

## **MOTIONS FOR SPECIAL DELEGATE CONFERENCE 2004**

**Motion 1 in the name of the Executive Committee (stands for itself and motions 2 – 27)**

**If Motion 1 is passed Motions 28 to 32 fall.**

### **Motion 1**

#### **This Special Delegate Conference**

- (1) Endorses** Association policy on decentralisation as set out in the General Secretary's letter of 30 June 2000 to Mr Tom Considine, then Secretary General, Public Service Management and Development, Department of Finance. This policy envisages a voluntary decentralisation programme developed in consultation with public services unions; with locations chosen on a rational public interest basis; which enhances rather than takes from administrative efficiency; with removal and relocation expenses paid and which respects the rights and legitimate career and development requirements of public service staff and organisations.
- (2) Notes** that the Government's intention to decentralise 10,300 public service jobs to 53 locations in 25 counties constitutes the most fundamental change in civil and public administration since the foundation of the State and which, without any allowance for reassignment of staff wishing to remain in the capital city, potentially affects up to 60,000 people, i.e. staff and their immediate families.
- (3) Deplores** the failure of Government:

  - (i) to engage since the year 2000 in meaningful consultations with public service unions, in fundamental breach of social partnership principles and of the Sustaining Progress Agreement;
  - (ii) to carry out a survey to establish staff interest in decentralisation in advance of determining locations;
  - (iii) to develop or publish a strategic policy and business plan incorporating financial analysis, future costings and impact analysis on the effective delivery of public services, on regional development or on local communities having regard to the National Spatial Strategy;
  - (iv) to develop a rational and integrated Human Resources policy on decentralisation over the past three years as part of a wider strategic and business planning approach to decentralisation;

- (v) to adopt a realistic time frame for implementation rather than the "body count" approach clearly designed to impact on local and general election deadlines;
- (4) **Endorses** the view of the Executive Committee (following intensive consultation with Branches) that some choices of locations and aspects of the decentralisation programme will
- (i) seriously inhibit the capacity of Ministers and Departments to effectively discharge central corporate governance and policy development functions, will invariably lead to the unnecessary engagement of political orientated consultants, spin doctors and "advisers" to bridge the gap between Dublin based Ministers and their country based Departments and will seriously undermine the capacity in future to reassign Ministerial and Departmental functions;
  - (ii) create serious difficulties in many cases in the effective discharge of departmental or agency functions having regard to the necessary interaction at a distance with principal client groups and public;
  - (iii) constitute the fragmentation and dispersal of civil and public administration which will give rise to serious inefficiencies unless substantial staff and financial resources are provided on an ongoing basis; and
  - (iv) give rise to massive ongoing transmigration of staff, substantial surpluses, widespread loss of corporate knowledge and memory, major Human Resources and Industrial Relations problems and the potential for ongoing organisational instability and administrative chaos.

**5. Calls on the Executive Committee:**

- (i) to publicise Association concerns and ensure that these are brought to the attention of the Taoiseach, Minister for Finance, political leaders, the Joint Oireachtas Committee on Finance and Service, the Decentralisation Implementation Group, the Department of Finance, ICTU, public service unions and the public;
- (ii) to seek the drawing up and publication by Government of detailed costs and impact analysis on all the principal stakeholders and to conduct a survey of staff interest before proceeding with the decentralisation programme;
- (iii) to request Government to reconsider aspects of the decentralisation programme which undermine administrative efficiency from the perspective of corporate governance or interaction with principal client groups or the public;
- (iv) to seek an extended 10 to 15 year time frame which will diminish the likelihood of substantial surpluses, loss of corporate knowledge and memory and general administrative difficulties;

- (v) to seek substantial additional staff and financial resources with a view to ensuring that the implementation of decentralisation will not result in substantial administrative inefficiencies;
- (vi) to emphasise to Government the widespread concern among civil service managers represented by the Association at the proposal to decentralise critical IT functions and the desirability that the status quo be maintained unless absolute certainty can be guaranteed on the continued delivery of effective IT services;
- (vii) to negotiate, in consultation with other unions and with the Department of Finance a new Human Resources policy on decentralisation which will not be coercive, will take into account the interests of members in Dublin, members already decentralised and members wishing to decentralise, and will have regard in particular to the desirability of not creating a public service wasteland in Dublin in respect of legitimate career and development requirements.
- (viii) to report progress to the Association's Annual Delegate Conference on 15 May, 2004

***Executive Committee***

**Motion 2**

That this Special Delegate Conference objects strongly to the unplanned and blunt approach taken by government on decentralisation which will result in impaired efficiency in delivery of better government and in a huge loss in corporate memory.

