

National Bus & Rail Union



Tom Darby House
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Branches: Cork, Limerick, Galway, Sligo, Ballina, Donegal, Cavan, Waterford, Tralee, Drogheda, Dundalk, Kilkenny, Rosslare

Ms Sinead Kilkelly
Chief People Officer
Bus Éireann
Broadstone
Dublin 8

14th March 2020

Re: Handling of Cash at Bus Éireann

Dear Ms Kilkelly,

I refer to the above and the NBRU concerns regarding the handling of Cash throughout Bus services at this critical and unprecedented time.

Your office will be aware that I have been regularly corresponding with Bus Éireann and the other Subsidiaries over the last number of weeks with regard to the interventions and measures which we believe are urgently required to mitigate against the contracting and spreading of coronavirus.

My correspondence yesterday to the CEO's did reference (among other urgently required measures) the NBRU position on the handling of cash at Bus Éireann

You did to be fair, respond yesterday evening to my colleague Tom O'Connor, following a meeting at Broadstone between Company management and Trade Unions, with advice that you relayed from the Deputy Chief Medical Office, i.e. that 'that there is very little risk in handling cash. That small risk can be reduced to negligible if your drivers avoid touching their faces after handling cash'

Unfortunately this advice is not consistent with advises being related to workers and customers by a myriad of businesses (mainly pubs and restaurants) across the economy at which cash is regularly exchanged.

The NBRU will continue with our advice to members that they will have our full support should they decide that they will not (cannot) handle cash.



Údarás Náisiúnta Iompair
National Transport Authority

Mr Dermot O'Leary
General Secretary
National Bus and Rail Union
Head Office
54 Parnell Square
Dublin 1

Dún Scéine, Lána Fhearchair
Baile Átha Cliath 2, D02 WT20

01 879 8300
info@nationaltransport.ie

01 879 8300

info@nationaltransport.ie
www.nationaltransport.ie

13th March 2020

Re: Covid-19

Dear Mr O'Leary,

I refer to your letter of 9th March regarding the crisis planning in the public transport system associated with Covid-19.

The National Transport Authority continues to follow all public health guidelines issued by the Department of Health when planning the provision of public transport services with public transport operators.

The Authority is working with all our contracted public transport operators to assess the impact of Covid-19 on public transport services and to convey that information to the Department of Transport Tourism & Sport and other key stakeholders. We meet with operators regularly as a group on a wide range of issues and the approach taken on this matter is no different. I would advise that it would be more appropriate for the NBRU and its members to engage directly with their employer on particular issues in their workplaces and I have no doubt that you are doing so already.

I am sure you will agree that, at this time of national crisis, it is important that you and your members continue to work with their employers to deliver public transport services which are so necessary for the people of Ireland who need to access their employment and critical services at this time. The NTA will continue to support your members' employers at this difficult time.

Yours sincerely,

Anne Graham
Chief Executive



13th March 2020

NOTICE TO MEMBERS

Bus Éireann Industrial Relations Meeting on the Coronavirus

Members are advised that an Industrial Relations meeting took place in Broadstone on Friday 13th March between the Trade Unions and senior Management to discuss the Coronavirus.

Hand sanitiser gel

The NBRU raised concerns that drivers have in relation to their safety. Management stated that they were having difficulty in obtaining 'hand sanitiser Gel' and have placed orders totalling €170,000.

The NBRU made it quite clear that since the Government decision is to keep Public Transport operational the frontline transport workers should be prioritised and the National Transport Authority should requisition and supply these vital items for the protection of drivers to ensure the continuity of service.

Handling cash

A large portion of the meeting was spent speaking about drivers concerns about handling cash. The NBRU have fielded numerous queries with regard to staff handling cash, we will fully support those staff that will make a conscious decision, based on their concerns regarding contracting the coronavirus, not to handle cash.

The NBRU view is that it should not be difficult to arrange for the sale of tickets outside of the bus to avoid cash handling and minimise risks associated with the spread of the virus.

Management stated that they will respond with the HSE advice and risks about handling cash and alternative arrangements for collecting fares.

The NBRU made the suggestion that passengers have exact fare which should be placed in a cash bag and thus ensuring money is not handled by staff.

Management are to contact media channels to encourage LEAP card and pre-purchase of tickets.

Holidays

Any driver who needs time off due to schools closure should contact an NBRU Representative.

