

1. DISPUTE

- 1.1** This dispute concerns a claim by S.I.P.T.U., on behalf of 186 Named Female Employees who are employed as cleaners by the University of Dublin Trinity College, that they are entitled to the same rate of remuneration as that paid to four named male comparators in terms of Section 3(b) and 3(c) of the Anti-Discrimination (Pay) Act, 1974. The names of the claimants and the comparators are listed in Appendix A.

2. BACKGROUND

- 2.1** The University of Dublin Trinity College is a third level educational institution with some 1,400 employees and 11,300 students (undergraduates and post-graduates). The College is funded by the Higher Education Authority (HEA).
- 2.2** The claimants are employed as full-time and part-time cleaners and are paid a basic rate of pay of £4.727 per hour. The four named comparators are paid in accordance with the 13 point, General Operative, service related incremental scale ranging from £4.727 to £5.051 per hour. The Union argues that the claimants perform 'like work' with that performed by each of the named comparators and, therefore, are entitled to the same rates of pay.
- 2.3** The dispute was originally referred to an Equality Officer on 24th January, 1996 by S.I.P.T.U. on behalf of 162 claimants claiming that they were entitled to the same rate of remuneration as that paid to each of four named male comparators under Section 3(b) and 3(c) of the 1974 Act. A number of additional claimants were

added to this dispute as follows:

12th June, 1996	-	21 claimants
16th August, 1996	-	1 claimant
23rd August, 1996	-	2 claimants
26th August, 1996	-	4 claimants

Then, on 21st October, 1996 the Union withdrew 3 claimants named in error in the original claim as they are employed in a supervisory capacity. The Union also indicated that one of the claimants (Ms. Anna Whelan) was promoted in February, 1996, this is since the claim was served. On 21st November, 1996 the Union advised the Equality Officer that it was withdrawing another claimant that it had named in the original claim. All these details are set out in Appendix A.

3. SUMMARY OF UNION'S CASE

3.1 The Union states that this dispute arose following an equal pay claim by it, dated 15th June, 1995, on behalf of a total of 186 female members who are employed as cleaners in University of Dublin Trinity College. According to the Union 13 of the claimants are full-time employees while the remaining 173 are employed on a part-time basis. The Union says that, while the comparators' basic rate of pay is in accordance with the 13 point, General Operative, service related incremental scale ranging from £4.727 to £5.051 per hour, the claimants' basic rate of pay is confined to the minimum point of that scale. It also argues that the claimants, whose service ranges from the recently recruited to those with up to 27 years service, are deprived of incremental benefits.

3.2 The Union says that the claimants normally work a five

day (Monday to Friday) week. However, they also work one Saturday in seven and in some instances one Saturday in four, with the equivalent time off on Monday. The claimants' working day can commence from as early as 4.00a.m. to as late as 7.00a.m., but typically they start from 6.00a.m. to 6.30a.m. The Union says that two of the named comparators (Mr. Norris and Mr. Staunton) work a similar week with the same Saturday obligation as the claimants, but their working hours are from 7.00a.m. to 3.30p.m. The working week of the other two comparators (Mr. McGrath and Mr. Patterson) is one of five days (Monday to Friday) from 8.30a.m. to 5.00p.m. with no Saturday obligation. The Union states that the claimants receive no compensation for working more unsocial hours than the comparators.

3.3 The Union points out that its claim is in two parts as follows:

- (1) That claimants are doing like work which is equal in value to the comparators and are entitled to the same hourly rate;
- (2) That claimants are doing like work which is equal in value to the comparators and are entitled to the full range of the incremental scale according to their service.

3.4 The Union says that it is claiming that all the claimants should be paid according to the General Operative scale on points that reflect their total service with the College, as is the case with the comparators. In its submission the Union included correspondence with the College (see Appendix B) in which the College indicated that the HEA had given limited approval to it entering discussions with the

Union on encompassing the full-time cleaning staff in the full range of the General Operative scale and the part-time cleaning staff in the first five points of the General Operative scale and it (the College) agrees to consider, in a sympathetic manner, related matters such as retrospection and the points at which existing staff would be assimilated on the new scale arrangements. In a further letter the College states that it:

"is prepared to agree a package with the Union in full and final settlement of this claim which would involve allowing part-time cleaning staff to progress up to the equivalent of the General Operative scale as far as the fifth point, and allowing full-time cleaning staff to progress up the equivalent of the General Operative scale to the maximum point. The question of assimilation of full-time cleaning staff to this scale would be a matter for discussion were the Union to accept this package".

The Union says that, in neither of the College's letters, was there any attempt to challenge the Union's contention that the claimant's work is of a similar nature and of equal value to that of the comparators. Hence the Union argues that it is evident that the essence of this claim is accepted.

- 3.5** The Union accepts that, while the College's 'package' offer did go a considerable way to meeting its aspirations in relation to the full-time claimants, it failed to adequately meet the claim of the part-time members because of the College's imposition of an unjustified and artificial ceiling of point 5 of the General Operative scale. The Union says that no logical reason was put forward by the College for limiting the

part-time claimants to the lowest five points of the 13 point incremental scale. The Union states that it rejected the College's offer because acceptance would merely have substituted one discriminatory practice for another.

- 3.6** The Union points out that, while the claimants are deprived of incremental credits, other categories of part-time employees of the College receive service related incremental credits on the corresponding full-time scale(s). For example, the College's 40 part-time secretaries are entitled to annual increments on their scale(s) until they reach the maximum(s). The Union cites a European Court of Justice case as follows:

**"C.184/189 NIMZ v FREIE UND HANSESTADT Hamburg:
1991**

This case covers seniority requirements and pay under Article 119 of Treaty Collective Agreements and the reasons other than sex defence. The European Court of Justice held that seniority clauses fell within the definition of pay within the meaning of Article 119. Article 119 precluded collective agreements from discriminating against part-time workers where these were predominately female. Also of interest is the Court's ruling that offending provisions in collective agreements are automatically invalid, and that no collective bargaining is needed to remove them."

The Union also cites the decision of the House of Lords (UK) on indirect discrimination and part-time workers as follows:

"Case R v Secretary of State for Employment ex

parte E.O.C. (1994)

This case covers equal pay, equal treatment, indirect discrimination against part-time workers by means of hours threshold, redundancy payment, unfair dismissal and social policy in defence. The House of Lords found that there was prima facie indirect discrimination, since a far greater proportion of women than men were employed as part-time workers. This decision seems to give employees in the United Kingdom rights by virtue of their contract of employment regardless of any hours threshold. The decision is of particular relevance to Ireland, since it is inconceivable that Irish Courts, or the European Court of Justice, for that matter, would follow the reasoning of the House of Lords when considering the compatibility of the relevant Irish law (the Worker Protection - Regular Part-time Employees Act (1991)) with European Union law if a challenge to this were made."

