



PAC-R-701



Comhshaoil, Pobal agus Rialtas Áitiúil
Environment, Community and Local Government

Correspondence Item 1
Meeting – 31/10/2012

Oifig an Ard Rúnaí
Office of the Secretary General

12 October 2012

Mr Ted McEnery,
Clerk to the Committee of Public Accounts,
Leinster House,
Dublin 2.

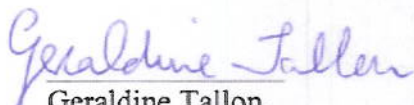


Dear Mr McEnery,

I refer to your letter of 21 September 2012 in relation to payment of allowances to public servants and enclose the information requested concerning common civil service allowances which apply in DECLG.

I also enclose information on allowances specific to DECLG (Met Éireann) and in the local government sector for which business cases were made to DPER, as published on that Department's website. Further work is underway in respect of allowances paid in individual local authorities.

Yours sincerely,


Geraldine Tallon,
Secretary General.



No.	Title	No. Current Recipients	No. of 2011 Recipients	Cost 2011	2011 Annual Range of Payments	Date commenced	Last rate change	Payable to new recruits/appointments
1	Delegates Allowance	N/A - abolished from 19/9/12 by DPER letter to Personnel Officers (48 in 2012 to date of abolition)	48	€73,487	€104 - €6,122	28/02/1975	19/9/12 - abolition (1/1/10 payment rate change)	No
2	Employee Assistance Officer	n/a - service now centralised in DPER	1	€5,783	€5,783 in respect of one Officer	Common to many Departments, DPER to advise	n/a	Function has moved to DPER
3	Private Secretary Allowance	10 (4 serving Private Secretaries & 6 former Private Secretaries) Includes PS in DCENR	11 (4 serving Private Secretaries & 7 former Private Secretaries)	€103,574	€2,991 - €19,585	Private Secretary to Minister - pre 1940; Private Secretary Head of Department - Circular 6/84	Common to many Departments, DPER to advise	The retention element has been abolished for new beneficiaries. Allowances have been approved for new beneficiaries performing the duties, but are subject to
4	Office	12	22	€38,797	€1,150 - €1,797	Pre-Independence	15/12/2010	Yes
5	Higher Duty Allowance	8 in total. 2 Grade III Engineers performing Grade II duties. 1 AP performing PO duties, 1 SMO performing Senior Meteorologist duties, 1 AO/HEOs performing AP duties	5 in total. 2 Grade III Engineers performing Grade II duties, 1 AP performing PO duties, 1 SMO performing Senior Meteorologist duties, 1 MO performing SMO duties	€31,015	€3,007 - €9,620	Varies	Varies	Yes - but only for a continuous period exceeding 84 days. Also subject to provisions of moratorium
6	Children's Allowance	28	28	€3,572	€7 - €338	Common to many Departments, DPER to advise	Common to many Departments, DPER to advise	Not addressed in outcome of DPER Review but existing condition of allowance is that it is for staff serving on 1
7	APTH/Tax Officer	12	12	€29,227	€469 - €6,105	Common to many Departments, DPER to advise	Common to many Departments, DPER to advise	Not for this Department - relates to previously working in Revenue Commissioners
8	Keyholder Allowance	13	14	€23,772	€135 - €3,524		01/01/2010	Yes
9	Service Officers Supervisory (Asst.	3	4	€11,121	€1,893 - €3,214	01/05/1986	01/01/2010	Yes

No.	Title	No. Current Recipients	No. of 2011 Recipients	Cost 2011	2011 Annual Range of Payments	Date commenced	Last rate change	Payable to new recruits/appointments
10	Franking Machine Allowance	8	9	€9,780	€130 - €1,783	03/01/1984	01/01/2010	Yes - but subject to review and/or modification. A review of Service Officer duties is to be carried out by DPER.
11	Special Duty (Paperkeeper)	3	3	€7,362	€1,011 - €3,176	1990s	01/01/2010	Yes - but subject to review and/or modification. A review of Service Officer duties is to be carried out by DPER.
12	Uniform Allowance	21	25	€4,450	Paid to Uniform supplier.	Uniforms supplied to officers since 1933	n/a	Yes - but subject to review and/or modification. A review of Service Officer duties is to be carried out by DPER.
13	Machine Duties Allowance	2	2	€3,501	€1,694 - €1,807	01/10/1983	01/01/2010	Yes - but subject to review and/or modification. A review of Service Officer duties is to be carried out by DPER.
14	Switchboard	1	2	€1,648	2011.	01/06/1981	01/01/2010	Yes - but subject to review and/or modification. A review of Service Officer duties is to be carried out by DPER.
15	Footwear Allowance	21	25	€1,625	€65 per annum per officer	1990	2002	Yes only for Service Officers. Modified to be paid every two years on a vouched basis.
16	Driving Allowance	1	1	€1,324	n/a	1977, 1991	01/01/2010	Yes - but subject to review and/or modification. A review of Service Officer duties is to be carried out by DPER.
17	Uniform Cleaning Allowance	Variable - based on vouched claims submitted	1	€40	€40; claimed by one officer	Common to many Departments, DPER to advise	n/a	Yes - but subject to review and/or modification. A review of Service Officer duties is to be carried out by DPER.
18	Eating on Site	2	2	€988	(€494x2 officers)	1991	01/01/2010	Yes

