

Agenda 2003

1. Opening of Conference and Introduction of Guests
2. Tribute to the late Vice Chairperson Mr Seamus Molloy
3. Minutes of Annual Delegate Conference 2002
4. Appointment of Tellers
5. Adoption of Standing Orders and Reports of the Standing Orders Committee.
6. Chairman's Address and Introduction of Guests
7. Annual Report
8. Statement of Accounts
9. Election of Officers, Executive Committee and Standing Orders Committee
10. Motions as on the Order Paper.
11. Presentation by Mr Dave Begg, General Secretary, Irish Congress of Trade Unions.

Standing Orders

STANDING ORDERS REPORT NO.1

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

There is one nomination for each of the posts of Chairperson and Honorary Financial Secretary; elections for these posts are therefore unnecessary.

There are two nominations for the post of Vice Chairperson; it will therefore be necessary to have an election for this post.

There are 18 nominations for the 12 elective places on the Executive; it will therefore be necessary to have an election for these places. The nominees for Vice-Chairperson and Hon. Financial Secretary are also nominees for the Executive Committee. When the elections for these officer positions are completed two nominees for the Executive Committee will lapse leaving 16 nominations for election.

Six nominations were received for the six positions on the Standing Orders Committee; elections for these posts are therefore unnecessary.

In all, 36 motions have been received, the text of which is attached.

The Committee recommend as follows in relation to the motions which have been submitted:

PAY & BENCHMARKING

That Motion 1 in the name of the An Post Branch stand for itself and Motion 2.

EU PRESIDENCY

That Composite A, to be moved by Transport Branch, stand for motions 15, 16, 17 & 18.

ANNUAL LEAVE

That Motion 11 in the name of the Enterprise Trade & Employment Branch stand for itself and Motion 12.

Brian Ingoldsby (Chair)

John Gordon

Eoin Faherty

13th March 2003

STANDING ORDERS REPORT NO. 2

1. The Standing Orders Committee recommends that the motions be taken in order as printed in the final agenda.

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 Motion

4. An amendment has been tabled to motion no. 22 as indicated in the list of motions. The amendment is in order.

Timetable

5. 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 Tribute to the late Vice Chairperson Mr Seamus Molloy	
No. 3 Adoption of the Minutes	
No. 4 Appointment of Tellers	
No. 5 Adoption of Standing Orders Reports Nos.1 & 2	9.30 – 10.00
No. 6 Chairperson's Address	
No. 7 Annual Report	
No. 8 Financial Statement	10.00 – 10.30
No. 9 Election of Officers, Executive Committee and Standing Orders	
<i>Election Ballot Papers will be collected between this point and coffee</i>	
No. 10 MOTIONS: Motions 1 to 9	10.30 – 11.00
COFFEE	11.00 – 11.15
No. 11 PRESENTATION By Mr. Dave Begg, General Secretary Irish Congress of Trade Unions, and response by AHCPS General Secretary, Mr. Seán Ó'Riordáin	11.15 – 11.45
No. 10 MOTIONS (Resumed) Motions 11 to 36	11.45 – 13.00
LUNCH	13.00 – 14.00
No. 10 MOTIONS (Resumed) (contd.) Motions 11 to 36 (as necessary)	14.00 – 16.00

6. Where the time allotted for a particular section is exhausted, any motions remaining in that section will fall on time but may be taken later in the Conference if time permits. Where discussion on motions in a section is completed before the time allotted, Conference will move to the next session on the order paper.

Brian Ingoldsby (*Chair*)

Eoin Faherty

John Gordon

David Wolfe

Standing Orders Committee

14 April 2003

Nominations

for Officerships, Executive and Standing Orders Committee 2003

Position	Nominee	Nominated by
Chairperson	Sean McDonald (Foreign Affairs)	Foreign Affairs Environment & Local Government Revenue Finance Education & Science Transport

Vice-Chairperson	Brigittta O'Doherty (Defence)	Defence Environment & Local Government Finance Foreign Affairs Education and Science Health & Children
	Eddie Quinn (Social & Family Affairs No. 2)	Social & Family Affairs No. 2 Transport
Financial Secretary	Liam Kelly (Finance)	Finance Environment & Local Government Foreign Affairs Education and Science Transport