Sick pay

Bus Éireann have confirmed that any staff member officially affected by the Coronavirus will not be at a financial loss and have confirmed that the policy that now applies for any employee who is advised to self-isolate by the Health Service Executive due to Covid-19 is: all employees will receive 100% of their welfare entitlement up to 2 weeks based on receipt of HSE confirmation.

Reduced services

Management hinted that services may possibly be reduced to a Saturday timetable plus extra duties where required. Not more detail was given at this time.

The NBRU insisted that engagement **MUST** take place prior to any proposed changes.

Members will be kept informed of developments around this serious Coronavirus situation.

Issued by Tom Darby House

National Bus & Rail Union



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Mr Jim Meade
Chief Executive Officer
Iarnród Éireann
Connolly Station
Dublin 1

Mr Ray Coyne
Chief Executive Officer
Dublin Bus
O'Connell Street
Dublin 1

Mr Stephen Kent
Chief Executive Officer
Bus Éireann
Broadstone
Dublin 8

13th March 2020

Re: NBRU Call for Social Distancing and Disinfecting Trains and Bus Fleet

Dear Sirs,

I refer to the above and the NBRU call for the application/implementation of Social distancing and other measures across Public Transport as recommended by health experts.

It would appear to those of us here at the NBRU that our call had not been given the serious consideration that it warrants.

I am now urging you, on behalf of your Company (in the absence of frontline staff having a voice at the 'decision making table') to immediately introduce measures which will comply with the Social distancing recommended by health experts and supported by the Taoiseach in his address to the Nation yesterday morning.

The NBRU is also seeking assurances that the disinfecting of Buses and Trains will be undertaken at intervals throughout the period that the Transport Fleet is in operation.

The issue of the lack of Hand Sanitisers at entry points is also a major concern to our members, this is simply not good enough and needs immediate action.

Bus Éireann drivers and frontline personnel are particularly concerned about their exposure, given that the Bus Fleet does not have protective screens, they also have concerns that their Company has a higher prevalence of commuters using cash as their first choice of fare payment, making face to face to interaction more heightened than is the case across other transport providers.

The NBRU have fielded numerous queries with regard to staff handling cash, we will fully support those staff that will make a conscious decision, based on their concerns regarding contracting the coronavirus, not to handle cash.

The Company (Bus Éireann) should as a matter of urgency, immediately inform its customer base that they must purchase tickets in advance of travelling and/or use Leap Card.

The NBRU is, in these difficult times, trying to ensure that the current requirement (in the absence of advice to the contrary) to operate Public Transport is supported, however, we cannot stand idly by and allow our members and commuters be exposed to the threat of contacting and/or spreading the Coronas Virus.

The reduction in the numbers travelling, coupled with using the current fleet to its maximum should provide for the enablement of social distancing.

The NBRU accepts that the practicalities of introducing the above measures will be difficult, however, we are committed to supporting and cooperating with such measures in the public interest.

Failure to introduce the measures referenced above (and requested in previous correspondence) will leave us with no choice but to advise our members that the Companies that operate Public Transport are not prepared to introduce the measures that are recommended by the health experts.

Whilst we are acutely aware of the potential consequences of such advice and its effect on the continued operation of Public Transport, we feel it is a reasonable response to what are unprecedented times and circumstances.

Yours Sincerely,



Dermot O'Leary
General Secretary

Copy/ An Taoiseach Leo Varadkar

- " Mr Michéal Martin, Fianna Fáil
- " Ms Mary Lou McDonald, Sinn Féin
- " Mr Eamon Ryan, Green Party
- " Mr Brendan Howlin, Labour
- " Mr Richard Boyd Barrett, Solidarity-People Before Profit
- " Mr Paul Murphy, Rise
- " Mr Peadar Tóibín, Aontú

From: Kilkelly Sinead <Sinead.Kilkelly@buseireann.ie>
Sent: Friday 13 March 2020 18:40
To: Fran McDonnell; nbru
Cc: Parker Allen; Bryan Ken
Subject: Update on Cash

Fran, Tom

Further to our meeting today there was a significant escalation from CEO Stephen Kent to progress the CMO advice in relation to risks associated with cash. You will see below that we have now received that advice. Notwithstanding the advice we are working hard to secure the supply of hand sanitizer, and not for wider circulation given the lack of certainty of supply, but we have been told that we will have 3,000 units next week.

The below post will be published on BE Online later this evening.