DECLG Business Cases

Title	No. Current Recipients	2011 Recipients	Cost 2011	2011 Annual Range of Payments	Date commenced	Last rate change	Payable to new recruits/appointments
1 Shift Allowance (Met Éireann)					1975		
27%	86	90	€ 1,337,722	€169 - €22,016			
23%	1	3	€ 16,660	€3,820 - €10,455		No change to % rates but amount paid has reduced as a result of 2010 salary adjustment	
20%	2	1	€ 3,801	€3,801 (only 1 officer in 2011)			
18%	1	0	€ -	-			
13%	68	73	€ 457,781	€151 - €10,921			Yes, subject to review of rates and operation.
Total Shift Allowance (Met Éireann)	158	167	€ 1,815,964	€151 - €22,016		No change to rates but amount paid has reduced as a result of 2010 salary adjustment	Yes
2 Public Holiday Allowance (Met Éireann)	92	98	€ 316,564	€244 - €6,674	1975		
3 Officer in Charge (Station Manager - Met Éireann)	2	3	€ 7,956	€118 - €3,919	1975	2009	No
4 Travel to Work Allowance (Met Éireann)	5	6	€ 7,918	€141 - €2,977 (lowest payment to an officer who retired early in 2011)	1962	Date of last change of T&S mileage rates - 5/3/09 Circular 07/09	No. Discussions underway to cease payment to existing beneficiaries.
*							

* In addition to the above, Met Éireann presenters on RTE are paid an appearance fee, amounting to €70,000 in total in 2011, as part of the contract fees charged by Met Éireann to RTE; there is, therefore, no net cost to DECLG.

Circular EL 02/2012 - Reduction in Overtime Payments and Cost of Allowances in 2012 (National Business Cases - Local Government Sector)

No	Name / Description of Allowance	Amount of allowance	Is the allowance variable (a percentage of pay?)	Beneficiary (Grade)	Number of Persons to Whom it is Paid	Pensionable (Y/N)	Date of First Sanction (Please append sanction details to return)	Date of Second/Third or Sanction (Please append sanction details to return)	Duration (e.g. permanent, in place as long as duties are being undertaken)	Where payable after completion of duties, please specify details	Payable during absences (Y/N)	Total Annual Cost of Allowance
1	Acing	Varies	Variable	Varies	1,207 WTE	N	Jul-52	Not Applicable	Temporary (Short / Medium Term)	Not Applicable	Yes - generally for short term absences.	Estimated at €3.7m
2	Water & Sewerage Caretaker (Weekend)	Rates dependant on hours worked.	Flat Rate	Water & Sewerage Caretaker	708	Y	Originated in 1980's	-	Permanent, in place as long as duties are being undertaken	-	Yes - generally for short term absences.	
3	Eating On-Site	€ 1.90 pp per day.	Set Rate	GO's & Craft	12,394 outdoor staff.	N	Originated in 1980's	-	-	-	No	Estimated 228 * €1.90 = 11,746 = €5m
4	Unsocial Hours	€ 14.04 per Saturday	Set Rate	Library & Other Staff	Librarians - (estimated at 250) and outdoor staff that work on week end as part of normal working week.	Y	Originated in 1980's	-	-	-	No	Estimated 300,000 for libraries
5	Ice Cast	Set and operated by the National Roads Authority	Set Rate	Engineers	1 per LA = 34	N	2002/3	-	-	-	No	Estimated €9,500 per i.a. = € 323,000
6	SFO's Rostered On-Call	SFO's: € 6,996.00 pp pa	Set Rate	Senior Fire Officers	It is estimated at 5 per Fire Authority (37 * 5 = 185)	Y	Originated in 1980's	-	-	-	No	Estimated €1.2m
7	On-Call (Rostered)	Certain Outdoor Grades: € 80.62 per week	Set Rate	Certain Outdoor Grades	Varies	Y	2005	-	-	-	No	
8	Dual	€ 3,846.00 or € 4,113.00*	Set Rate	Varies - Admin Staff	Very Few	N	Jul-52	-	-	-	Yes - generally for short term absences	
9	Tool	€ 843.60 pp pa	Set Rate	Craft	Estimated at 1,500	N	2003	-	-	-	Not applicable	Estimated €1,265,000
10	Dirty Money	Varies	Varies	Craft Wastewater GO's	Varies	N	Originated in 1970's / 1980's	-	-	-	No	
11	Water Safety	Varies	Varies	Grade 5, 6, 7 & 8, Senior Executive Technician, Manager Swimming Pool, Current Personer, Sport & Leisure Officer	1 per LA	Y	EL 10/97	-	-	-	Yes	
12	Winter Maintenance	Varies	Varies	Driver, Foreman, GO's, Grasscutters, Services Supervisors, Light Equipment Operators	Varies	N	-	-	-	-	No	

