

Resolutions Adopted at ADC 2004

PAY & BENCHMARKING

1. Given the sound economic situation in the country and healthy state of the public purse as indicated by the Exchequer returns, the ADC instructs the Executive to seek in the new pay talks under Sustaining Progress that:

- (i) there would be no pay pause for public servants;
- (ii) a mechanism is agreed to allow early claims for grade increases;
- (iii) any pay increases will exceed movement in the Consumer Price Index; and
- (iv) implementation dates are brought in line with best private sector practices.

2. That Conference instructs the incoming Executive Committee to ensure that payment of general round increases in any future national wage agreements is not *unreasonably* dependent on modernisation and flexibility changes or other productivity measures given that such increase are generally to meet increases in the cost of living.

3. This Association

- (a) deplores the ongoing negative public criticism of the bench-marking deal and the negative effect of this criticism on the morale of managers and staff in the civil service
- (b) calls on the Government to be much more supportive publicly of civil servants in the face of this criticism from various vested interests,
- (c) will work with the Public Sector group of unions to devise an effective ongoing public relations effort to highlight the ongoing beneficial gains to the State from the bench-marking deal, service modernisation and continually increasing worker productivity.

PROMOTION

4. That Conference Agrees that for all future TLAC vacancies the location of the post should be advised.

5. This Annual Delegate Conference calls on the incoming Executive to ensure that existing and arising vacancies at AP and PO level are filled in accordance with existing Agreements and agreed procedures and without further preconditions, until such time as new procedures are negotiated and agreed between the staff side and the official side.

6. This ADC instructs the in-coming Executive Committee to secure commitments from the Official Side that there be no delays in filling all vacancies arising in the civil and public service, notwithstanding the ongoing negotiations on the modalities of effecting the Government's recently announced programme of decentralisation.

<p>Superannuation</p> <p>10. This Association calls for a system of early retirement /severance to be put in place for all civil service staff over age 50 (regardless of current work location) on attractive terms and on a strictly voluntary basis.</p>
<p>11. That the executive committee explore the setting up of a pre-retirement scheme similar to that enjoyed by FAS and civil servants in some European countries.</p>
<p>DECENTRALISATION</p> <p>12. This ADC congratulates the Executive Committee and Officers of the Association for the excellent work already carried out in relation to the analysis of the likely consequences of the Government's decentralisation policy and in particular the publication of the Report – “Public Service Relocation - An opportunity missed and a challenge to meet” and calls on the incoming Executive Committee to continue with this campaign to keep the public informed of the likely impact on the delivery of public services and on the quality of public administration if this policy is implemented.</p>
<p>13. This conference requests an analysis by Government of the service delivery implications of the proposed decentralisation of all Departments prior to any Department or portion of a Department being decentralised.</p>
<p>14. This conference requests the Government to conduct meaningful and detailed consultation with the AHCPs and indeed all of the staff side representatives, on all aspects of decentralisation prior to any Department or portion of a Department being decentralised. The previous lack of consultation very much goes against the spirit of partnership in which the staff side has signed up to both the strategic management initiative and performance management.</p>
<p>15. This conference strongly condemns the continued absence of strategic planning evident in the proposed decentralisation of a major portion of public administration in the State which reflects unrealistic expectations of the abilities of e-government and which is likely to result in adverse effects on the efficiency and delivery of public administration to many customers.</p>
<p>16. That Conference agrees that in the event of insufficient numbers volunteering for decentralisation, there will no compulsory transfer of members.</p>
<p>17. That this ADC instructs the Executive to ensure that any redeployment of staff within the Dublin area arising from the non-transfer of such staff to decentralised locations is conducted in such a manner as to minimise disruption to family life and that appropriate arrangements are made to identify and accommodate the particular circumstances and preferences of staff</p>

subjected to redeployment.
18. This conference requests written assurance from Government that members taking or returning from career breaks will not be pressurised in any manner whatsoever into accepting decentralised posts as a condition of their being granted a career break.
19. That this ADC instructs the incoming Executive Committee to ensure that our members are given access to a CAO process for Dublin locations where posts are relocating to new decentralized locations. This should also apply where a last in first out approach results in AHCPs members being forced to move out of their parent Department.
20. Given the significant proportion of members currently working in Dublin who do not wish to decentralise, this ADC instructs the Executive Committee to take immediate steps to clarify the arrangements and procedures for dealing with these staff.
21. Given that a significant number of members, particularly those in Dublin, do not wish to move out of their Departments and Offices to the locations covered by decentralisation, this ADC calls on the Executive Committee to ensure that the career development (quality and variety of work as well as progression) of these members is not damaged.
22. This Annual Delegate Conference calls on the incoming Executive Committee to ensure that staff in Departments who decentralise in the initial stages should not be put in any less favourable position than staff decentralising later on. In particular the ADC calls on the Executive Committee to ensure that staff in Departments decentralising first (a) do not lose promotion outlets as a result of moving first (b) do not lose out in any benefits or concessions that may be made to staff decentralising at a later stage
23. This ADC calls upon the Executive Committee to ensure that a comprehensive system of lateral mobility is put into place as part of the decentralisation programme so that staff in regional and Dublin locations have access to mobility between Departments and Offices in a particular geographic area.
24. That this ADC instructs the incoming Executive Committee to ensure that civil servants retain the same level of access to courses, seminars and programmes during implementation of the Government's public service relocation programme and in particular to ensure that personal development needs identified during the PMDS process are not neglected due to a focus on business orientated training necessitated by transfers to new areas of work.

