

6th October 2000

Ms Mary Kelly
Personnel Officer
Eastern Regional Health Authority
Dr Steeven's Hospital
St John's Road
Dublin 8

All Personnel
Officers

Re: Cook Expert Group

Dear Mary

Please find attached copies of the "Report of the Expert Group on Cooks" (October 2000), should you require further copies please contact the Agency.

It is important to note that the following recommendations require immediate action:

- ❖ Recommendations 2.2.3 and 2.2.4 regarding the implementation of revised new structures.
- ❖ Recommendation 2.3.1 refers to the introduction of the agreed revised job descriptions.
- ❖ Recommendation 6.1 requires each employing agency to appoint a local implementation group consisting of representatives from Personnel, Catering management and Chefs.

The function of these groups will be to ensure that progress is made in relation to the overall implementation of the report addressing in addition to the above such areas as recruitment/retention, training, communications etc.

- ❖ I also attach a further copy of the proposals from the Labour Relations Commission (dated 21st March 2000).

Please note the additional annual leave due to the chefs.

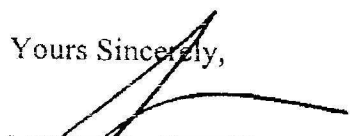
It is imperative that the implementation process commence as soon as possible and that satisfactory progress be made regarding the recommendations contained in the Report, on the basis that it is proposed that revised scales will be introduced for chefs in July 2001.

As stated in the Report a National Steering Group will be established and this occur in the very near future. The primary function of the Group will be to assist and advise the local implementation groups.

I will contact you in the near future regarding the mechanism to facilitate this liaison process.

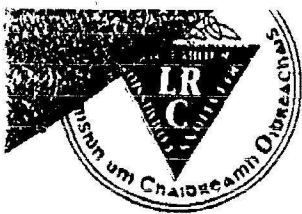
I trust that the above is clear and should you have any queries please do not hesitate to contact me.

Yours Sincerely,



Seán O' Connor

INDUSTRIAL RELATIONS EXECUTIVE



LABOUR RELATIONS COMMISSION

An Coimisiún um Chaidreamh Oibreachais

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Our Reference: CC99/1600
Please quote our reference on all correspondence

Mr. Se O'Connor,
HSEA
63/64 Adelaide Road,
Dublin 2.



21st March, 2000

Re: Cook Expert Group

Dear Mr. O'Connor,

Further to conciliation conferences held in the Labour Relations Commission on 26th November, 1999 and 4th February, 2000, I confirm my proposal detailed below which the representatives of both parties have agreed to recommend for acceptance.

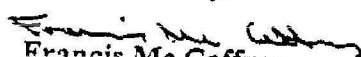
It should be noted that the following points are in addition to those already contained in the 'Report of the Expert Group on Cooks' which provides for, inter alia, substantial re-gradings, additional senior posts, additional permanent posts and incremental credit for those being recruited in the future.

- The Cooks will receive the additional 3% applicable to the 'early settlers'.
- New scales (see attached appendix) will be implemented from 1st July, 2001, to Cooks, subject to satisfactory progress being recorded on the implementation of the above Report.
- The current annual leave allowance of 20 days for the grades of Cook will be increased by 1 day from 1st October, 2000, by a further day from 1st March, 2001 and will increase to 23 days from the following annual leave year.

Where Cooks enjoy access to specific privilege days they will continue to do so on a person to holder basis only.

- If this proposal is rejected by either party, it is withdrawn and is deemed to have no status whatsoever.

Yours Sincerely,


Francis Mc Caffrey

Senior Industrial Relations Officer

Commission Members: Catherine Forde (Chairperson), Liam Downey, Prof. Joyce O'Connor, Turlough O'Sullivan, Dr. Mary Redmond, Jimmy Somers, Tom Wall.

Chief Executive: Kieran Mulvey