

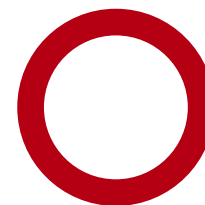
COMMUNICATIONS WORKERS' UNION

# ITEM 3 PARTNERSHIP & JOINT WORKING - Chapter 12

11<sup>TH</sup> BIENNIAL CONFERENCE 2022, ATHLONE

# Introduction

- A number of Joint Working Groups established deal with day-to-date issues:
  - Health & Safety
  - Diversity & Equality
  - ASMP
  - Uniforms & Workwear
  - Accommodation





# Health & Safety Sub-Committee



# Issues Completed



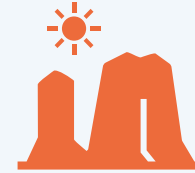
**Successful  
trial of Safety  
Footwear**



**Rollout of  
Defibrillators**



**Pallet Boxes**



**Sunscreen**



# Issues under discussion

## Replacement Footwear

## Driver safety issues

- Rollaways
- Seatbelt
- Training Programme

## Cancer awareness

- High risk of harmful UVR
- Outdoor workers are exposed to 6-8 times more UVR than indoor workers
- Includes workers that work outdoors for 3+ hours a day
- Outdoor workers are predominately men



# Cancer Awareness

- 1 in 4 (23%) of skin cancer deaths in Ireland are from the construction, outdoor and farming industries
- One death every week in Ireland related to sun exposure at work



# COVID-19

---

Payment

---

Special Leave

---

Training

---

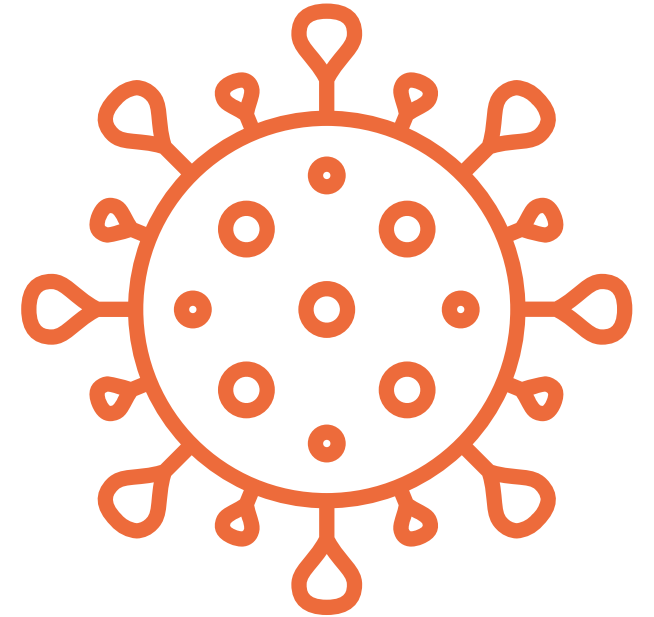
Vaccinations

---

Statistics

---

Workplace Restrictions







# Health & Safety Sub-Committee



**Michael Wall**

North-Kerry Postal  
& NEC



**Tara Ravenhill**

Athlone Postal  
& NEC



**Ken Good**

Letterkenny Postal  
& NEC



**Vincent Kilroy**

Portlaoise/Naas Mgrs  
& NEC





# Diversity & Equality Sub-Committee



# Work Completed

Statutory Leave for Parents

Domestic Abuse & Coercive Control Policy

Gender Pay Gap

Dignity at Work



# Dignity at Work – Review

---

Review completed basis on new HSA code

---

Greater emphasis on the management of a positive work environment

---

The role of the contact person is established

---

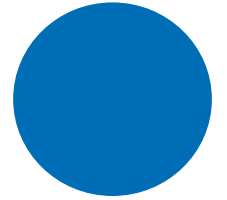
Addition of secondary informal for resolving bullying

---

Expanded role of mediation

# How to process cases?

- It is important that cases of bullying and harassment are dealt with correctly from the outset
- Members tend to use bullying and harassment in the same sentence, and this interchangeability leads to a misunderstanding of what each one relates to
- Bullying is a legally distinct from harassment - a behaviour can be either bullying or harassment, but not both
- It is important when advising members that we remember this!
- From a Union perspective, we will be approached by members and it is important when giving advice to members that Union Representatives understand the difference between bullying and harassment





# Work Ongoing

Gender Pay  
Gap Report

Term Time  
Review

Breastfeeding  
Breaks

Sabbatical  
Leave

Menopause  
Policy



# Diversity & Equality Sub-Committee



**Catriona Dewane**

Admin Mgrs  
& NEC



**Tara Ravenhill**

Athlone Postal  
& NEC



**Paul Kennedy**

Galway Postal  
& NEC



**Deirdre Medlar**

Ballina Postal  
& NEC



**Vincent Kilroy**

Portlaoise/Naas Mgrs  
& NEC



# ASMP Sub-Committee





# Critical Illness Protocol (CIP)

- There are examples when extended sick pay arrangements may apply primarily associated with critical illnesses
- Examples of critical illnesses include:
  - Acute life-threatening illness
  - Chronic progressive illness, with well-established potential to reduce life expectancy
  - Major physical trauma, ordinarily requiring corrective acute operative surgical treatment
  - In-patient hospital care of 2 consecutive weeks or greater (2 consecutive days in instances of pregnancy)
- In such cases referrals are made by the local HR Manager to Occupational Health and are based on either
  - Employee completing an application for CIP (application form to be obtained from HR Manager)
  - HR Manager forming a view that CIP likely to apply



# Branch Secretary Role

- Be aware of the sick pay limits and how these operate
- Where someone is on long-term sick leave, keep in regular contact with them
- If the illness is critical, ensure they apply for Critical Illness Payment and follow-up with the Company if necessary
- Assist them with any appeal on foot of a rejection of CIP
- Be aware of the Sickness Benefit Scheme and how they might claim if they are on reduced pay

**Encourage all members to join Medisan**



# ASMP Sub-Committee



**Adrian Scanlon**

DPAB  
& NEC



**Frank Donohoe**

DPDB  
& NEC



**Anthony  
McCrave**

Dundalk Postal  
& NEC



**William Mooney**

Dublin Clerks  
& NEC



# Accommodation Sub-Committee

## Accommodation Update



|                            |  |
|----------------------------|--|
| <b>Tralee</b>              | Second site acquired locally and looking at options for it   |
| <b>Ballina</b>             | Planning permission lodged and hope to be in a position to occupy in October                             |
| <b>Bantry</b>              | Planning issues resolved, with the exception of singage; expect to be in a position to occupy in October |
| <b>Dungarvan</b>           | Some legal issues to be resolved   |
| <b>North Clare Offices</b> | Still under discussion - Company solution to move to Ennis is not feasible                               |



# Accommodation Committee



**Michael Wall**

North-Kerry Postal  
& NEC



**William Mooney**

Dublin Clerks  
& NEC



**Ken Good**

Letterkenny Postal  
& NEC



**Gerry Sexton**

DPDB  
& NEC



**Thank you**

## **11<sup>th</sup> Biennial Conference**

Sheraton Hotel, Athlone

Wednesday 4<sup>th</sup> May 2022