

ADC Resolutions Adopted at ADC 2003

RULE CHANGE

In Rule 18 (c) second sentence delete "nine" and substitute "fifteen".

PAY & BENCHMARKING

1. That this conference condemns An Post for its failure to engage in meaningful negotiations with the AHCPS in pursuit of a pay and grade review which was promised under the Transformation Through Partnership Agreement. Conference deplores the broken commitments by An Post and calls on the company to refer the matter to a third party if they are not willing to progress the pay and grade review.

Over the last 2 years An Post have used pay evaluation models in an attempt to downgrade members pay and grading, while at the same time have granted pay increases of 12.5% to other staff. This conference deplores the attitude of An Post to industrial relations particularly in relation to AHCPS members working in Area Offices who have been waiting in vain since 1999 for a "fast tracked" pay and grade review.

Conference calls on An Post to substantially improve its derisory offer to our members in the National Lottery Company and to cease its attempts to abolish long established grades in the company. Given An Post abysmal record in dealing with its managers, it is not surprising that only 5% of staff believe that top management in An Post displays a genuine concern for staff, while only 14% believe that an entrepreneurial and dynamic spirit is encouraged in An Post. Conference demands that An Post deal quickly and fairly with the many issues, which are causing great concern to AHCPS members and restore the loss of confidence in the company, which is widely felt by managers throughout the company.

3. The NEC is mandated to seek a long service increment for AHCPS grades in An Post similar to the long service increment achieved by our colleagues in the civil service.

4. That conference calls on the Executive Committee to seek to have Performance Related Pay incorporated in the calculations for retirement purposes.

5. That Conference, in the context of the negotiation and implementation of conditions attaching to the benchmarking awards and national pay agreement as they relate to AHCPS members, direct the incoming Executive Committee to take all necessary steps to ensure that there is no erosion of the present status of Assistant Principal vis-à-vis Principal Officer.

6. That Conference

_ Noting with concern recent suggestions that the benchmarking award and the general pay round should not be paid to public servants and that there should be further budget cuts in the Department of Agriculture and Food, which would clearly result in reduced staff numbers

_ Further noting that the latest European Commission proposal for reform of the Common Agriculture Policy envisages a greater degree of monitoring and control of agri-environment, animal health and welfare and public health and food safety standards as a condition for receiving direct payments which will require a significant effort from national administrations to ensure the maximum draw down from Community funds and the avoidance of disallowances, and cannot be carried out without sufficient resources Calls on the incoming Executive Committee to keep this matter under review and if necessary to consider what further action might be necessary to defend members' interests in this context.

PROMOTION

7. That Conference instructs the Executive Committee to seek to have members who are filling promotion posts in an acting capacity treated for incremental purposes as if they were promoted.

8. This ADC instructs the Executive Committee to press for the offsetting of the normal period of probation, on substantive promotion to the grades represented by this Association, by any period already served acting in the new grade by the promotee.

ANNUAL LEAVE

10. That conference calls on the Executive Committee to seek to have the Annual leave allowance increased by 4% for all grades represented by the Association.

11. That Conference instructs the Incoming Executive Committee to vigorously pursue a claim with the Official Side for an improved Annual Leave entitlement for AHCPS Members in the light of recent increases in Annual Leave entitlements for other grades in the Civil and Public Service.

RECRUITMENT

13. That Conference instructs the incoming National Executive to negotiate with the official side to agree rigorous criteria, standardised across Departments, to be applied to the recourse to restricted open recruitment at AP and PO level, and to negotiate an agreement with the official side that each Government Department will be required to include in its Annual Report an account of the manner in which it has adhered to these criteria, and provide the greatest level of information permissible under applicable legislation in relation to each person (a description of his/her qualifications, salary level, contract duration etc., eg where recruited from) recruited under this provision.

EU PRESIDENCY

COMPOSITE A

That Conference directs the Executive Committee to take appropriate and timely steps to ensure: _ that adequate staffing resources are made available to Government Departments to ensure that they can meet their responsibilities arising from Ireland's forthcoming Presidency of the EU; _ that management in Departments allocate resources and reprioritise existing work programmes in recognition of the extra burden of work arising from the Presidency; _ that Departments take appropriate measures to ensure that the terms

of the Organisation of Working Time Act 1997 are observed at all times, including in the context of the Presidency; and_ that Association members are compensated for the extra burden of work and attendances arising from the Presidency.

19. This ADC instructs the Executive Committee to seek the payment of overtime to all officers who work in excess of normal weekly hours, in the six months immediately preceding the Presidency, during the Presidency and fora period after Ireland holds the EU Presidency.

20. This ADC instructs the Executive Committee to seek an increase in annual leave during the leave year 2004-2005, commensurate with additional attendance required for AP's and PO's who are affected directly or indirectly by Ireland's Presidency of the European Union.