- 3.7 The Union submitted job descriptions for the claimants and the comparators and these are attached as Appendix C along with an analysis of the jobs under Sections 3(b) and 3(c) of the Act.

4. SUMMARY OF THE COMPANY'S CASE

- 4.1 The College says that the claimants are employed as full-time and part-time cleaners in the College. Their rate of pay at the date of the claim was £4.727 per hour. The named comparators are employed as Building Office Operative, Grounds Keeper and Attendant. Their rate of pay ranges from £4.727 to £5.051 per hour. The College rejects the claim that 'like work' as defined by

Sections 3(b) and 3(c) of the 1974 Act exists between the jobs of the claimants and each of the named comparators.

4.2 The College, in its submission, included job descriptions for the claimants and each of the named comparators. It also undertook a comparison of the jobs under Sections 3(b) and 3(c) of the 1974 Act. The job descriptions and the analysis are set out in Appendix D.

4.3 As the College does not accept that 'like work' exists between the jobs of the claimants and the named comparators it contends that the claimants are not entitled to equal pay with the comparators.

5. CONCLUSIONS OF THE EQUALITY OFFICER

5.1 In making my recommendation in this case, I have taken into account all the submissions (both written and oral) made to me by the parties and also the work inspections that I carried out on the work of the claimants and each of the named comparators. Job descriptions for the claimants and the comparators are set out in Appendix E and Appendix F respectively.

5.2 I note that the same rate of remuneration is paid to each of the named comparators. I am, therefore, satisfied that each of the named comparators perform 'like work' with each other. The issue now for consideration is whether or not the claimants perform 'like work' with the named comparators in terms of Section 3(b) of the 1974 Act.

5.3 Section 3(b) of the Act states that two persons shall be

regarded as employed on "like work" where:

"the work performed by one is of a similar nature to that performed by the other and any differences between the work performed or the conditions under which it is performed by each occur only infrequently and are of small importance in relation to the work as a whole".

The Labour Court in the case of Dowdall O'Mahoney and Co. Limited and Irish Transport and General Workers' Union (DEP687) said that the claimants and the comparators (in this case) perform general operative factory work. It held that:

"it is the intention of Section 3(b) to cover claims from persons employed in such situations as opposed to persons employed on the same work which is covered by Section 3(a), e.g. two bus conductors, or work that is not the same or similar which is covered by Section 3(c), e.g. a clerical worker and a general operative worker."

In this case I am satisfied that the claimants, (who are employed as cleaners), are employed on similar work to the named comparators, (who are employed as cleaners/general operatives). It is, therefore, necessary to decide whether or not there are differences between the work performed by the claimants and that performed by the named comparators. While I accept that differences do exist and that they occur on an on-going basis, the pertinent question is whether these differences are of small importance in relation to the work as a whole. In my opinion the Respondent has

answered this question because, prior to the submission of this claim, it offered the full-time cleaners the same rate of remuneration as that paid to the named comparators (see Appendix B). Therefore I am satisfied that the Respondent accepts that the full-time claimants perform 'like work' with each of the named comparators. At the job inspections I found that there was no difference between the actual work performed by the full-time claimants and the part-time claimants. The only difference related to the number of hours worked. On this basis I find that the part-time claimants perform 'like work' with that performed by the full-time claimants and by implication with that performed by each of the named comparators.

5.4 At the final hearing in this case the Respondent said that the offer, (see Appendix B) made to the Union, was made in the context of finding a solution to an Industrial Relations dispute as opposed to an Equal Pay claim and no reference was made in the offer to 'like work'. However, the Respondents indicated that the claimants work to a very high standard.

5.5 As I have found (paragraph 5.3 above refers) that the claimants perform 'like work' with that performed by each of the named comparators under Section 3(b) of the Anti-Discrimination (Pay) Act, 1974 it is not necessary to examine their work under Section 2(c) of the Act.

6. RECOMMENDATION

6.1 In view of my foregoing conclusions that each of the claimants perform 'like work' with that performed by each of the named comparators I recommend that the University of Dublin Trinity College pays each of the

claimants the same rate of remuneration as that paid to the named comparators. Payment should be made for three years in advance of the date of the claim or from the date each of the claimants commenced employment with the College, whichever is the later. Furthermore all the claimants are entitled to the full range of the incremental scale according to their service.

Gerardine Coyle
Equality Officer

19th February, 1997

APPENDIX A

List of Claimants
and
Comparators

LIST OF CLAIMANTS

B	D	Ms. Anne Holmes
Ms. Maureen Baker	Ms. Catherine D'Arcy	Ms. Eileen Holmes
Ms. Anne Barber	Ms. Esther Deane	Ms. Sheila Hyland
Ms. Bernie Barry	Ms. Bridget Deegan	I
Ms. Karen Barry	Ms. Therese Dent	Ms. Ann Inglis
Ms. Phyllis Barry	Ms. Ann Devoy	J
Ms. Agnes Beggs	Ms. Aileen Dillon	Ms. Elaine Jones
Ms. Bernadette Behan	Ms. Bernadette Dixon	K
Ms. Bridie Behan	Ms. Rita Doherty	Ms. Veronica Kavanagh
Ms. Marie Bizzell	Ms. Eileen Dolan	Ms. Lorraine Keane
Ms. Patricia Boland	Ms. Anne Donegan	Ms. Maura Keegan
Ms. Bridget Bollard	Ms. Breda Donnelly	Ms. Fidelma Kelly
Ms. Margaret Brady	Ms. Rose Doolan	Ms. Margaret Kelly
Ms. Breda Bregazzi	Ms. Bridget Doran	Ms. Lucy Kenny
Ms. Ann Browne	Ms. Mary Doran	Ms. Eileen Keogh
Ms. Paula Browne	Ms. Kathleen Dornan	Ms. Mary Kiernan
Ms. Joan Burke	Ms. Catherine Dowdall	Ms. Phyllis King
Ms. Kathleen Burke	Ms. Kathleen Dowling	Ms. Mary Kinghorne
Ms. Rose Burke	Ms. Sheila Downey	Ms. Susan Kirwan
Ms. Sheila Burke	Ms. Kathleen Doyle	L
Ms. Anne Byrne	Ms. Christina Drugan	Ms. Patty Laffan
Ms. Margaret Byrne	Ms. Adrienne Duffy	Ms. Madeline Lawless
Ms. Mary Byrne	Ms. Susan Duffy	Ms. Rebecca Lawless
Ms. Miriam Byrne	Ms. Marie Dunne	Ms. Josephine Long
C	F	Ms. Rosemary Lucey
Ms. Elizabeth Carey	Ms. Breda Farrell	Ms. Eileen Lundy
Ms. Rose Carey	Ms. Kathleen Feeney	Ms. Evelyn Lynch
Ms. Margaret Carroll	Ms. Bridget Finn	Ms. Mary Lynch
Ms. Elizabeth Carter	Ms. Sheila Fitzpatrick	M
Ms. Marie Cassidy	Ms. Elizabeth Fitzsimons	Ms. Carmel Maguire
Ms. Hetty Clarke	Ms. Patricia Flanagan	Ms. Joan Maher
Ms. Marie Clifford	Ms. Evelyn Foran	Ms. Sheila Maher
Ms. Ann Cole	Ms. Eileen Forbes	Ms. Adrienne Malone
Ms. Ann Connell	Ms. Phyllis Forbes	Ms. Teresa McAuliffe
Ms. Anne Connolly	G	Ms. Sarah McCabe
Ms. Margaret Connolly	Ms. Pauline Gillard	Ms. Catherine McCarthy
Ms. Christina Cooke	Ms. Bernadette Grehan	Ms. Barbara McCluskey
Ms. Susan Corrigan	Ms. Catherine Grehan	Ms. Maureen McCormack
Ms. Theresa Corrigan	H	Ms. Elizabeth McCreary
Ms. Kathleen Costello	Ms. Antoinette Hayden	Ms. Angela McDermott
Ms. Josephine Crowe	Ms. Carol Heeney	Ms. Patty McDermott
Ms. Bernadette Cunningham	Ms. Mary Hendrick	Ms. Elizabeth McDonnell
	Ms. Maura Heneghan	Ms. Catherine McEvoy