I am also aware that there will be TUIs meeting on Monday with the CEOs and Heads of HR of the three Operator companies and CIE where all matters relevant to Coronavirus will be discussed. I would hope that we can continue to progress the topics of health, safety and wellbeing of our people at that meeting.

BE Online post - On-Bus Cash handling

We know that many of our drivers are very concerned about increased risks of Coronavirus associated with cash; this concern is heightened given the challenge we have in securing an adequate supply of hand sanitizer for our drivers who don't have the ability to wash their hands frequently. We heard these concerns directly from the Trade Union leadership today.

We have sought particular advice from the HSE CMO in relation to the risk associated with cash handling, making sure they understood the constraints our drivers face with access to frequent handwashing. This evening we have received the following official advice from the HSE Deputy CMO - "that there is very little risk in handling cash. That small risk can be reduced to negligible if your drivers avoid touching their faces after handling cash".

This advice is positive reassurance for all our people who handle cash. It doesn't lessen our commitment however to secure a supply of hand sanitizer for our drivers as a priority. We have commitments of supply of hand sanitizer from various suppliers however until that arrives at a Bus Éireann location we cannot say for sure it will be delivered. We are hopeful that will be early next week. Advice from HSE in relation to gloves has not changed - they are not recommended as they don't reduce the risk of catching Coronavirus (eg touching face with gloved hands). We are also running a media campaign on-line and on radio promoting the use of TVMs, leap and on-line purchases.

In this time of increasing uncertainty we greatly appreciate the commitment of all our people to the continuity of operations and are doing what we can to support you in that service.

Regards
Sinead

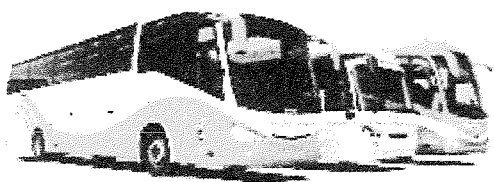
SINÉAD KILKELLY *General Manager, Dublin*

Bus Éireann, Broadstone, Dublin 7. He

Telephone: +353 1 703 3239 Fax: 087 720 2765 sinead.kilkelly@bus-eireann.ie

Making Better Connections

Bus Éireann



Bus Éireann Irish Buses, cuideachta phoiblíochtúcháin annamhach, leor thairéirí scáireanna, clárútha in éinn ag Clóich Léachán, Baile Átha Cliath 7, Uimh. 119570 Uimh. CBL, 4812650M

Bus Éireann Irish Bus, a designated activity company, limited by shares, registered in Ireland at Broadstone, Dublin 7. No. 119570 Vat No. 4812650M

nbru

From: Kilkelly Sinead <Sinead.Kilkelly@buseireann.ie>
Sent: Thursday 12 March 2020 20:44
To: Fran McDonnell; nbru; Patrick McCusker; william.quigley@unitetheunion.org; Sean Heading
Cc: Bryan Ken
Subject: Sickness benefit - COVID 19

Gentlemen

In today's government announcement it was confirmed that public transport will continue to operate while at the same time we acknowledge that these are truly unprecedented times. We are working on a number of fronts to address the issues of concern to our employees.

I am writing to confirm the policy that now applies for any employee who is advised to self-isolate by the Health Service Executive due to Covid-19: all employees will receive 100% of their welfare entitlement up to 2 weeks based on receipt of HSE confirmation. It will be important that employees provide that written advice on through their line manager to the CMO so we can ensure both their health is monitored and that the correct payment is made.

Thank you for your support and cooperation to date and we will continue to work through the issues as the situation evolves.

Regards
Sinéad

SINÉAD KILKELLY *Executive Director*

Bus Éireann, Broadstone, Dublin 7.

Telephone: +353 1 703 3239 Fax: 087 720 2765 E-mail: sinead.kilkelly@buseireann.ie

Working Better Connections

Bus Éireann



Bus Éireann, Bus Éireann, provides public transport services for the people of Ireland. It is a public service, owned by the State, and is a member of the public service. It is a public service, owned by the State, and is a member of the public service. It is a public service, owned by the State, and is a member of the public service.

Mr. Dermot O'Leary,
General Secretary,
NBRU,
54 Parnell Square,
Dublin 1

12th March 2020

Dear Dermot,

Thank you for your letter of 11th March.

I understand and appreciate the continuing concern amongst colleagues as the COVID-19 Pandemic continues.

