

Framework for Future Delivery of Water Services

Uisce Éireann

November 2022



The Future of Water Services



Our shared goal is the delivery of secure, safe and sustainable water services for communities across Ireland with a focus on seamless transition.



The Future of Water Services in Ireland

- We warmly welcome as many Water Services staff as possible
- Uisce Éireann will continue to build on your legacy to support local communities
- Together we will deliver the next phase of transformation of the water sector – national support structures, regionals centres of excellence, standardised service and attractive career development opportunities



What it says in the Framework for Future Delivery of Water Services

- Service responsibility for public water services will transfer from Local Authorities to Uisce Éireann
- Staff have the option to voluntarily transfer to Uisce Éireann
- Our commitment remains to an insourced direct labour operating model for day-to-day activity
- Our Integration & Management Team (IMT), made up of both senior managers from both Local Authorities & Uisce Éireann, will ensure operational continuity and safety of both staff and public health as we transition

Your Local Authority Transfer Day

What does this mean?

- This is the first date on which service responsibility is transferred to Uisce Éireann.
- Our Integration & Management Team (IMT) and new support services agreements will be in place.

When is your LA Transfer Day?

- The Transfer Day for your individual Local Authority will be communicated in advance to all staff.
- Your Management teams & the IMT will confirm the date once it is agreed.

What happens in advance?

- We will be working with your Local Authority and the IMT in advance, ensuring business continuity after transfer.
- Our teams will be visiting your Local Authority and working closely with staff to gather critical data over coming weeks and months.

LA Transfer Day does not mean staff will transfer on this date.
The Staff transfer date will be an individual decision for each eligible staff member.

What does it mean for you?

On LA Transfer Day...

- ❑ Responsibility will transfer to Uisce Éireann for delivery of water services and direction of work.
- ❑ All eligible water services staff remain employed directly by their Local Authority unless they choose to voluntarily transfer to Uisce Éireann.
- ❑ Uisce Éireann, will have responsibility for regulatory and legislative compliance (for HSQE).
- ❑ The IMT will be in place to manage water services.
- ❑ There will be minimal change to ways of working. You will continue to do same job, with same reporting structures & from same location.



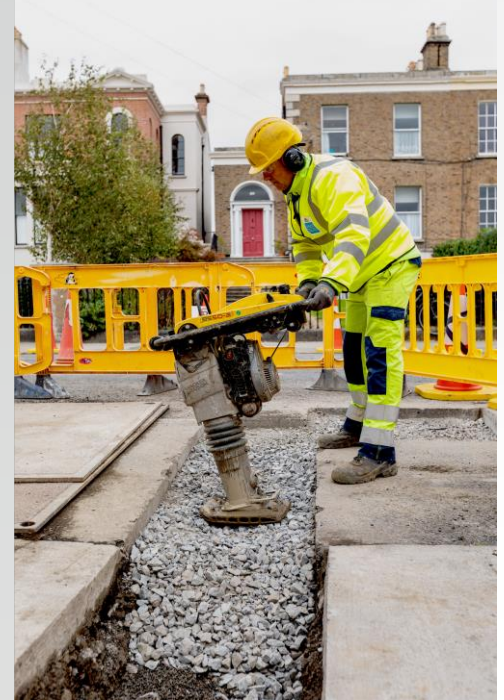
Next Steps & Information for Staff



Guarantees for staff who transfer

Terms & Conditions:

- Secure, pensionable employment.
- Terms and conditions remain unchanged on transfer to Irish Water.
- No change to current locality.
- Role for everyone at existing grade & 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 LA Defined Benefit scheme.



Want and need LA water services staff to join Uisce Éireann

To support as many staff as possible joining:

- Want to ensure staff have all the information they need to make an **informed decision**
- All eligible water services staff can **submit a Request for Information** from January 2023 and we will work with all staff to address queries and confirm relevant information
- Follow up **HR one-to-ones facilitated with all interested individuals**

Outline of Next Steps

Step 1

Option to submit
Request for Information
from January 2023

Step 2

Information provided /
requested from
individuals

Step 3

UÉ HR 1-2-1s

Step 4

Signal intention to be
appointed UÉ
permanent staff
member

Step 5

Notice of appointment
to issue along with
confirmation of T&Cs

Step 6

Option to transfer any
time up to end 2026

Careers & Recruitment



Career opportunities

- A national growing organisation with a specialised workforce and opportunities for progression
- Requirement for many different skillsets
- Investing in training opportunities and our people
- Specialist roles in water services
- First dedicated apprenticeship scheme for water sector in Ireland



Recruitment Update

All roles now advertised on www.water.ie/framework

Operations Contract Manager

We are recruiting for an Operations Contract Manager role. Please visit the job description for more information.

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Bainisteoir na gConarthaí Oibríochtaí

Táimid ag lorg ar Bainisteoir na gConarthaí Oibríochtaí. Le haghaidh tuilleadh eolais, féach ar an ról.

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Regional Support Officer

We are recruiting for a Regional Support Officer role. Please visit the job description for more information.

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Infrastructure Delivery Directorate Recruitment Campaign

These roles are open to Irish Water employees and Local Authority employees only.

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Speisialtóir Timpeallachta/Éiceolaíochta

Táimid ag lorg ar Speisialtóir Timpeallachta/Éiceolaíochta. Le haghaidh tuilleadh eolais, féach ar an ról.

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CDS Process Oversight Officer

We are recruiting for a CDS Process Oversight Officer role. Please visit the job description for more information.

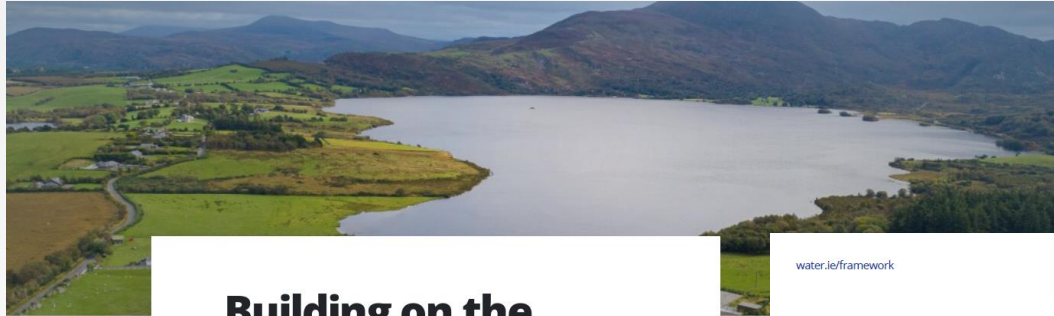
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- Team now in place to support recruitment of vacancies
- Recently advertised for national panel of caretakers – over 280 applications.
- Administrators Panel also issued
- Advertising next tranche of panels to cover vacancies in Craft roles, General Operatives, Leakage, Find and Fix Engineering and more in the coming months

Questions?



Where to go for more information?



**Building on the
framework towards
Uisce Éireann**

[Home](#) / [About Us](#) / Building on the framework towards Uisce Éireann



➤ **Dedicated website**

www.water.ie/framework

➤ **Information Booklet for all staff** with frequently asked questions

➤ **Register your queries** by phone on 01 237 2966 or

➤ **Email the team** on LAstaffqueries@water.ie

Thank You