Circular EL 02/2012 - Reduction in Overtime Payments and Cost of Allowances in 2012 (Local Government Sector)

No	Name / Description of Allowance	Amount of allowance	Is the allowance variable (a percentage of pay)?	Beneficiary (Grade)	Number of Persons to Whom It is Paid	Pensionable (Y/N)	Date of First Sanction	Date of Second/Further Sanction	Duration (e.g. permanent, in place as long as duties are being undertaken)	Where payable/part-payable after completion of duties, please specify details	Payable during absence (Y/N)	Total Annual Cost of Allowance
1	Acting	Varies - percentage of pay (A main average of €3,000 per person per year)	Varies - percentage of pay (A main average of €3,000 per person per year)	Varies	1,238 WTE	N	DoE Circular Letter E.L. 7/892 dated 23 June 1992 section 48 on 'Substitutes'. Later undertaken by LOSNB in 1993 in 'The Employment Contract and Conditions of Employment, Local Authority Non Officer Grades, section 4.1	Not Applicable	Temporary (Short / Medium Term)	After Completion of Duties	Yes - generally for short term absences	Estimated €3.7m
2	Water & Sewerage (Weekend)	Flows - depends on hours worked - 4 hours @ €4.23	EL 04/2004 is most recent circular we have which states 0-2 hrs @ €17.72 - 4 hours @ €4.23	Water & Sewerage Canteen	708 WTE	Y	DoE Circular Letter E.L. 2/83. Rationalisation - Water and Sewerage Canteens wage structure. Circular Letter 04/2004 on agreement and the DoE set wage rates to be applied. The allowance is paid for attendance at weekends	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	Yes - generally for short term absences	Estimated € 1,445,892m
3	Eating On-Site	€1.20 per day	1.80 per person per day	GO's & Craft	12,304 outdoor staff	N	DoE Circular Letter E.L. 2007: The eating on site allowance was to be discontinued as part of cost saving arrangements. This agreement was negotiated through the LOSNB.	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	No	Estimated € 5.3m
4	Unsocial Hours	14.04 per hour	01/09/2008 rate set at 14.04 per hour for Library Service and other grades	Library & Other Staff	Librarians - (estimated at 260) Outdoor Staff (estimated at 400) that work on week end as part of the normal 5 day week and as part of the working week.	Y	DoE circular letter EL 23/99 refers to an agreement reached between the LOSNB and Unions. The DoE gave sanction to a payment may be made to all full time Library Staff Officers who work on Saturday as part of the normal 5 day week and as part of the working week from the 1st of July 1999.	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	No	Estimated € 476,194
5	Ice Cast	Set and operated by the National Roads Authority	The Rate is set by the NRA for a Duty Engineer at €9.95 per engineer per annum.	Engineers	1 per LA = 34	N	NRA Circular Letter 16/2011	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	No	Estimated € 338,874
6	SFO's Roastered On-Call	SFO's € 732 per pa for 4 persons per LA or more	Roastering Allowance set at € 732 for 4 persons or more.	Senior Fire Officers	It is estimated at 4 per Fire Authority (374 = 148)	Y	DoE Circular Letter EL 4/99 gave sanction to the payment of the allowance as part of the agreement reached between LOSNB and IMPACT.	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	No	Estimated € 998,328m
7	On-Call (Roastered)	Certain Outdoor Grades: 75.00 per week	A 7 day weekly payment of 75.00 was agreed under binding independent arbitration in December 2005. The LOSNB wrote out to each City and County Manager in the region setting out that 14 hours at double time for each call out is applicable.	Certain Outdoor Grades	Varies. Unfortunately not possible for us to estimate the workforce questionnaire issuing	Y	A 7 day weekly payment of 75.00 was agreed under binding independent arbitration in December 2005. The LOSNB wrote out to each City and County Manager in the region setting out that a minimum of 4 hours at double time for each call out is applicable.	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	No	Estimated € 1,550,886m
8	Dual	3,848.00 or 4,113.00	Dual Duties allowed where a person is employed in a Greater than Co. Sec - 3,724 Dual Duties where max. of Salary of less than Co. Sec - 4,113.00. The LGMA has suggested basing the figures on approximately 3 per L.A., therefore the estimated figure for 2012 is 3,848.00 or 4,113.00 at the higher rate and 2 x 34 at the lower rate	Varies - Admin Staff	Estimated 3 per L.A.	N	DoE Circular Letter F. 1 7/892 dated 23 June 1992 section 48 on 'Substitutes'. Later undertaken by LOSNB in 1993 in 'The Employment Contract and Conditions of Employment, Local Authority Non Officer Grades, section 4.1	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	Yes - generally for short term absences	Estimated 4,787,032

