

# draft agenda

## ANNUAL DELEGATE CONFERENCE

Friday 9 May 2014 –  
The Radisson Blu, Golden Lane, Dublin 8

### DRAFT AGENDA 2014

1. Minutes of Annual Delegate Conference 2013
2. Appointment of Tellers
3. Adoption of Standing Orders and Reports of the Standing Orders Committee.
4. Chairman's Address and Introduction of Guests
5. Annual Report
6. Statement of Accounts
7. Appointment of Officers, Executive Committee and Standing Orders Committee
8. Motions as on the Order Paper.

### Standing Orders Report No. 1

The Standing Orders Committee has received nominations for Officerships, Executive Committee and Standing Orders Committee as set out in the Draft Agenda.

There is one nomination for the post of Chairperson; it will therefore not be necessary to have an election for this post.

There is one nomination for the post of Vice Chairperson; it will therefore not be necessary to have an election for this post.

There is one nomination for the post of Treasurer; it will therefore not be necessary to have an election for this post.

There are 19 nominations for the 12 elective places on the Executive Committee; it will therefore be necessary to have an election.

As three nominees for the Executive are also nominees for officership positions. When the election for Chairperson, Vice-Chairperson and Treasurer are completed three nominations for Executive Committee will lapse leaving 16 for election.

6 nominations were received for the six positions on the Standing Orders Committee.

It will not be necessary to have an election.

In all 36 motions have been received.

**Amendments** to motions by branches should be submitted to the General Secretary not later than **12.30pm Monday 14 April 2014.**

The Committee recommends as follows in relation to the motions which have been submitted.

#### Rule Change

Delegates are reminded that changes to rules require a two-thirds majority of delegates present and voting in order to be passed.

David Denny (*Chair*)  
Larry Cashman,  
Ben Dunne  
Michael Greene.  
25 March 2014

## Nominations for Officerships, Executive and Standing Orders Committee 2014

Position	Nominee	Nominated by
Chairperson	Allen Tom (Revenue)	Revenue Courts Agriculture Food & the Marine
Vice Chairperson	Glennon John	Courts Revenue
Treasurer	Thompson Billy (Revenue)	Revenue
<b>Standing Orders Committee</b>		
	Cashman Larry Denny David Moran Eltin Greene Michael Hanley Sheila Lenihan Ronan	Agriculture, Food & the Marine Public Expenditure & Reform Social Protection Jobs, Enterprise & Innovation Revenue Houses of the Oireachtas

### Executive Committee

Allen Tom	Revenue
Burke Denis	Social Protection
Coogan Brendan	Finance
Dowling Edna	Social Protection
Dunne Larry	Public Expenditure & Reform
Fanthom Tom	Revenue
Glennon John	Courts
Holleran Noel	Agriculture Food & the Marine
Hughes Eamon	An Post
Jeffrey Val	Revenue
Mahony Deirdre	Environment Community & Local Government
McBreen Orla	Foreign Affairs & Trade
McIntosh Willie	Education & Skills
Noonan Angie	Health
Noonan Trevor	Justice & Law Reform
O'Connor Mark	Solas
Ryan Stephen	Taoiseach's Dept
Thompson Billy	Revenue
Walker Alan	Injuries Board

# MOTIONS for Annual Delegate Conference 2014

## RULE CHANGE

### MOTION 1

To amend Rule 20 (g) by deleting the existing wording and replacing with new wording.

#### EXISTING RULE 20(G)

All disbursements on account of the Association shall be drawn on such bank or banks and authorised by any two of the Officers, i.e. Chairperson, Vice Chairperson, Treasurer. However, the Executive Committee may delegate authority to the General Secretary or in his/her absence to the Deputy General Secretary to authorise payments to meet the ordinary running costs of the Association provided they are also authorised by the Treasurer or other Officer of the Association.

#### PROPOSED RULE 20 (G)

All disbursements on account of the Association shall be drawn on such bank or banks and authorised by any three of the following, i.e. Chairperson, Vice Chairperson, Treasurer, General Secretary or Executive Assistant.

*Executive Committee*

## PAY

### MOTION 2 (stands for itself and Motion 3 and Motion 4)

This ADC supports the Executive Committee in its attempts to vigorously pursue all available strategies to ensure that pay is restored to members by the restoration dates.

