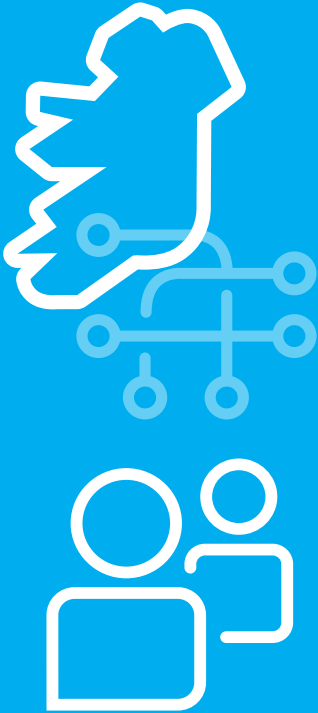


The next phase in the transformation of the water sector in Ireland

Delivering on the Framework
for the Future Delivery of Water Services





The publication of the Framework for the Future Delivery of Water Services by the Department of Housing, Local Government & Heritage (June 2022) set out the next phase in the transformation of the water sector in Ireland.

In line with the Water Services Bill 2022, Irish Water will be known as Uisce Éireann from January 2023 and will assume full responsibility for the delivery of all public water services in Ireland.

Message from Irish Water Chief Executive Officer



I am pleased to update you on our plans to deliver on the Framework for the Future Delivery of Water Services, as published by the Department of Housing, Local Government & Heritage. I recognise that moving to fully implement the ambition set out in the Framework will mean change for all of us working in water services.

Uisce Éireann will build on the legacy of working and delivering for communities, bringing together the best of Local Authority and Irish Water's shared heritage and commitment to the water sector.

The continued invaluable experience and capabilities of Local Authority staff are essential as all public water services are integrated into one organisation.

I acknowledge the immense contribution made by Local Authority staff to water services in their communities over many decades and the opportunity that lies ahead working together as part of a growing and dynamic sector. It will mean the essential local knowledge and delivery of service will continue, supported by national and regional planning and investment.

The following sets out some of the most frequently asked questions but let me reassure you; there is no change to your terms and conditions, no change to your locality and your pension benefits are fully protected.

As part of a national organisation, committed to investing in and supporting our people, Uisce Éireann offers a rewarding career with opportunities for progression and to continue to make a difference.

Fully integrating all public water services will deliver on our ambition of enabling communities across Ireland to develop and thrive. It will also ensure progress on consistently providing high quality drinking water, cleaner beaches and receiving waters, and support the building of new homes and industrial development right across the country.

The scale of the challenge ahead is significant, and I look forward to engaging with you as we embark on the next phase of transformation in the water sector.

Niall Gleeson
Chief Executive Officer, Irish Water

The Framework for the Future Delivery of Water Services

The Framework for the Future Delivery of Water Services, published in June 2022, was developed through a process of engagement between the Department of Housing, Local Government & Heritage, Irish Water, the County and City Management Association (CCMA), Local Government Management Agency (LGMA) and Unions.

The subsequent Water Services (Amendment) (No. 2) Bill 2022 provided for the separation of Irish Water from Ervia. It set out that, as part of the change, Irish Water will be known by its Irish name, Uisce Éireann, from January 2023.

Uisce Éireann will assume the necessary control of water services operations and staff, with full accountability for same, on a phased basis during 2023.



Our commitment is to an insourced direct labour operating model for day-to-day activity with core services continuing to be delivered by our own workforce. The focus will be on maintaining stability of operations, service continuity and safety (of both public health and staff) as we transition.

The transfer of responsibility for public water services to Uisce Éireann

When will responsibility for water services in my Local Authority area transfer to Uisce Éireann?

Service responsibility for the direct management of public water services will transfer from each individual Local Authority to Uisce Éireann on a phased basis during 2023.

What will this mean for staff who remain as employees of their Local Authority?

Under the Framework, all staff will remain in the direct employment of their Local Authority on their current terms and conditions unless they choose to voluntarily transfer to Uisce Éireann. There will be minimum changes on Day 1 as Uisce Éireann assumes direct responsibility for the management of all water services.