9	Total	843.80 pp 24	Current annual payment is 645.00	Cost	Estimated at 1,000	N	Annual Allowance agreed under parallel benchmarking December 2004.	Not Applicable	Permanent	Annual	Not applicable	Estimated 1,285,400
10	Dirty Money	From 0.05 to 1.52 per day depending on grade		Cost Washwater GO's	Varies Unfortunately not possible for us to estimate without a questionnaire issuing	N	Dirty Money payments were agreed in 1977 under a Confidential Agreement reached with Confinement in 1977 and relaxed in the 1978 agreement. This allowance is paid in respect of an exceptionally dirty job which is not part of the person's normal duties but which is undertaken on an intermittent basis and in exceptional cases only.	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	No	Estimated € 214,177
11	Water Safety	Category A = 4,124 Category B = 2,900 Category C = 1,500 Category D = 1,000		Grade 5, 6, 7 & 8 Senior Executive Technician, Manager Swimming Pool, Pensioner, Sport & Leisure Officer	1 per LA	Y	EL 1057 There are 3 categories into which all LA's are divided: A, B and C. The DfE conveyed sanction to the LA's on both of an agreement that the LGNSB and LGNSB and IMPACT in April 1997.	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	Yes	Estimated € 66,696
12	Winter Maintenance	Varies Unfortunately not possible for us to estimate without a questionnaire issuing		Driver, Foreman, GO's, General Services, Supervisors, Labourers, Plant Operators	Varies Unfortunately not possible for us to estimate without a questionnaire issuing	N	Local engagements apply regarding this allowance and it is not an 'allowance' that was agreed at any point in time. It is not possible to ascertain the date of first sanction as there are a wide variety of local engagements for different types of work, different rates, some may give time-in-lieu etc. There is no national agreement on rates, and there is no clearer either.	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	No	Estimated € 347,858
13	Training	111.85 A preparation allowance may also be paid - this varies : From 20% of the day's rate to a allowance per course for experienced trainees up to 100% of the daily training allowance for new entrants. A new entrant is delivering the course for the first time. You may wish to consider awarding a 20% for the first day of the training. Allowance to get a larger figure.		Varies - Admin Staff	Approximately 50 staff members provide training through the RTCs which accounts for the allowance. Training is an ongoing process for the 50 staff.	N	1999	Not Applicable	In place as long as duties are being undertaken	After Completion of Duties	Yes	Estimated € 25,168
14	Uniform (Senior Fire Officers)	Approximately 200 assuming 1 x CFO and 6 x local authority = 7 per local authority	Officers = 475.69 per annum Fire Officers = 185.59 per annum	Senior Fire Officers	Approximately 200 assuming 1 x CFO and 6 x local authority = 7 per local authority	N	Telephone allowance was sanctioned by DfE in 1981. In 1983 following an agreement reached between the LGNSB and staff interests this became the Clothing and Telephone allowance which was revised through the 1988 agreement. In 1998 the allowance for Chief and Assistant Chief Fire Officers. In 1998 the LGNSB wrote out to all LA's except for Dublin City and gave a new rate of 377 punt for both CFO and ACFO. This allowed so that the allowance was the same as the 5% reduction the current rate is 454.76 per annum.	Not Applicable	Permanent	Annual	No	Estimated € 117,762.84