If there is a rapid and serious reduction in the level of expertise in Departments it could lead to financial risks for the Exchequer.

This Special Delegate Conference calls on the Official side to engage with the Staff side in full, open and transparent consultation in keeping with the spirit of partnership so as to minimise the financial and organisational risks arising from the Government decision on decentralisation.

***Agriculture & Food Branch***

**Motion 3**

That this SDC deprecates these proposals on decentralisation on the grounds that:

- a. - as presented - they represent a very real threat to the continued existence of an independent, non-political and co-ordinated policy formulation function within the Irish civil service, a function which has contributed hugely to the wider public good since the foundation of the State and which has been of immeasurable service to all Governments; and
- b. they represent a fundamental and far-reaching assault on our conditions of employment.

***Arts, Sport and Tourism Branch***

**Motion 4**

That this SDC calls on the Executive Committee to highlight to the general public the negative impacts of these decentralisation proposals, in particular on:

- a. the efficient and effective working of the public service;
- b. the delivery by it of a quality customer service; and
- c. the capital and ongoing costs of implementation, particularly in relation to the likely requirement to substantially increase overall public sector staffing levels.

*Arts, Sport and Tourism Branch*

**Motion 5**

That this SDC calls on the Executive Committee to initiate a process of consultation with the other public service unions, with a view to agreeing common actions designed to secure early progress in countering the negative effects of these decentralisation proposals.

*Arts, Sport and Tourism Branch*

**Motion 6**

That conference deplores the lack of consultation with the staff side, with regard to the introduction of the decentralisation programme. This lack of consultation is regarded as a breach of the Sustaining Progress agreement. Going forward co-operation in the decentralisation process should be conditional on genuine consultation.

*Defence Branch*

**Motion 7**

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.

*Justice, Equality & Law Reform Branch*

**Motion 8**

This conference registers its strong disapproval of the lack of meaningful consultation with the AHCPS, and indeed all of the staff side representatives, in advance of the Government decision on decentralisation in the Budget, the lack of consultation very much goes against the spirit of partnership with which the staff side has signed up to both the strategic management initiative and performance management.

*Justice, Equality & Law Reform Branch*

**Motion 9**

This conference strongly condemns the 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 standards and efficiency of public administration.

*Justice, Equality & Law Reform Branch*

**Motion 10**

This conference calls for the payment of removal expenses, legal and auctioneers fees, stamp duty and rent allowances for staff in respect of each location change.

***Justice, Equality & Law Reform Branch***

**Motion 11**

The SDC

- Deplores the manner in which the Government's decentralisation plans were announced without appropriate prior consultation with representatives of the staff interests involved – an action which calls into question its commitment to the partnership process.
  
- Condemns the failure of the Government to recognise the legitimate concerns of staff in relation to the impact of the proposals for their career expectations;
  
- Condemns the failure to recognise, as a consequence of inadequate preparation, consultation and assessment of their proposals:
  - the implications and cost of maintaining supernumerary positions to accommodate those civil servants and, in particular, those in senior management positions, who do not wish to decentralise;
  - the impact on the morale of the civil servants concerned;
  - and the consequences which the inevitable disruption of Government services will have on the delivery of a quality customer service.

***Education & Science Branch***

**Motion 12**

That this SDC instruct the Executive to request that Management immediately undertake an appraisal, involving the participation of the key stakeholders, to determine the effect of the decentralisation programme on the delivery of services to the general public and the impact on serving the Government.

***Environment, Heritage and Local Government Branch***

**Motion 13**

That this SDC instructs the Executive Committee to seek information urgently from the Department of Finance on how it proposes to deal with the career position of staff remaining in Dublin after the decentralisation programme is completed and to take all necessary steps to protect the legitimate career expectations of members in the light of the recent Government decision on decentralization.

***Enterprise Trade & Employment Branch***

**Motion 14**

That this SDC instructs the Executive Committee to request the Government to indicate how it proposes to ensure that adequate expertise will be available in Departments/Divisions decentralizing so that the principles of Quality Customer Service can be adhered to, given that it is clear that very few of the people currently in the offices affected will be transferring.