The voluntary transfer of water services staff to Uisce Éireann

Guarantees for staff who choose to become Uisce Éireann employees

Uisce Éireann will provide:

- Secure, pensionable employment
- Local community based service delivery, with opportunity to work on national strategic projects
- Career mobility and progression opportunities
- National expanding organisation investing in people and systems
- Specialist roles in water service
- Extensive training and development
- Apprentice and graduate schemes

Terms and conditions:

- Existing terms and conditions remain unchanged on transfer to Uisce Éireann
- We need and want all staff currently working in water services
- No change to current locality
- Role for everyone at existing grade and competency
- Staff on Uisce Éireann pay model have potential to benefit from an annual performance award
- Existing pension benefits preserved and will join Uisce Éireann Defined Benefit Scheme from existing Local Authority Defined Benefit scheme

What's the process if I express an interest in transferring to Uisce Éireann?

Following on from introductory briefings, we will follow up with role specific engagements for various staff cohorts, including Caretakers, General Operatives, Craft Workers, Scientists and Scientific Technical Staff, Engineers and Management Teams, Admin Staff and Technical Staff etc. to provide further information on how the overall transfer of water services will be managed and delivered.

In advance of Uisce Éireann assuming full responsibility for all water services in each Local Authority, staff will be invited to submit an Expression of Interest. Information will be confirmed in relation to pay, allowances and other terms and conditions for each individual. Following on from this, Irish Water will host a series of one-to-one HR clinics to answer specific queries and provide more clarity on the Uisce Éireann proposition.

You will have the option to become an employee of Uisce Éireann from the date Uisce Éireann assumes full responsibility for all water services. We anticipate that staff will continue to engage and make an individual decision beyond this point and we will continue to support staff in clarifying questions and providing any relevant information as they consider all the options available to them.

Staff choosing to transfer to Uisce Éireann will be issued with a contract letter. Ongoing engagement will continue with all remaining water services staff who may consider transferring across to Uisce Éireann up to the end of 2026.

The following is an overview of the process for all staff:

1. Introductory briefings
2. Follow up role specific briefings with relevant employee or Local Authority Groups
3. In advance of Uisce Éireann assuming full responsibility for water services from each Local Authority, Local Authority Water Services staff can submit an expression of interest and will be provided with full details to allow them to make an informed decision on whether to join Uisce Éireann
4. Irish Water HR one-to-one clinics with Local Authority staff will provide individuals with more details and clarity on the Uisce Éireann proposition
5. Following the one-to-one clinics the individual Local Authority Water Services staff will then decide to become an employee of Uisce Éireann and the relevant contract letter will issue
6. Ongoing engagement with all remaining water services staff who may consider transferring across to Uisce Éireann up to the end of 2026

What will my pay be now and into the future if I choose to transfer?

If you choose to join Uisce Éireann's pay model, you will transfer on your current salary and retain your existing terms and conditions. Staff joining Uisce Éireann will be mapped to a role and the appropriate equivalent grade within the organisation structure. There may be cases where some employees will already be at the top of / above this salary range for that role, in those circumstances there will be no change and those individuals will retain their current salary.

You may also choose to join Uisce Éireann on a 'mirrored' Local Authority pay model. This will follow the Local Authority structures and any future agreements, unless you choose to move onto the Uisce Éireann pay model at a later date.

I am currently in receipt of an acting allowance, will this continue if I transfer to Irish Water?

All allowances will remain unchanged, including acting allowances.

What happens to my existing allowances if I secure a promotion?

If you are successful for a promotional opportunity, you will move to the Uisce Éireann pay model on your new salary and be eligible for the relevant performance related award. Your allowances will be reviewed in line with the requirements of the new role. You remain a member of your pension scheme with the relevant pension benefits.

What happens if I decide to continue working as I am, even after 2026?

All roles involved in the delivery of public water services will be carried out by Uisce Éireann employees by the end of 2026. For those staff that wish to remain as local authority employees but working outside of water services, local authorities will work to re-assign staff to suitable vacancies within grade and competence to other local authority service areas. Staff will be facilitated to the maximum extent possible by each local authority and will be subject to an agreed knowledge transfer period where necessary, and in accordance with the internal mobility policy of each local authority.

What will happen to my pension?

Your existing pension is preserved.

Is the €3,000 incentive payment taxable?

In recognition of the goodwill of Local Authority staff in moving across to become Uisce Éireann employees, a once-off incentive payment, which is subject to all statutory deductions, will be made to each staff member who joins before the end of 2026.

