

Resolutions Adopted at ADC 2006

Executive Committee Action

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.

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.

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 continue the valuable work undertaken in promoting public understanding of the enormous costs and risks that the proposed programme entails.

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.

ACTION TAKEN

The Executive Committee has continued to press in industrial relations and public fora for a more rational model of decentralisation, with a review of the scope and timescale of decentralisation so that there is a better match between staff volunteering to decentralise and the numbers of posts proposed to be decentralised. Developments in decentralisation are under constant review by the Executive Committee and members are regularly briefed by way of **Decentralisation Updates** which are also available on the Association's website.

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.

ACTION TAKEN

This is being pursued in discussions between the Association and FAS Management. There is, as yet, no resolution offered by FAS in relation to difficulties facing staff who do not wish to decentralise, beyond their confirming the Government commitment that they will have jobs in Dublin.

EMERGENCY MOTION

That Conference urges the Labour Relations Commission to broker an agreement between FAS and SIPTU in order to bring to an end the industrial action currently taking place in various FAS offices and to provide a solution on decentralisation acceptable to all parties.

ACTION TAKEN

The Labour Relations Commission, in a formula accepted by FAS and SIPTU, proposed that the issues be resolved in discussions between the parties. These discussions have not concluded and there is, at the time of writing, no indication that there will be agreement. The Association is in contact with FAS Management with a view to ensuring that the interests of members are protected in the context of any overall settlement.

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.

ACTION TAKEN

The Executive Committee has decided to reengage the services of Burnham House Consultant, Mr Brian Barry with a view to updating the Executive Committee's report on decentralisation "*Public Service Relocation Programme: An Opportunity missed and a*

challenge to meet". Individual branches are being contacted in relation to progressing the work.

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.

ACTION TAKEN

Promotion and transfer policy on decentralisation are of central importance to the membership of the Association and are being kept under constant review by the Executive Committee. Revised official proposals on transfer policy of surplus staff are under consideration. Discussions have commenced with the Department of Finance in relation to a new interdepartmental PO scheme.

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.

ACTION TAKEN

This motion will be pursued with the Department of Finance in discussions on new interdepartmental promotion schemes affecting members.

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.

ACTION TAKEN

The Official Side have consistently refused to make available to the Staff Side any indication of the numbers of top level staff who are prepared to decentralise with their jobs. The Official Side have also refused to agree a reserved quota arrangement in respect of Assistant Secretary or Director posts. The official line is that the Top Level

Appointments Committee (TLAC) will decide on each occasion of an Assistant Secretary promotion as to whether a decentralisation tag should be attached to the post or not; in the case of Director level positions the agreed arrangement set out in paragraph 5 of the *Decentralisation Discussion Paper: Proposals on General Service Grades Promotion [18th January 2006]* is that decisions on whether an undertaking to decentralise will be required, is to be made in each case by departmental managements.

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.

ACTION TAKEN

The general arrangements in relation to promotion policy on decentralisation are set out in the Agreed Decentralisation *Discussion Paper: Proposals on General Service Grades Promotion [18th January 2006]*. The terms of the motion will be borne in mind in the context of any review of agreed policy.

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.

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, provided that other members relocating are not prevented from availing of worksharing arrangements"

ACTION TAKEN

The Executive Committee regards the protection of family friendly and work sharing arrangements as of great importance and is pursuing these matters at every appropriate

meeting with the Official Side. A formal claim has also been lodged at the Civil Service General Council.

MOTION 14

That, in light of the adverse impact of decentralisation in terms of creating large surpluses of AP's 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 AP's and Principals with 30 years or more service.

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.

ACTION TAKEN

The Official Side has, to date, opposed proposals for voluntary early retirement. The Executive Committee is again bringing forward a claim at the Civil Service General Council in this regard. Similarly, the Executive Committee has lodged a claim at the Civil Service General Council seeking the 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.

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.

ACTION TAKEN

The Executive Committee has submitted a claim to the Civil Service General Council to give effect to this motion.

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. Such guarantee should only be given as long as other members *in situ* in Departments are not disadvantaged by the arrangements.

ACTION TAKEN

The Executive Committee has lodged an appropriate claim at the Civil Service General Council.

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.

ACTION TAKEN

The overall position in relation to staff surpluses and lateral transfers is under review at time of writing. The Executive Committee has consistently sought the extension of the Dublin CAF facility to all departments in which staff surplus will arise in the long-term.

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.

Amendments

Amendment to Rule 12 (a)

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

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.”

ACTION TAKEN

The amendments to the Rules and Constitution of the Association have been certified with the Registrar of Friendly Societies.

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.

ACTION TAKEN

This has already been pursued at the Civil Service General Council and agreement is anticipated.

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.

ACTION TAKEN

This motion would have service-wide implications and the Executive Committee, in the circumstances, has decided that the matter should be discussed in the first instance with the other unions at the Civil Service General Council Staff Panel. The Association is also discussing the matter further with the sponsoring 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.

ACTION TAKEN

The Executive Committee lodged a claim at the Civil Service General Council in this regard which has been rejected by the official side.

MOTION 25

That Conference instructs 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.

ACTION TAKEN

A claim has been lodged at the Civil Service General Council in this regard.

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.

ACTION TAKEN

The Executive have sought expert advice and will decide whether further action is necessary.

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.

ACTION TAKEN

The Official Circular giving effect to this proposal was circulated earlier this year.

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.

ACTION TAKEN

A claim has been lodged at the Civil Service General Council in this regard.

WHISTLE-BLOWER LEGISLATION

MOTION 30

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.

ACTION TAKEN

The Association policy has long supported the introduction of “whistle-blower” legislation and will continue to pursue this policy at every appropriate opportunity.

STRESS

MOTION 31

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 FÁ S 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.

ACTION TAKEN

This motion is being pursued with FAS Management.

OFFICE ACCOMMODATION

MOTION 32

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.

MOTION 33

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.

ACTION TAKEN

The proposed relocation of the Department of Health and Children has not taken place following repeated representations by the Association.

ASSOCIATION ORGANISATION

MOTION 34

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.

ACTION TAKEN

This matter is still under consideration by the Executive Committee. A sub committee of the Executive is reviewing the Association's website and technology requirements.

PRIVATE HEALTH INSURANCE

MOTION 35

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.

ACTION TAKEN

The Executive Committee have brought the terms of this motion to the attention of ICTU in the context of ongoing dialogue between the Government and the social partners in relation to health related matters.

CROSS-STREAM REPORTING

MOTION 36

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.

ACTION TAKEN

The terms of this motion will be taken on board and reflected by the Association in any negotiations in relation to matters touching on cross stream reporting.