M	Ms. Dolores Oldroyd	Ms. Philomena Smyth
Ms. Margaret McGuinness	P	Ms. Christina Staunton
Ms. Lily McKeon	Ms. Irene Pelow	Ms. Bridie Sweeney
Ms. Mary McLoughlin	Ms. Linda Penrose	Ms. Margaret Sweeney
Ms. Helen Merriman	Ms. Margaret Pidgeon	T
Ms. Mary Moffat	Ms. Jenny Power	Ms. Catherine Taaffe
Ms. Deirdre Moore	Ms. Bernadette Poynton	Ms. Ann Tennant
Ms. Rose Morgan	Ms. Valerie Purcell	Ms. Joan Tennant
Ms. Mary Morris	R	Ms. Margaret Thornton
Ms. Dorothy Mulligan	Ms. Anne Rafter	Ms. Mary Tracey
Ms. Catherine Murphy	Ms. Elizabeth Reddy	Ms. Breda Tracey
Ms. Ellen Murphy	Ms. Bernadette Redmond	Ms. Christina Tully
Ms. Lily Murphy	Ms. Teresa Reece	W
Ms. Mary Murphy	Ms. Bernadette Reid	Ms. Sharon Walker
Ms. Peggy Murphy	Ms. Elaine Reynolds	Ms. Mary Walsh
O	Ms. Joan Riley	Ms. Mary A. Walsh
Ms. Catherine O'Callaghan	Ms. Antoinette Rodgers	Ms. Lena Ward
Ms. Margaret O'Driscoll	S	Ms. Linda Ward
Ms. Mary O'Grady	Ms. Evelyn Saunders	Ms. Anna Whelan
Ms. Esther O'Hara	Ms. Kathleen Scanlon	Ms. Frances Whelan
Ms. Rose O'Hara	Ms. Ursula Sheridan	Ms. Bernadette White
Ms. Joan O'Neill	Ms. Catherine Sinnott	Ms. Olive White
Ms. Maria O'Neill	Ms. Kathleen Smith	Ms. Doreen Whitty
Ms. Phyllis O'Neill	Ms. Savina Smith	Ms. Margaret Woods
Ms. Maria O'Reilly	Ms. Maureen Smithers	Y
Ms. Helena O'Toole	Ms. Ann Smyth	Ms. Deirdre Young
Ms. Rita O'Toole	Ms. Elizabeth Smyth	

Note 1: The dates of referral of this dispute are as follows:

1. **24th January, 1996** All claimants except those listed in points 2, 3, 4 and 5 below.
2. **12th June, 1996**

Ms. Maureen Baker	Ms. Sheila Hyland
Ms. Phyllis Barry	Ms. Ann Inglis
Ms. Marie Bizzell	Ms. Adrienne Malone
Ms. Paula Browne	Ms. Peggy Murphy
Ms. Hetty Clarke	Ms. Teresa Reece
Ms. Josephine Crowe	Ms. Elaine Reynolds
Ms. Esther Deane	Ms. Elizabeth Smyth
Ms. Rita Doherty	Ms. Sharon Walker
Ms. Mary Doran	Ms. Bernadette White
Ms. Sheila Downey	Ms. Doreen Whitty
Ms. Evelyn Foran	

3. **16th August, 1996** Ms. Mary A. Walsh

4. **23rd August, 1996** Ms. Bernadette Behan
 Ms. Joan Burke
5. **26th August, 1996** Ms. Anne Barber
 Ms. Christina Cooke
 Ms. Lorraine Keane
 Ms. Deirdre Moore

Note 2: The following claimants were withdrawn from the original claim:

1. **21st October, 1996** Ms. Bridget Deegan
 Ms. Sheila Maher
 Ms. Olive White
2. **21st November, 1996** Ms. Rita O'Toole

APPENDIX B

Correspondence between
the Union
and
the Respondent

APPENDIX C

Job Descriptions
and
Job Analysis
from the
Union

Cleaners v Mr. Norris and Mr. Staunton

1. Under Section 3(b) of the Anti-Discrimination (Pay) Act, 1974 'like work' is defined thus:

"where the work performed by one is of a similar nature to that performed by the other and any difference between the work performed or the conditions under which it is performed by each occur only infrequently or are of small importance in relation to the work as a whole".

The work of the female claimants is similar in nature to two of the comparators, Mr. Norris and Mr. Staunton, cleaners.

The claimants' duties are listed in their job descriptions and these are of a similar nature to those of the named comparators.

As the job descriptions show, the claimants and the comparators (Mr. Norris and Mr. Staunton) have duties that are similar in nature in that both claimants' and comparators' functions include extensive cleaning duties within the College. The conditions under which both claimants and comparators perform these duties are of a similar nature and are equal in value and, therefore, do not warrant the differences in pay.

The claimants' jobs involve cleaning and ensuring the maximum levels of hygiene are maintained.

The comparators' jobs are similar in nature to those outlined by the claimants. The differences which occur are not significant enough to justify a higher rate of pay or the non-implementation of the full incremental scale which applies to the comparators' jobs.

An example of the differences in the duties of the claimants and the comparators would be where most of the former use buffers on a daily basis while the latter may occasionally use ladders.

***Cleaners v Mr. Norris, Mr. Staunton,
Mr. McGrath and Mr. Patterson***

2. Section 3(c) of the Anti-Discrimination (Pay) Act, 1974 defines 'like work' as occurring:

"where the work performed by one is equal in value to that performed by the other in terms of the demands it makes in relation to such matters as skill, physical or mental effort, responsibility and working conditions".