25. That this ADC instructs the incoming Executive Committee to use every means at its disposal to highlight the negative business impact of moving the three main Civil Service training & development organisations (Civil Service Training & Development Centre; Gaeleagras and the Civil Service Language Centre) from Dublin to Tullamore and to ensure that the ongoing training & development of civil servants is not adversely affected during implementation of the Government's public service relocation programme.

26. That this ADC instructs the incoming Executive Committee to ensure that the same number of AP/PO Higher Scale posts are retained in each Department, and/or across the Civil Service overall, during the implementation of the Government's public service relocation programme.

27. That this ADC instructs the incoming Executive Committee to ensure that crèche, gym/shower facilities, adequate parking and canteens are provided in each location during the implementation of the Government's public service relocation programme.

28. That the ADC instructs the Executive to secure the agreement of the Government to bringing all proceedings etc of the Decentralisation Implementation Committee and any other successor committees or groups within the terms of the Freedom of Information Acts 1997 and 2003.

29. This ADC calls upon the Executive Committee to ensure that the agreement on decentralisation with the Official Side includes an arrangement that members forced to move from their existing Departments to other locations are appropriately recompensed by a substantial amount for this disruption and that a claim be immediately pursued to this effect.

WORK LIFE BALANCE

30. That this ADC instructs the Executive Committee to ensure that all family work life balance initiatives including flexi time in the public service are made available to the grades represented by the AHCPs in all departments, offices and agencies. Decentralisation has brought this issue into sharp focus because of the need for members to be able to transfer to other organisations and maintain the conditions of service which prevailed in their existing area of work

31. That this ADC instructs the incoming Executive Committee to seek additional confidential support services, such as an enhanced Employee Assistance Service, to be put in place for staff who may experience:-
_ changes affecting them over which they have no control;
_ major life changing personal decisions that have to be made;
_ major change and adjustment for children and partners;
_ negotiations, serious decisions and possibly conflict

at home; and/or,
_ increased levels of stress,
_ as a result of the Government's public service
relocation programme

STATE ENTERPRISE

32. That Conference notes the serious financial difficulties facing An Post, endorses the Association's negotiating position in its deliberations with the Company and calls on the incoming Executive Committee to continue with its support in this difficult time for the Associations members in An Post.

ORGANISATION

33. That Conference instructs the Executive Committee in view of the scale of decentralisation proposals, to examine the Association's own structure and organisation, including possible regionalisation or joint branches, with a view to serving members interests into the future.

STAFFING RESOURCES

36. 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.

EU

37. That this ADC instructs the incoming Executive Committee to seek the removal of Departmental quotas for the appointment/secondment of Irish civil servants to serve as Detached National Experts (DNE's) with the European Commission or European institutions.

38. That this ADC instructs the incoming Executive Committee to secure improved supports (e.g. language training, examination preparation, CV assistance, letters of endorsement, orientation visits etc.) for Irish civil servants seeking positions with European institutions in line with the practice in other EU member states.

TRAVEL & SUBSISTENCE

39. That this branch deplores the annual cut in T & S budgets despite increased mileage and subsistence rates and the expectation by the official side of ever increasing productivity.

RECRUITMENT

41. This ADC calls on the Government and Minister for Finance to ensure that the provisions and implementation of the Public Service Management (Recruitment and Appointments) Bill, on enactment, particularly as regards the proposed use of recruitment agencies - which must only be agencies appropriately licensed under the Employment Agency Act, 1971 - in no way erodes the professional integrity, non-political nature and national character of the Irish Civil Service; the maintenance of a wholly independent recruitment and promotions system throughout the civil and public service becoming ever more crucial in the era of increased decentralisation of our civil and public service.

42. This Association is very concerned at the increasingly serious negative impact of the Government reduction in staffing numbers on the management of the business of Departments/Offices in the face of ever-increasing work volumes and expansion of services, and calls for this policy to be reversed now, with a lifting of embargoes on recruitment, particularly in locations at or adjacent to proposed decentralised offices.

TRAINING & DEVELOPMENT

43. That this ADC instructs the incoming Executive Committee to ensure that our members are given equal access to the full-time Masters in Policy Analysis programme for the Irish Civil Service as that afforded to other grades in 2003/04.

Motions Remitted to Executive Committee

7. This ADC instructs the incoming executive committee to enter into negotiations with the Official Side with a view to securing the amalgamation of the AP and AP1 grades into a single grade with a unified salary scale running from the current minimum of the AP grade to the current maximum of the AP1 grade subject to the provision that no staff currently on higher scales suffer any reduction in current or projected pay as a result.

Justice Equality & Law Reform Branch

8. This ADC instructs the incoming executive committee to enter into negotiations with the Official Side with a view to securing the amalgamation of the PO and PO1 grades into a single grade with a unified salary scale running from the current minimum of the PO grade to the current maximum of the PO1 grade subject to the provision that no staff currently on higher scales suffer any reduction in current or projected pay as a result.

Justice Equality & Law Reform Branch

9. That this ADC instructs the incoming Executive Committee to negotiate an extension to the current interdepartmental panels, or seek some other remedy, to ensure that members on existing panels are not discriminated against due to uncertainty associated with the Government's public service relocation programme.

Finance Branch

ANNUAL LEAVE

40. That the ADC instructs the incoming Executive Committee to press for a system of granting **additional paid leave**, on a once-off basis within the relevant year, to staff who e.g. reach 20, 25, 30, 35 years of service.

Finance Branch

