

UPDATE ON PROGRESS ON AGM MOTIONS 2021

Motion 1: Parity Claim and Industrial Action

Following the failure of the MLSA National Executive and Secretariat to achieve last year's motions on parity and remuneration and due to the fact that our grievances cannot be resolved within the new national public service pay agreement, the MLSA will immediately ballot for industrial action, up to and including strike action to further these motions.

Motion 1 Update

Following a ballot of members for industrial action in October 2022 and the subsequent break down of talks under the sectoral bargaining clause of Building Momentum, the MLSA engaged in two days of industrial action on a nationwide basis that resulted in engagement under the auspices of both the Labour Court and Workplace Relations Commission. An agreement to address the pay disparity was reached between the parties in June 2022, which provides for an assessment of the grades to be carried out over a defined time, after which immediate discussions will convene at the WRC on the implementation of any recommendations. Any outstanding matters will be referred to the Labour Court if necessary.

Motion 2: Pay Claim

The career of Medical Scientist has been losing its appeal for school leavers and college graduates, not least because starting pay is below that of Medical Laboratory Aides for the second year running. Newly graduated Medical Scientists with their highly specialised Biomedical Science degree qualifications are also witness to other laboratory scientist grades, none subject to the requirement for state registration and at least one not even on the consolidated pay scale, being paid very significantly more. The MLSA must therefore seek have this issue addressed as a matter of urgency by having starter pay brought to at least that of Clinical Biochemists, and it must be the primary objective in the settlement of any wider pay dispute

Motion 2 Update

The WRC agreement of June 2022 provides for the removal of the first point of the basic grade scale from 17th June 2022, thereby addressing the starting pay anomaly. The assessment and WRC process provides a mechanism to address the remaining pay differential.

Motion 3: Out of Hours Service

This year is the 40th Anniversary of the 1981 Emergency/on call system agreement that has been the backdrop to all aspects of out of hour's negotiations and subject to multiple modifications over that time. We believe that this agreement/template is no longer fit for purpose and that the executive should undertake a serious research and consultation process to design a new model/or models of out of hours service delivery that meets the needs of staff, service and patients. Any proposed model/models can then be put to the membership for decision.

Motion 3 Update

The MLSA has employed a research officer on a temporary basis to carry out a review of work models/rostering internationally. The Report will be published in advance of the 2022 MLSA AGM in October.

Motion 4: CPD Protected Time

As medical scientists are now required to perform CPD to continue practicing under CORU, and time was due to be allocated for under Haddington Road; the MLSA will include this allocation as requirement for Medical Scientists in any talks they enter with Government regarding career pay, progression and working conditions

Motion 4 Update

The MLSA has been addressing this matter with other health unions representing AHPs and talks are on-going.

Motion 5: Surveillance Scientists

Following the recently concluded independent review of the career pathway and aligned job specifications for surveillance scientists (August, 2021) - which set out a revised grading structure for HPSC and public health Surveillance Scientists, but failed to make specific recommendations on grading structures and governance for hospital based surveillance scientists - we call upon the MLSA to ensure that the recommendation for the parties to engage on the matter for the acute hospital sector is addressed by the HSE/Department of health.

Motion 5 Update

The MLSA has not yet made sufficient progress on this matter, mostly due to the national dispute on pay. This matter will be addressed following the conclusion of the pay parity dispute.

Motion 6: Engagement with Medical Laboratory Science Students

In the interests of securing the future of our profession I propose that the MLSA National Executive invite students representing each of the three Biomedical Science Undergraduate Programmes to meet with them annually to discuss matters of concern and interest to both parties.'

Motion 6 Update

The MLSA made contact with student reps from each of the colleges and meeting dates were discussed, however final exams and the MLSA pay dispute meant that a date was not finalised. The MLSA Executive will liaise with 2022/2023 reps in September to secure a meeting.