

Action on ADC Motions 2017

Section 1

Motions passed

PAY

MOTION 3

This ADC calls for accelerated restoration of pay lost by our members due to pay cuts imposed on our grades under the FEMPI legislation.

MOTION 4

That Conference calls on the incoming Executive to pursue a strategy that seeks a full restoration of the FEMPI pay cuts.

MOTION 5

Conference calls on the Executive to take the strongest action to ensure that all pay cuts including the pension levy imposed under FEMPI legislation are restored to members, most of whom have suffered cuts to their pay in excess of 20% since 2008.

Action: Motions 3 – 5

The priority for the Executive Committee in approaching the pay talks was the early restoration of pay that was cut from members. The proposals contained in the Public Service Stability Agreement (which were accepted by members in a ballot) provide for the restoration of the great majority of the FEMI cuts. There is a commitment to restore the remainder of the cuts within two years of the end of the PSSA. Another priority for the Association was the protection of pension benefits; this was also achieved. The Association believes that the salary scales of APs and POs (when compared to similar type posts in the private sector) are not attractive enough to entice sufficiently qualified outside applicants. This is borne out by the research carried out by the Institute of Public Administration (IPA) on behalf of the Association. The IPA research will form part of the Association's engagement with the Public Service Pay Commission (PSPC). The PSPC has been tasked with examining the issue of salary levels in certain employments (including senior management in the Civil Service).

MOTION 6

Conference calls on the Executive to ensure in any future pay deal that the €65,000 salary point is not recognised as a higher earnings entry point.

Action:

The Association was successful in ensuring that the €65,000 salary threshold is not a feature of the PSSA.

MOTION 7

Conference directs the incoming Executive to seek to have the current link between public sector pay and politicians broken as the nature of the work carried out by public servants is radically different to that carried out by politicians.

Action:

This is already Association policy and will continue to be pursued.

MOTION 9

That Conference

1. notes that ADC 2015 directed the Executive to investigate the possibility of initiating legal action seeking to reverse the cuts imposed on foot of the FEMP Acts;
2. also notes that the Executive Committee subsequently reported back that it had taken legal advice and based on this advice would not be pursuing this option further at that time;
3. notes that earlier this year, the HSE conceded on legal claims made by hospital consultants;
4. directs the Executive Committee to actively and meaningfully reconsider the option of taking legal action in pursuit of members' entitlements.

Action:

On foot of legal advice received by the Association in April 2017, the Executive Committee has decided not to pursue a legal strategy at this time.

SUPERANNUATION

MOTION 10

That Conference calls on the Incoming Executive Committee to pursue a revision of the arrangements for Supplementary Pensions, provided for in SI 582 of 2014, and referred to in a recent PeoplePoint Fact Sheet, and to seek certainty for post-1995 staff regarding their entitlement to appropriate income in retirement.

MOTION 11

That Conference notes that the Minister for Public Expenditure and Reform has yet to make regulations to allow members of the Single Public Service Pension Scheme to purchase additional service and instructs the Executive Committee to press the Department of Public Expenditure and Reform to ensure that the AHCPS is consulted on the draft regulations prior to their implementation and that such consultation is carried out without delay so that the necessary regulations can be implemented as soon as possible.

MOTION 12

That Conference instructs the Executive to pursue employers in relation to the completion of their legal obligations regarding the provision of annual benefit statements to members of the Single Public Service Pension Scheme. Furthermore, to ensure that statements in respect of 2013, 2014 and 2015 are issued without delay and that statements for 2016 be issued on time, i.e. before the end of June 2017.

MOTION 13

That Conference instructs the Executive to press the Department of Public Expenditure and Reform for the immediate development and implementation of a pension modeller for members of the single public service pension scheme, similar to that available for members' other public service pension schemes.

Action on Motions 10-13

The Association has been instrumental in having the General Council Superannuation Sub Committee re-constituted and will continue to pursue these issues at General Council.

FLEXI-FAMILY FRIENDLY

MOTION 14

Conference notes the negative impact of the removal of flexible working hours for newly appointed members and calls on DPER to restore this progressive family friendly work option.

MOTION 15

That Conference calls on the incoming Executive to seek a full re-instatement of terms of the Flexi working hours for AP's.

MOTION 16

That Conference calls on the Executive Committee to bring forward discussion on the matter of access to flexible working hours (FWH) so that FWH can be restored immediately, to all members who wish to avail of it, on the basis that it is cost neutral and essential to supporting policies in particular relating to work life balance.

