

Agenda

Annual Delegate Conference
Friday 5th May 2006

Association of
Higher Civil
& Public
Servants

Comhlachas na
Seirbhíseach
Uachtarach Stáit
agus Poiblí

AHCPS

Agenda 2006

1. Minutes of Annual Delegate Conference 2005
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

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 Honorary Financial Secretary; it will therefore not be necessary to have an election for this post.

There are 17 nominations for the 12 elective places on the Executive. As Philip Crosby is also the only person put forward for the post of Chairperson, he will be deemed elected to that officership at Conference and will therefore be ineligible for election as an ordinary member of the Executive Committee. There are accordingly 16 valid nominations for the 12 elective places on the Executive Committee; it will therefore be necessary to have an election for these places. Philip Crosby's name will not appear on the ballot paper.

Five nominations were received for the six positions on the Standing Orders Committee. Branches are accordingly invited to submit further nominations in accordance with Rule 6 (d)(iii).

In all, 36 motions have been received.

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

New Rules

Motion 19 in the name of the Executive Committee for a new Rules and Constitution is in the form of an amendment of the present Rules and Constitution. Accordingly, by rule 19 of the present Rules and Constitution, a majority of two-thirds of the delegates nominated by branches present and voting in favour of the motion will be required for the new Rules and Constitution to be adopted. The present Rules and Constitution continue in effect unless and until the motion is adopted and the commencement date (if in the motion as finally passed) is reached.

The text of the proposed Rules and Constitution forms part of the motion before Conference. It is open accordingly to Branches and the Executive Committee to propose amendments to the proposed text just as they can for any motion before Conference. Such amendments are not proposals for amendment of the present Rules and Constitution; accordingly any such amendment requires only a simple majority of those present and voting to be incorporated in the proposed text.

The debate on the motion will include discussion of and votes on

whatever amendments are table by Branches or the Executive Committee. At the conclusion of the debate, Conference will be asked to vote for or against the motion as it then stands, incorporating whatever amendments of the text have been made by Conference during the debate. It is this last vote that will require the two-thirds majority referred to in rule 19 of the present Rules and Constitution.

The following special Standing Orders are proposed for the debate on the motion on the new Rules and Constitution:

1. The Standing Orders of the Association shall apply with the following modifications:
 - (a) proposals to amend any part of the motion other than the annexe will be taken after all proposals to amend the annexe have been disposed of;
 - (b) proposals to amend the annexe will be debated in the order and groupings to be determined by the Standing Orders Committee and incorporated as part of the Report of the Standing Orders Committee accompanying the final agenda for the ADC referred to in Rule 6(d)(iv);
 - (c) where proposals for amendment are grouped together under subparagraph (b) above, they shall be debated together in the order of the first such proposal in each group;
 - (d) each proposal to amend the annexe will be voted on in order, but a proposal already debated with an earlier grouping may not be debated again;
 - (e) the Standing Orders Committee shall specify, in the event of proposals to amend the annexe which if passed would be in conflict with each other or contradictory, which such proposals shall fall if others are accepted or rejected, as the case may be.
2. Branches and delegates are reminded that if they wish to oppose the inclusion of a rule or part of a rule, the only way to seek to have that opposition reflected in the final text to be put for approval is on foot of a duly lodged amendment seeking to delete the opposed rule or part.
3. Where Conference approves the motion by the requisite two-thirds majority and the text so approved contains minor inconsistencies, the Standing Orders may, within two weeks following the Conference, propose to the Executive Committee adjustments of the approved text to correct numbering, grammar, punctuation, typographical errors or cross-references consistent with the sense of the debate on the motion.
4. Where the Standing Orders Committee proposes such adjustments and any such adjustments are accepted by the

Executive Committee, the accepted adjustments shall be incorporated in the text as if they were made by Conference during the debate on the motion.

5. The Executive Committee shall report all adjustments approved under paragraph 4 above to the membership before the coming into operation of the new Constitution.

Change to Existing Rules

Motion 20 in the name of the Health and Children Branch is a proposal to amend the existing Rules and Constitution. As such it requires a two-thirds majority of delegates present and voting in order to be passed. If Motion 19 is passed in its present terms and Motion 20 is also passed the new rule proposed in the latter motion will be effective from the end of Conference only to 1 July 2006 (when the new Rules and Constitution come into effect). If Branches want to have the sense of the rule proposed in Motion 20 reflected in the new Rules, this can only come about if an amendment to Motion 19 is tabled in suitable terms for debate and decision at Conference.