***Enterprise Trade & Employment Branch***

**Motion 15**

That this SDC instructs the Executive Committee to call on the Minister for Finance to produce and put before the public, detailed costings for the proposed Decentralisation Programme.

*Enterprise Trade & Employment Branch*

**Motion 16**

That this ADC instructs the Executive Committee to formulate and pursue a claim for compensation for members who decentralise from Dublin.

*Enterprise Trade & Employment Branch*

**Motion 17**

That this ADC strongly condemns the lack of consultation by Government undertaken in respect of the recent announcement on decentralisation.

*Enterprise Trade & Employment Branch*

**Motion 18**

Given that FAS is an already decentralised organisation, and that the vast majority of Head Office based members have expressed no interest in moving to Birr, this Association insists that all transfers of staff from Head Office to other locations should remain on a voluntary basis, as stated by the Minister in his budget speech

*FAS Branch*

**Motion 19**

This Conference deplores the lack of consultation with staff interests, including this Association, prior to the announcement of Decentralisation, in spite of the specific provision for such consultation in Sustaining Progress (para 21.12) and calls on the Executive to demand full consultation from the official side on the implementation of the proposals; such consultation to have particular regard to the fact that members of the Association, by virtue of their senior status in the Civil Service, have a wealth of experience which should not be lightly cast aside, but at the same time, because of the age profile, are more likely than civil servants in general to have family, financial, and other ties which make it difficult to relocate to other areas of the country.

*Social & Family Affairs No.1 Branch*

**Motion 20**

This Conference notes the concerns expressed by the C&AG as to the efficiency with which the decentralisation may be carried out, and in view of the fact that AHPCS members, as senior managers, will carry responsibility for much of the practical implementation of the policy, demands that all necessary supports are given to civil service managers in carrying out their role, including proper planning and resourcing of the policy.

*Social & Family Affairs No.1 Branch*

**Motion 21**

This Conference calls on the Government not to proceed with the proposed decentralisation plans until such time as the project has been fully costed and a comprehensive HR strategy, which takes account of the needs and interests of all staff, including those who want to decentralise and those who wish to remain in Dublin, is devised and agreed with staff representatives.

***Social & Family Affairs No.1 Branch***

**Motion 22**

This conference calls on the Government to ensure that the implications for service delivery arising from the decentralisation of large parts of the civil service are fully assessed and that, where necessary, additional resources are put in place to ensure that decentralisation does not impact on the achievement of targets set out in Sustaining progress and SMI.

***Social & Family Affairs No.1 Branch***

**Motion 23**

The AHCPS reaffirms its policy in supporting a system of decentralisation for the civil service subject to the following conditions:

1. the scheme is voluntary
2. the locations respect the national spatial strategy
3. the scheme will not have a detrimental effect on the delivery of service to the public.
4. the interests of our members, whether in Dublin or in other locations , are protected in a balanced way.

***Revenue Branch***

**Motion 24**

That Conference instructs the Executive to urge the Government to proceed with the implementation of the Decentralisation Programme in full consultation with this Association in the spirit of Partnership in order to minimise disruption of services to the public and optimise deployment of the human resources of the Public Service.

***Community, Rural & Gaeltacht Affairs Branch***

**Motion 25**

That Conference instructs the Executive to enter into discussions with the Department of Finance to ensure on-going reasonable promotional opportunities for all members of the Association including those who choose to remain in Dublin during and following the proposed decentralisation.

***Community, Rural & Gaeltacht Affairs Branch***

**Motion 26**

That Conference deplores (a) the obvious lack of any meaningful strategic analysis, risk assessment or proper advance consultation by the Government in relation to the widespread decentralisation programme announced on Budget Day, and (b) the serious adverse impacts this will have on the efficient delivery of quality services to the public and also on the legitimate career aspirations of large numbers of public servants, and accordingly that Conference instructs the Executive to take all possible measures to persuade the Government to re-examine and readdress the whole issue of decentralisation on the basis of proper advance consultation with staff, rational

strategic analysis and planning, proper costings and risk assessment so that a voluntary decentralisation programme can be introduced that will both ensure efficient and effective delivery of quality service to the public and also recognize the legitimate career aspirations of all public servants, and that such decentralisation programme be implemented over a more realistic timescale to ensure its success.