Local Authority	Summary Table – Individual Local Authority Business Cases - Submitted to D/PER	Decision
Clare	<p><u>Cleaning (Branch Librarians):</u></p> <ul style="list-style-type: none"> • Paid to branch librarians to 'CLEAN' branch libraries • €13 p.w (less than 1 hours pay p.w. or €676 per branch library p.a). • Cannot be incorporated into Job Contract of future Branch Librarians as it relates to cleaning. • Alternative: Necessitate employment of cleaner at greater cost. Clear VFM. 	With D/PER - Awaiting Decision
Cork	<p><u>Caretaker Cover for Another (Water & Sewerage Caretakers):</u></p> <ul style="list-style-type: none"> • €30 per day for providing essential cover and performing duties of absent Water & Sewerage Caretaker's in addition to his / her own. • Clear VFM. Guarantees cover for second position in critical service delivery area during absence of substantive holder during annual / sick leave, etc. • Eliminates necessity to assign another employee on full-time basis. <p><u>Kennelling Fees (Dog Wardens):</u></p> <ul style="list-style-type: none"> • Paid to Part-time Dog Wardens in respect of kennelling dogs at their home overnight. • Arrangement for holding stray dogs overnight. Eliminates need to pay higher commercial rate or incur travel expenses with regular travel to central pound. • Clear VFM. Provision of service by Dog Wardens, e.g. kennelling, food, etc. <p><u>Flood Monitoring / Forecast System:</u></p> <ul style="list-style-type: none"> • Paid to engineers who operate flood monitoring system in Mallow. • 6 x engineers operate on rota basis monitoring system to facilitate activation of new flood defence system. Funded by OPW. • Clear VFM. High level of responsibility required to avoid impact of further flooding which has had detrimental effect on Mallow town. • Services requirement for monitoring water levels, interpreting results in predicting flooding risks 24 / 7 basis. <p><u>Flood Management System:</u></p> <ul style="list-style-type: none"> • Paid to 12 x outdoor employees who operate flood defence system in Mallow, i.e., build temporary barriers when flood alert activated by Flood Forecast Team. • New Flood Defence System in Mallow. Funded by OPW. • Clear VFM. Operation of Flood Defence System by crews on 24/7 basis if necessary. Meets requirement to erect flood barriers with minimal notice. <p><u>Specialist Machine (Grader Operation):</u></p> <ul style="list-style-type: none"> • Allowance payable to Drivers in respect of operation of Grader (<i>specialised nature</i>). • Highly skilled specialised drivers whom Council can retain as Grader drivers, despite attraction of higher overtime / easier tasks, etc, elsewhere for driving other types of machines. • Skill in operating machine acquired over lengthy experience period. 3 tiered allowance reflects this. • Benefits to Council are high quality work and higher productivity. <p><u>Specialist Machine (Grader Operation):</u></p> <ul style="list-style-type: none"> • Paid for unskilled GO's for operating gritter during surface dressing season. • Watching of gritter, adjusting widths of spray, watch for blockages, etc, facilitates ease of gritting. 	With D/PER - Awaiting Decision
Fingal	<p><u>Leakage Inspector:</u></p> <ul style="list-style-type: none"> • Payable in respect of "out of hours" water leakage detection duties. • Clear VFM. Cost effective - payable in lieu of overtime. • Payable for "out of hours" work which must be done as part of on-going water leakage monitoring and detection. • Proper and competent water leakage detection require "out of hours" monitoring and surveillance / detection. 	With D/PER - Awaiting Decision

Galway	<p><u>Cleaning (Branch Librarians):</u></p> <ul style="list-style-type: none"> • 17 x Branch Librarians currently in receipt of allowance. • Public Libraries are cleaned, tidied, bins emptied, toilets cleaned, floors vacuumed, furniture and equipment dusted. • Clear VFM as annual allowance is €500, which equates to €9.62 per week for cleaning and upkeep of each library. A private contractor would cost significantly more. • Cannot be incorporated into Job Contract of future Branch Librarians as it relates to cleaning. • Alternative: Employment of cleaner at greater cost. <p><u>Specialist Machine (Roscoe Patcher):</u></p> <ul style="list-style-type: none"> • €89.62 per week for any week worked where an employee required to drive and operate Rosco Tar Patching Unit with two sprayer units. • VFM. Undertaken by one employee where previously done by two employees. 	With D/PER - Awaiting Decision
Kerry	<p><u>Availability:</u></p> <ul style="list-style-type: none"> • Historic local agreement with staff in regards to on call arrangements. • Only key supervisory staff are paid allowance for being rostered on call. • Other staff who attend emergency situations are paid overtime only for hours worked. • VFM - Effective method of keeping costs down. Built on the commitment and loyalty of staff. Kerry CC is satisfied that it ensures a cost effective response to emergency situations across the county. <p><u>Availability:</u></p> <ul style="list-style-type: none"> • Historic local agreement with staff in regards to on call arrangements. • Only key supervisory staff are paid allowance for being rostered on call. • Other staff who attend emergency situations are paid overtime only for hours worked. • VFM - Effective method of keeping costs down. Built on the commitment and loyalty of staff. Kilkenny CC is satisfied that it ensures a cost effective response to emergency situations across the county. <p><u>Weekend Leave (Water Supervisors):</u></p> <ul style="list-style-type: none"> • Carrying out duties of Water Caretaker staff by their Supervisors while Water Caretakers are on leave at weekends. • Alternative: Pay Supervisors normal Saturday and Sunday overtime rates, which is more costly. • Cost of allowance is 3 hours at basic rate payable to Water/Waste water Supervisors to cover weekend leave for Water / Wastewater Caretakers. <p><u>Availability (Water / Waste Water Caretakers):</u></p> <ul style="list-style-type: none"> • Seven hours paid to Water / Waste Water Caretakers to work on Bank Holidays. • Payment to compensate being available to work Public Holidays. • Cost of allowance is 3 hours at basic rate payable to Water / Waste water Supervisors to cover weekend leave for Water/Wastewater Caretakers. • Use of alternative staff raises competency issues and may not be cost effective. • VFM - If caretaker does not do it an alternative staff member will be required to complete work (at bank holiday rates). • National Allowance does not cover bank holidays. <p><u>Driver Standby - Winter Maintenance:</u></p> <ul style="list-style-type: none"> • Paid to drivers who are available 24/7 over a 26 week period during Winter for salting roads, etc, when required. <p><u>Cleaning (Library Caretaker):</u></p> <ul style="list-style-type: none"> • Cleaning / caretaking duties, includes cleaning of toilets, public and staff areas in public library buildings, includes keeping paths clear and safe for public entering premises, opening and closing library, setting alarms, putting out bins for collection, opening library buildings for other events other than library, opening/closing library for maintenance and allowing maintenance workers on site. • VFM – Hiring private contractor would cost significantly more. 	With D/PER - Awaiting Decision
Laois	<p><u>Availability (Water / Waste Water Caretakers):</u></p> <ul style="list-style-type: none"> • Seven hours paid to Water / Waste Water Caretakers to work on Bank Holidays. • Payment to compensate being available to work Public Holidays. • Cost of allowance is 3 hours at basic rate payable to Water / Waste water Supervisors to cover weekend leave for Water/Wastewater Caretakers. • Use of alternative staff raises competency issues and may not be cost effective. • VFM - If caretaker does not do it an alternative staff member will be required to complete work (at bank holiday rates). • National Allowance does not cover bank holidays. <p><u>Driver Standby - Winter Maintenance:</u></p> <ul style="list-style-type: none"> • Paid to drivers who are available 24/7 over a 26 week period during Winter for salting roads, etc, when required. <p><u>Cleaning (Library Caretaker):</u></p> <ul style="list-style-type: none"> • Cleaning / caretaking duties, includes cleaning of toilets, public and staff areas in public library buildings, includes keeping paths clear and safe for public entering premises, opening and closing library, setting alarms, putting out bins for collection, opening library buildings for other events other than library, opening/closing library for maintenance and allowing maintenance workers on site. • VFM – Hiring private contractor would cost significantly more. 	With D/PER - Awaiting Decision

