

RESOLUTIONS ADOPTED 2008

RULE CHANGE

Resolution 1

That Conference amend Rule 9 (b)(1) as follows: The delegate conference shall consist of the Executive Committee, the Standing Orders Committee and accredited delegates elected by and from Branches in the numbers indicated below and notified to the General Secretary:

- (a) Branches with 30 members or less – Two delegates
- (b) Branches with more than 30 members - two delegates for the first 30 members and, thereafter, one delegate per 30 members or part thereof.

PAY/BENCHMARKING

COMPOSITE A

That this conference

(1) notes with dismay the discrepancy between the findings of the Review Body on Higher Remuneration and the Benchmarking Body.

(2) Instructs the Executive to ensure that in any future Benchmarking/third party pay review the methodology is agreed with the unions in advance and forms part of the agreed terms of reference.

Resolution 8

Given that the pay expectations of AHCPS grades have been seriously diminished by the outcome of the recent benchmarking process and in view of the fact that the impact of decentralisation has all but ended the promotional opportunities for many APs and POs, this Conference calls on the Executive Committee to lodge with the official side a claim for two further long service increments for both grades to be awarded Furthermore the period of eligible service for both the existing and new increments be reduced from three to two years. Service at AP/API level to count as one for long service increments and similar for PO/PO1

Resolution 9

That Conference instructs the incoming Executive Committee to renegotiate the pay terms of Towards 2016 with a view to seeking a substantial pay increase for the grades represented by the Association in light of the very unsatisfactory outcome of the Benchmarking process and the numerous and continuing increases in the rate of inflation.

Resolution 10

That Conference instructs the Executive to ensure that in the forthcoming pay negotiations, the approach should be that, in the light of the benchmarking outcome,

AHCPS members should fare no less well than the private sector, including in particular the phasing of the pay elements of any proposed deal.

FÁS

Resolution 11

That Conference instructs the Executive to communicate to FÁS the concern that members feel about their lack of consultation under Towards 2016 and the possible threat to future pay awards, even though we have been flexible and cooperative with FÁS.

SUPERANNUATION

Resolution 13

That Conference instructs the incoming Executive Committee to negotiate an optional scheme of retirement with immediate payment of full superannuation benefits for those members who are under 60 years of age and who have 40 years service or more.

Resolution 14

That Conference instructs the Executive Committee to pursue a claim, having regard for the anticipated surpluses at Principal and Assistant Principal levels arising from decentralisation, for the introduction of a voluntary early retirement scheme for members along the lines of the late 1980's scheme.

DECENTRALISATION

Resolution 15

That Conference calls on the Government to urgently review the decentralisation programme given its adverse impact on the country's public administration system.

Resolution 16

That this Conference instructs the incoming Executive to request the Government to establish urgently a rigorous independent expert review of the implementation of the decentralisation programme, to identify, in particular: (a) the implications, in terms of efficiency and economy, of decentralising headquarters and related policy functions of Departments and of locating Divisions of Departments across separate locations; (b) possible alternative approaches, as appropriate, to the proposed arrangements referred to at (a) within the overall parameters of the programme.

Resolution 18

That this Conference instructs the incoming Executive to request the Decentralisation Implementation Group to provide as a matter of urgency:-

(a) a report outlining: (i) measures to ensure that adverse impacts on work life balance do not arise as a consequence of decentralisation; and (ii) all likely practical consequences that arise for staff who have applied to the Central Applications Facility and for staff who have not applied for decentralisation;

(b) a ‘Frequently Asked Question’ information facility that staff can consult to obtain detailed information as to how the Group’s decentralisation proposal will apply in practice in the context of the questioner’s individual circumstances and a mechanism for staff to raise specific questions.

Resolution 19

That this Conference notes that the operation of the procedures for reassignment of staff from the “Dublin Surplus” is often leading to considerable delays in the filling of vacancies and calls on the Department of Finance to streamline the procedures in a manner that will ensure that vacancies are filled promptly.

Resolution 20

That this Conference calls on the Executive Committee to seek payment of standard mileage allowances and time off in lieu for the extra time spent travelling each day for staff who are required to undertake additional travel in own transport to and from home to work in a temporary decentralisation location as a result of the failure of a Department or Agency to secure permanent accommodation in the official decentralised location by the date set out in official decentralisation plans.

EQUALITY

Resolution 21

Conference notes, with concern that in a recently determined case The Revenue Commissioners have been found by the Equality Tribunal to be in breach of Section 6 of the Equality Act on two separate occasions both relating to discrimination on grounds of age. This finding related to a case taken on the “Consistory” method of selection for promotion. Commenting on the case, Niall Crowley, Chief Executive of the Equality Authority, noted that most cases of discrimination on his records now related to age and said- “All promotion processes within the civil service should now be reviewed to ensure they are open and transparent. A civil service wide strategy should be developed to promote equality for older employees and to support the effective management of age diversity” Conference endorses this call by Mr Crowley and directs the incoming Committee to seek practical methods of achieving effective management of age diversity.

