

## **Pay Progression 1<sup>st</sup> January 2022- 31<sup>st</sup> December 2024**

### **Context:**

This agreement is between IHRB, Horse Racing Ireland, and Mandate Trade Union. Both parties are committed to continue the co-operation with regard to flexibility and change to support the performance of both organisations and the industry. Both parties agree to build on improvements achieved in previous agreements and to continue to modernise to ensure efficient and effective use of the resources in both organisations.

### **Contribution of Employees:**

IHRB recognises the ongoing commitment and dedication of its employees in a challenging Industry. Horse Racing and Breeding is an Industry that operates outside of traditional working hours and IHRB recognises and appreciates the flexibility shown by all employees to ensure the Organisation and the Industry is supported and continues to grow.

Employees throughout the Organisation have worked flexibly and with great agility both during and emerging from the Covid 19 pandemic.

It is recognised since the incorporation of the last agreement 2019-2022 that changes and agreements have been reached across a wide range of issues covering point 1-13 on the previous agreement. There were some items, due to Covid 19 impact that were not progressed or completed and as such they have been included by way of roll over into this agreement.

### **Parameters of the Agreement:**

This agreement addresses the following areas:

1. Pay
  - a. Pay Progression
  - b. Pay Transparency
2. Rosters & Expenses
3. Clothing Allowance
4. Succession Planning and Skill Development
5. Efficiency and Change
6. 8 Race Cards

## 1. Pay Progression:

### Pay Proposal: Pay Progression One

This proposal on pay incorporates the period from **January 2022 to December 2024** and applies to all IHRB employees and associated pay rates.

The proposal on pay will apply in the following way:

<u>Pay Increase</u>	<u>Pay Period</u>	<u>Date to be applied</u>
3.75%	1 <sup>st</sup> January 2022	To be paid retrospectively once agreed
3%	1 <sup>st</sup> January 2023	January 2023
3%	1 <sup>st</sup> January 2024	January 2024

### Pay Transparency:

It is agreed that a benchmarking exercise will take place during the period of this pay agreement.

Salary benchmarking allows companies to make comparisons of their salary data against the external market collected through vigorous data collection methods. Benchmarking also takes into consideration the role, scope and business impact, innovation, breadth, expertise, people management and communication responsibilities.

It is noted that Mandate Trade Union have accepted the requirement to move towards a pay progression model which, pending agreement, is to replace the current salary scales. A performance related pay model will be considered as a component of the proposed pay progression model.

## 1. Rosters

IHRB will be implementing a new, online, rostering system in 2023 and full cooperation with the system is agreed in the following ways to ensure there is a smooth transition:

1. Co-operation with Tricia Cullen as she devises a roster manually for 2023, with Officials giving as much unavailability as they know about before the process commences.

- a. Officials will be required to organise swops thereafter where possible.
  - b. On migration to the new electronic rostering system in 2024, the same principles will apply.
2. All duties (other than rostered duties) to be recorded on the system no later than the day they are carrying out the duty
3. Officials will be expected to clock in and clock out when carrying out any duty for the organisation (GDPR compliant and in line with the Organisation of Working Time Act)
4. Employees Insurance Certificate will be required to be put up on the new system and kept updated upon renewal.
5. All expenses to be applied through the new system.

## **2. Sustainability**

The organisation is embarking on an ambitious agenda in relation to sustainability at a strategic and operational level which may result in changes to ways of working across the organisation. Full details of this program will be discussed and shared in due course and where consultation is required in relation to ways of working this will be conducted transparently across the organisation.

## **3. Clothing Allowance**

It was agreed that there would be no change in the clothing allowances paid to officials.

## **4. Succession Planning**

It is recognised that planning for the future across the teams in the organisation is a key priority over the next three years. It is accepted that this will require commitment from all employees in relation to training and development.

## **5. Efficiency and Change**

Efficiency and change continue to be a key factor for the organisation to achieve its own aims and to satisfy the needs of the industry. It is understood that a more proactive and partnership approach to addressing more efficient ways of working, greater use of technology and consolidation in some areas. Where changes outside or normal ongoing

change are expected these will be achieved through consultation and a partnership approach.

#### **6. 8 Race Cards**

It was noted that there has been an increase in the frequency of 8 race cards across the racing calendar. It was agreed that any move to introduce to 9+race cards will only be implemented following consultation and review via the appropriate methods.

#### **Disputes Resolution:**

Should any disputes arise in relation to the application of this agreement both parties are committed to following the internal dispute resolution process as contained in the employee handbook.

#### **Procedural / Collective Agreement:**

It is agreed by all parties to commence negotiations in January 2023 with a view to agreeing the terms of a procedural / collective agreement.

#### **Review of this Agreement:**

It is not envisaged by either party that pay will be reviewed over the lifetime of this Agreement. Both parties commit to engaging on pay outside of this agreement and on pay matters going forward in December 2024.

#### **Summary:**

In summary this proposal represents an 9.75% increase to employees applied in three phases from January 2022 to December 2024. It is intended that the pay awards for 2022 will be paid in the November 2022 pay run subject to agreement.