

Section 1

ADC Motions 2015

Motions passed

Pay

Motion 3

The Association welcomes the commitment from the Minister for Public Expenditure and Reform to invite Public Service Unions to discussions on future pay and conditions for the Public Service including the restoration of pay as provided for under the Haddington Road Agreement.

Executive Committee

ACTION: *The discussions resulted in the Lansdowne Road Agreement.*

Motion 6 (If motion 4 or 5 are carried Motion 6 falls)

ADC instructs the Executive to seek to ensure that HRA pay restoration provisions are achieved and are kept completely separate from any discussions in relation to any pay increases.

Revenue

ACTION: *Is the on-going policy of the Executive and the approach adopted at the Talks that resulted in the Lansdowne Road Agreement.*

Motion 7 (stands for itself and Motion 8)

That this Conference

- notes that the Government, through decisions taken in the last Budget and other decisions, have now confirmed that the financial emergency in the Irish economy has now passed and, accordingly, that the conditions, used to justify the infringement of our constitutional rights through the Financial Emergency Measures in the Public Interest Acts (FEMPI), no longer apply; and
- directs the Executive to investigate the possibility of initiating legal action seeking to reverse the cuts imposed on foot of those Acts.

Jobs, Enterprise & Innovation

ACTION: *Legal advice received and noted by Executive. It is not intended to pursue legal action at this point in time.*

Motion 11

ADC instructs the Executive to mount a media campaign to counter the spin that restoration of pay levels and abolition of the pension levy constitute a pay increase for public servants or will result in a windfall for the public service

Revenue

ACTION: *This forms part of our existing communications policy.*

The New Union Project**Motion 12**

This ADC notes that preliminary discussions are taking place between the Civil Service Unions on the possibility of forming a new single organisation. The ADC agrees that the interests of the Association are currently best served by being at the discussion table. The ADC also notes that any outcome arising from such a process will demand a full and comprehensive consultation process with the membership and that any proposals directly affecting the future of the Association would have to offer a better model of representation than is currently enjoyed and would be subject to a ballot by members.

Executive Committee

ACTION: *Part of current policy reaffirmed at the ADC. The Executive continues to monitor developments.*

Motion 14

That Conference directs the Association as part of the current ICTU discussions on union rationalisation to pursue the option of the AHCPs remaining independent and being the single stand-alone representative body for management grades in the civil and public service.

Solas/ETB

ACTION: *This is a policy opposed by the other unions. The Association has and will continue to pursue this option as part of the discussions on the New Union project. There are also major issues around recognition rights for grades.*

Travel & Subsistence; Allowances**Motion 15**

That Conference calls on the incoming Executive Committee to enter into discussions with the Official Side about increasing domestic T & S rates in light of increasing accommodation and meal costs which are no longer covered by the overnight rate. **Agriculture, Food & the Marine**

ACTION: *There has been an agreed increase in the subsistence rates with new rates applying from 1/7/15 and rules in circular governing future reviews. A review of travel rates is under way.*

Motion 18 (stands for itself and Motion 19)

That conference calls on the Executive Committee to lodge a claim for the restoration of a foreign travel compensatory payment for our members who have to travel abroad on official business representing the Staff, to take account of the various responsibilities and burdens that can be involved. These can include long as well as unsocial hours, as well as absence from family and its detrimental consequences.

Agriculture, Food & the Marine

ACTION: *Raised in the context of the Lansdowne Road discussions. The Executive will continue to pursue the matter.*

Motion 19

That Conference requests the Executive, in the context of restoration of pay and conditions following the expiry of the Haddington Road Agreement, to pursue with the Department of Public Expenditure and Reform, the restitution of payments in respect of travel abroad by our members, with a particular focus on frequent out of hours and weekend travel and on responsibilities associated with Chairmanship duties at meetings abroad.

Foreign Affairs and Trade

ACTION: *Raised in the context of the Lansdowne Road discussions. The Executive will continue to pursue the matter.*

Motion 20

That Conference pursue the setting of subsistence rates for the city of Bonn, Germany. Bonn is a UN city hosting 18 UN Secretariats, including the secretariat to the UN Framework Convention on Climate Change and the extent of official attendance justifies the setting of overnight, conference and any other appropriate subsistence rates. Subsistence rates are already set for several other German cities.