Standing Orders Committee	Allen Tom Faherty Eoin Gordon John Ingoldsby Brian Moynihan Denis Tully Mary	Community, Rural & Gaeltacht Affairs Houses of the Oireachtas Revenue Justice, Equality & Law Reform Social & Family Affairs No.1 Transport Environment & Local Government
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Executive Committee

Allen Joe	Environment & Local Government	Murray Tommy	Enterprise Trade & Employment
Crosby Philip	Revenue	Noonan Angie	Health & Children
Dolan Liam	Transport	Ó Caollaí Breandán	Foreign Affairs
Finnegan Peter	Houses of the Oireachtas	O'Connor Peg	Social & Family Affairs No.1
Holleran Noel	Agriculture & Food	O'Doherty Brigittta	Defence
Hughes Eamon	An Post	Quinn Eddie	Social & Family Affairs No2
Kelly Liam	Finance	Rohan Ciaran	Education & Science
McKevitt Brian	Office of Ombudsman	Rowley Gerry	Justice, Equality & Law Reform
McLoughlin Mary	Health & Children	Sheeran Brendan	Revenue

Motions

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.

An Post Branch

2. That Conference deplores the failure by An Post management to deliver on the promised pay review of Association grades in An Post and National Lottery Company and urges the Executive Committee to bring this important matter to a successful conclusion.

Executive Committee

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.

An Post Branch

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

An Post Branch

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.

Enterprise Trade & Employment Branch

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.

Agriculture and Food Branch

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.

Executive Committee

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.

Justice, Equality & Law Reform Branch

SUPERANNUATION

9. That Conference instructs the incoming Executive to examine the present provisions concerning retirement age, including restrictions on purchasing additional years and Additional Voluntary Contributions, bearing in mind the preference for some members to retire at 60 years and bearing in mind that some members have

completed 40 years of service before their sixtieth year, and to consider whether the present provisions could be improved for members. Conference instructs the Executive to report to the 2004 Conference with its findings.

Enterprise Trade & Employment Branch

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.

An Post Branch

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.

Enterprise Trade & Employment Branch

12. This ADC instructs the Executive Committee to seek an increase in annual leave for AP's and PO's with effect from the beginning of the next leave year, which would restore the relativity which those grades have traditionally had with HEO's and AO's where annual leave is concerned and which has been disturbed by virtue of the increase in annual leave granted to grades represented by the PSEU.

Justice, Equality & Law Reform Branch

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.

Enterprise Trade & Employment Branch

TRAVEL & SUBSISTENCE

14. That all members who incur travel expenses (mileage) have the option of claiming a flat rate allowance.

Social & Family Affairs No. 2 Branch

EU PRESIDENCY

COMPOSITE A [stands for motions 15,16,17, & 18]

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.

15. 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; and
- 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.

Transport Branch

16. That Conference instructs the Executive Committee to seek extra resources and compensation to address the additional work and responsibilities falling to our AHCPS members by virtue of Ireland's Presidency of the EU.

Executive Committee

17. This ADC instructs the Executive Committee to ensure that adequate resources are put in place in all Departments, so that an unfair burden is not placed on staff during Ireland's forthcoming Presidency of the EU.

Justice, Equality & Law Reform Branch

18. That this Delegate Conference requests the Executive to pursue vigorously with the official side a timely and acceptable conclusion to the negotiations on compensation for officials in the grades represented by the Association for the additional burden of work arising

from Ireland's Presidency of the Council of the EU in the first half of 2004.

Foreign Affairs Branch

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 for a period after Ireland holds the EU Presidency.

Justice, Equality & Law Reform Branch

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.

Justice, Equality & Law Reform Branch

OIREACTHAS 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.

Houses of the Oireachtas Branch

FREEDOM OF INFORMATION

22. That this ADC notes, despite the lack of resources 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 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.

Ombudsman Branch

Amendment

Motion 22 Freedom of Information

After "advance consultation with the" insert "civil service unions, the"

Executive Committee

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.

Executive Committee

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.'

Foreign Affairs Branch

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.

Social & Family Affairs No.2

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.

Environment & Local Government Branch

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.

Executive Committee

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.

Education & Science Branch

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.

Executive Committee

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.

Community, Rural and Gaeltacht Affairs Branch

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.

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

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.

Enterprise Trade & Employment Branch

AHCPs SCHEMES

34. That the AHCPs should seek new insurers for their group schemes, in view of the exorbitant increases in premium, making them no longer competitive.

Social & Family Affairs No. 2 Branch

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.

Transport 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.