

ADC Motions 2014
Actions Proposed
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Section 1

ADC Motions 2014

Motions passed

MOTION 1

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

PROPOSED ACTION: Rule to be amended and Registrar of Friendly Societies informed.

PAY

MOTION 2

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

PROPOSED ACTION: This is already Association policy

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pay cuts and pension levy are no longer necessary and that pay scales can be restored in full and the pension levy repealed.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

PROPOSED ACTION: Write to the Minister for PER

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, worksharing arrangements, promotions and workforce restructuring.

Finance

PROPOSED ACTION: This Association has written to DPER, seeking the information.

PMDS

MOTION 8

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process is incompatible with the current PMDS system & calls on the Executive to ask that the calibration process be withdrawn.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

PROPOSED ACTION: Write to DPER

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 or 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

PROPOSED ACTION: Write to DPER

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

PROPOSED ACTION: Write to DPER

RETIREMENT/SUPERANNUATION

Motion 11

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

Executive Committee

PROPOSED ACTION: It is the policy of the Executive to have the grace period extended to the restoration dates

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

PROPOSED ACTION: It is the policy of the Executive to have the grace period extended to the restoration dates

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

PROPOSED ACTION: A claim will be presented to the February Staff Panel meeting and will be lodged at General Council in February.

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

PROPOSED ACTION: Write to DPER

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

PROPOSED ACTION: Write to DPER

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

PROPOSED ACTION: Present a claim at General Council

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, Community and Local Government

PROPOSED ACTION: The Executive Committee considered that this was not in the best interest of members and that the status quo should remain whereby the lowest seniority of the two member's involved should apply.

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 and Trade

PROPOSED ACTION: Draw up a report for the Executive Committee

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 and Trade

PROPOSED ACTION: The Association has written to DPER requesting that any successor to the Haddington Road Agreement is gender equality proofed.

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. *recognises 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 and Trade

PROPOSED ACTION: This is already policy. These issues have been raised in the Association's submission and at the meeting held with the independent panel.

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

PROPOSED ACTION: This is already policy. These issues have been raised in the Association's submission and at the meeting held with the independent panel.

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

**PROPOSED ACTION: Write to DPER.
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

PROPOSED ACTION: For discussion at Executive Committee “Away Day”

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

**PROPOSED ACTION: For discussion at Executive Committee “Away Day”.
The Branch will also be asked for a note**

Section 2

Motions Remitted to the Executive Committee

(Please note that remission of a motion means it is a matter for the Executive Committee to decide what action (if any) is to be taken)

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

PROPOSED ACTION: All agreements are subject to ballot

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

PROPOSED ACTION: This is already Association policy. The Association engaged Pathfinder to research the attitudes of the public to AHCSF members. This research will feed in to a revised communications policy.

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

PROPOSED ACTION: This is already Association policy. The Association engaged Pathfinder to research the attitudes of the public to AHCSF members. This research will feed in to a revised communications policy.

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

PROPOSED ACTION: The Branch will be asked to prepare a short note on this matter for further consideration

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.

Agriculture, Food and the Marine

PROPOSED ACTION: This has been overtaken by events

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

PROPOSED ACTION: The Executive Committee decided to keep this matter under review. It is proposed to meet with the political parties in the Autumn.

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

PROPOSED ACTION: The Association wrote to the Clerk of the Dáil seeking an extension of time in which to reply to PQs.

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

Agriculture, Food and the Marine

PROPOSED ACTION: There has been a deferral of the extension of Peoplepoint. The Executive will continue to keep the matter under review.

Section 3

Motions Defeated, Withdrawn, Out of Order or covered by another motion

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

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

Motion 7

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 12

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

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

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 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