

Application of Pay Adjustments and Related Measures in respect of a Grade or Grades in an Institution represented by more than one Union

In the event that a situation arises where staff in the same grade are represented by more than one Union in an Institution then the following is the position.

1. Where all Unions representing staff in that Grade are covered by a registered Collective Agreement, i.e. the Public Service Stability Agreement 2013 – 2016 (the Haddington Road Agreement) then the terms of that Agreement apply to **all** staff in that Grade.
2. Where all Unions representing staff in that Grade are **not** covered by a registered Collective Agreement, i.e. the Haddington Road Agreement then the terms of the Financial Emergency Measures in the Public Interest Act 2013 (“the FEMPI 13 Act”) apply without modification to **all** staff in that Grade. It should also be noted that this is without prejudice to any further measures which may be taken arising from Section 2B of the Financial Emergency Measures in the Public Interest Act 2013.
3. Where one or more of the Unions representing staff in that Grade are covered by the Haddington Road Agreement) **and** where one or more of the Unions representing staff in that Grade and are **not** covered by a registered Collective Agreement, i.e. the Haddington Road Agreement then the following steps should be taken by that Institution:
 - a. Establish which Grades in the Institution are affected by this issue;
 - b. Identify the Union(s) representing staff in that Grade who are covered by the Haddington Road Agreement;
 - c. Formally write a letter to the Unions(s) which have registered the Haddington Road Agreement seeking a list of their members in that Institution whom they represent in that specific grade only.
 - d. When the Union(s) formally notify an Institution in writing of those members in that Grade who they represent then those specific named individuals should be determined to be covered by the terms of the Haddington Road Agreement with effect from 1 July 2013.
 - e. The terms of the FEMPI 13 Act apply without modification to **all other** staff in that Grade with effect from 1 July 2013. It should also be noted that this is without prejudice to any further measures which may be taken arising from Section 2B of the Financial Emergency Measures in the Public Interest Act 2013.