

*2 copies to T. Cady Doyle*

**FAX**

6<sup>th</sup> September 2000

**To: Personnel Officer – Each Health Board  
Each Voluntary Hospital  
Each Mental Handicap Agency**

**Re: Control and Restraint Instructors**

Dear Colleague

I attach for your information and attention details of Agreement reached under the auspices of the Labour Relations Commission in relation to an ongoing claim by the trade unions for enhanced remuneration for Control and Restraint Instructors. The settlement terms have been accepted by the PNA and SIPTU.

The claim was the subject of a Labour Court hearing in August 1999 and was finally concluded at a Conciliation Conference on 19<sup>th</sup> July 2000.


The Agreement provides for the payment of a maximum allowance of £65 per week to Instructors while involved in discharging Control and Restraint training programmes with effect from 1<sup>st</sup> January 2000. The £65 is in respect of 5 days full attendance and pro-rata for courses of a lesser duration e.g. 2 day course -£26.

The allowance is only payable when the Instructor is actually discharging a training programme. In addition management has also agreed to continue to pay rostered earnings to Instructors in accordance with their normal turn of duty for the particular week, or part there off, in which they are required to provide training. My letter of 7<sup>th</sup> December 1999 refers. ( Copy enclosed for easy reference)

Finally the settlement terms provide for the payment of a once off lump sum of £400 to Control and Restraint Instructors in post on the 19<sup>th</sup> July 2000.

Please arrange to implement as necessary.

Yours faithfully

  
Brendan Mulligan

**INDUSTRIAL RELATIONS EXECUTIVE**

MI/bm/1447



# THE LABOUR RELATIONS COMMISSION

## *An Coimisiún um Chaidreamh Oibreachais*

TOM JOHNSON HOUSE, HADDINGTON ROAD, DUBLIN 4.  
*Teach Tomás Mac Seáin, Bóthar Haddington, Baile Átha Cliath 4.*

TEL: 01-613 6700 FAX: 01-613 6701

E-mail: [lrc@indigo.ie](mailto:lrc@indigo.ie)

Website: <http://www.lrc.ie>

LoCall (outside 91 area) 1890 220 227

Mr O McDonagh  
SIPTU

Mr S Murphy  
PNA

Following the issue of Labour Court Recommendation 16284, and subsequent conciliation conference on 19<sup>th</sup> July 2000, HSEA Management is prepared to make the following proposal to Control and Restraint Instructors.

### PROPOSAL

Training in the Management of Control and Aggression in the Workplace.

- The trade unions accept the need for a consistent national standard for training in the management of control and aggression in the workplace.
- The trade unions accept that the management of violence and aggression is not a problem exclusive to the Mental Health Service.
- The selection of employees to carry out training will not be exclusive to nurses.
- Instructors will co-operate fully with management in the delivery of training programmes to Health Service staff across all disciplines.
- Instructors will agree to carry out training programmes outside control and restraint as determined on the basis of service requirements and in consultation with the Trade Unions.

In return for commitment from the trade unions to the foregoing principles management is prepared to offer the following:

- Guarantee rostered earnings for the duration of training programmes inclusive of allowances, premia and unsocial hours payments that the Instructor would have normally earned.
- Pay an allowance of £65.00 per week in respect of the discharging of a 5 day training course and pro rata for less attendance. This allowance will be respective to 1<sup>st</sup> January 2000.
- There will be a once off lump sum of £400 to each of the Instructors involved.

- Management acknowledges and will co-operate with Instructors to seek Clinical Nurse Specialist status. In this regard the unions also accept that the final decision in this regard will rest with the independent statutory authority i.e. The National Council for the Professional Development of Nursing and Midwifery.
- Finally the terms of this Agreement will not be used by the unions as a basis for repercussive claims from other grades of staff in the future.

If CNS status is granted, the allowance will cease.

This proposal will be reviewed in July 2001.

**Raymond McGee**  
**Director**  
**Conciliation Service**

**19<sup>th</sup> July 2000**

FAX

7<sup>th</sup> December 1999

To: Personnel Officer – Each Health Board  
Each Voluntary Hospital  
Each Mental Handicap Agency

Re: Payment to staff providing training in Control and Restraint Techniques

Dear Colleague

The above matter was the subject of a Labour court hearing on 27<sup>th</sup> August 1999 and I attach a copy of L.C.R. 16284 which was issued on 24<sup>th</sup> September 1999.

The process of establishing a Working Party will commence shortly and in the meantime the attached proposal in relation to rostered earnings should be implemented until further notice.

Should you have any queries please do not hesitate to contact the undersigned.

Yours sincerely

  
Brendan Mulligan

INDUSTRIAL RELATIONS EXECUTIVE

MI/bmv/1103

## PAYMENT TO STAFF PROVIDING TRAINING IN CONTROL AND RESTRAINT TECHNIQUES

### PROPOSAL

- This proposal applies to staff who have the necessary competencies to provide training in management and control of violence and aggression.
- In a week or part thereof where staff are required to provide training they shall be paid in accordance with their normal turn of duty for that particular week. Payment may include compensation for loss of night duty and Sunday duty where appropriate.
- In such cases payment will not exceed their normal turn of duty for the week in question.
- Staff may be required to work a portion of their normal turn of duty before and after training services.

Compensation for such attendance shall be at time off in lieu or flat time.

- These arrangements shall be implemented in consultation with the instructor or appropriate line manager.