This is an international issue of course, and it is at different phases in different countries.

However, in Ireland it remains for now at containment phase. Accordingly, our overarching policy will be to act on the advice and guidance of the expert public officials in our health services on the appropriate measures currently, while being prepared and ready for any subsequent actions which may be required in further phases.

To that end, I wish to address the points you have raised, as they relate to Iarnród Éireann:

Hand sanitisers:

- We, along with all transport operators, have ordered significant supplies of hand sanitiser. Due to the unprecedented demand across industry, we are experiencing delays in these supplies reaching us. I would reiterate that the advice of the HSE and health authorities is that hand washing with soap and water is equally effective. However, I am mindful that many colleagues work in environments where they do not have ready access to hand-washing facilities, so my priority is to source the personal hand sanitiser bottles for these colleagues.
- Regarding hand sanitisers at entry points to trains, there are over 2,500 doors on our fleets. I do not believe this is practical or achievable. We have over 1,600 official HSE guidance posters in place in stations and on trains to again advise customers of the recommended actions, including regular hand-washing.

Surgical-type gloves:

- I have specifically raised this issue with our Chief Medical Officer, who advises that the gloves in themselves can be a repository for infection, and he did not recommend that staff wear them. He reiterated the need for regular hand washing, and to avoid touching the face with one's hands. He equates touching the face while wearing surgical gloves to touching the face with unwashed hands.

Auditing staff to customer and staff to staff interface points:

- As detailed in my notice to all staff yesterday, I have appointed a COVID-19 Operational Response Team. This team has commenced assessing such interfaces, and we will issue guidance as necessary in line with the advice of the health services, to assist colleagues.

Sick pay:

- You will receive this response as soon as possible.

Crowding:

- I would stress again that at this point, the HSE and health authorities in Ireland do not require social distancing. It is something which may be required if and when COVID-19 moves into more developed phases here. It is likely that, in line with any requirement for social distancing in further phases, a significant reduction in numbers travelling would be likely. To that end, maintaining the maximum levels of services would in itself facilitate greater social distancing. I am sure you can also envisage the practical challenges associated with enforcement of any social distancing measures. However, should this be required, I trust we will have the support of trade unions in deploying staff or contractors, or support state agencies, to facilitate this.

On a wider basis, I am keen to ensure that we have continuing and constructive engagement throughout the COVID-19 pandemic. I want to keep our trade unions up to date on the advice received from the health authorities, and I want to ensure that – along with direct feedback from colleagues to their managers and supervisors – we are fully cognisant of any issues or concerns being expressed through trade unions.

I would propose a twice weekly conference call with our senior trade union officials to review COVID-19 issues, and I would suggest Tuesdays and Fridays at a time to be agreed.

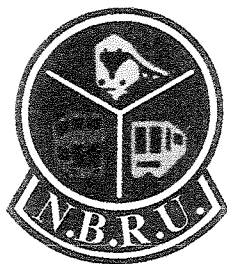
Yours sincerely,



Jim Meade

Chief Executive

National Bus & Rail Union



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Mr. Ray Coyne
CEO
Dublin Bus
59 Upper O'Connell Street
Dublin 1

Mr. Jim Meade
CEO
Iarnród Éireann
Connolly Station
Dublin 1

Mr. Stephen Kent
CEO
Bus Éireann
Broadstone
Dublin 7

11th March 2020

Re: Covid-19/Frontline Staff Concerns

Dear Sirs,

I refer to the above and the ongoing concerns of both NBRU members and their Frontline colleagues.

We note that there has been quite an amount of debate around the optimum interventions that should be adopted in an effort to mitigate the potential of both contracting and spreading this Virus.

Practical/Immediate Measures

Some of the concerns being expressed by Staff revolve around what could be described as the practical measures that can/should be implemented with immediate effect:

- Hand Sanitizer on all Trains and Bus entry points.
- Surgical type gloves for those 'front of house' personnel that are interacting with commuters.

Furthermore, we at the NBRU are to request that an immediate Audit be undertaken to ascertain the current level of Staff/Commuter interface points across the three Companies, a reduction of such interactions, where possible, would be prudent.

This Audit should include Staff to Staff interactions and the possibility that they may also be reduced.

The lack of protective Screens across the Bus Éireann Fleet is a major concern to our members at that Company.