Office Accommodation

Motion 32 (in the name of the Health and Children branch) will stand for itself and Motion 33 (in the name of the same Branch).

Brian Ingoldsby (Chair)

David Denny

Eoin Faherty

John Gordon

Denis Moynihan

7 March 2006

STANDING ORDERS REPORT NO. 2

1. The Standing Orders Committee recommends that the motions be taken in the order as set out in the timetable at 7 on page 5.

Motions

2. The Committee reminds delegates of the contents of Report No. 1 as they relate to motions standing for others.

Annual Report

3. It is recommended that, following the presentation of the Annual Report by the General Secretary, it will be open for debate during which the reference back of individual items on the basis of factual accuracy only may be moved and voted upon. Following such general debate, the Report shall be put forward for adoption.

Amendments to Motions

4. Amendments have been tabled to motion nos. 3, 14, 17, 19, 20, and 25 as indicated in the list of motions.
5. Amendment (c) to motion 3 is out of order as it seeks to introduce new matter.

Election of Standing Orders Committee

6. No further nominations were received for the Standing Orders Committee. No election will therefore be necessary.

Timetable

7 The following timetable is recommended for the more expeditious conduct of the Conference:

	AGENDA	TIME
No. 1	Opening of Conference and Introduction of Guests	
No. 2	Adoption of the Minutes	
No. 3	Appointment of Tellers	
No. 4	Adoption of Standing Orders Reports Nos.1 & 2	11.00 - 11.30
No. 5	Chairperson's Address	
No. 6	Annual Report	
No. 7	Financial Statement	11.30 - 11.45
No. 8	Election of Officers, Executive Committee and Standing Orders Committee	
No. 9	MOTIONS: Numbers 1 to 36	11.45 - 13.30
	LUNCH	13.30 - 14.30
No. 9	MOTIONS: (Resumed)	14.30 - 16.30

Brian Ingoldsby (Chair)
David Denny
Eoin Faherty
John Gordon
Standing Orders Committee
11 April 2006

Nominations

for Officerships, Executive and Standing Orders Committee 2006

Position	Nominee	Nominated by
Chairperson	Crosby Philip (Revenue)	Revenue Education & Science Ombudsmans Office

Vice-Chairperson	Rohan Ciaran (Education & Science)	Education & Science Revenue Ombudsmans Office
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Hon. Financial Secretary	McLoughlin Mary (Health & Children)	Health & Children Revenue Education & Science Ombudsmans Office
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Standing Orders Committee	Denny David	Finance
	Faherty Eoin	Houses of the Oireachtas
	Gordon John	Revenue
	Moynihan Denis	Social & Family Affairs
	Ingoldsby Brian	Justice, Equality & Law Reform

Executive Committee

Allen Joe	Environment & Local Government	McGann Brian	An Post
Allen Tom	Community Rural & Gaeltacht Affairs	McKevitt Brian	Ombudsman's Office
Broderick Lynn	Agriculture & Food	Noonan Angie	Health & Children
Carpenter Peadar	Foreign Affairs	O'Byrne Audrey	Taoiseachs'
Crosby Philip	Revenue	Philpott Richie	Education & Science
Farrell Mary	Revenue	Rowley Gerry	Justice, Equality & Law Reform
Hughes John	Enterprise Trade & Employment	Smyth Kieran	Health & Children
Kirwan Martin	Defence	Tobin Gary	Finance
Lehane Ray	Social and Family Affairs		

Motions

DECENTRALISATION

DECENTRALISATION – GENERAL

MOTION 1

That this ADC

- (1) notes the substantial shortfalls in Dublin based staff who wish to decentralise with their posts to provincial locations and the resultant costly and negative implications for effective public administration; and
- (2) calls on Government to further review the scope and timing of decentralisation so as to better match the decentralisation programme with the numbers of staff volunteering to move from Dublin, with the legitimate career aspirations of staff and with the public good in terms of the effective delivery of services.