The duties performed by the claimants as outlined in their job descriptions are equal in value as defined by Section 3(c) of the Anti-Discrimination (Pay) Act, 1974, to that of the four comparators, in that they are equally demanding, require the same skills, physical effort, mental effort, responsibility, with similar working conditions as the comparators and, by virtue of their work, justify the claim for the higher rates of pay as those which apply to the comparators.

Skill

We believe that the jobs performed by the claimants require at least as much skill as the job performed by the comparators.

In determining how to assess comparative skill levels, we believe that specific facets of the available job related information can be used.

Account has to be taken of the formal training given and the level of experience achieved by the claimants in order to achieve the maximum amount of skill required to achieve the highest performance standards which are required by the College.

From the job descriptions provided, it can be seen that the claimants require a great deal of aptitude in order to perform their duties to a standard of excellence. The aptitude demanded of the claimants is at least as great as that required from the comparators.

We believe that the job description shows that the claimants are required to perform a wide range of duties, working largely on their own initiative, with infrequent intervention from senior management.

In performing these duties, there is considerable freedom of action, in that intervention by senior personnel would

be very infrequent.

In summary, then, it can be seen that the claimants have significant knowledge in terms of specific skills and systems, have a decision making capacity and work with infrequent intervention from senior personnel.

The claimants do their own work planning and priortising.

While the duties of two of the comparators (Mr. Norris and Mr. McGrath) include the driving of a van outside College, they are paid a driving allowance for this task. The duties of another comparator (Mr. Patterson) include the use of a petrol-driven mower, for which he is paid an allowance.

Physical Effort

By their very nature, the claimants' jobs require a great deal of physical effort, and at least as much physical effort as that of the comparator's posts. For instance, the claimants carry heavy sacks, weighing 7 to 12 kilos, over considerable distances. They also use buffers that are heavy and difficult to handle.

Mental Effort

The mental effort of the claimants is at least as great as that of the comparators. It is the responsibility of the claimants to ensure that in their daily routines the hours allotted and their full range of duties are completed.

Responsibility

By virtue of the nature of the College, significant levels of responsibility attach to all positions in the College. The claimants contribute a valuable service to the College by ensuring the maximum standards of cleanliness and hygiene.

They do their own planning and priortising.

The standard of their work has a direct bearing on the number and nature of claims of negligence against the College.

The claimants have to work on their own initiative to a high level of excellence.

The claimants and comparators report to the same management structures and receive similar levels of supervision.

Working Conditions

As shown in the job descriptions, the claimants' area is vast and varied. It can be shown that working in some areas where claimants are employed can be hazardous and extreme case has to be exercised in their line of duty, for example, working in laboratories, with narrow passagesways and a great deal of glass, where there are highly dangerous chemicals, radioactive material, etc. In workshops, there are metal shavings on the floor. Claimants also have to contend with the psychological and physical dangers of cleaning the toilet areas. Safety gloves have to be worn in many areas. At best, the claimants' working conditions are equal to those of the comparators.

General

The Union submits, on behalf of the claimants that, in claiming equal pay with the named comparators under Section 3(c) of the Anti-Discrimination (Pay) Act, 1974 the skill, physical effort, mental effort, responsibility and working conditions of the claimants are at least of equal value to those of the comparators. Moreover, as indicated in the job descriptions, the claimants and the comparators (Mr. Norris and Mr. Staunton) have duties that are similar in nature in that their functions include extensive cleaning duties within the College. Similarly, the conditions under which both claimants and comparators perform these duties are of a similar nature and are equal in value and, consequently, do not warrant any differences in pay.

The College's letters of December 13, 1995 and February 20, 1996 (Appendix B) recognised, in principle, the validity of the claim but failed to adhere to the implications of this by confirming part-time claimants to a maximum of point 5 of the 13 point General Operative scale. Acceptance of the offer would merely have substituted one discriminatory practice for another one, and equality would not have been established.

In seeking the implementation of the same hourly rate for the claimants as applies to the comparators, the Union is also seeking, on behalf of the claimants, full implementation and retrospection under the Anti-Discrimination (Pay) Act, 1974.

APPENDIX D

Job Descriptions
and
Job Analysis
from the
Respondent

1. Section 3(b) of the Anti-Discrimination (Pay) Act, 1974 is defined as occurring:

"where the work performed by one is of a similar nature to that performed by the other and any differences between the work performed or the conditions under which it is performed by each occur only infrequently or are of small importance in relation to the work as a whole".

Cleaner v Mr. McGrath

The College does not accept that the job performed by the cleaners is of a similar nature to that performed by the comparator. The job of the cleaner involves washing, dusting, vacuuming and in the conference season performing the role of chambermaid. On the other hand, the job performed by the comparator involves driving, loading and unloading the van and moving furniture.

Cleaner v Mr. Patterson

The College does not accept that the job performed by the cleaners and that performed by the comparator are of a similar nature. The cleaners wash, dust, vacuum and during the conference season perform the role of a chambermaid. On the other hand, the job performed by the comparator involves the maintenance of grounds and gardens, marking sports pitches, driving tractors, mowers and the pick-up truck.

Cleaner v Mr. Staunton and Mr. Norris

The College does not accept that the job performed by the cleaners and that performed by the comparators are of a similar nature. The cleaners wash, dust, vacuum and during the conference season perform the role of a chambermaid. On the other hand, the job performed by the comparators, whilst it does involve some cleaning duties, it also involves driving, delivering and collecting material around the College and acting as a Hall Porter during the conference season.

The College also says that the differences between the jobs of the cleaners and the named comparators occur all the time and these differences are significant enough to

justify the higher rate of pay for the comparators.

2. Section 3(c) of the 1974 Act is defined as occurring:

"where the work performed by one is equal in value to that performed by the other in terms of the demands it makes in relation to such matters as skill, physical or mental effort, responsibility and working conditions".

Cleaner v Mr. McGrath

Skill

The job performed by Mr. McGrath involves significantly greater skill than the job of a cleaner. Mr. McGrath's job requires that he be able to drive. He must also act as an assistant to the craftsman which requires a certain level of experience. On the other hand, the job of the cleaner involves very little experience. It merely involves vacuuming, dusting and washing.

Physical Effort

The job performed by Mr. McGrath involves significantly greater physical effort than the job performed by the cleaners. Mr. McGrath is required to load and unload the van, move furniture, books, plant and equipment, clear out basements and attics and deliver stationary around the College. On the other hand, there is very little physical effort involved in the job of the cleaner. The nature of the work done does not involve heavy physical effort. The more physically demanding cleaning jobs are performed by other employees.