Environment, Community and Local Government

ACTION: *This has been raised with the Official Side.*

Motion 21

Conference calls on the Executive to seek clarification on the principles behind taking colleagues in AHCPS members' own private vehicles while on official duties.

Revenue

ACTION: *Clarification has been sought from the Revenue Branch and the matter will be raised with the Official Side.*

Pension Levy/Superannuation

Motion 22

Conference endorses the present Executive Committee's policy in seeking to have the grace period extended (beyond the 30th June 2016) to the restoration dates.

Revenue

ACTION: *Already Association policy. The Lansdowne Road Agreement extends the Grace Period to 1/1/2018.*

Motion 23

That Conference calls on the incoming Executive Committee to negotiate a reduction in superannuation contributions for staff who continue to work after their 60th birthday and who have completed 40 years' service.

Agriculture, Food & the Marine

ACTION: *This was the subject of a claim at General Council. The Official Side have rejected it as a cost increasing claim.*

Promotion

Motion 24

This ADC supports the Executive in its attempt to ensure that internal promotion processes continue to exist in parallel with any open system.

Executive Committee

ACTION: *The Association pursued the matter to binding arbitration. The Arbitration Board ruled that one in three PO posts will be through Internal Competition and two in three from Open Competition.*

Motion 25

That Conference notes with concern the diminishing career opportunities for our members arising from the increasing recourse to cross stream promotion and calls on the incoming Executive Committee to vigorously pursue ways of making analogous posts in the other civil service streams available to our members for promotions competitions.

Agriculture, Food & the Marine

ACTION: *Is part of the policy of the Association – the reciprocity issue is being actively pursued through a sub-committee of General Council.*

Motion 26

Conference calls on the Executive to oppose any proposal that all future competitions for promotion to P.O. would require a minimum 3rd level qualification. This is to ensure that people with the requisite experience and years of service and who do not hold a 3rd level qualification are not excluded from competition.

Revenue

ACTION: *Reaffirms current Association policy that we are opposed to it being a requirement and we will continue to adopt this position. This requirement has not been included in recent competitions.*

Motion 27

That Conference instructs the Executive to hold discussions with D/PER with a view to ensuring regular interdepartmental and internal departmental promotion competitions which would be open only to eligible serving public servants.

Foreign Affairs and Trade

ACTION: *The Executive will pursue this proposal with DPER. In addition the Association has had considerable success in ensuring that Internal Competitions have been held in many departments.*

Civil Service Renewal**Motion 28**

Conference instructs the incoming Executive to seek to ensure that the conditions of employment of our members are not eroded by the implementation of Actions 8, 15 and 16 of the Civil Service Renewal Programme.

Revenue

ACTION: *This will be raised with DPER when discussions commence on the Renewal Programme.*

Performance Management**Motion 29**

ADC notes that further steps are needed to strengthen performance management systems and procedures in place across the Civil Service and calls on the Executive to seek to have a system introduced that states whether an individual is, or is not, performing his/her job, rather than a graded performance measurement. ADC further calls on the Executive Committee to ensure that any such revised system will contain the necessary safeguards - including an adequate warning system, and an adequate and transparent appeal mechanism - to ensure natural justice within the system.

Revenue

ACTION: *The Association approach over the last number of years has been to affect a simplification of PMDS. A new two-tier rating system is under consideration by the Staff Side of General Council with DPER.*

PeoplePoint

Motion 30

Conference recognises the financial hardship and emotional stress suffered by many of our members in their dealings with PeoplePoint and calls on DPER to undertake an immediate and objective appraisal of that organisation with a view to improving its effectiveness and efficiency and above all to changing the culture and policies whereby civil servants, particularly those who are on medium to long term sick leave will be treated as human beings rather than mere case numbers.

Revenue

ACTION: *We have written to PeoplePoint on these specific issues and continue to engage with them on similar issues at quarterly meetings now held with PeoplePoint via a sub-committee of General Council. .*

Motion 31

Conference calls on PeoplePoint to maintain a register of decisions made by them in response to queries raised by departmental staff or management that may be of relevance to others who are dealt with by PeoplePoint and that this register be made available to all via the PeoplePoint portal.

