



COMMUNICATIONS WORKERS' UNION

ITEM 4 AN POST GENERAL - Chapter 13

11TH BIENNIAL CONFERENCE 2022, ATHLONE



Appointments & Contracts

Appointment Process:

- Two years' continuous unbroken employment
- Intermittent service - does not exceed 4 weeks in any year
- Vacancies - no requirement for 2 years' service - must complete probation
- Can still be released

Contracts Project:

- Examine the contractual status of all temporarily employed staff
- Correct - where wrong
- Identify why this happened
- Make recommendations in relation to how the Company offers employment contracts in the future



Agreed Policies

- Transfer Policy
- Adverse Weather Policy
- Remote Working Policy
- Right to Disconnect Policy



Right to Disconnect

- The world of work has changed profoundly over recent years
- The right to disconnect refers to the right of employees to disconnect from their work and to not receive or answer any work-related emails, calls or messages outside of normal working hours
- The policy confirms the Company's commitment to ensuring that, where practicable, you disconnect from work outside of your normal working hours, enjoy your free time without being disturbed and create a sustainable work/life balance



Right to Disconnect

The Policy recognises:

that there may be legitimate occasions where contact occurs outside of normal working hours

some employees may send communications at times which are inopportune for other employees, e.g. late nights/weekends, and regard should be taken to the timing of emails for this reason

some employees choose or may request to work in a more flexible manner outside normal working hours to address their work/life balance needs and caring arrangements

no meetings should generally be scheduled before or after normal working hours, or during lunch breaks, unless absolutely necessary



Security and Staff Assaults

- New agreement and guidelines concluded
- We have agreed to adopt the Health & Safety Authority definition of workplace violence, which will include the mandatory reporting of incidents
- The scope of the guidance has been extended Company-wide and will apply to all staff, irrespective of where they work or the nature of their work
- The guidelines now offer more guidance on supports and details on the Employee Assistance Programme
- Incidents of Assaults on Duty will generally be viewed as "once off" in nature and will not count towards triggering entry to or escalation under ASMP
- The ex-gratia payment is increased from €100 to €250 and it will also be reviewed biennially, based on CPI movement in the previous two years
- New signage agreed



Update on JCC Issues

- Full JCC Meeting 29th April 2022
 - Outstanding claims agreed to be finalised to a conclusion
 - Company has not committed to finalising them all positively
 - Company committed to finalising agreement on the consolidation of change allowance for patrol, cleaners and working leaders in the coming weeks
- Sign off on the following
 - Security Review
 - Dignity at Work
 - Review of Healthwave
 - Right to Disconnect



Thank you

11th Biennial Conference

Sheraton Hotel, Athlone

Wednesday 4th May 2022