Limerick	<p><u>Keyholder – Foynes Library:</u></p> <ul style="list-style-type: none"> After hours callout service in case of fire alarm, burglar alarm or any other security type call out at Foynes Public Library. Foynes Public Library is modern public library comprising 2,200 sq ft in size, a book stock of 15,000 volumes, and suite of Public Internet P.C.'s. Both Building and stock have value of €15.5 million. Building is staffed by one part time female Branch Librarian and for reasons of Health and Safety cannot be expected to attend after hours call out. <p><u>Keyholder – Rathkeale:</u></p> <ul style="list-style-type: none"> New Civic building in Rathkeale incorporates local Council area offices, Library and Arts Centre. It is an insurance requirement that 2 key holders are appointed to act as first responders for contact in the event of either the intruder or fire alarms being activated. VFM - Modest annual allowance €300 or €5.77 per week, covers every day of year. Alternative – An extra person would have to be employed to provide this function. <p><u>Keyholder – Kilmallock:</u></p> <ul style="list-style-type: none"> Civic building in Kilmallock incorporates local Council area offices, Library and Arts Centre. It is an insurance requirement that 2 key holders are appointed to act as first responders for contact in the event of either the intruder or fire alarms being activated. VFM - Modest annual allowance €300 or €5.77 per week, covers every day of year. Alternative – An extra person would have to be employed to provide this function. <p><u>Unsocial Hours (Water Quality):</u></p> <ul style="list-style-type: none"> Premium paid to Foreman and Craft Workers' mates on Water Conservation Project in respect of working unsocial hours. Normally amounts to 1/5 of weekly wage. Council gets night work at fixed cost effective premium. If additional hours are required within any planned day to finish work of that day/night – no overtime is paid for those hours. VFM - Water Conservation Programme has yielded substantial cost savings within the County. <p><u>Shift – Curators:</u></p> <ul style="list-style-type: none"> Paid to employees who operate on 12 hour shift (included rostered night work) basis at large water plant serving high demand industrial consumer. Proposed to examine whether during night shift plant operators can undertake additional duties (e.g. act as an out-of-office centre to monitor safe return of lone workers at other locations in the County). 	With D/PER - Awaiting Decision
Louth	<p><u>Out of Hours Homeless Officer:</u></p> <ul style="list-style-type: none"> Louth is lead authority for Homelessness in North East Region and manages Homeless function for region. Between two towns of Dundalk and Drogheda there is significant number of Homeless Presentation to five hostel facilities in Louth, which have capacity of over 60 Emergency beds. Many of these presentations take place after hours and Housing Authority wish to retain right of sanction to an Emergency Bed. This provision provides saving as the Voluntary Provider will always take a more generous approach. 24/7 basis is key to the post and there are no other posts that could deliver this function. Clear VFM. 	With D/PER - Awaiting Decision
Waterford	<p><u>GSS Extra Duty:</u></p> <ul style="list-style-type: none"> 1 x GSS carrying the work of two GSS's during short period of absence. It represents a saving as payment is less than difference between a GO wage and a GSS wage if a GO had to perform the duties in an acting capacity. Paid in situations where a gang has no Foreman to undertake GSS duties when GSS is absent from work. <p><u>Caretaker Cover for Another (Water Caretaker):</u></p> <ul style="list-style-type: none"> 1 x Caretaker carrying the critical work of two caretakers during short period of absence. Clear VFM - Acting allowance paid for same period. Experienced caretaker best placed to cover for absent colleague. Forms part of overall re-structuring of water services in County, elimination of part-time water caretakers, etc. Overall it will result in higher standard of water quality and efficiency. 	With D/PER - Awaiting Decision