***Office of Public Works Branch***

**Motion 27**

That Conference notes the serious implications of the current decentralisation proposals for effective service delivery across the civil and public service, and calls on the National Executive to ensure that these concerns are raised in discussions with the official side.

***Taoiseach's Branch***

**Motion 28**

This Conference instructs the Executive, in view of forthcoming negotiations on phase two of Sustaining Progress, that no negotiations should be undertaken on any proposal that would weaken or undermine the voluntary nature of this or any future programme of decentralisation proposed by the Government.

***Justice, Equality & Law Reform Branch***

**Motion 29**

This Conference instructs the Executive not to negotiate on decentralisation until the Partnership structures agreed under successive Social Partnership Agreements, have been fully engaged in the process.

***Justice, Equality & Law Reform Branch***

**Motion 30**

This Conference instructs the Executive not to support any proposals, such as the current decentralisation programme, which threatens the work life balance of the Association's members and their families.

***Justice, Equality & Law Reform Branch***

**Motion 31**

This SDC expresses its outright opposition to the programme of decentralisation announced by the Government on 3 December 2003, which fails to meet any of the criteria set out by the AHCPs when it adopted its policy on Decentralisation in 2000, in that:

- (a) There was no advance consultation with the Civil Service Unions and membership;
- (b) Decentralisation cannot be considered voluntary when it is being made plain that career progression is dependent on willingness to move;
- (c) The choice of locations and three year timescale are neither rational or in the public interest in terms of cost implications and consequential difficulties in maintaining quality of service delivery;
- (d) Decentralisation will take from administrative efficiency;
- (e) Removal expenses and compensation are not being paid; and
- (f) Legitimate career aspirations are under severe threat.

***Finance Branch***



**Motion 32**

That this Conference supports the general policy of decentralisation subject to the implementation of such policy not resulting in any disimprovement of service to the public and/or any ongoing increased costs to the taxpayer.

*Communications, Marine & Natural Resources Branch*

**Work Life Balance****Motion 33 [stands for itself and Motion 34]**

That Conference calls on the National Executive to ensure that, in discussions with the official side in relation to decentralisation, the interests of AHCPS members who are on special leave or who are on career breaks from their parent Department are protected.

*Taoiseach's Branch*

**Motion 34**

This conference requests assurances from Government as regards the position of members taking or returning from career breaks.

*Justice, Equality & Law Reform Branch*

**Motion 35**

That the SDC instruct the Executive Council to enter into immediate discussions with Management to:

- secure a more detailed framework for decentralisation including the identification of sections to be decentralised within Departments and the timeframes involved,
- ensure that officials who are work sharing, particularly those who do not wish to decentralise and who are being transferred to other Departments in Dublin, are treated in the same manner as full time staff, and not forced to change their work arrangements (e.g. return to work full time) due to these circumstances which are outside their control and that officials who do not wish to decentralise and who are being transferred to other Departments in Dublin are not transferred to locations which adversely affect their lifestyle and working patterns, bearing in mind the need to comply with family friendly policies.

*Environment, Heritage and Local Government Branch*

**Motion 36**

That this SDC requests the Executive Committee to ensure that the recent announcement on decentralisation does not lead to the break up of family units where members of one family currently work for different employers.

*Enterprise Trade & Employment Branch*

## **Promotion**

### **Motion 37 [stands for itself and Motion 38]**

This conference instructs the Executive to ensure that in any forthcoming discussions with the Official side on the proposed decentralisation programme, the AHCPs will indicate its total and uncompromising opposition to making offers or acceptances of promotions or of places on promotional panels, to be contingent on a willingness to only accept appointments in decentralised locations.

***Justice Equality & Law Reform Branch***

### **Motion 38**

In view of the stated civil service policy of being a "family friendly" employer, this conference deplores the recent TLAC competition, which required candidates to give a guarantee that they were prepared to move to any location in the country at any time in the future, thereby effectively excluding from the competition many well-qualified candidates whose family commitments prevent them from giving such a guarantee; and demands that no future competitions seek such guarantees.

***Social & Family Affairs No.1 Branch***

### **Motion 39 [stands for itself and Motion 40 and 41]**

That this Branch calls on the Executive Committee to do its utmost to ensure that there is no delay in filling posts from the current interdepartmental PO panels in the light of new policy developments, including decentralisation.