Revenue

ACTION: *This has been raised at the quarterly meetings held with PeoplePoint via a sub-committee of General Council.*

Parliamentary Questions

Motion 32

That Conference notes that Parliamentary Questions are an essential part of Government accountability and that it is important that the scarce resource of Oireachtas time be focussed on questions which add to public debate. Conference therefore instructs the Executive Committee to call on the Ceann Comhairle to ensure that Standing Orders are fully utilised to that end, and in particular, to ensure that time is not spent on questions asking for information that is already easily accessible on websites or otherwise in the public domain.

Social Protection

ACTION: *The Association has written to the Ceann Comhairle's Office.*

Membership Recruitment/Services

Motion 33

That Conference instructs the incoming Executive Committee to undertake, in conjunction with branches, a comprehensive recruitment drive for new members of the association with a view to strengthening the association generally and reducing the potential for any initiatives proposed by the association being undermined by the actions of non-members across the departments and agencies.

Finance

ACTION: *The Association has had a number of meetings with non-members to inform them of our work and the services available to members. In addition we have participated in induction courses under a new initiative in some departments to advise on the benefits of trade union membership.*

Motion 34

Conference, noting that a new deal was entered into regarding the income continuance plan in the last year, calls on the Executive to carry out a review of the claims procedure as regards members who find themselves having to make a claim for benefit and the role of Cornmarket in that process.

Revenue

ACTION: *This has been raised with Cornmarket and we are awaiting a report from them on the claims procedure.*

Sick Leave

Motion 35

This ADC instructs the incoming Executive Committee, in the interest of transparency and standardisation, to seek to have sick leave counted on a 5 day per week basis (excluding weekends, bank holidays or other non-working days) in the Civil and Public Service as is done in the private sector, which would allow for meaningful comparisons.

PER Branch

ACTION: *This will be pursued with the Official Side.*

Motion 36

That Conference directs the Executive Committee to commission detailed research, independently or in conjunction with other civil service unions, into sick leave rates amongst our members so that we can properly challenge misinformed commentary on sick leave rates in the civil service.

Jobs, Enterprise & Innovation

ACTION: *This has been raised within the Staff Panel of General Council and is under consideration as to how best to advance this matter.*

Wider Workplace Issues

Motion 37

That Conference instructs the incoming Executive Committee, in conjunction with Branches, to monitor closely the incidence of ‘grade erosion’ across the Departments and Agencies with a view to developing policies to protect the opportunities of members and to ensure that their workloads are not adversely affected as a result of management’s focus on budgets as opposed to staff numbers.

Finance

ACTION: *This is already Association policy. The Executive will keep this under review.*

Motion 38

This ADC supports the Executive’s strategy of vigorously opposing the outsourcing of core work, and further advocates that decisions taken on outsourcing and shared services should be according to evidence based business cases that protect the best interests of the Irish Public.

Executive Committee

ACTION: *The outsourcing issue was discussed at length during the Lansdowne Road Talks. Improvements in outsourcing requirements are contained in the Lansdowne Road Agreement such as the removal of labour costings. The Association will continue to monitor the situation.*

Motion 39

This Conference of the AHCPS is opposed to the outsourcing of core work as a method of resolving shortages of Staff in the Injuries Board. It calls upon the Minister for the Department of Jobs Enterprise and Innovation to immediately sanction the appointment of additional staff in sufficient numbers to enable the Injuries board meet its Statutory Obligations.

Injuries Board branch

ACTION: *On behalf of Unions on the Staff Side the Association sought a reconvening of the LRC with representation from the Department. This approach together with an AHCPS communication directly to the Minister’s Office resulted in additional staff.*

Budget 2016

Motion 41

The ADC instructs the incoming executive committee to input into the budget submission prepared by ICTU and in particular to strongly propose the reinstatement of the state contribution towards certain necessary dental procedures under the Treatment Benefit Scheme as part of PRSI benefits that have been lost in recent budgets. Furthermore, the submission should also address the scope of eligible reclaimable dental expenses as part of the PAYE ‘Medical Expenses Reclaim’ to include a wide range of necessary dental treatments.