Sick Pay

I have previously written to each of the Human Resource Departments seeking assurances around this issue, you might, as it were, give those Heads of Departments a nudge to respond as a matter of urgency.

Under-Capacity/Overcrowding

The issue of social distancing has now become one of those topics that is being widely discussed across many mainstream and social media outlets.

Indeed, the Claire Byrne Live Show on RTE on Monday evening presented an illuminating and quite visual demonstration of such Social distancing, a sparse audience attendance, with a visible gap between audience members.

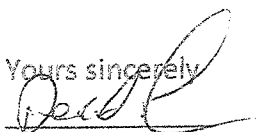
The NBRU is deeply concerned that the current Public Transport offering across the CIÉ Companies, particularly at peak commute periods, has reached a level where it is (currently) impossible for commuters to obtain a viable 'personal' space onboard our Trains and Buses. In fact, many of our buses and trains have seating configurations that necessitate passengers facing one another in close proximity. This is inconsistent with expert advice on social distancing.

We are to respectfully suggest that measures be undertaken to ensure that the Capacity levels onboard buses and trains should immediately be reduced to a level where social distancing can be achieved, the introduction of these measures will require a major communication exercise; our members are committed to playing their part towards ensuring that commuters are informed as to the requirement to cooperate with the introduction of Social distancing measures across our Trains and Buses.

Whilst I am acutely aware that such measures might discommode many thousands of commuters, waiting for the passenger numbers to naturally reduce (we are aware that there is a drop-off on travel) as more and more people exercise restraint around commuting patterns, as a consequence of the rapid spread of the Covid-19, is not a tenable solution.

The health of frontline transport staff, and those they serve is paramount.

Yours sincerely



Dermot O'Leary
General Secretary

Cc: Mr. Graham Doyle DTT&S
Ms. Anne Graham NTA

National Bus & Rail Union



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Ms. Anne Graham
Chief Executive Officer
National Transport Authority
Dún Scéine
Harcourt Lane
Dublin 2
D02 WT20

9th March 2020

Re: Convid-19/Corona Virus

Dear Ms. Graham,

I refer to the above and wish to express the deep concerns of NBRU members and their frontline colleagues from across all Public Transport providers.

We at the NBRU have been keeping a watching brief over the last two weeks as the Convid-19 crisis has developed, deferring to HSE and other Government Agencies for general guidance and advice.

We have written to those Companies at which the NBRU has an active membership, seeking an outline of the measures they have in place to mitigate the risk of staff coming into contact with persons infected with the Corona Virus.

Those Companies themselves have, by and large deferred to Government Agencies for advice, with Iarnród Éireann appearing to be more slightly nuanced in its approach, disinfecting Train Fleet and Public areas on a daily/overnight basis.

Whilst the NBRU does not have the scientific or medical expertise to comment on matters of Public Health, we do act as a conduit for our members; those same members are becoming increasingly concerned as to the impact of hundreds of thousands of people travelling (often in crowded trains and buses) across the Public Transport network.

Those same members are, in increasing numbers, asking their representative body what contacts or involvement do we (Unions) have in the ongoing monitoring of our Public Transport system and its relationship with the current crisis?

When the head of the HSE does not refute an article predicting 1.9 million infection in Ireland, our Members, some of the most exposed to this virus after healthcare worker, are seeking clarity on the risks they face and looking for guidance from their Trade Union.

The answer to-date has been one of 'leaving it to the Authorities'.

Whilst that position may have been prudent at the embryonic stage of the onset of the Covid-19 virus, we are now at a stage where Workers should be directly represented in the decision-making process, after all, it is they (Staff) that are operating on the frontline.

I note the NTA have set up a public transport coordinating group, which we believe includes, among other bodies, Dublin Bus, Iarnród Éireann, Bus Éireann along with other Transport providers.

The NBRU, as a significant Stakeholder, one which represents approximately four thousand Transport workers, is now to request that you will, on behalf of the NTA, invite all employee representative bodies across the Public Transport sector to join with the coordinating group.

I should point out that the role of the NBRU in this instance is not, I repeat not, one of an industrial relations nature. It is however paramount that those expected to operate services through this crisis should have a voice, to deny such a request would have fragmentation at the core of the decision-making process towards the provision of Public Transport at a time when joined up thinking and cohesiveness is fundamental.