***Social & Family Affairs No.1 Branch***

### **Motion 40**

That this SDC instruct the Executive not to depart from agreed procedures that applied before 3 December 2003 to the filling of recruitment and promotion posts until staff have been fully consulted about proposals for revised arrangements and are satisfied that such proposals are not inequitable or discriminatory.

***Environment, Heritage and Local Government Branch***

### **Motion 41**

That Conference calls on the National Executive to ensure that, in discussions with the Official side in relation to decentralisation, the interests of all AHCPs members are protected, including those members who are currently on interdepartmental promotion panels.

***Taoiseach's Branch***

### **Motion 42**

This SDC calls on the Official Side to guarantee that all future promotion competitions do not become directly or indirectly discriminatory as a result of the proposed Decentralisation Programme and demands that the Official Side seek the opinion of the Equality Authority on this matter.

***Finance Branch***

## **State Agencies**

### **Motion 43 [if passed Motion 44 falls]**

Noting that significant information deficits on the detail of the recently announced Decentralisation programme continue, this SDC instructs the Executive Committee to secure urgent clarification from the Government as to how it proposes Departments approach, in a uniform manner, the many issues attendant on the decentralisation of so many State Agencies to different locations throughout the country.

***Enterprise, Trade & Employment Branch***

### **Motion 44**

That this Special Delegate Conference notes with concern the proposal to allow interchange between staff in non-commercial state bodies and the Civil Service as part of the decentralisation process and instructs the Executive Committee to take whatever measures are necessary to protect the interests of our members.

***Agriculture & Food Branch***

### **Motion 45 [if passed Motion 46 and 47 fall]**

As the Irish Prison Service already established headquarters in Clondalkin just over two years ago and as staff opted to transfer to the Irish Prison Service on the basis of its location, this conference calls on the Government to rescind the decision to decentralise to Longford.

***Justice, Equality & Law Reform Branch***

### **Motion 46 [stands for itself and Motion 47]**

This conference calls on the Government to spell out the improvements in service delivery, savings, efficiencies and other benefits to be gained from moving the Irish Prison Service from its headquarters location in Clondalkin to Longford.

***Justice, Equality & Law Reform Branch***

### **Motion 47**

This conference calls on the Government to make available to staff and to staff representative bodies, the business case for the decentralisation of the Irish Prison Service to Longford

***Justice Equality & Law Reform Branch***

### **Motion 48**

That, given the very limited opportunity for FAS staff to transfer to other FAS locations, the AHCPS should pursue that arrangements be put in place allowing FAS staff to transfer to other Public Service Bodies and Civil Service Departments

***FAS Branch***

### **Motion 49**

Given the current situation in An Post where top management has identified in the region of 30% of the AHCPS grades to be deemed surplus to requirements, this conference instructs the Executive Committee to seek that An Post AHCPS staff be allowed to apply for decentralised positions where there are identified shortfalls at AP and PO level.

***An Post Branch***

## **Personnel Outside of Dublin**

### **Motion 50 [stands for itself and Motion 51]**

This conference calls on the executive committee to ensure that no restrictions are imposed on personnel serving outside of Dublin, on transferring to decentralised locations.

*Defence Branch*

### **Motion 51**

This Conference expects that staff who are already serving in locations outside Dublin will be in a position to compete, on an equal footing, with Dublin-based staff for any transfers or promotions that might arise in the new decentralised locations.

*Social & Family Affairs No.1 Branch*

## **Acting Up**

### **Motion 52**

This conference instructs the Executive to ensure that members who are in receipt of acting-up allowances will not have such allowances removed or be threatened with their removal because the recipients may not wish to relocate to a decentralised location.

*Justice, Equality & Law Reform Branch*

## **Early Retirement**

### **Motion 53**

That this SDC directs the Executive to seek the implementation of an early retirement package for its members who do not wish to decentralise from Dublin.

*Finance Branch*

## **Other Motions**

### **Motion 54**

That this SDC calls on the Executive Committee to place a special focus on those Departments identified as due to go soonest and, in particular, to provide them with advice in relation to the stance to be adopted and actions to be taken in relation to implementation.

*Arts, Sport and Tourism Branch*

### **Motion 55**

This conference calls on the executive committee to ensure that the Decentralisation Implementation Group, put procedures in place, to minimise the number of moves any one individual, who is not volunteering to decentralise, has to make.

