

Direct Labour



SIPTU

TUF

Lansdowne Road Agreement

The Lansdowne Road Agreement (LRA) provides the basis for the ending of the strict application of the public service recruitment moratorium.

The agreement requires public sector employers to use directly employed labour to the greatest possible extent when managing and prioritising staffing levels and it provides for greater protections to resist outsourcing and privatisation.

Following a series of consultation meetings, SIPTU and the TEEU representatives in the Trade Union Federation (TUF) have produced this leaflet as a resource for workplace committees to commence the process of engaging with their employers to ensure that they are honouring their obligations to use directly employed labour.

By now, it is clear that management in the public service is not engaging on this issue and it is up to our shop stewards and activists to ensure that this most important issue is on the agenda in all meetings with employers.

Here, we set out the two key clauses from the Agreement that clearly demonstrate the obligation on the employers. Also outlined is a practical step guide that all workplace committees are asked to implement in relation to this issue.

Workplace Committees, shop stewards in consultation with their officials are requested, where they have not already done, to commence this important work so as to ensure the recruitment of directly employed labour after more than 8 years of the recruitment moratorium.

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Section 3.3.5 of the LRA

- Commitment to the use of direct labour, to the greatest possible extent, reaffirmed and strengthened
- Consistent with efficient and effective delivery of public services
"In the context of the greater flexibility now available to manage and prioritise staffing levels in each public service body, in response to demands for public services, this commitment to the use of direct labour to the greatest possible extent must be considered by the parties."



Dispute Resolution

The parties to seek to resolve disputes through dialogue:

"Where this fails to resolve the issue, the parties shall use the dispute resolution mechanism set out in paragraphs 4 and 6 of this Agreement. The processes set out in paragraph 6 of the "Service Delivery Options" document must be undertaken prior to any outsourcing of an existing service taking place, and in the evaluation process referred to in that paragraph, any cost comparisons shall exclude the totality of labour costs."

- Paragraph 6 of the LRA makes provision for "adjudicating" through the oversight and governance arrangements in the event of a dispute regarding compliance with the outsourcing provisions of the agreement. in this process.



Practical Steps for Workplace Committees

- 1 Set up standard monthly meetings with management on this issue;
- 2 Agree a one agenda item as "Workforce Plans" (Do other Industrial Relations meetings separately);
- 3 Get relevant information from management on all the work, projects and services it intends to undertake;
- 4 Challenge management regarding how it is going to staff this work, to ensure that it is using directly employed labour, as is the obligation under this agreement;
- 5 Use the provisions of the agreement to prevent unilateral decisions to outsource and privatise jobs;
- 6 Where management wants to use contractors, emphasise that it must seek agreement in advance of any decision being made;
- 7 Ensure that when management wants to use contractors on a cost basis, that this does not include comparisons on wages and conditions of employment;
- 8 Where agreement cannot be reached all parties must use the procedures of the Workplace Relations Commission and the Labour Court, prior to decisions being made to outsource or privatise jobs;
- 9 Where management ignores these provisions or its obligations under this agreement the dispute should be referred to the Public Sector Oversight Committee; Your union representatives will assist you in this process.

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CONTACT

Sean Heading,
TEEU Official
sean_h@teeu.ie
Tel: 087 7383802

Paul Bell,
Divisional Organiser
SIPTU Health Division
healthdivision@siptu.ie
Tel: 01 8586466

John King,
Divisional Organiser
SIPTU Public Administration
and Community Division
publicadmincommunitydivision@siptu.ie
Tel: 01 8588248