Communications, Energy and Natural Resources Branch

ACTION: *This was raised with Congress.*

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]

Rule Change

Motion 1

Motion for rule change to Rule No. 1. The proposal from Revenue Branch for an amendment to rule No.1. The Association shall be known forthwith as "The Association of Civil & Public Service Managers" (Comhlachas na mBainisteoirí Sheirbhí Stáit agus Phoiblí).

Revenue

ACTION: *No further action is proposed.*

Motion 17 (17 falls if motion 16 is carried)

That Conference calls on the incoming Executive Committee to enter into discussions with the Official Side about introducing a higher domestic T & S rate for staff staying overnight in Dublin in light of the higher accommodation and meal costs in the capital which are not covered by the existing overnight rate.

Agriculture, Food & the Marine

ACTION: *There has been an agreed increase in the subsistence rates with new rates applying from 1/7/15 and rules in circular governing future reviews.*

Equality

Motion 40

That Conference directs the Executive Committee to request the Department of Finance conduct, an equality proofing review of all civil service allowances, covering the nine equality grounds of discrimination prohibited by law, including those allowances administered by the Department of Foreign Affairs and Trade which affect any member serving abroad. Further that the Department of Finance include in this review any contracted services provided for members serving abroad in the course of their duties, including global health insurance and global travel insurance.

Foreign Affairs and Trade

ACTION: *This was requested from the Official Side in the context of the Lansdowne Road discussions.*

Section 3

Motions Defeated, Withdrawn, Out of Order or covered by another motion

Motion 2 (out of order)

Conference notes the results of a recent survey on perception of the senior manager cohort conducted by The AHCPS and calls on the Executive to rename the Association from Association of Higher Civil and Public Servants (Comhlachas na Sheirbhíseach Uachtarach Stáit agus Poilbí) to the Association of Civil and Public Service Managers (Comhlachas na mBainisteori Sheirbhís Stáit agus Phoilbí).

Revenue

Motion 4

That Conference given the improved economic outlook and upcoming Public Sector Pay talks, directs that the Association, negotiate for the acceleration of the date of restoration of members pay under the terms of Haddington Road, The restoration to be brought forward to the expiry of the Agreement i.e. 30 June 2016.

Solas/ETB

Motion 5

That Conference calls on the incoming Executive Committee to vigorously pursue the early implementation of the restoration of our pay levels as envisaged in the Haddington Road Agreement and at the same time seeks to ensure the early restoration of our members take home pay that has been lost in recent years.

Agriculture, Food & the Marine

Motion 8

Bearing in mind recent commentary on the improving state of the economy, Conference believes that the circumstances that led to the imposition of the Pension Levy and the pay cuts under the Haddington Road arrangement no longer pertain and insists that these measures are reversed forthwith.

Revenue

Motion 9

ADC instructs the Executive to seek an immediate Judicial Review of the retention of the FEMPI legislation in the event that the Government fails to repeal the legislation by 31/12/2015.

Revenue

Motion 10

That this ADC instructs the incoming Executive Committee to examine and report to a Delegate Conference on how the 1% PCW can be off-set against the 'pension levy' in any negotiations that the Executive may enter into under either the Haddington Road or Croke Park agreements.

Oireachtas branch

Motion 13 (13 falls if 12 carried)

ADC notes that it is a strategic target within ICTU to support a reduction in the number of individual unions/amalgamation of unions and that a motion at ICTU Conference was passed in relation to this.

ADC is concerned about any proposals around an amalgamation or merger of unions involving AHCPS.

Conference therefore calls on the Executive to support a call for a Special Delegate Conference (SDC) in relation to this matter, SDC to be held as soon as possible.

The purpose of the SDC is to

- (a) Update members on all discussions involving any proposals for an amalgamation or merger of unions and
- (b) Take instruction from the SDC on whether any such discussions should continue.

Revenue

Motion 16

ADC instructs the Executive to seek an immediate and substantial increase in the overnight rate payable for stays in Dublin, Galway, Cork and Limerick, to take account of the increasing cost of overnight accommodation in these cities.

Revenue