*Executive Committee*

### MOTION 3

That Conference calls on the Executive Committee, in conjunction with the Irish Congress of Trade Unions, to vigorously pursue the restoration of the pay levels of our members commensurate with the solemn undertakings given in the Haddington Road Agreement.

*Agriculture, Food and the Marine Branch*

### MOTION 4

This Conference instructs the incoming Executive to set as its primary goal the Reversal of the pay cuts suffered by AHCPS members as soon as possible.

*The Association of Higher Civil and Public Servants members took a treble blow in the Haddington Road agreement by (a) the imposition of a straight pay cut, (b) the increment freeze which means strong performance cannot be recognised and (c) an increase in the working week, which corresponds to a further pay cut to civil service senior managers. This is in addition to the previous pay cut and the pension levy.*

*Revenue Branch*

### MOTION 5

In the context of current political suggestions of tax cuts in the 2015 Budget, this Conference instructs the incoming Executive to engage with the Minister for Public Expenditure and Reform to establish what economic conditions are required for him to determine that the public service pay cuts and pension levy are no longer necessary and that pay scales can be restored in full and the pension levy repealed.

*Under the Financial Emergencies Measures in the Public Interest Acts the Minister must, by law, consider the continuing necessity for the provisions of these Acts on an annual basis and report to the Houses of the Oireachtas.*

*Revenue Branch*

### MOTION 6

That Conference instructs the Executive, in conjunction with Branches, to compile a comprehensive report by end 2014 on the effect on AHCPS Grades of the Financial Measures in the Public Interest legislation and Croke Park and Haddington Road agreements in relation to wage reductions, take-home pay reductions, head count reduction, redeployment, outsourcing, performance management, flexible working arrangements, work-sharing arrangements, promotions and workforce restructuring.

*Finance Branch*

## PMDS

### MOTION 7 (If Motion 7 is carried Motions 8 & 9 fall)

In recognising the difficulties that have arisen in relation to the PMDS Calibration process, this ADC supports the incoming Executive Committee in its attempts to ensure that:

- pre-calibration meetings are held with staff
- the absolute right of a Manager to rate his/her own staff is maintained.

*Executive Committee*

### MOTION 8 (If Motion 8 is carried Motion 9 falls)

This Conference recognises that the calibration process is incompatible with the current PMDS system & calls on the Executive to ask that the calibration process be withdrawn.

*Revenue Branch*

### MOTION 9

That Conference considers that

- The concept of calibration of PMDS ratings for AHCPS members is seriously ill-conceived;
- It risks infringing the privacy rights of our members;
- It is unfair to members to have their ratings reviewed and commented on by individuals who have little knowledge of

their work or performance; and calls on the Executive Committee to resist the introduction of calibration into the PMDS process and instead seek to have the current rating system replaced with a system with only 3 ratings which includes a single rating for performance which is conceded satisfactory or better.

***Jobs, Enterprise & Innovation Branch***

**MOTION 10**

This Conference calls on the Executive to seek an analysis of the results of PMDS and in particular a comparison between the E.O.Y ratings for 2013 & 2014 in grades where calibration was piloted.

***Revenue Branch***

**RETIREMENT/SUPERANNUATION**
**MOTION 11**

This ADC endorses the Executive Committee's decision in seeking an extension of the grace period for retirement beyond the 31<sup>st</sup> of August 2014.

***Executive Committee***

**MOTION 12 (if Motion 12 is carried Motion 13 falls)**

That Conference calls on the Executive Committee to enter negotiations with D/PER to extend the 31 August 2014 deadline for a further twelve months by which civil servants may retire at the pre-cut pension rate, for reasons of public service morale and public service workloads.

***Justice & Equality Branch***

**MOTION 13**

This Conference directs the AHCPs Executive committee to seek to extend the closing date of the pre-Budgetary cuts retirement from 31st August 2014 to 1st June 2015, to allow for a more planned and phased exit.

***Revenue Branch***

**MOTION 14**

Conference instructs the incoming Executive to seek clarification from DPER regarding the pension entitlements of members who are due to retire in the "valley period" between 1 September 2014 and 31 December 2017 and calls on the Executive to ensure that the restoration of pension, for those who retire in the valley period (the period between the 1st September 2014 and the 1st January 2018 when the pay cuts have been restored) is continued to be pursued by the Executive in their deliberations with the Official Side especially in the coming months.

***Revenue Branch***

**MOTION 15**

This Conference calls on the Executive to ensure that the incremental scale used in calculating pension on retirement, is that which would have applied had the incremental progression not been frozen.