Action on Motion 14-16

This issue was raised by the Association at the PSSA pay talks, some progress was made and the Association will pursue these issues further.

AN POST

MOTION 17

Conference notes the proposed programme of restructuring in An Post and calls on the Company to ensure full and meaningful negotiations take place with the Association while recognising the importance of protecting services to the public.

Action:

The Association are still awaiting the publication of the McKinsey Report in relation to restructuring and will engage with the company when the report is published.

HEALTH INSURANCE COMMUNITY RATING

MOTION 18

That Conference insists on a speedy resolution to the difficulties which have arisen in regard to the application of the Health Insurance Community Rating provisions which is currently creating uncertainty for public servants and their partners abroad and their spouses in regard to the cost of future health care in Ireland, and the provision of written undertakings that the State will cover any additional costs arising from officers taking up postings abroad. It further instructs the AHCPS to continue to pursue this issue at General Council, to ensure that there will be no cost to any officer or their family members arising from the changes made by Government.

Action:

The Association has led the engagement with the Official Side on this issue over the last year. We have had numerous meetings with the Official Side, have written to the Secretary General of the Department of Foreign Affairs, have obtained advice from Senior Counsel and have made a submission to the Health Information Authority (who are examining the issue). This issue remains a priority for the Association and we will continue to pursue it.

ANNUAL LEAVE

MOTION 19

That Conference calls on the incoming Executive to seek the re-instatement of the full annual leave allowance for staff promoted after 14 December 2011.

MOTION 20

That Conference directs the Executive Committee to seek a simplification of the annual leave rules in respect of the carryover of leave including the abolition of the 3-year annual leave cycle.

Action on Motions 19 & 20

The Association will lodge claims with General Council Staff Panel.

Section 2

Motions Remitted to Executive Committee

[Please note that remission of a motion means it is a matter for the Executive Committee to decide what action (if any) is to be taken]

WIDER WORKPLACE ISSUES

MOTION 21

That Conference calls on the incoming Executive to request a review of the FOI Legislation with a view to preventing abuse of the legislation.

Agriculture Food & the Marine Branch

Action:

The Association will write to Agriculture Branch to seek further clarification in relation to the specific concerns of the Branch.

MOTION 22

Conference calls on the Executive to adopt a considered approach in the support and protection of members from excessive intrusive or unwarranted media attention or scrutiny in the course of carrying out their duties in a professional manner.

Revenue Branch

Action:

Review future instances and consider appropriate action or response based on the circumstances at the time. If there is any significant increases in such instances, the Executive will consider the matter further. No further action required at this time.

MOTION 23

Conference calls on the Executive to establish the requirements relating to members appearing before an Oireachtas committee and report back to the membership.

Revenue Branch

Action:

Ascertain the legal requirements and circumstances in which A.P. /P.O's are required to appear before Oireachtas committees. The Executive to write to the Oireachtas and establish same.

PEOPLEPOINT

MOTION 24

That Conference directs the executive committee to request PeoplePoint to implement a system of recording all requests for information on officers' entitlements as regards pay and pensions, and to log the time taken to issue a final response.

Foreign Affairs Branch

Action:

This will be pursued with PeoplePoint.

OUTSOURCING

MOTION 25

This ADC supports the Executive Committee in its strategy of vigorously opposing the outsourcing of core work other than in accordance with the terms and procedures set down under the Lansdowne Road Agreement.

Executive Committee

Action:

The Association was successful in maintaining the protections contained in the LRA relating to the outsourcing of core work.

TAX

MOTION 26

This Conference affirms its opposition to all forms of tax evasion and tax avoidance schemes and condemns such schemes as immoral as they deprive the State of much needed Exchequer funding

Revenue Branch

AMENDMENT

Remove the words “and tax avoidance schemes” in line 1 and remove word “schemes” in line 2.

Jobs Enterprise & Innovation Branch

Action:

No action required by Executive Committee on this motion or amendment.

TRAVEL INSURANCE

MOTION 27

That Conference asks that the Association should engage with the Official Side to ensure that adequate travel insurance is in place to fully cover members, who travel abroad on official business.

Justice & Equality Branch

Action:

The Association will write to Justice & Equality Branch to seek further clarification in relation to the specific concerns of the Branch.