Yours Sincerely,

Dermot O'Leary
General Secretary

Cc: Taoiseach Leo Varadkar, Fine Gael

“ Mr. Michéal Martin, Fianna Fáil

Ms. Mary Lou McDonald, Sinn Féin

Mr. Eamon Ryan, Green Party

Ms. Catherine Murphy & Ms. Roisin Shortall, Social Democrats

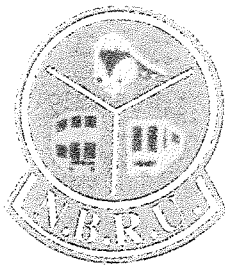
Mr. Brendan Howlin, Labour

Mr. Richard Boyd Barrett, Solidarity—People Before Profit

Mr. Paul Murphy, RISE

Mr. Peadar Tóibín, Aontú

National Bus & Rail Union



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Mr Ciaran Masterson
Director Human Resources
Iarnród Éireann
Connolly Station
Dublin 1

6th March 2020

RE: Response/s to Self-isolation Payment

Dear Sir,

I refer to the above and your respective (generic) response/s to the NBRU request to treat our members in a manner not less favourable to workers in the Health Sector and Public Sector generally.

I note from News reports from Dáil that Public Sector workers will be paid Sick Pay with Allowances and that such leave will not be treated or calculated as being that which will count or be considered as part of, or as a period of illness in the normal manner.

Whilst accepting that there are nuances and industry specific differences between one sector and another across the economy, may I respectfully suggest the following as a solution to what is (maybe) an unprecedented situation;

- All Staff that are required to Self-isolate should be paid on the basis of the 'A' Scale Welfare entitlement, i.e. 100% of Benefit, regardless of the current illness benefit scale of the individual Staff member concerned.

Yours sincerely

Dermot O'Leary
General Secretary



**Bus Átha Cliath
Dublin Bus**

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Mr Dermot O' Leary
General Secretary
N.B.R.U
Tom Darby House
54 Parnell Square
Dublin 1

4 March 2020

Re: Covid-19 virus and payment for staff required to self-isolate

Dear Sir,

Thank you for your letter dated 2nd March regarding the above.

We have noted the INMO's introduction of 'Special Leave' for their members and have referred to the Workplace Relations Commission guidelines issued on the 3rd March 2020 and in addition have consulted with our colleagues in Irish Rail and Bus Éireann in relation to your correspondence.

The CIE Group of companies have a robust welfare scheme in place for any employee who cannot attend for duty as a consequence of illness and it is agreed that provision for special leave is not a requirement.

As you are aware the payment of sickness benefit is well established under this scheme and is subject to conditions and limitations, with the main tenet being that a medical certificate from the employees GP is required prior to processing the payment. However, during this "containment phase" where an employee has been advised by the HSE to self-isolate due to being symptomatic or having come into contact with a confirmed/probable case, then the requirement for a GP Certificate will be waived. The employee will be required to furnish the Chief Medical Officer with confirmation from the HSE that they have been requested to self-isolate.

I trust the above clarifies your query and provides you with the assurance that we will continue to monitor the situation and keep you advised of any developments.

Yours sincerely,

Philip Donohue,
Head of Human Resources and Development
Dublin Bus



**CIE Group of
Companies**

Stiúrthóirí Directors: Mr U Courtney – Cathaoirleach Chairman, S Madden, J Quinn, E Howley, R Widdis, L Carroll, K Wallace,
T O'Connor, S Hannan.
Bus Átha Cliath-Dublin Bus, a designated activity company, limited by shares, registered in Ireland at 59 Upper O'Connell St, Dublin 1. No 119569
Bus Átha Cliath-Dublin Bus, cuideachta ghníomhaíochta ainmnithe, faoi theorainn scaireanna, cláraithe in Éirinn ag 59 Sráid Uí Chonaill Uachtarach, Baile
Átha Cliath 1. Uimhir 119569



Dermot O'Leary,
NBRU,
Tom Darby House,
54 Parnell Square,
Dublin 1.

4th March, 2020.

Dear Dermot,

Re: Coronavirus (COVID-19) and Payment for Staff Required to Self-Isolate.


Thank you for your letter/email of 2nd March in relation to payment for staff members advised by the HSE to self-isolate.

We have noted the INMO's introduction of 'Special Leave' for their members, have referred to the WRC guidelines and in addition, have consulted with our colleagues in Dublin Bus & Iarnród Éireann in relation to your correspondence. The CIE group of companies have a robust welfare scheme in place for any employee who cannot attend for duty as a consequence of illness and it is agreed that provision for special leave is not a requirement.

