



An Coimisiún um Chaidreamh san Áit Oibre  
Workplace Relations Commission

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I refer to the WRC proposal of 5<sup>th</sup> August and to the subsequent engagement that took place at the WRC concerning some clarifications on a number of key issues within that proposal.

Over the last two days these items have been discussed and the following proposal is presented as an appendix to the original WRC proposal document of 5<sup>th</sup> August 2016.

All parties have agreed to its acceptance and implementation.

#### Proposal

1. From 1<sup>st</sup> September 2016, 50% of the Community Allowance will be restored.
2. A further 50% of the allowance will be paid from 1<sup>st</sup> January 2017 which will be backdated to 1<sup>st</sup> September 2016 subject to the satisfactory sign off by a newly established verification group.
3. The independently Chaired verification group will validate progress of the productivity measures attached to this proposal (see the list of the productivity measures involved).
4. Subject to the finalisation of the verification process (to be completed by mid December 2016), the Community Allowance will be fully restored and paid as an on-going payment from January 2017.
5. Terms of reference for the verification process will be agreed within the next week. The group will be made up of 3 union members and 3 management members.
6. In effect the Allowance (€5449) will be restored from 1<sup>st</sup> September 2016 subject to the sign off and completion of verification process under the auspices of the Independent Chair.

In recognition of the progress made, the union will stand down all industrial action with immediate effect.

Yours sincerely

Anna Perry  
Director, Conciliation, Facilitation and Mediation Services

## Productivity Measures

1. **Full co-operation with the continued roll-out of Vision for Change.**
2. **Full co-operation with the movement of services from Hospital based to community, including movement of staff across the system subject to current agreed processes and as provided for in Vision for Change and other Public Service Agreements.**
3. **Support the development of extended services.**
  - Co-operating with extending day hospital provision over a 7 day service.
  - Co-operating with the exploration to develop crisis intervention services to minimise need to admit into Approved Centres.
4. **Full co-operation with the expansion of the Advanced Nurse Practitioner (ANP) role, including any initiatives which may be put forward.**
  - Agreeing clinical themes for new 28 ANP posts and distributions across the country, which are in line with Clinical Programmes and Mental Health Service Plans. Joint submission to NMBI regarding development/application for these new posts.
5. **Commit to full engagement on the roll-out of revised structures in the Community Health Organisations.**
  - Commit to engage constructively with local area management teams.
  - Commit to the development of local management/union forums in each area to be used as the principle platform where negotiations/issues of concern are raised, to meet quarterly. There will be a separate Mental Health Forum.
6. **Support the role of the psychiatric nurse in the community, in discharging their functions under the Mental Health Act.**
  - Authorised officer role to be expanded whereby psychiatric nurses in the community are included. This will continue to be on a voluntary basis.
  - Development of integrated community care plans.
  - Further development of rehabilitation and recovery programmes.