***Revenue Branch***

**MOTION 16**

That Conference – instructs the incoming executive to negotiate a reduction in superannuation contributions for AHCPs members who continue to work after their 60th birthday and who have completed 40 years' service.

***Social Protection Branch***

**MOTION 17**

This Conference calls on the Executive to carry out an analysis of the age profile across all Departments so that we can inform Government with a view to planning appropriately for the massive exodus from Departments in the next 5 to 10 years and to ensure recruitment commences now to facilitate effective succession planning.

***Revenue Branch***

**TERMS AND CONDITIONS/EQUALITY**
**MOTION 18**

That Conference instructs the incoming Executive Committee to carry out a review of all Government Departments with regard to ascertaining the number, skills, functions, cost where relevant, justification and duration of staff seconded at AP level and above from other organisations, including persons on a *pro bono* basis and persons on contracts for service. This review, which should also examine the legal implications arising, to be carried out by 30 September 2014.

*Should the findings establish (or, in the case of non-cooperation by any Departments, should there be reasonable grounds to believe) that secondees are being appointed and/or retained beyond the designated periods or in the absence of verifiable justification, or assigned duties beyond the scope for which the secondment was originally facilitated, conference instructs the Executive Committee to take up the matter in the first instance at the relevant Departmental Council.*

*Should it not prove possible to resolve the matter in that forum, within 3 months of being raised there, conference further instructs the Executive Committee to take whatever action it deems appropriate. Such action could include the carrying out of a ballot of the AHCPs members in the relevant Department for limited industrial action.*

***Finance Branch***

**MOTION 19**

This Conference instructs the incoming Executive Committee to press for the holding of a confined interdepartmental Principal Officer competition as soon as possible.

*Furthermore, Conference instructs the incoming Executive Committee to agree rules with Management for the ordered filling of posts, taking into account the resultant panel from such a competition, the resultant panel from the rumoured open Principal Officer competition proposed by the Department of Public Expenditure and Reform, and any internal competitions for Principal Officer posts held by individual Departments.*

***Finance Branch***

**MOTION 20**

That Conference directs the Executive Committee to examine and report on the feasibility and implications of allowing seniority in voluntary head to head swaps to be dealt with in the same manner as applies under the decentralisation programme whereby officers bring the seniority they have accrued with them to their new Department/Office.

***Environment, Heritage & Local Government Branch***

**MOTION 21**

That Conference condemns the failure by the official side to implement in good faith the Presidency payment agreed under the Haddington Road Agreement.

*Conference considers the limited basis on which the payment was made and the failure to make the payment in a manner which recognized the extraordinary burden of additional work on AHCPS members working on the Presidency constitutes a breach of the Haddington Road Agreement.*

***Foreign Affairs Branch***

**MOTION 22**

That Conference directs the incoming Executive Committee to undertake a review of the operation of the Working Time legislation as it is operating in all Departments in consultation with Branch Committees. The EC should in the first instance prepare a note on the legislation and issue that to Branches for guidance.

***Foreign Affairs Branch***

**MOTION 23**

That Conference notes with deep concern the lack of gender equality proofing of proposals in the Haddington Road and previous Agreements and further proposes that mechanisms are put in place to ensure that provision is made in all future negotiations, for professional gender equality proofing which will take into consideration, obligations under national legislation for changes in work practices and that such proofing should be concluded before any agreement being put out to ballot.

***Foreign Affairs Branch***

**MOTION 24**

That Conference instructs the Executive Committee to ensure that all future agreements having direct implications for the pay and terms of conditions of Members' employment be the subject of consultation with Members prior to their inclusion in potential National Pay Agreements/Agreements of General Council.

*An example of where such consultation would have proved useful was with the agreement on Calibrated PMDS and the introduction of the guidelines decided at General Council under which it is to be operated without sufficient consideration of the divergent impacts on Departments of greatly differing size and complexity of make-up.*

***Communications, Energy & Natural Resources Branch***

**PUBLIC SERVICE REFORM**

**MOTION 25**

That Conference instructs the Executive to engage with the Official side to agree on a fair and effective accountability framework.