As you are aware, the payment of sickness benefit is well established under this scheme and is subject to conditions and limitations, with the main tenet being that a medical cert from the employee's GP is required prior to processing the payment. However, during this "containment phase", where an employee has been advised by the HSE to self-isolate due to being symptomatic or having come into contact with a confirmed/probable case, then the requirement for a GP Certificate will be waived. The employee will be required to furnish the Chief Medical Officer with confirmation from the HSE that they have been requested to self-isolate.

I trust the above clarifies your query and provides you with the assurance that we will continue to monitor the situation and keep you advised of any developments.

Yours sincerely,


Sinead Kil Kelly,
Chief People Officer.

www.buseireann.ie



**Bus Átha Cliath
Dublin Bus**

**Príomh Oifig
59/60 Sráid Uí Chonaill Uachtarach
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www.dublinbus.ie**

**Mr Dermot O' Leary
General Secretary
N.B.R.U
Tom Darby House
54 Parnell Square
Dublin 1**

04/03/2020

Re: Covid-19

Dear Mr O' Leary,

Thank you for your letter dated 27th February regarding the above.

I wish to advise that I have established an internal COVID-19 Contingency Steering Group to continuously monitor the developing situation regarding the COVID-19 Coronavirus, to ensure we are acting responsibly and proportionately in response, and to ensure we prepare contingency plans for any impact from Covid-19.


We are also engaging with the CIE Chief Medical Officer, our colleagues in the CIE Group and all relevant stakeholders and will continue to do so as the situation develops.

We are following HSE advise and we have advised all employees to follow the precautionary measures recommended by the HSE. These guidelines have been communicated via email, Yammer, first stop (SharePoint) and the distribution of HSE guidance posters to all Dublin Bus locations. We have also placed HSE advise posters on our full fleet.

As you are aware the situation is an evolving one, and we will keep all employees updated should there be significant changes.

I trust the above clarifies our position.

Yours sincerely


**Ray Coyne,
Chief Executive.**



**CIE Group of
Companies**

**Stiúrthóirí Directors: Mr U Courtney – Cathaoirleach Chairman, S Madden, J Quinn, E Howley, R Widdis, L Carroll, K Wallace,
T O'Connor, S Hannan.
Bus Átha Cliath-Dublin Bus, a designated activity company, limited by shares, registered in Ireland at 59 Upper O'Connell St, Dublin 1. No 119569
Bus Átha Cliath-Dublin Bus, cuideachta ghníomhaíochta ainmnithe, faoi theorainn scalreanna, cláraithe in Éirinn ag 59 Sráid Uí Chonaill Uachtarach, Baile
Átha Cliath 1. Uimhir 119569**

Mr. Dermot O'Leary,
General Secretary,
NBRU,
54 Parnell Square,
Dublin 1

2nd March 2020

Dear Dermot,

Thank you for your letter of 27th February.

I share your concern on the potential impact of COVID-19 on our colleagues and customers, and indeed on the country as a whole.

To that end, we have undertaken a series of actions both before and since the first cases of COVID-19 were reported on the island over recent days.

These include, prior to the cases being reported:

- I convened an internal contingency group to ensure we proactively address the issues, including the Chief Medical Officer, and members of the senior team from Train Operations, Infrastructure, Safety, Human Resources and Communications.
- Information has been circulated to colleagues to ensure the specialist guidance from the HSE is widely known and understood
- Hand sanitisers have been ordered for all workplaces, and for public areas in major stations

Our Chief Medical Officer is engaging regularly via conference calls with the HSE to ensure the latest, and most appropriate information is available and that appropriate actions are being taken.

Through our cleaning contractors, we have increased resources and have put in place disinfecting cleaning at stations, trains and depots at turnarounds and overnight, focusing on surfaces which customers and staff are most regularly in contact with.

We are in ongoing contact with Translink, with the other public transport operators (our contingency group has expanded to include Dublin Bus, Bus Éireann and Transdev colleagues), with the NTA, the Departments of Transport, and Health and other Government agencies to ensure we have the latest information and guidance, on which we will act at all times.

I request that Trade Unions support the company and the HSE in ensuring that the science-based official information is disseminated and acted on, and that we do not fall into the trap of amplifying speculative and inaccurate information, as we are seeing on some media channels and indeed the unfolding commentary on social media.