Can I apply to join Uisce Éireann if I spend 50% or less of my time working in water services?

The Framework set out that the provisions apply only to those who spend more than 50% of their time working in water services. All staff are eligible to apply for open positions across Uisce Éireann from January 2023, and will join as direct employees of Uisce Éireann.

Our commitment to continue providing water services locally

Will I have to move from my existing location?

Locality will remain the same for staff and any requirement to change will be in line with current arrangements for public service employees. We are currently a national organisation of 1,200 staff, many of whom live and work alongside you in your communities. We currently have a footprint of 10 regional offices across the country, but recognise that we will require more offices and depots to enable staff to continue working in their locality. We are committed to continuing with existing arrangements where possible.



Integration and Management Team

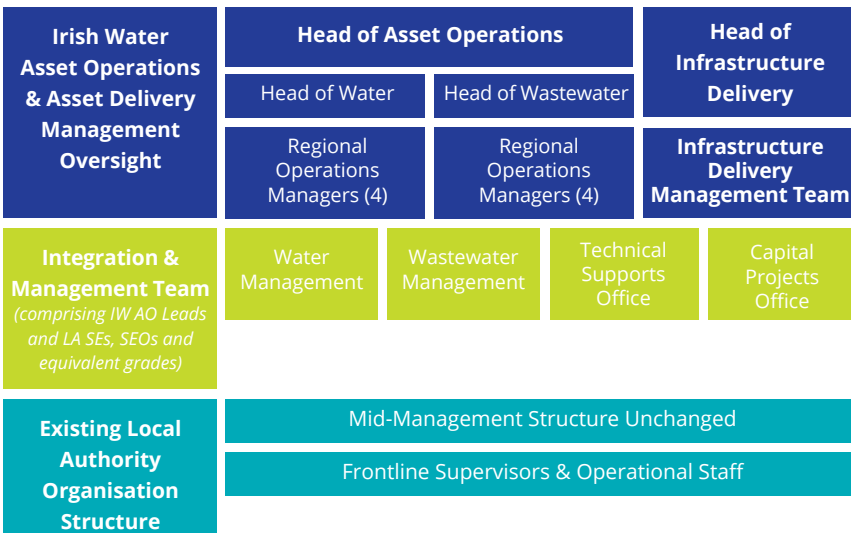
What is the Integration and Management Team?

The Integration and Management team will report directly to Uisce Éireann management and will be responsible for the management of water services and water services staff. Existing Local Authority organisation structures will remain unchanged.

The team will manage continued operational delivery of water services. It will also support and enable the move towards service standardisation. There will be approximately 90 roles in the Integration and Management Team drawn from both the existing Local Authority Directors of Service, Senior Engineers, Senior Executive Officers and the Irish Water Operations Team (i.e. existing Regional Operational Leads).

Integration and Management Team alignment with existing Management Structures

The number of Asset Operations Leads will be based on the size and scope of each Local Authority, which will be discussed during detailed local design. The structure shown is for medium sized Local Authorities. Small Local Authorities will have one AO Lead and large Local Authorities will have more than two AO Leads.



The Integration and Management Team also comprises an Integration Team made up of approximately 35 senior management staff from both the Local Authorities and Irish Water. This team will be responsible for the transition to standardised ways of working and other initiatives.

Opportunities

What opportunities are there within Irish Water?

Irish Water provides national water services to business and communities across Ireland. We have responsibility for the safe delivery of drinking water and the disposal of wastewater. With that comes the requirement for many different skillsets within the organisation. Irish Water continues to grow and has vacancies across all disciplines.

Specifically, in the Asset Operations area we are appointing four Regional Operations Managers, in addition to the existing four bringing the team to eight, to support the new structure within Uisce Éireann. There will be open competition for these new management roles and other vacancies will be advertised across the Local Authority sector as well as to internal Irish Water employees. We would encourage staff to look at the existing opportunities and to get in touch with our recruitment team about open vacancies in Irish water.

Over the coming years the organisation will continue to grow and more opportunities will arise through general recruitment, graduate programmes and apprenticeship schemes.





Further information is available on
www.water.ie/framework

You can also get in touch by phone on
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or email the team directly on
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water.ie/framework