Mental Effort

There is greater mental effort involved in the job performed by Mr. McGrath. For example, he must concentrate when driving. There is very little mental effort involved in the job of the cleaner.

Responsibility

There is greater responsibility involved in the job performed by Mr. McGrath. He has responsibility for the safety of others and the van, when driving. There is no responsibility involved in the job of the cleaner.

Working Conditions

There are more difficult working conditions in the job performed by Mr. McGrath. There are hazards involved in the job when clearing out basements and attics. It is more uncomfortable than the working conditions of cleaners in that the job can involve working in very dusty environments.

Cleaner v Mr. Patterson

Skill

There is significantly greater skill involved in the job performed by Mr. Patterson. His job involves pruning shrubs and rose bushes, propagating plants, marking sports pitches and driving. There is very little skill involved in the job of the cleaner. This job involves simply vacuuming, dusting and cleaning.

Physical Effort

There is significantly greater physical effort involved in the job performed by this comparator. The job involves mowing lawns, weeding, sweeping and collecting litter. The job of the cleaner involves significantly less physical effort.

Mental Effort

There is significantly greater mental effort involved in the job of this comparator. He must concentrate when driving. There is very little mental effort involved in the job of a cleaner.

Responsibility

There is significantly greater responsibility involved in the job performed by Mr. Patterson. He has responsibility for safety of others when driving and also responsibility for the van when driving. He also has responsibility for security and key control at dressing rooms. There is no responsibility involved in the job of a cleaner.

Working Conditions

There are significantly more demanding working conditions involved in the job performed by this comparator. The job involves working out of doors in all weathers. The cleaners, on the other hand, are working indoors all year round.

Cleaner v Mr. Staunton and Mr. Norris

Skill

There is greater skill involved in the jobs performed by these two comparators. Both employees are required to drive a van. There is little or no skill involved in the job of the cleaner.

Physical Effort

There is significantly greater physical effort involved in the job performed by the two comparators. The job of the comparators' involves carrying ladders, carrying cartons, unloading deliveries and shelving these, carrying material which the cleaners find too heavy to carry, delivering clean linen and collecting soiled linen, removing broken furniture from rooms, carrying furniture into rooms, hanging pictures and collecting luggage and so on. There is significantly less physical effort involved in the job of the cleaners. In fact, the job performed by these two comparators involves doing the more physically demanding cleaning work that the cleaners do not do.

Mental Effort

There is significantly greater mental effort involved in the job of these two comparators. Their job involves driving and obviously one must concentrate when driving. They must also keep a record of the distribution of the College's modern art which is distributed to residences during the conference season. There is little or no mental effort involved in the job of a cleaner.

Responsibility

There is significantly greater responsibility involved in the job performed by these two comparators. The job of the comparators involves responsibility for the safety of others when driving and also responsibility for the van. The job also involves responsibility for delivering rugs, lamps, crockery and cutlery and collecting these at the end of the conference season. There is no responsibility involved in the job of the cleaner.

Working Conditions

The working conditions of these two comparators is significantly more demanding than that of the cleaners. Both jobs would involve cleaning but the comparators' job also involves climbing and obviously there are greater

hazards involved in the job as a result.

APPENDIX E

Equality Officer's
Job Descriptions
for the
Claimants

Name: Ms. Maria O'Neill

Title: Cleaner

Department: Zoology

Location: University of Dublin Trinity College

Salary: £4.727 per hour

DUTIES

- * Empties bins in laboratories and offices.
- * Carries black sacks of rubbish downstairs and places in big bin outside front door of building.
- * Cleans and washes toilet.
- * Washes floors in laboratories and on the landing. Buffs the floors with the buffer.
- * Hoover out the offices.
- * Washes the stairs in another building one day a week.
- * Polishes the brass once a week.
- * Locks offices and laboratories after cleaning them.
- * Gives the place a spring clean during the summer and shampoos the carpet.

Name: Ms. Lucy Kenny

Title: Cleaner

Department: Biochemistry

Location: University of Dublin Trinity College

Salary: £4.727 per hour

DUTIES

- * Empties the rubbish bins
- * Puts the rubbish into the skip outside the front door.
If the rubbish is too heavy to lift into the skip the claimant leaves it beside the skip.
- * Lifts the stools off the floor in the laboratory.
- * Sweeps all the floors daily.
- * Washes the halls, toilets and stairs using a deck brush and a cloth every day.
- * Buffs the floors once a week.
- * Hoovers the offices.
- * Locks offices and laboratories after cleaning them.
- * Polishes the brass.
- * Washes and polishes the glass doors in the hallways.
- * Washes and polishes the banisters.

Name: Ms. Eileen Lundy
Title: Cleaner
Department: Mechanical Engineering
Location: University of Dublin Trinity College
Salary: £4.727

DUTIES

- * Empties bins and leaves rubbish in the skip which is located 2-3 minutes away from the building.
- * Hoovers the carpeted floors in the offices.
- * Sweeps the main hallway floor.
- * Uses a cloth and a deck brush to wash the floors with hot water and detergent, which has been carried up from the basement. Buffs the floors.
- * Cleans the toilet and the sink unit.
- * Washes the blackboard in the Lecture Theatre.
- * Damp dusts the benches and tables.
- * In the theatre, sweeps between the seats and hoovers the steps and the main area.
- * Polishes the brass.
- * Washes down the banister.

Basement

- * Washes the floor every second day.
- * Cleans the toilets and showers.
- * Cleans the toilets and the showers.
- * Damp dusts the window ledges.
- * Washes and dusts glass cases once a week.

Name: Ms. Bernadette Poynton
Title: Cleaner
Department: Laundrette
Location: University of Dublin Trinity College
Salary: £4.727 per hour

DUTIES

- * Laundrette is open from 8:00 a.m. - 4:00 p.m. daily.
- * Accepts bags of clothes for wash from the students and the lecturers. Gives them a ticket and places another ticket on the bag of clothes.
- * Loads clothes into the five washing machines and adds the detergent. The wash cycle lasts 30 minutes.
- * Unloads the wet clothes, when washed, from the washing machines and loads them into a basket. Then loads the contents of the basket into one of five dryers. To complete a wash and a dry procedure takes two hours.
- * Removes the clothes from the dryer when they are dry, folds them and puts them back into the bag.
- * Accepts monetary payment for the laundry service and stores the money in a cash box.
- * Completes two dockets daily one for the Finance Office and one for Housekeeping.
- * Balances the money and drops it into a night safe daily.
- * Keeps the laundrette clean.
- * Empties the rubbish into the skip once a week.

Name: Ms. Patty Laffan
Title: Cleaner
Department: Junior Common Room
Location: University of Dublin Trinity College
Salary: £4.727 per hour

DUTIES

- * Washes the floor daily with a deck brush. It is necessary to scrub it hard to remove paint resulting from Occupational Therapy classes. Moves the chairs slightly when washing the floor.
- * Sweeps the stairs.
- * Damp dusts the window ledges a few times weekly.
- * Cleans the wrought iron banisters.
- * Washes the doors.
- * In the summer the room is used as a TV room for residences therefore tidies the armchairs and sofas.