Executive Committee

MOTION 2

That this Conference instructs the incoming Executive to enter into discussions with the Official Side with a view to ensure that Departments take all necessary steps to achieve a rational and coherent decentralisation, in particular that there is a clear correlation between the planned move and the availability of staff who are prepared to move to each decentralisation location, and in this way ensure that surpluses among staff remaining in Dublin are avoided.

Arts Sport & Tourism Branch

MOTION 3

That Conference

1. Agrees its serious concerns in relation to the Government's decentralisation programme are being borne out by experience, both from the perspective of HR/industrial relations and delivery of quality services, as articulated by the Executive Committee and Association Officials, and by the members of the Association at the Special and Annual Delegate Conferences held in 2004.
2. Instructs the Executive Committee to seek a suspension of the current programme, pending a published administrative assessment, in line with Association policy that such an assessment should precede any proposal to decentralise. This action should be taken in parallel with the continuation of the Association's efforts to protect the rights of members in the absence of such a suspension.
3. Instructs the Executive Committee to continue the valuable work undertaken in promoting public understanding of the enormous costs and risks that the proposed programme entails.

Finance Branch

Amendment (a)

To delete section 2 of the motion, and re-number section 3 as section 2.

Revenue

Amendment (b)

To add to paragraph 3 of the motion the following: "In doing so, the Executive should directly survey every Dublin based member whose jobs are due to decentralise on the approximate number of occasions per annum he/she is obliged to attend for whatever purpose at the Department of Finance, the Department of the Taoiseach or at the Houses of the Oireachtas with a view to estimating the total number of attendances per annum by all members of the Association at those locations and to publish those figures. This would bring to the public notice, the various adverse consequences of how this burden of attendance and associated travel time and expense would impact on the central government administration in general."

Environment & Local Government

Amendment (c)

To add the following paragraph to the motion:

4. "Instructs the Executive to urgently commission a survey of all Dublin based members whose jobs are due to decentralise to ascertain their

(1) state of morale generally, but especially in the light of the Governments decentralisation plan,

(2) opinions on the long term effects on civil service contribution to national governance of the decentralisation plan as presently formulated,

and to publish the results of that survey as soon as it is available."

Environment & Local Government

MOTION 4

That this ADC commends the Association and the outgoing Executive Committee on the approach taken to, and the manner in which it has dealt with decentralisation to date.

Health and Children Branch

MOTION 5

That Conference instructs the Executive to ascertain from FÁS what exactly are the plans for the 99% of staff who do not intend decentralising to Birr, as a means of easing the uncertainties for staff in relation to career development and family life.

FÁS Branch

MOTION 6

That this ADC instructs the Executive Committee, building on the paper presented to Conference in April 2004 "Public Service Relocation Programme - an opportunity missed, a challenge to meet", to prepare and publish an updated position paper, reflecting the factual position in relation to decentralisation to date.

Enterprise Trade & Employment Branch

DECENTRALISATION – PROMOTIONS

MOTION 7

That this ADC instructs the Executive Committee to keep promotion and transfer policy on decentralisation under constant review with a view to promoting the core interests of the membership.

Executive Committee

MOTION 8

That this ADC calls on the incoming Executive to enter into negotiations with the Department of Finance to ensure that 50% of all appointments from future PO1, PO, AP1 and AP Interdepartmental Competitions are to posts in County Dublin so as to alleviate the current and long term effects of decentralisation on the promotion prospects of members who have no wish to move out of Dublin.

Justice Equality & Law Reform Branch

MOTION 9

That Conference instructs the Executive Committee to withhold agreement from, and to oppose actively, any further steps that may be taken to erode the promotion and career progression prospects of members consequent upon the decentralisation process; including any undue constraints or conditionality attaching to internal and inter-departmental promotion streams.

Finance Branch

MOTION 10

In view of the likely timeframe for decentralisation, this ADC instructs the Executive to enter into negotiations for a reasonable quota of Assistant Secretary and Director promotions to be available without a requirement that the successful candidate sign an undertaking to transfer to a decentralised location at an unspecified date in the future; this "quota" to be reasonably consistent with the percentage of promotions to other grades that are available in Dublin.

Social & Family Affairs Branch

MOTION 11

That Conference calls on the incoming Executive Committee to ensure that, in the context of decentralisation, internal promotion policies are implemented on a fair and equitable basis across the civil service.