	<p><u>Unsocial Hours (Opening, Closing and Cleaning Public Toilets):</u></p> <ul style="list-style-type: none"> • Paid to staff (full time road workers) to open, shut and service public conveniences. Services are provided by staff outside normal work hours, but not on overtime basis. In the majority of cases work is done at unsocial hours. • It represents VFM as it is more economical than overtime payment to staff, and avoids necessity of employing outside contractors. <p><u>Caretaking (Harbour / Burial Ground):</u></p> <ul style="list-style-type: none"> • Allowance for supervision and maintenance of harbour / burial ground. • GO carries out duties in addition to own role. Issues with harbour can arise at any time, especially out of hours, at weekends and summer season. • Clear VFM – Alternative would require hiring additional member of staff. 	
Westmeath	<p><u>Removal of Dead Animals:</u></p> <ul style="list-style-type: none"> • Paid to Dog Warden. • Duties are additional to role of dog warden and were allowance to cease, this would lead to non removal of dead animals from roadways leading to potential public health risks. • Increase of dead badgers on roadways has been linked with an increase in TB in badgers, which leaves them vulnerable to accidents. TB in badgers represents a public health risk. <p><u>Dog Warden (Weekend):</u></p> <ul style="list-style-type: none"> • Dog Warden availability at weekends. • VFM - If withdrawn affects availability of warden at weekends with implications for care and maintenance of impounded animals. 	With D/PER - Awaiting Decision
Cork City	<p><u>Unsocial Hours (Night Duty):</u></p> <ul style="list-style-type: none"> • City Council Fire Brigade as permanent full time Fire Service needs to maintain a 24 hour / 7 day service / 365 days a year. As a result, members of Fire Brigade suffer disruption to normal family life as firefighters obligated to be available in fire station all night to immediately attend operational incidents. • Attendance requirement imperative for full time fire service and City Council does not pay shift allowance. • Alternative - Shift allowance (if paid) would be payable on all hours worked and would result in higher cost to Council. • Current payment system, i.e. Night Duty Allowance only payable in respect of hours worked between period 18.00hr to 08.00hr. <p><u>Unsocial Hours (Night – Foyer Staff):</u></p> <ul style="list-style-type: none"> • Cork Foyer supports young people at risk as they make transition to adulthood by providing secure 24/7 accommodation • Foyer staffed on a 24hr / 7 day basis, 365 days a year. • Only payable on hours worked at night. Offsets necessity to introduce full shift system wherein shift allowance would be payable on all hours worked day or night. • Given nature of client base and service provided for young adults at risk it is imperative that Foyer is staffed on a constant basis. <p><u>Shift (Porter - Civic Office):</u></p> <ul style="list-style-type: none"> • Prior to opening of new Civic Offices, City Hall in 2007 industrial relations agreement reached which implemented shift system for porters working between 7.30am and 8.30pm, Monday to Friday. • Shift allowance is 15% and no overtime is payable for work undertaken between these hours. • Prior to agreement, staff were paid double time for hours worked before normal starting time i.e. 8.30am and time and a half for hours worked after normal finishing time i.e. 5.00pm. • Staff rostered to attend for duty when they are most required which represents a clear cost saving on old system, which paid overtime rates additional to basic pay. • Rostered porters available to service events in Civic Offices such as Council meetings, functions, exhibitions etc in an effective and efficient manner. • Rostering of hours facilitates handover of responsibility to security firm who provide overnight security services in Civic Offices Complex. 	With D/PER - Awaiting Decision