OIREACHTAS COMMISSION

21. That Conference, noting the radical changes for the governance of the Houses of the Oireachtas proposed in the Houses of the Oireachtas Commission Bill 2002, instructs the Executive Committee to pursue the following matters, before the Commission is established, to ensure that the legitimate interests of AHCPS members and their capacity to carry out their duties effectively are protected:

- (i) The recommendations of the International Benchmarking Review, which recommended staffing levels for the Office of the Houses of the Oireachtas comparable with staff levels in other parliaments, must be implemented fully and in a properly planned way; in particular, the upgrading of posts occupied by AHCPS members, and creation of new posts, must be carried out in accordance with those recommendations;
- (ii) Proper financial provision must be made available to ensure that staff can provide services and supports to meet the challenges of the new environment; in particular, it is essential that funding of essential services is ringfenced against competing interests;
- (iii) Current systems for the appointment, promotion and dismissal of staff must remain unchanged in their substance;
- (iv) The provisions of the Organisation of Working Time Act 1997 and, in particular, the minimum rest periods, must be respected and properly implemented;
- (v) The membership of the Commission should include an elected Worker Director in line with modern practices and in keeping with the ethos of partnership;
- (vi) As the funding mechanism provided for by the proposed legislation operates only for three years, a formal review of the operation of the legislation must commence within 18 months of the establishment of the Commission; the AHCPS must be formally involved in the review.

FREEDOM OF INFORMATION

22. That this ADC notes, despite the lack of resource devoted to its implementation the enormous benefits that the Freedom of Information Act, 1997, has brought to Irish society in terms of openness, enhanced accountability and general improvements in public administration. ADC expresses its very serious concerns at the arbitrary nature of the recent Government decisions to amend the FOI Act without advance consultation

with the civil service unions, the Office of the Information Commissioner, civil liberties groups or users of the Act.

ADC instructs the Executive Committee to call on the Government to hold a comprehensive and participatory review of the legislation prior to any amendment of the Act.

STAFFING RESOURCES

23. That Conference, noting the intention of Government to reduce public service numbers by 5,000 while at the same time extending the range of services, calls on the Executive Committee to ensure that adequate staff resources are maintained.

24. That this Delegate Conference notes the increasing burden of work placed on its members by

(i) the increase in the number of Parliamentary

Questions and changes in the frequency with which they may be asked;

(ii) the arrangements for Oireachtas scrutiny of European Union affairs introduced by the Government, including the provisions of the European Union (Scrutiny) Act, 2002,

(iii) requests submitted to departments under the Freedom of Information Act,

This Delegate Conference further notes that additional resources have not been made available to Departments to enable them to deal with the increased burden of work generated, and that adequate consultation has not taken place prior to the introduction of the measures giving rise to this additional workload.

The additional burden placed on staff, on top of expanding Departmental workloads, is a cause of serious concern to this Union. In this context, this delegate Conference notes that Ireland's Presidency of the Council of the European Union in the first half of 2004 will place additional burdens on staff across the civil service at a time when the burden of work already places unreasonable demands on staff. This Delegate Conference mandates the Executive to enter into dialogue with other staff representative associations in the civil service with a view to formulating a joint approach to management seeking urgent steps to address this problem.'

25. That this branch demands that adequate resources be provided to ensure that the goals set out in business plans and PMDS agreements can be met.

26. That Conference instructs the incoming Executive to ensure that the considerable additional work and demands arising from the significant disruption to the structure, organisation and working arrangements of several Departments due to the arbitrary transfer of functions subsequent to the last general election, is appropriately recompensed.

WORKLIFE BALANCE

27. That Conference instructs the Executive Committee to actively pursue the application of all family friendly measures to grades represented by the AHCPS.

28. That Conference calls on Government to implement all family friendly work life balance schemes in the public service by making available sufficient human and serviced resources so that members are not contributing to the long hours culture.

HEALTH & SAFETY

29. That Conference instructs the Executive Committee to seek to have measures put in place in each Department to ensure that the terms of the Working Time Act are fully complied with.

30. That this Conference instructs the incoming Executive to actively pursue with all Government Departments the provision of office accommodation for staff that is adequate, clean, healthy and safe.

ANTI-HARASSMENT POLICY

31. That Conference instructs the Executive Committee to ensure that the interests of all parties are fully protected in the proposed amendment of the Anti Harassment, Sexual Harassment and Bullying Policy for the Civil Service.

33. That Conference exhorts Head Office to do its utmost to enhance the lines of communication with individual Branches, particularly in respect of significant developments, so that in turn Branch Committees can keep their local Branch abreast of these. The employment by Head Office, to the greatest extent feasible for all purposes, of all available forms of Information Technology for communication and information is also urged.

35. That Conference directs the incoming Executive Committee to review, without delay, the entry requirements for access to the Income Continuance Scheme and the Group Life Assurance Scheme and specifically to enter negotiations with the insurers concerned so as to seek to provide, on application by union members within six months of the date of being promoted to Assistant Principal Officer grade, automatic acceptance to both schemes, without medical or other review, for those AHCPs members who had previously been fully paid up members of the Income Continuance Scheme and/or the Death Benefit Scheme operated by the PSEU prior to being promoted.

Motion Remitted to Executive Committee

COMMUNICATIONS

32. That Conference commends the Executive on the improved quality of the regular newsletter of the Association and suggests that its circulation to Branches for onward distribution to members would be greatly facilitated by the use of present day IT facilities.

Education & Science Branch

DIRT TAX

36. That Conference instructs the Executive Committee to make representations to the

Minister for Finance to have him consider the removal of the requirement to pay DIRT tax on interest paid in respect of credit unions shares where the credit union member has a loan in excess of the amount of shares held in the credit union.

Social & Family Affairs No.1 Branch