Name: Ms. Elizabeth Carter

Title: Cleaner

Department: Residential

Location: University of Dublin Trinity College

Salary: £4.727 per hour

DUTIES

- * Heats up the teapots. Prepares a full Irish breakfast for anything between two and nine persons. Fills up the jam, sugar, mustard, etc.
- * Serves the guests (there is one diningroom) and makes sure that they have everything.
- * Cleans up after the guests when they have finished breakfast.
- * Puts all the dirty dishes in the dishwasher.
- * Turns on and sets the dishwasher and after the washing and drying cycles are complete removes the dishes and wipes them.
- * Sets the table for the next day.
- * Makes up the beds. If the guests are leaving then changes the bed linen. There are five single beds and one double bed.
- * Empties the ashtrays and rubbish bins and carries the rubbish downstairs to the skip next door.
- * Dusts the furniture everyday and polishes it once a week.
- * Polishes the brass i.e. name on doors, etc.
- * Hoovers the carpets in all the rooms and moves the furniture some days when hoovering.
- * Wash the showers and the toilets.
- * Makes tea/coffee for guests during the morning if asked for it.
- * Collects milk and bread from the Student Union's shop

every morning where the College has an account.

- * Keeps a set of keys of the residence at all times.
- * Undertakes a spring clean when there are no guests staying.

Name: Ms. Carol Heeney

Title: Cleaner

Department: Library, Arts Building

Location: University of Dublin Trinity College

Salary: £4.727 per hour

DUTIES

- * Empties all bins. Picks up the rubbish on the floor which takes an hour to do.
- * Places the rubbish bags outside the door and then takes them to the skip which is a distance away. Goes to the skip two or three times every day.
- * Pushes in the chairs against the tables.
- * Hoovers the floor. Pushes trolleys of books out of the way when hoovering.
- * Dusts the tables and cleans the silver trimmings on the tables.
- * Dusts the railings around the windows.
- * Washes the floor in the reception area on the way into the library twice a week. Then buffs the floor using a small buffer.
- * Washes the stairs in the library everyday.
- * Washes the door once a week.
- * Cleans the staff kitchen and toilet.
- * Cleans the offices off the library. Damp dusts the window ledges, skirting board and desks. Hoovers the offices once a week.
- * Locks offices and laboratories after cleaning them.
- * Sweeps the back stairs (10 flights of stairs) everyday. Washes and buffs them once a week.

Name: Ms. Bernadette Grehan
Title: Cleaner
Department: Arts Building, 1st Floor
Location: University of Dublin Trinity College
Salary: £4.727 per hour

DUTIES

There are four big and three small lecture theatres as well as fifty offices.

- * In the theatres goes around lifting the rubbish. Empties the bins (13-14 in total). Takes the black bags of rubbish to the lifts. There would be 15 bags of rubbish per day. Carries these to the skip which is a short distance from the building. Lift the bags up into the skip and if the skip is full leaves them beside it. Carries bags to the skip two or three times daily.
- * In the theatres damp dusts the blackboard by standing on a chair so as to reach the top of it. If it is very dirty it has to be washed.
- * Damp dusts the window ledges.
- * Hoovers the theatres pushing chairs out of the way.
- * Straightens the chairs.
- * Hoovers the corridors daily moving the pouffes out of the way and then putting them back afterwards.
- * Empties the bins in the offices.
- * Washes out the bins, scrubs them and dries them.
- * Damp dusts the desks.
- * Hoovers the offices, one corridor at a time. All offices are hoovered once a week.
- * Locks offices and laboratories after cleaning them.

Name: Ms. Margaret Carroll
Title: Cleaner
Department: Physics
Location: University of Dublin Trinity College
Salary: £4.727 per hour

DUTIES

1st Floor

- * Sweeps floors and corridors everyday.
- * Wipes down the worktops and benches.
- * Cleans the toilet.
- * Washes benches, blackboard and floor at the front of the theatre.
- * Washes the entire floor two to three times a week. However, if there is chalk on the floor beside the blackboard then it is necessary to wash it off. Buffs the floor.
- * Washes and buffs the corridor once a week.
- * Uses the Hoover to gather the chalk along the bottom of the blackboard.
- * There are two offices and one laboratory on this floor. Empties the bins (i.e. paper, telephone books, cans and bottles) and brings the rubbish down to the skip outside the door.
- * Damp dusts the offices and laboratory every day.
- * Hoovers the offices once a week.
- * Washes the laboratory floor once a fortnight and buffs once a week.
- * Locks offices and laboratories after cleaning them.

Ground Floor:

- * There are four offices and a corridor. Sweeps these daily and washes and buffs them once a week.
- * Locks offices after cleaning them.
- * Sweeps the stairs daily and washes and buffs them once or twice a week.

Arch:

- * This is another (two storey) building which houses computers. Empties bins and puts rubbish outside in skip.
- * Pushes the chairs in against the tables.
- * Hoovers the ground and first floors and has to carry the hoover up to the first floor to hoover it.
- * Damp dusts the desktops and the iron surrounds on the table.
- * Washes the banister.
- * Washes the chairs.
- * Locks this building after cleaning it.

Name: Ms. Marie Bizzell

Title: Cleaner

Department: Sports Centre

Location: University of Dublin Trinity College

Salary: £4.727 per hour

DUTIES

The Sports Centre is open to the public seven days a week. There are three shower rooms in the Sports Centre. Two of the showers are washed twice weekly and the other shower is washed once a week. The shower areas are very hot.

- * Washes the floors in the shower areas every day. Washes the tiled shower walls twice a week using Alkaline Sinkall 111, Lemon Gel, hot water, a bucket and a deck brush.
- * Washes six toilets and six wash-hand basins.
- * Washes the benches in the shower rooms with a cloth and a brillo pad, if necessary.
- * Washes the floors in the corridor.
- * Hoovers the back stairs (i.e. four flights of stairs)
- * Wipes the banister and the black strip along the front of each stair.
- * Empties nine bins, brings the rubbish downstairs and puts it in the skip outside the front door.

Name: Ms. Teresa Reece
Title: Cleaner
Department: Nursery
Location: University of Dublin Trinity College
Salary: £4.727 per hour

DUTIES

Creche:

- * Washes and buffs the floor everyday moving the radiators away from the wall and washes the floor underneath them.
- * Washes the play-pens, walkers and shelves with flash, lemon gel and water.
- * Damp dusts the window ledges and skirting boards.
- * Cleans the mirrors.
- * Washes the high chairs.
- * Cleans the cooker with brillo pads and the fridge with washing up liquid.
- * Washes the presses (inside and outside) once a fortnight.