Agriculture & Food Branch

DECENTRALISATION – WORK-LIFE BALANCE AND EARLY RETIREMENT

MOTION 12

That this ADC instructs the Executive Committee to have special regard to the work-life balance requirements of the members in the context of decentralisation, with particular reference to ensuring widespread availability of flexible and atypical working arrangements and teleworking so as to facilitate personal circumstances and reduce pressure on members in the post-decentralisation scenario, and further instructs the Executive to raise the matter at the highest official levels.

Executive Committee

MOTION 13

That this Conference instructs the incoming Executive to ensure that staff members who have existing Family Friendly or Worksharing arrangements are facilitated to maintain these arrangements following relocations as a result of the Government's decentralisation policy, so that staff can maintain the conditions of service that pertain in their pre-move locations and that they are not obliged to give up such arrangements or are not restricted in their choice of location.

Arts Sport & Tourism Branch

Amendment

*To insert the following text at the end of the motion:
"provided that other members relocating are not prevented from availing of worksharing arrangements"*

Revenue

MOTION 14

That, in light of the adverse impact of decentralisation in terms of creating large surpluses of APs and Principals in decentralising Departments on morale and promotion across the civil service and on delivery of quality service to the public, this Conference instructs the Executive Committee to seek the introduction of a voluntary early-retirement scheme for all APs and Principals with 30 years or more service and that all vacancies arising should be split 50/50 so as to absorb surplus staff from decentralising Departments and to allow for internal promotion opportunities within all Departments.

Finance Branch

Amendment

To delete the words "and that all vacancies arising should be split 50/50 so as to absorb surplus staff from decentralising Departments and to allow for internal promotion opportunities within all Departments"

Revenue

MOTION 15

Recognising that

- (a) the Government's policy on decentralisation will result in significant surpluses of senior staff in Dublin
- (b) the career prospects for Dublin based staff will be

considerably reduced for a period of several years while surpluses are absorbed

- (c) the operation of the Civil Service has been compromised for electoral purposes

this Conference instructs the incoming Executive Committee to enter into negotiations aimed at securing

- (1) An extension of the Career Break Scheme to allow Civil Servants to take up employment in the private sector where such employment does not give rise to a conflict of interest,
(2) An enhanced early retirement package.

Justice Equality & Law Reform Branch

DECENTRALISATION - LEAVE

MOTION 16

That Conference instructs the Executive to enter into negotiations with the Department of Finance to secure a special 5-day paid Leave Allowance in the year of transfer for members who are decentralising.

Community Rural & Gaeltacht Affairs Branch

DECENTRALISATION - REDEPLOYMENT IN DUBLIN

MOTION 17

That this ADC instructs the Executive Committee and Association officials to obtain a written commitment from the official side / Department of Finance that staff who, due to decentralisation, are compelled through no choice of their own, to relocate to other Departments in Dublin, will be given an absolute written guarantee:

- (1) Of the continuation in the Departments to which they are redeployed, of their existing individual family friendly arrangements of flexitime and worksharing/jobsharing (as appropriate), and
(2) That the possible locations to which individuals may be redeployed will not be restricted in any way by virtue of any such individuals wish to carry their existing family friendly arrangements such as flexitime and work/job sharing with them to another Department;

on the basis that any other policy or stance in relation to these issues would be unjust, discriminatory and at variance with the Government's commitment to what it states is the voluntary nature of decentralisation and the basic principle of individual choice which is stated to be available to individuals in this matter and that any contrary position adopted by the Official side would also be at variance with the government's commitment to family friendly work/life balance arrangements with particular reference to equality in the workplace.

Defence Branch

Amendment

To add the following sentence at the end of the motion: "Such guarantee should only be given as long as other members in situ in Departments are not disadvantaged by the arrangements."

Revenue

MOTION 18

That this ADC deplores the decision by some Departments not to make the Dublin CAF available to staff on the basis that there are no current staff surpluses, and calls on the official side to make the CAF available to all Departments where staff surpluses will arise in the long-term.

Social & Family Affairs Branch

RULE CHANGES

MOTION 19

That the Rules and Constitution of the Association be amended by the substitution, for the entirety of the Rules and Constitution, of the annexed Rules and Constitution, the text of which forms part of this motion; such substitution to be with effect from 1 July 2006.

