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## Partnership

<http://www.kilkennyvec.ie/content/read/title/partnership->

County Kilkenny Vocational Education Committee is committed to actively promoting partnership between management and staff. The Local Partnership Group which includes both management and staff representatives meets four times per year to discuss the range of actions/initiatives as outlined within the *Towards 2016 Action Plan* and considers how best to implement change.

- [Partnership Charter](#)
- [Towards 2016 Action Plan](#)
- [Core Values Workbook](#)

### Membership of the Local Partnership Group

Cllr. Marie Fitzpatrick, Committee  
Member

### Management Side Representatives

Mr. Rodger Curran, CEO  
Ms. Eileen Curtis, AEO

### Staff Side Representatives

Mr. Canice Ryan, SIPTU  
Ms. Annette Muldowney, IMPACT  
Ms. Christine Mc Grath, Staff  
Member

## Towards 2016

Towards 2016, the successor to *Sustaining Progress* was formally launched on the 2<sup>nd</sup> February 2006. Towards 2016 was agreed following extensive consultation and negotiations with all relevant parties (ie government, trade unions, employers, farming organisations and the community and voluntary sector) and provides a 10 year Framework Social Partnership Agreement (2006-2015). The framework which is divided into two main parts recognises that longer term planning is needed to deal with many economic and social issues.

**Part One** of the agreement, which covers economic policy, education, health, social policy, housing, transport, infrastructure, and so on, includes longer term targets up to 2016 (although many of the commitments have shorter timeframes).

**Part Two** of the agreement, which covers pay, workplace issues, new employment rights and public service modernisation, remains within a 27 month framework (two years and three months). The current pay element will expire in 27 months and another pay deal will have to be done then.

## Meeting our Obligations

As under Sustaining Progress, Towards 2016 demands proof of progress to enable pay increases during the lifespan of the agreement. All relevant parties within the VEC Sector have agreed to an *Action Plan* which outlines a range of commitments and specific measures/initiatives in order of priority. The *Towards 2016 Action Plan* forms the basis for *Progress Reports* which each VEC completes over the lifetime of the agreement.

Pay increases are dependent on verification of co-operation with flexibility and ongoing change including co-operation with satisfactory implementation of the agenda for modernisation set out in the Agreement, maintenance of stable industrial relations and absence of industrial action in respect of any matters covered by the Agreement. *Please refer to Towards 2016 Action Plan and Toward 2016 Education Sector for further details regarding our commitments.*

**The Education Sector Performance Verification Group(ESPVG)** will examine the Progress Reports from the Vocational Education Sector and will then make recommendations to the Secretary General as to whether the progress made warrants payment of the increase. The Secretary General will submit the reports to the **Performance Verification Group(PVG)**, together with an overview report on the sector and his or her assessment of whether the conditions outlined were met and whether payment is warranted. The final decision to pay the increase for the sector rests with the Secretary General.

### Schedule of Pay Increases

The following pay increases will be implemented on the approval of the Secretary General:1st December

2006	3%	
1st June 2007		2%(2.5% for low paid)
1st March 2008		2.5%
1st September 2008		2.5%

## Implementing Change

**The Vocational Education Committee National Partnership Forum (VECNPF)** acts as a Forum through which the VEC approaches modernisation and change. The forum is composed of 10 members with equal representation from both management and unions. At a local level there is a **Local Working Group** who is responsible for the development and progression of partnership within their local VEC. For the purposes of support and as a way of co ordinating their work a representative of each LWG meets as part of the **Regional Network Group**. This is also where VECs combine to pool resources and leverage from good practice and is the means by which training and other supports are delivered.

**Useful Links** VEC National Partnership Forum [www.vecnrf.com](http://www.vecnrf.com) National Centre for Partnership & Performance [www.ncpp.ie](http://www.ncpp.ie) Irish Vocational Education Association [www.ivea.ie](http://www.ivea.ie) SIPTU [www.siptu.ie](http://www.siptu.ie) IMPACT [www.impact.ie](http://www.impact.ie) AMICUS [www.amicustheunion.org](http://www.amicustheunion.org) Department of Education and Science [www.des.ie](http://www.des.ie) Labour Relations Commission [www.lrc.ie](http://www.lrc.ie) Equality Authority [www.equality.ie](http://www.equality.ie)