*recognizes the importance of an adequate and fair structure for both political and civil service accountability. However, this Conference believes that any policy on civil service accountability should stem from rather than precede the current exercise to define a Vision for the Civil Service. This Conference regrets that the current Consultation Paper on Strengthening Civil Service Accountability and Performance raises concerns in a number of respects including:*

- *an inadequate understanding of current accountability structures, especially as regards political accountability;*
  - *confusion between the concepts of responsibility and accountability;*
  - *an inadequate appreciation of the difference between the private sector for profit motive and the obligations of public service;*
  - *a limited understanding of international best practice;*
- Foreign Affairs Branch***

**MOTION 26**

Conference notes with concern elements of the Strengthening of Civil Service Accountability & Performance paper by D-PER to impose a range of unworkable concepts, such as changing tenure of employment. This has wide ranging implications on the ability of officials to function independently. Conference calls on the incoming Executive to address these concerns.

***Revenue Branch***

**MOTION 27**

Conference supports the commitment shown by Revenue and other departments to the 'Reform Agenda' and calls on the Executive to continue to highlight the considerable achievements and savings realised to date through the various reform programmes.

***Revenue Branch***

**ORGANISATION**

**MOTION 28**

That Conference, calls on the Executive Committee to promote the formation of a five year programme incorporating a policy of long term strategic representation of its members

*bearing in mind the constantly changing working environment facing AHCPS members and the need to protect and promote the mutual interests of the Association and its membership, which may include the formation of strategic alliances with bodies of similar interests and other measures to strengthen and consolidate the negotiating position and standing of the Association and its members into the future.*

***Agriculture, Food and the Marine Branch***

**MOTION 29**

That Conference mindful of the ongoing need for the AHCPs to protect the economic and employment conditions of its members calls on the Executive Committee to pursue a multi- pronged approach to a strategic review of how this can best be achieved in a constantly changing environment.

***Agriculture, Food and the Marine Branch***

**MOTION 30**

That Conference recommends the Association devotes resources to combating the anti-public sector bias in the media e.g. when an inaccuracy in relation to our pay and conditions is mentioned in the broadcast, print or online media.

***Jobs, Enterprise & Innovation Branch***

**MOTION 31**

That Conference instructs the Executive to ensure that members are effectively represented and protected in the future in all negotiations that affect them, including the enhancement of the Union's capacity and expertise in the area of negotiations, and in that of communications, both with the media and members.

***Finance Branch***

**POLITICAL ACTIVITY**
**MOTION 32**

That Conference instructs the incoming Executive Committee to engage with the Official side with a view to carrying out a comprehensive review of the current regime regarding civil servant and politics as outlined in the relevant circular.

*This review should take account of the realities of the modern civil service and society and the citizens' rights of members in terms of engagement with politicians. This review should be carried out before 31 December 2014.*

***Finance Branch***

**MOTION 33**

That Conference instructs the Executive to prepare, in conjunction with appropriate professional advisors, a comprehensive strategy of engagement and communication with the political groupings and parties in advance of forthcoming Local and European elections

*to ensure full knowledge and understanding on their part about the concerns of AHCPs members in relation to issues such as pay and working terms/conditions. In particular such engagement to focus on the restoration of losses in pay and conditions, as promised by the current Government.*

***Finance Branch***

**MOTION 34**

Conference calls on the incoming Executive to request ICTU to put forward members of the trade union movement as candidates in the next General Election

*(a) notes that there are very few politicians currently serving in Dáil Éireann and representing the interests of trade union members (b) accepts that this has had a detrimental effect on the living standards of trade union members.*

***Revenue Branch***

**PARLIAMENTARY QUESTIONS**
**MOTION 35**

Conference directs the AHCPs Executive Committee to raise the issue with the official side, agree more reasonable timelines for answering PQs, and in the absence of such an agreement, to consider steps that might be taken to alleviate this burden on members and notes that:

1] *the following numbers of PQs were answered in Dáil Éireann:*

2009 46,750

2010 44,943

2011 37,397

2012 56,027 (2009-2012 taken from the Annual Reports of the Oireachtas)

2013 up to 55,000 (final number not yet available),

2] *the number has grown significantly in the lifetime of the current Dáil*

3] *the timescale for answering them has shortened, and*

4] *answering these is an extremely time consuming and costly exercise in an era when public service numbers have dropped,*

***Revenue Branch***

**PEOPLEPOINT**
**MOTION 36**

This Conference notes the operational issues that have occurred with the introduction of Peoplepoint and the resultant difficulties this has created for members. This Conference directs the incoming Executive to enter into discussions with Official side for the purposes of deferring any further extension of the Peoplepoint service until the current issues are fully resolved.

***Revenue Branch***