Staff Room:

- * Hoovers the carpeted floor every day.
- * Dusts the table daily.
- * Cleans the toilet.

Baby Changing Room:

- * Washes the bath, toilets, sink unit and worktops every day using a deck brush.

Bedrooms (4):

- * Hoovers the floors.
- * Damp dusts the window ledges and the skirting boards.

Montessori:

- * Washes down the tables.
- * Washes the floor weekly. However, if there is paint on the floor washes the paint off.
- * Washes the toilet, the handbasin and cleans the mirror.

Name: Ms. Ann Devoy
Title: Cleaner
Department: Physiology
Location: University of Dublin Trinity College
Salary: £4.727 per hour

DUTIES

Tea Room:

- * Sweeps the floor every morning.
- * Empties the bins.
- * Washes and buffs the floor twice a week.

Secretary's Office:

- * Empties the bins.
- * Hoovers the floor once or twice a week.
- * Damp dusts the window ledges.
- * Dusts the tables.

Hall:

- * Sweeps the floor every day.
- * Washes and buffs the floor daily.

Staff Toilet:

- * Cleans everyday.

Stairs:

- * Washes every day.
- * Dusts the banisters.

Laboratory:

- * Stacks up the chairs.
- * Collects the rubbish.
- * Sweeps the floor and washes and buffs it daily.
- * Sweeps the stairs in the laboratory three times a week and rubs them down with a damp cloth.
- * Polishes the brass handles on the doors and cleans the glass panels in the doors.

First Floor:

- * Washes the toilet.
- * Empties the bins.
- * Hoovers the floors, if needed.
- * Hoovers the floor in the lecture room daily.
- * Hoovers the stairs twice a week.
- * Washes the strip on the front of each stair twice a week.

Second Floor:

- * Empties the bins and takes three bags of rubbish down to the skip which is outside the front door.
- * Sweeps the floor in the laboratory daily.
- * Washes the floor in the laboratory every two days.

Other side of the building:

- * Sweeps and washes the landing and stairs once or twice a

week.

- * Washes the laboratory floor every day.
- * Damp dusts the window ledges.
- * Hoovers the offices twice a week.

Basement:

- * Washes and buffs the floors.

Note: These floors are very dirty because of the rats.

- * There are three rooms designated for the rats and these are cleaned at the request of the staff. These rooms are washed and buffed.
- * Cleans the operating theatre every Wednesday. Washes the sink units with Milton and Lemon Gel. Sweeps, washes and buffs the floor.
- * Cleans the workshop. Sweeps up all the sawdust. Washes and buffs the floor.
- * Sweeps rooms containing big machinery.

Name: Ms. Mary Kinghorne
Title: Cleaner
Department: House 6
Location: University of Dublin Trinity College
Salary: £4.727 per hour

DUTIES

Ground Floor:

- * Climbs four flights of stairs to collect the Hoover, bucket and brush and brings them down to the ground floor.
- * Sweeps the hall and two flights of stairs every day.
- * Washes the hall and stairs daily.
- * Cleans the toilet and washes the floor every day.

The Student's Union:

The Student's Union comprises four offices (One main office, a medium sized office and two small offices) and a small kitchen with a sink but no fridge or cooker.

- * Empties the bins and puts three bags of rubbish into the skip outside the door.
- * Hoovers the floor twice or three times a week.
- * Damp dusts the area once a week.

Shop:

- * Hoovers the shop daily.
- * Hoovers the office and the small storeroom at the back of the shop daily.

First Floor:

There is one large office and one small office on the first floor.

- * Empties the bins and carries the rubbish downstairs to the skip.
- * Hoovers and damp dusts the office once a week.

Second Floor:

There are four offices on the second floor.

- * Empties the bins and carries usually one bag of rubbish down to the skip.
- * Hoovers and damp dusts the offices once a week.
- * Damp dusts the wall ledge on the landing.
- * Sweeps and washes the landing.
- * Cleans a toilet and washes the floor.
- * Wipes the glass panel on the notice board.

Top Floor:

There is six (one big and five small) rooms on this floor.

- * Empties the bins. There are usually two bags of rubbish to be brought down to the skip and this generally takes two trips on a Monday.
- * Hoovers the offices once a week.
- * Damp dusts the window ledges once a week.
- * The washing of the landing and stairs is shared between two of the claimants.

Name: Ms. Kathleen Smith
Title: Cleaner
Department: Residence
Location: University of Dublin Trinity College
Salary: £4.727 per hour

DUTIES

Academic Year:

- * Checks the whereabouts of hoovers if they are not in the press under the stairs. There are four hoovers assigned to each residence.
- * Cleans the two invalid rooms on the ground floor.
- * There are four floors in the residence. There are two student's rooms on each floor and on the second and third floors there are communal showers and toilets. On the top floor there is a main bathroom comprising a shower, toilet and wash-hand basin. Cleans the showers, toilets and bathroom daily. Washes the floors every day.
- * Washes all the stairs and landing using a deck brush and a cloth.
- * Hoovers the landing on the top floor as it is carpeted.
- * Damp dusts the window ledges and the banisters.
- * There are communal kitchens on the top floor also. Cleans the kitchens. Washes the worktops, table and the floor.

Summer:

- * Looks after one house.
- * May have to put up extra folding beds.
- * Attends to visitor's needs. Makes beds, washes delph, hoovers the floor and makes sure that supplies of tea, sugar, soap, etc are replenished.
- * When the guest leaves undertakes a spring clean. A

single room takes one day while a double room can take two days.

- * Undertakes a thorough hoovering, moving furniture and dusting the room. Cleans the skirting boards.
- * Collects the rubbish and puts it into the skip outside House 28.
- * Carries up fresh linen around the floors, dresses the beds and throws the dirty linen over the banister to the ground floor.

APPENDIX F

Equality Officer's
Job Descriptions
for each of the
Comparators

Name: Mr. George Patterson

Title: Grounds Staff General Operative

Location: University of Dublin Trinity College

Hours: 8:30 a.m. to 5:00 p.m. (Monday to Friday)

Salary: £4.727 to £5.051 per hour

DUTIES

- * Collects keys from porters reception.
- * Holds the keys for the Stores area and for the door from the Provost's House to the Staff area at all times.
- * Makes sure all gates are locked.
- * Lifts papers and places in black sack or bucket. When full bring them to the skip.
- * Rakes gravel and makes sure it is weed free.
- * Propagates the plants in the greenhouse and waters the vines using hoses and watering cans.
- * Maintains the plants in the 8 enclosed gardens in the Arts building.

Note: Access to these gardens is via a window.

- * Hoses the plants in the enclosed gardens. Uses 50 gallons of water a day on them during the summer. Carries a 50 metre hose from one garden to the next.
- * Plants shrubs and trees.
- * Digs new flower beds.