I would welcome the support of our trade unions in any and all measures which may be needed as the COVID-19 issue develops, and I would welcome any input from our trade unions to ensure we are taking the appropriate measures. I encourage colleagues to engage with managers and supervisors to ensure that we can both allay any concerns, and respond to necessary requests to assist staff throughout the weeks and months ahead.

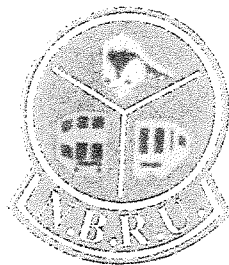
Yours sincerely,

A handwritten signature in black ink, appearing to read 'Jim Meade', with a stylized flourish at the end.

Jim Meade

Chief Executive

National Bus & Rail Union



Tom Darby House
54 Parnell Square,
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Mr Stephen Kent
Chief Executive Officer
Bus Éireann
Broadstone
Dublin 7

27th February 2020

Re: Covid-19

Dear Sir,

I refer to the above and our concern in relation to the Health and Safety of Staff and Commuters on Bus Éireann services.

We note that the recently reported case in Northern Ireland travelled through Dublin Airport and onwards by Train to Belfast.

The virus has caused nearly 80,000 infections and almost 2,800 deaths. It has spread to another 46 countries, where about 3,700 cases and 57 deaths have been reported, according to the World Health Organisation.

The almost hourly reports of new cases of the Virus affecting hundreds of people across Europe has led to major concerns being expressed by our members across Public Transport regarding what the impact of someone carrying the Virus might visit upon those that both work and travel on our Transport Services.

I am to request that you, by return, will indicate what specific measures Bus Éireann are implementing towards mitigating the potential of the virus being transmitted to Staff and/or Commuters.

I ask that you respond in an expeditious manner given the extraordinary fast pace that this Virus is crossing National Borders.

I have also written to your colleagues at Dublin Bus and Iarnród Éireann in a similar vein, with a similar request.

Yours sincerely

Dermot O'Leary
General Secretary

National Bus & Rail Union



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Mr Jim Meade
Chief Executive Officer
Iarnród Éireann
Connolly Station
Dublin 1

27th February 2020

Re: Covid-19

Dear Sir,

I refer to the above and our concern in relation to the Health and Safety of Staff and Commuters on Iarnród Éireann services.

We note that the recently reported case in Northern Ireland travelled through Dublin Airport and onwards by Train to Belfast.

The virus has caused nearly 80,000 infections and almost 2,800 deaths. It has spread to another 46 countries, where about 3,700 cases and 57 deaths have been reported, according to the World Health Organisation.

The almost hourly reports of new cases of the Virus affecting hundreds of people across Europe has led to major concerns being expressed by our members across Public Transport regarding what the impact of someone carrying the Virus might visit upon those that both work and travel on our Transport Services.

I am to request that you, by return, will indicate what specific measures Iarnród Éireann are implementing towards mitigating the potential of the virus being transmitted to Staff and/or Commuters.

I ask that you respond in an expeditious manner given the extraordinary fast pace that this Virus is crossing National Borders.

I have also written to your colleagues at Dublin Bus and Bus Éireann in a similar vein, with a similar request.

Yours sincerely,

Dermot O'Leary
General Secretary

National Bus & Rail Union



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Mr Ray Coyne
Chief Executive Officer
Dublin Bus
59 Upper O'Connell Street
Dublin 1

27th February 2020

Re: Covid-19

Dear Sir,

I refer to the above and our concern in relation to the Health and Safety of Staff and Commuters on Dublin Bus services.

We note that the recently reported case in Northern Ireland travelled through Dublin Airport and onwards by Train to Belfast.

The virus has caused nearly 80,000 infections and almost 2,800 deaths. It has spread to another 46 countries, where about 3,700 cases and 57 deaths have been reported, according to the World Health Organisation.

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I am to request that you, by return, will indicate what specific measures Dublin Bus are implementing towards mitigating the potential of the virus being transmitted to Staff and/or Commuters.

I ask that you respond in an expeditious manner given the extraordinary fast pace that this Virus is crossing National Borders.

I have also written to your colleagues at Bus Eireann and Iamrod Eireann in a similar vein, with a similar request.

Yours sincerely,

Dermot O'Leary
General Secretary