Dublin City	<p><u>Enhanced Availability (Fire Brigade):</u></p> <ul style="list-style-type: none"> • Paid to Chief Fire Officer, Assistant Chief Fire Officers & Technical Staff on appointment to grade. • Through provision of range of duties covered by this allowance these staff support 24/7 incident command and control structure in place in Dublin Fire Brigade. <p><u>Confined Space (Drainage):</u></p> <ul style="list-style-type: none"> • Paid to Bricklayers in Drainage Division who carry out essential works in the Drainage network – often working in confined spaces. • Paid to 10 employees in 2011. <p><u>Cutting - Bricklayers (Drainage):</u></p> <ul style="list-style-type: none"> • €1.51 per day payable to Bricklayers in the Drainage division when carrying out qualifying duties. <p><u>Depth - Bricklayers (Drainage):</u></p> <ul style="list-style-type: none"> • €2.12 per day payable to Bricklayers when carrying out duties at 10 feet below ground in the Drainage Network. • Only payable when qualifying duties are performed. Total cost of paying allowance to 8 x employees in 2011 was €37.96. <p><u>Sewers – Bricklayers:</u></p> <ul style="list-style-type: none"> • Payable to Bricklayers in Drainage Division for carrying out duties in the Sewers Network. • Only payable when Bricklayers carry out certain duties that qualify for this allowance. <p><u>Tunnel (Liffey):</u></p> <ul style="list-style-type: none"> • Payable to Water Services Division employees when they are working in the old Liffey Services Tunnel located under River Liffey at East Link Bridge. • Daily allowance of €3.21 a day for General Operatives and €1.98 for craft workers to carry out these duties and represents good value for money. • 7 x employees paid this in 2011 at total cost of €78.25 • Duties only performed from time to time. • Development of new watermain in Docklands area near point depot may mean employees will no longer be required to carry out duties in old Liffey Services Tunnel. <p><u>Chlorine (GAS):</u></p> <ul style="list-style-type: none"> • €2.54 per week payable to employees working in Water Services Division who deal with chlorine gas as disinfectant in treated water. • While use of chlorine gas is no longer required in production of water at Ballymore Eustace Water Treatment Plant (WTP) it is still used at Varty and Ballyboden WTPs to provide primary disinfection and to provide secondary disinfection in water distribution system. • Water Services Division also uses chlorine at Diageo (Guinness) plant to treat canal water. • Chlorine is very strong acid which is toxic and corrosive and a small intake of chlorine gas can be fatal. • Water Services Division staff who change cylinders must wear full breathing apparatus when changing cylinders and are trained to very high degree with regard to Health and Safety and also in how to actually carry out this work. • If there was an accident when changing chlorine cylinders which resulted in a release of chlorine gas in for example, Stillorgan Depot, all the properties downwind in the area would have to be evacuated due to the potential consequences. • These duties are of a specialist nature and would not form part of the duties of General Operative staff. • Clear VFM - Without this allowance outside contractors would need to be employed to carry out this work at a substantially increased cost to the Council. 	With D/PER - Awaiting Decision
	<p><u>Third Officer (Dublin Fire Brigade):</u></p> <ul style="list-style-type: none"> • Following extensive discussions on terms and conditions of Third Officers in Dublin Fire Brigade, agreement between Management and relevant trade unions reached in LRC to provide shift allowance fixed at 1/6th of basic pay to Third Officers. • Third Officers are Senior Operational Officers and are required to work flexible duty system. This allows them to work across watches, co-ordinate and supervise training exercises and to deal with personnel, operational and health & safety issues as they arise. • Flexible duty system is in operation since 1990 and as Dublin Fire Brigade is a 24/7 emergency service it would not be possible to manage without Third Officers providing this flexibility and being paid accordingly. 	

Galway City	<p><u>Unsocial Hours (Early Morning):</u></p> <ul style="list-style-type: none"> • Payable to staff who commence at 5am to carry out street cleaning tasks. • Most suitable time to commence these operations due to low volumes of traffic, parked vehicles and to avoid interference with deliveries to city centre businesses. • If task was carried out later then standard of this service would deteriorate as road sweepers would not be able to access these public areas and increase health and safety risk to the public if road sweepers were operating during normal working hours. • VFM - Saving to employer due to staff commencing at this time as it increases performance of the plant on hire to Galway City Council. • If tasks carried out at any other time then greater number of the plant and staff would be required to carry out this task and achieve this level of service. 	With D/PER - Awaiting Decision
Limerick City	<p><u>Unsocial Hours (Night Duty):</u></p> <ul style="list-style-type: none"> • Paid to full-time fire-fighters for working evenings and nights on a 7 day basis. • Total amount paid in 2011 was approximately €331,000 and amounted to approximately 23 additional hours pay every four weeks for each fire-fighter. • Part of an overall benefits package for emergency personnel working shift. <p><u>Shift – Continuous Cycle (Regional Control Centre):</u></p> <ul style="list-style-type: none"> • Paid to new staff and existing Control Centre operators who joined the Centre since IR agreement in 2006. • Replaced 33 1/3 % shift premium that is still paid to staff employed at the time of the agreement but not paid to new staff. • 20% shift premium compares satisfactorily with premium paid to other emergency personnel on shift. Paid in compensation for evening, night and Saturday work. Sunday and public holidays are compensated separately. The Control Centre is 24 hour 365 days a week emergency service. Shift work is essential. 	With D/PER - Awaiting Decision
Waterford City	<p><u>Drainage Operative:</u></p> <ul style="list-style-type: none"> • Subject of Labour Court hearing in 2006 - LCR18584 affirms payment of this allowance. • €50.35 per week paid to General Operative permanently assigned to Sewers Department. 	With D/PER - Awaiting Decision