



## AHCPS Circular 16/2015 LRC Proposals

The draft agreement titled “*The Lansdowne Road Agreement*” was circulated to Branch Secretaries last Friday. You can see a copy of the proposals [here](#).

The following points of clarification and information are relevant:

- Public Service Agreement 2010 - 2014 = Croke Park Agreement.
- Public Service Stability Agreement 2013 - 2016 = Haddington Road Agreement.
- The proposed Public Service Stability Agreement 2013 - 2018 = The Lansdowne Road Agreement is a proposed extension to the Haddington Road Agreement.
- The proposed Lansdowne Road Agreement will extend to September 2018.
- Each Union will decide its position but an aggregate vote of the Public Sector Group of Unions will decide the acceptance or not of the Lansdowne Road Agreement.

### *Pension Levy and Pay Increases*

- The current position on the pension levy is as follows:

Annual Income	PRD currently applying
Up to €15,000	0%
From €15,000.01 to €20,000	2.5%
From 20,000.01 to €60,000	10%
In excess of €60,000	10.5%

- AHCPS members will benefit from 1<sup>st</sup> January 2016 by the widening of the exemption level from €15,000 to €24,750.

Annual Income	Proposed PRD from 1/1/16
Up to €24,750	0%
From €24,750.01 to €60,000	10%
In excess of €60,000	10.5%

- AHCPS members will benefit again on 1<sup>st</sup> September 2016 when the exemption level increases to €28,750.

Annual Income	Proposed PRD from 1/9/16
Up to €28,750	0%
From €28,750.01 to €60,000	10%
In excess of €60,000	10.5%

- In monetary terms that is a gain of €1,000. This benefit will continue for subsequent years.
- There are no further changes to the pension levy proposed in 2017.
- On 1<sup>st</sup> September 2017 annualised salaries up to €65,000 are increased by €1,000. AHCPS members do not gain from this flat rate increase.
- Under paragraph 5.2 there is a commitment to commence the process to reduce the pay reductions applied under the FEMPI Act 2013. This is the third pay cut imposed on those earning greater than €65,000 under the Haddington Road Agreement. This is a collective agreement registered with the Labour Court. It contains a provision for the restoration of the cut in two phases; half on 1<sup>st</sup> April 2017 and half on 1<sup>st</sup> January 2018.
- The draft Lansdowne Road Agreement does not change this position and effectively re-enforces it.

### **Increments**

- In line with the provisions of paragraphs 2.18 to 2.22 and 2.24 to 2.25 of the Haddington Road Agreement no additional liabilities will accrue under these measures on or from 1<sup>st</sup> July 2016.
- Existing liabilities accrued during the term of the Public Service Stability Agreement 2013 – 16 [Haddington Road Agreement] up to 1<sup>st</sup> July 2016 will be discharged in line with the terms of the above mentioned paragraphs, including those liabilities that will fall for discharge on or after 1<sup>st</sup> July 2016. .

### **Flexi Time**

- It is proposed that the issue of Flexi Carry Over will be referred back to General Council and there will be a 6-month trial period within which time staff will be allowed to take 1.5 days flexi leave per flexi-period.
- Flexi Time was removed in 2013 for new Assistant Principals in Departments that have flexi-leave for APs. The proposed Lansdowne Road Agreement does not contain provisions to change this but the scale of potential applications is to be measured and the matter is to be discussed further within the forum of General Council.

### **Superintendent Community Welfare Officers**

- This is of particular interest to our members in the Department of Social Protection. The pay anomaly will be resolved from 1<sup>st</sup> January 2016.

## **Promotions & Competitions**

- The AHCPs has made its position widely known on the matter of Open Competitions to fill Principal Officer Posts. The Association considers that a parallel process of Internal Competitions and Open Competitions should exist to ensure there is a balance between internal career development, the maximising of internal knowledge and expertise and the potential benefits from external recruitment via an open competition.
- The Civil Service Renewal Programme proposes to extend the established policy of open competition for all senior management posts Assistant Principal and above. This means that all Principal Officer Posts would be filled via open competition. Under the recent discussions the matter has been separately referred to binding arbitration with the Arbitration Board to sit on 10<sup>th</sup> June.

## **Extension of the Grace Period**

- Some confusion has arisen concerning the interpretation of paragraph 5.4 on the matter of the 'Grace Period'. The Grace Period was recently extended to 30/6/16 following representations made by the Association although it has always remained our position that the Grace Period should extend out to the second pay restoration date of 1<sup>st</sup> January 2018.
- Paragraph 5.4 does mean that the Grace Period is extended to 1<sup>st</sup> January 2018 under the terms of the proposed Lansdowne Road Agreement

## **Mechanism to Resolve Disagreement**

- This is extensively covered in paragraph 4 of the proposed new agreement. If parties cannot reach agreement within 6 weeks either side can refer the matter to the LRC, Labour Court or other agreed machinery.

## **Period of Consultation**

- The Executive Committee met at lunch time today to consider all aspects of the proposed Lansdowne Road Agreement.
- As stated in the subsequent press release the AHCPs considers it was treated in an inequitable manner in the broader context of the proposed agreement. It believes that a broad consultation with AHCPs members is now required.
- A significant part of this process will involve a Consultative Council to be held on Monday 22<sup>nd</sup> June at 12.45pm in AHCP Head Office in Fleming's Hall. This will require the attendance of the Branch Secretary and Chairman from each Branch in the Association. In the interim period Branches may wish to hold EGMs. Please contact Head Office if you would like an Official to attend.
- The Executive Committee will meet later on 22<sup>nd</sup> June to decide whether or not to recommend the LRC proposals set out in the Lansdowne Road Agreement and will then put the draft agreement out to a ballot of all members.