*Defence Branch*

### **Motion 56**

This conference calls on the executive committee to ensure that adequate arrangements are put in place to facilitate the re-grading of persons transferring to higher grade appointments as a result of decentralisation.

*Defence Branch*

**Motion 57**

This conference calls on the executive committee to ensure that the “incentives”, which the Tanaiste indicated could be introduced at a later stage of decentralisation, are applicable to all personnel affected by the decentralisation programme, at all stages of the programme.

***Defence Branch***

**Motion 58**

This conference calls on the AHCPS to pursue a claim for compensation for members in respect of the loss of career opportunities.

***Justice, Equality & Law Reform Branch***

**Motion 59**

That this SDC instructs the Executive Committee to call on the Minister for Finance to commission, consistent with the principles of *Regulating Better*, an impact analysis of the previous decentralisation programme so that lessons learned and problems encountered can inform the proposed new Decentralisation Programme.

***Enterprise Trade & Employment Branch***

**Motion 60**

This SDC calls on the executive:

(i) to conduct a survey of its civil service members' views on the proposed 'decentralisation programme' to include the following:-

- (a) Whether the 'decentralisation programme' is being proposed primarily for in the national interest;
- (b) Whether placing location above merit as the primary promotion criterion is likely to damage the service to the public in the long term;
- (c) Whether it will increase the threats to the politically neutral nature of the civil service, and
- (d) Having regard to the role of civil servants in advising Ministers, whether separating civil service departments from each other, as well as from the centre of business, administrative and political activity will damage the effectiveness of the civil service.

and

(ii) to report as soon as practicable on the findings.

***Finance Branch***

**Motion 61**

This Special Delegate Conference calls upon the Executive Committee to continue with its analysis of the likely impact on the efficient delivery of public services, and on public administration generally, of the Government's current proposals for decentralising the Civil Service to a further 53 centres and to initiate a publicity campaign to make the Government, and the public generally, aware of the results of this analysis.

***Transport Branch***

**Motion 62**

That this Special Delegate Conference notes with concern that the recent Government decision on decentralisation will, if not implemented in a structured and fair manner, give rise to both a diminution in the quality and delivery of services to the citizen and to hardship for our members.

In these circumstances this Special Delegate Conference calls on the Executive Committee to ensure, in consultation with other unions with like-minded interests that:

- a) the decentralisation process remains entirely voluntary
- b) the timing of decentralisation is carried out in an orderly manner over an agreed and planned period so as to avoid disruption of the day-to-day business of Departments and to avoid hardship for staff being moved
- c) any moves in relation to rural locations have due regard to seniority in the choice and selection of officers for the given locations
- d) decentralisation is carried out in an equitable and fair manner that protects the conditions of service, career structure and legitimate promotion expectations of staff choosing to remain in Dublin and those decentralising.

***Agriculture & Food Branch*****Motion 63**

That this Special Delegate Conference should be prepared to take all necessary action including industrial action to defend the interests of its membership where these are adversely affected in implementation of the government's decentralisation plan.

***Agriculture & Food Branch*****Motion 64**

The SDC instructs the Executive to

- (1). Ensure that there is an agreed structured approach to the implementation of the decentralisation proposals;
- (2). Ensure that the career development (quality and variety of work as well as progression) of those members who wish to remain in their current locations, particularly in Dublin, is not damaged by decentralisation;
- (3). Ensure that those members who are in acting-up positions are made substantive and therefore able to exercise a real choice in relation to decentralisation;
- (4). Work out arrangements with the Government which ensures no disruption to the legitimate job and career expectations of all members and the delivery of quality service to our customers;
- (5). Vigorously pursue a claim for the payment of re-location expenses for those members who decentralise and compensation of at least €10k to members in Dublin in respect of the disruption and potentially multiple changes, which will be imposed on them as a consequence of decentralisation.

***Education & Science Branch***

**Motion 65**

This Conference instructs the Executive to express to the Government its grave disquiet about the offence caused to AHCPS members through statements made by Ministers in promoting the availability of an allegedly improved quality of life and housing in decentralised locations, without any regard for the personal circumstances of those members likely to be affected by the Government's proposal. Conference asks the executive to ensure the Association publicly responds to any such future statements.

*Justice, Equality & Law Reform Branch*