- * Cuts the lawns using a motor driven mower. Manually clips the lawn edges.

Note: During the summer cuts the lawns once a week and cuts them much less during the winter.

- * Maintains and cleans the mowers.
- * Maintains the window boxes all year around.
- * Maintains large rockery area in Provost's garden.
- * Carries out pruning in the winter and uses a ladder to prune the climbers.
- * Makes compost using leaves, grass trimmings and soil.
- * Weed control by hand and also by using a spray on lawns, paths and flower beds.
- * Every two years carries out top dressing and fertilising of lawns applying 6 litres per square metre of fertiliser by hand.

NOTE: The comparator wears a mask and gloves. He also wears overalls and raingear. He wears the raingear when spraying.

Name: Mr. Paul McGrath

Title: Maintenance General Operative

Location: University of Dublin Trinity College

Hours: 8:30 a.m. to 5:00 p.m. (Monday to Friday)

Salary: £4.727 to £5.051 per hour

DUTIES

- * Unloads lorry full of rubble using a shovel and lifts concrete blocks by hand.

Note: Level of the lorry is at the same level as the skip.

- * Removes rubble from the basements and attics and unloads it into the skips.
- * Draws up a list of the locations where rubble is to be found.
- * Moves furniture - Old furniture is removed and put into a skip. It is replaced with new furniture.

Note: May have to lift furniture up a number of flights of stairs which can be narrow. When moving large items of furniture e.g. desks, wardrobes, the comparator receives assistance.

- * Moves large pieces of equipment with the assistance of others.
- * Assists Carpenters:
 - Lifts pictures off walls.
 - Hang pictures.
 - Tidies up after carpenters.

Note: Uses a Hoover to clean up after carpenters

- * In order to trace burst pipes the comparator does the following:

- Breaks up the cement or tarmacadam.
- Locates the burst pipe which is then repaired by the plumber.
- Repairs the cement surface by mixing cement, usually by hand, and pouring it in.

(Tarmacadam surfaces are repaired by contractors)

Note: **Tracing burst pipes can happen once or twice in a month. However repairing surfaces is almost a daily event.**

- * Repairs cobbles that come loose and replaces broken slabs as required.
- * Assists in putting up scaffolding.
- * Installs planters with the assistance of another person.
- * Uses a hilti gun to hammer out the wall when an electrician wants to put up trunking.

Note: **Electrician says where the trunking has to go on the wall**

- * Assists in stationery stores as follows:
 - Serves people looking for stationery
 - Stocks up deliveries received
 - Organises orders for around the College.

Note: **Does this on average 10 weeks in the year**

- * Distributes stationery around the College by driving a battery operated buggy.

Note: **Where necessary the comparator carries the stationery from the ground floor to the top floor.**

- * Cleans out blocked drains.
- * Undertakes steam cleaning of buildings and paths.

- * Cleans out boiler houses and switch rooms twice yearly.

Note: **There are 147 boiler houses and switch rooms in the College.**

NOTE: The comparator wears gloves
regularly and sometimes he wears a mask
e.g. when cleaning out the basement and
attics.

Name: Mr. Alan Norris

Title: Attendant

Location: University of Dublin Trinity College

Salary: £4.727 to £5.051 per hour

DUTIES

- * Uses a large Columbus Dickson machine to wash the floors in the Arts Block on a daily basis. Once a month the comparator washes the floor in the Hamilton building using this machine.
- * Uses the industrial vaccuum to suck up water after spillages.
- * Cleans the gents toilets at the lower level in the Arts Block during the academic year. Washes the walls every 3 weeks. Washes the floor daily with a cloth and sometimes with the machine.
- * Checks the condition of the gents toilets. If necessary cleans them and replenishes supplies e.g. toilet rolls, soap, etc.
- * Carries ladders from one building to another.
- * Cleans fan windows over doors and over door ledges.
- * Cleans around extractors on walls.
- * Cleans glass doors in various areas of the college.
- * Removes soiled curtains for washing and replaces them when cleaned.
- * May sometimes drive a van to deliver supplies, toilet rolls, etc., around the various buildings in the College.
- * Drives a van to deliver supplies, toilet rolls, etc., to College buildings outside the campus once a month.
- * Moves furniture e.g. Beds, wardrobes, tables and chairs, and fridges. If necessary, he receives assistance from another cleaner.

- * Helps remove broken furniture from the rooms and throws into the skip.
- * Unloads and shelves cleaning materials supplied to the College infrequently.
- * Fills the van with petrol.

Summer Duties

- * Puts extra beds, camp beds and cots in rooms.
- * Cleans and hangs pictures from the Art Gallery in the residence rooms.
- * Assists with the delivering of clean linen to the different residences and the soiled linen to the linen room.
- * Occasionally delivers rugs to residences and returns them to stores at the end of the summer.
- * Assists in the removal and collection of guest luggage.
- * Assists with the delivering of lamps, crockery and cutlery. Assists with their collection and returns them to stores.

Name: Mr. Paul Staunton

Title: Attendant

Location: University of Dublin Trinity College

Salary: £4.727 to £5.051 per hour

DUTIES

- * Cleans high ledges and over door ledges for 2 to 3 hours daily.
- * Carries ladders from one building to the next. If the ladder required a distance away the comparator transports it by van.
- * Cleans down internal walls with a Hoover every couple of months.
- * Cleans glass doors using windowlens and a cloth.
- * Delivers clean towels and collects soiled towels.
- * Removes soiled curtains for washing and torn curtains for mending and replaces them every couple of days.
- * Moves furniture (e.g. broken beds are thrown into the skip) with the assistance of another cleaner every couple of days. Some of this furniture can be at the top of buildings which have no lifts and the stairways are narrow.
- * Moves tables and chairs. Receives assistance if these items are heavy.
- * Moves fridges. Receives assistance in lifting the fridge.
- * Moves mattresses, discards old ones.
- * Unloads and shelves supplies (being delivered to the College) every couple of months.
- * Drives a van around the campus daily for moving furniture, delivering supplies, etc.

- * Delivers cleaning materials by van around the College. This entails loading the goods into the van, driving around the College to the different locations, unloading the goods and carrying them up to the top of the buildings.
- * Cleans van every couple of days.

Summer Duties

- * Signs out the keys for the residence rooms and signs them in when they are returned.
- * Delivers linen to the residence rooms. Gets the linen from Stores, loads it into the van, transports it to the buildings which house the residence rooms, unloads it and carries it to the top of buildings as required.
- * Puts up camp beds.
- * Removes and collects guest luggage.
- * Collects rugs from Stores, delivers them to the residences, returns rugs to Stores at the end of the summer.
- * Delivers lamps, crockery and cutlery and collects these at the end of the summer.
- * Maintains a record of paintings and where they are located over the summer.