Executive Committee

Note: The Rules and Constitution as proposed to be amended are attached as an Annex to this Agenda. A separate Explanatory Memorandum explaining the proposed amendments has been sent to Branch Secretaries.

Proposed Amendments

Amendment to Rule 12 (a)

Amend Rule 12 (a) by replacing the word "five" with "six".

Revenue

Amendment to Rule 15 (c)

Amend Rule 15 (c) by adding the following sentence "Any suspension or removal of trustees by the Executive Committee shall be subject to ratification by the following Annual Delegate Conference".

Revenue

Amendment (New Rule 18)

That the Annex to Motion 19 be amended by the inclusion of the following after Rule 17:

"18. GOVERNANCE, TRANSPARENCY AND ACCOUNTABILITY IN THE OPERATION OF THE ASSOCIATION

- (1) *The General Secretary, any employee, officer of the Association, member of the Executive or any officer of a branch or member of a committee of a branch who has any personal interest in any matter coming before any meeting of the Association which he or she is attending and where such interest could reasonably be construed as giving rise to a conflict of interest, shall disclose to the meeting the fact of the interest and the nature thereof, and any such disclosure shall be recorded in the minutes of the proceedings of the relevant meeting of the Association, the Executive or committee of the branch as appropriate.*
- (2) *The General Secretary, any employee, officer of the Association, member of the Executive or any officer of a branch or member of a committee of a branch who has any personal interest in any matter coming before any meeting which he or she is attending or is likely*

to attend in a representative capacity on behalf of the Association or a branch of the Association and where such interest could reasonably be construed as giving rise to a conflict of interest, shall disclose, as soon as is reasonably practicable, to the Executive or committee of the Branch, as appropriate, the fact of the interest and the nature thereof, and any such disclosure shall be recorded in the minutes of the Executive or committee of the branch as appropriate.”

Health and Children Branch

Amendment to Rule 20 (g)

Amend Rule 20 (g) to read as follows: “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 or Treasurer. However, the Executive Committee may delegate authority to the General Secretary or in his 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.”

Revenue

MOTION 20

That this ADC approve that the following new Rule 22 be inserted after Rule 21:

“22. GOVERNANCE, TRANSPARENCY AND ACCOUNTABILITY IN THE OPERATION OF THE ASSOCIATION.

The General Secretary, any employee, officer of the Association, member of the Executive or any officer of a branch or member of a committee of a branch who has any personal interest in any matter coming before any meeting of or on behalf of the Association which he or she is attending, shall disclose to the meeting the fact of the interest and the nature thereof, and any such disclosure shall be recorded in the minutes of the proceedings of the relevant meeting of the Association, the Executive or committee of a branch as appropriate.”

Health and Children Branch

Amendment

That Motion 20 be amended as follows:

Deleting all the words after the words “after rule 21:” and inserting the following

“22. GOVERNANCE, TRANSPARENCY AND ACCOUNTABILITY IN THE OPERATION OF THE ASSOCIATION

(1) *The General Secretary, any employee, officer of the Association, member of the Executive or any officer of a branch or member of a committee of a branch who has any personal interest in any matter coming before any meeting of the Association which he or she is attending and where such interest could reasonably be construed as giving rise to a conflict of interest, shall disclose to the meeting the fact of the interest and the nature thereof, and any such*

disclosure shall be recorded in the minutes of the proceedings of the relevant meeting of the Association, the Executive or committee of the branch as appropriate.

(2) *The General Secretary, any employee, officer of the Association, member of the Executive or any officer of a branch or member of a committee of a branch who has any personal interest in any matter coming before any meeting which he or she is attending or is likely to attend in a representative capacity on behalf of the Association or a branch of the Association and where such interest could reasonably be construed as giving rise to a conflict of interest, shall disclose, as soon as is reasonably practicable, to the Executive or committee of the Branch, as appropriate, the fact of the interest and the nature thereof, and any such disclosure shall be recorded in the minutes of the Executive or committee of the branch as appropriate.”*

Health and Children Branch

PAY and ALLOWANCES

MOTION 21

That Conference instruct the incoming Executive Committee to pursue a claim for the payment of Delegate’s Allowance to officers who attend meetings in the UK.

