to maintain appropriate pay rates in the health and social care community and voluntary sector, it is agreed that funding under Section 39 (Health Act, 2004), Section 56 (Child and Family Agency Act, 2013), Section 10 (Housing Act, 1988) and Section 40 (Domestic, Sexual and Gender-Based Violence Agency Act, 2023) will be adjusted to allow for application of equivalent general round pay adjustments, as provided for in any successor agreements to the Public Service Agreement (PSA) 2024-2026.
- 3.2.** The adjustment will be in line with the phasing of any future public sector pay agreements. In line with the approach to the PSA, funding would be made available through the annual Budget process.
- 3.3.** The parties agree to work closely and support employer organisations to achieve the goal of delivering better services. This will require increased cooperation and engagement with various service reforms, strategies and frameworks. The normal processes of engagement and consultation will apply.
- 3.4.** The parties recognise the need to underpin the maintenance of industrial peace within the community and voluntary sector that will provide the necessary stability to support the delivery of quality services.

4. Applicability of this Agreement to other Funding Channels & Services

- 4.1.** In recognising that some of the organisations in scope of this present agreement also receive additional public funding by way of other grant arrangements, organisations should use this agreement as a framework to obtain equivalent increases in funding from the relevant Departments and/or statutory agencies as appropriate. It is understood that, save in exceptional and unforeseen circumstances, the required funding will be made available upon application by the organisation. It remains open to parties to pursue separate claims in respect of other sectors.

5. Data Gathering

- 5.1.** The parties agree that an assessment of the incidence of low pay in the sector is required.
- 5.2.** The parties agree that a comprehensive data gathering exercise will be undertaken on the pay and funding arrangements in the sector to progress pay issues that affect the delivery of services and the long-term viability of organisations. The parties agree that this exercise is crucial in order to create a shared understanding of the sector, particularly in regard to low pay.
- 5.3.** The exercise will in particular examine:
 - i. Pay levels in the sector and how pay has been determined and funded,

- ii. The range of public funding sources in operation within the organisations in scope of this agreement, and
 - iii. The incidence of low pay in the sector to enable measures targeting low paid workers in the application of future relevant pay agreements.
- 5.4.** An independent organisation will be requested to carry out this data gathering exercise. Parties will agree on an appropriate organisation to conduct this exercise.
- 5.5.** It is anticipated that the exercise will be completed within 8 months. It is noted that the exercise and its duration will be dependent on the participation of funded organisations in their role as employers. Commissioning agencies will utilise applicable provisions of Service Arrangements, Service Level Agreements or Grant Agreements to ensure employers provide relevant information in a timely manner. The parties will reconvene no later than 1st March 2026 to discuss the outcome of the exercise.

6. Monitoring / Implementation of this Agreement

- 6.1.** A joint monitoring / implementation group comprising the funding agencies, employer representatives and staff union representatives will be established to ensure practical issues and disputes arising in the administration of this agreement can be resolved in a timely and effective manner. The group will be chaired by the WRC. The process will seek to build on the lessons learned from the October 2023 interim agreement with a process to escalate matters to the relevant funding authorities where appropriate. This group will operate over the term of this agreement and may, as appropriate, continue to operate for future related agreements.



Mary Dooley
Regional Manager
10th March 2025