Resolution 22

This ADC notes and welcomes strategies intended to ensure an effective representation of women at senior management levels in the Civil Service. In so doing Conference calls on the Executive Committee to monitor the impact of those strategies, and where necessary, to engage with the Official Side to ensure that they do not have the unintended effect of causing discrimination on the basis of family status *or gender*.

Resolution 23

This Conference directs the incoming Executive Committee to open negotiations so that the terms and conditions of the current Term Time arrangement may be extended

to periods other than school holidays and for purposes other than child or parental minding duties.

SOCIAL & FAMILY AFFAIRS

Resolution 24

That this ADC instructs the Executive to ensure that in the event of the transfer of Community Welfare staff from the HSE to the Department of Social and Family Affairs, the interests of our members are safeguarded and that the current ratio of posts - PO to AP and AP to HEO – will also apply to posts transferred from the HSE.

TAX CREDITS

Resolution 26

That this Conference instructs the Executive Committee of the AHCPS to demand that the Official Side submit the PPSN's of all members to Revenue so that the Tax Credit for Trade Union Subscriptions can be allocated to all our members by Revenue without claims having to be made to Revenue by members.

Resolution 29

In view of the considerable extra travelling time between offices at separate locations imposed on members due to decentralisation, that this Conference instructs the incoming Executive to lodge a claim for “time in lieu” in respect of time spent travelling outside of official office hours.

ANNUAL LEAVE

Resolution 30

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 increases in recent years of the annual leave entitlements for other grades in the Civil and Public Service, and asks that the Executive report to members on progress made.

ASSOCIATION ORGANISATION

Resolution 31

That Conference calls on the incoming Executive Committee that, following the ongoing rollout of decentralisation in many areas, the Association examine its administrative, policy setting and structural arrangements to meet the requirements of members in the new arrangements.

Resolution 32

That Conference instructs the incoming Executive Committee to examine and to report back to the next ADC in relation to fully employing Information and Communication Technology to enhance communication between head office and branches and to dispense with the need for paper based transactions for the purpose of proposing motions for conference or nominations for membership of the Executive

Remitted Motions

MOTION 12.

Conference notes the most recent Benchmarking awards to our grades factored in a 12% reduction to take account of pension contributions. This Conference takes the very strong view that the pension issue for our grades is now dealt with and no attempt to further penalise our grades in terms of pay or pension adjustments will be accepted.

Revenue Branch

MOTION 17

That this Conference instructs the incoming Executive to commission a detailed and comprehensive survey of all AHCPS members to:

- (a) ascertain members' views on the costs and benefits for the administration of central government, in the short-term and long-term, of the overall decentralisation programme, as envisaged in its entirety, involving the complete relocation of 8 Government Departments;
- (b) ascertain the positive and negative impacts on morale and general engagement with their career and work that the decentralisation programme is currently having on members; and
- (c) publish extensively or promote publicity in relation to the overall detailed analysis of the survey results referred to at (a) and (b) and also of the findings of the Executive Committee's report of May 2007, Public Service Decentralisation – The Need for an Immediate Review, with particular emphasis on implications for taxpayers and customer service.

Environment, Heritage & Local Government Branch

HEALTH & SAFETY

MOTION 25

This Conference notes that a number of findings on cases taken under the equality legislation, have had the effect of widening the definition of work place to include certain work related social events. As this could carry a potential exposure to litigation and liability under negligence and/or Health and Safety legislation, Conference directs the incoming committee to secure a Direction centrally on how Managerial Staff is to deal with this development.

Social & Family Affairs Branch

MOTION 27

That this Conference instructs the AHCPS to lodge a Motion to the ICTU Conference instructing all Unions affiliated to the ICTU to submit the PPSN's of all their members to Revenue so that the Tax Credit for Trade Union Subscriptions can be allocated to all members of the Trade Union movement without having to lodge individual claims.

Revenue Branch

Amendment

In the second line delete the word “instructing” and replace with “recommending that”; In the 3rd line after “all Unions affiliated to the ICTU” delete the word “to” and replace with “should request that their employers”

Enterprise Trade & Employment Branch

THIRD WORLD/CHARITY FUND**MOTION 34**

That Conference authorises the Executive, subject to receiving appropriate reassurance that the funds are being well directed, to negotiate an increase in the voluntary contributions from pay in respect of the Civil Service Third World Fund and the Civil Service Charities Fund from 0.001% (existing rate) to 0.002%, in view of the fact that those rates were agreed in 1980 and 1991 respectively.

Community, Rural & Gaeltacht Affairs Branch