Justice Equality & Law Reform Branch

MOTION 22

That Conference mandates the Executive Committee to negotiate a supplementary Dublin allowance payable to members working in Dublin, similar to the allowances that apply in the private sector, to take account of the additional housing, commuting and other costs borne by Dublin-based members, and having regard to the significant reduction in promotion opportunities in Dublin arising from the decentralisation process.

Finance Branch

MOTION 23

That Conference mandates the Executive Committee to seek for its members the allowances in respect of qualifications which have been payable to primary teachers for many years i.e. up to €4,576 in respect of a primary degree/ Masters degree (rates as of 1/12/2005).

Finance Branch

MOTION 24

That this ADC calls on the Department of Finance to introduce a scheme whereby those who have been 3 years on the 2nd LSI on the AP or PO scale will automatically be moved to the AP1 or PO1 scale as appropriate.

Social & Family Affairs Branch

SUPERANNUATION

MOTION 25

That Conference instruct the incoming Executive Committee to seek the introduction of improved pension payments for

officers who have 40 years reckonable service and who continue to work having reached minimum retiring age.

Justice Equality & Law Reform Branch

Amendment

Remove the words "having reached minimum retiring age".

Revenue

MOTION 26

This conference instructs the incoming executive to examine the merits of a scheme which would allow members to commute their lump sum in favour of an increased pension and to report back on the results of their consideration.

Revenue Branch

MOTION 27

This conference instructs the incoming executive to complete negotiations with the official side in relation to a revision of the purchase of notional service scheme where by purchase of additional service may be based upon a normal retirement age of 60 as opposed to age 65 as at present.

Revenue Branch

MOTION 28

This ADC calls on the executive to seek to have reckonable service for pension and lump sum purposes changed from the number of years of reckonable service to the number of years of reckonable service plus the number of days since completing the last year of reckonable service. This would bring the reckonable service calculation in line with the method used in calculating the actuarial reduction factor in the cost neutral early retirement scheme.

Revenue Branch

WORK-LIFE BALANCE

MOTION 29

That Conference mandates the Executive Committee to pursue the extension of the special leave and salary smoothing arrangements currently available for "term time" to all staff, regardless of their family status.

Finance Branch

OTHER MOTIONS

MOTION 30 (Whistle-Blower Legislation)

That Conference mandates the Executive Committee to actively pursue the enactment of "Whistle-blower" legislation as part of the modernisation agenda of the Civil Service.

Finance Branch

MOTION 31 (Stress)

That Conference deplores the unacceptable levels of stress being placed on staff due to reduction in staff levels and increases in work requirements and demands that FÁS

carries out a review of its Personnel Policies and Procedures to implement/introduce specific practices and procedures to provide support and remedial action for staff suffering from work related stress.

FÁS Branch

MOTION 32 (Office Accommodation)

That this ADC endorses the position taken by the Department of Health and Children Branch in opposing the interim relocation of the Headquarters of the Department of Health and Children given the relatively high cost to the Exchequer general unsuitability of the building as the corporate headquarters of a government department and the negative impact on and significant change to the terms and conditions of the members of the Association and to other staff in the Department and the implications for the terms and conditions of members of the Association in other Departments.

Health and Children Branch

MOTION 33 (Office Accommodation)

That this ADC instructs the incoming Executive Committee to fully support the Department of Health and Children Branch in opposing the interim relocation of the Headquarters of the Department of Health and Children as currently proposed.

Health and Children Branch

MOTION 34 (Association Organisation)

That this ADC instructs the incoming Executive Committee to undertake a study of the need for modernisation in how the Association conducts its business and in particular the need for the employment of Information and Communication Technology to improve communication between head office and branches in particular in relation to the preparation and running of the Association's ADC.

Health and Children Branch

MOTION 35 (Private Health Insurance)

This Conference supports the principles of risk equalisation and community rating in the private health insurance sector and expresses support for the Government in defence of these principles.

Conference directs the incoming Executive to use its influence as members of the wider Trade Union movement and as part of Social Partnership to campaign for the protection of the joint principles of risk equalisation and community rating within the Private Health Insurance Sector.

Revenue Branch

MOTION 36 (Cross-Stream Reporting)

That conference calls on the incoming executive committee to take particular account of the interests of AHCPs grades in the implementation of cross-stream reporting.

Agriculture & Food Branch

