

## Action on ADC Motions 2016

### Section 1

### Motions passed

#### Pay

##### **Motion 1**

Conference welcomes the support from the majority of political parties for the Association's call for an Independent Pay Determination Mechanism to measure Public Sector Pay. Conference calls for arrangements to be made by the Government to ensure that this mechanism is put in place without further delay.

##### **Executive Committee**

**ACTION:** *The Association has welcomed the Governments' Commission on Public Service Pay and the appointment of Kevin Duffy as Chairman.*

##### **Motion 2**

Conference notes the manner in which TDs' pay is linked to that of the Principal Officer Standard Scale and calls for this link to be broken as part of an independent pay determination system.

##### **Executive Committee**

**ACTION:** *The matter has been raised with the Minister and the Executive Committee will continue to insist that this link be broken.*

##### **Motion 3**

That Conference calls on the incoming Executive Committee to pursue with Government a clear timetable for full restoration of all cuts to our members take home pay in recent years, including both pay cuts and pension levy and to obtain from Government a commitment to end the FEMPI legislation as it is no longer justified by Ireland's economic statistics.

##### **Agriculture, Food & the Marine Branch**

**ACTION:** *This is now the Policy of the Public Services Committee who has written to the Minister for Public Expenditure & Reform on the matter. In addition, the PSC Officers recently met the Minister following developments in other areas of public sector pay.*

##### **Motion 4**

Now that Ireland has successfully exited the corrective arm of the Stability & Growth Pact, this Conference instructs the incoming Executive to

Take any such action as is required to remove all FEMPI legislation from current legislation

Seek a definitive timeframe from Government in relation to the complete restoration of pay as was reduced by all FEMPI legislation, In addition to Haddington Road restoration dates of 31 March 2017 & 31 December 2017.

This Conference also calls on the incoming Executive to pursue not only an independent pay mechanism but also alternative actions to reverse all such pay cuts, with a view to reflecting the increased productivity achieved by more efficient & effective use of reduced staff resources, which has contributed to the State's improved economic performance.

#### **Revenue Branch**

**ACTION:** *This is now the Policy of the Public Services Committee who has written to the Minister for Public Expenditure & Reform on the matter. In addition, the PSC Officers recently met the Minister following developments in other areas of public sector pay.*

#### **Motion 5**

That Conference instructs the incoming Executive to seek assurances from the Public Service Committee of ICTU that they are committed to seek the restoration of pay reduced by all FEMPI legislation and the restoration of pay differentials that existed before the Croke Park Agreement.

#### **Revenue Branch**

**ACTION:** *This has been raised with the Public Services Committee and is now the Policy of the PSC. In addition, the*

#### **Motion 6**

AHCPS members who are waiting on a Long Service increment for longer than 18 months and who are subsequently moved to a new pay scale are suffering discrimination as, under the Lansdowne Road Agreement, they are then obliged to wait for a further 18 months before receiving their first increment on the new pay scale. Conference instructs the Executive to seek clarification from DPER on this matter and to seek to have this discriminatory practice overturned.

#### **Revenue Branch**

**ACTION:** *The Association will raise this with DPER but notes the intended expiry of increment deferral from 1/7/17*

#### **Motion 7**

It is now recognised and acknowledged by the Department of Public Expenditure and Reform that highly skilled civil servants are being lured into the private sector by better pay and conditions as the economy improves. This will have a significant impact on recently recruited AHCPS members. Conference calls on the Executive to address this matter.

#### **Revenue Branch**

**ACTION:** *The Executive Committee will continue to highlight this issue as already done in the Position Paper on Pay as presented to ADC 2016*

## **Pension Levy/Superannuation**

### **Motion 8**

Conference notes that the Single Pension Scheme, which applies to all entrants to the Civil Service from 1 January 2013, accrues pension benefits over life of the members' employment in the Civil Service. A member's lowest salary points and earliest years in the Civil Service are therefore included in the calculation of their final pension benefits which can result in a significantly lower pensionable salary as compared to pre 2013 civil servants. Conference therefore calls on the incoming Executive Committee to seek a review of the scheme, in how it relates to Civil Servants recruited after 2013, with a view to providing Civil Servants recruited after 2013 with equivalent pension benefits to those recruited before 2013.

### **Revenue Branch**

**ACTION:** *The Association will raise this matter with DPER.*

### **Motion 9**

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 necessary regulations are implemented without delay.

### **Finance Branch**

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

### **Motion 10**

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 and 2014 are issued without delay and that statements for 2015 be issued on time, i.e. before the end of June 2016.

### **Finance Branch**

**ACTION:** *The Association has raised this matter with DPER.*

### **Motion 11**

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 pension scheme, similar to that available for members' other public service pension schemes.

### **Finance Branch**

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

### **Foreign Travel, Travel & Subsistence and Allowances**

#### **Emergency Motion**

That Conference directs the Executive to enter into negotiations with the Department of Public Expenditure and Reform to address real concerns and dangers associated with the high risk faced by officers travelling abroad on official business in the light of recent terrorist atrocities in Europe and elsewhere.

### **Jobs, Enterprise & Innovation**

**ACTION:** *The Association will raise this matter with DPER.*

#### **Motion 12**

That Conference calls on the incoming Executive Committee to enter into discussions with the official side about increasing the subsistence rates which are wholly inadequate to cover ever increasing accommodation costs.

### **Agriculture Food & the Marine Branch**

**ACTION:** *Discussions between the Staff Side and DPER are at an advanced stage and increases to the subsistence rates are anticipated.*

### **Family Friendly Measures**

#### **Motion 15**

Conference deplores the fact that newly appointed Assistant Principal Officers continue to be excluded from the Flexible Working Hours system [FWH] where this facility exists in departments. Conference wishes to highlight the anti-family nature of this restriction that was imposed under the Haddington Road Agreement. Conference supports the Executive in calling for a revision of the policy and an extension of the facility to all APs currently so excluded in departments where this facility currently exists.

### **Executive Committee**

**ACTION:** *The Association has lodged a claim at General Council and discussions are to follow with DPER.*

#### **Motion 16**

**(stands for itself and Motions 17, 18, 19 & 20)**

That Conference instructs the Executive to campaign for the full restoration/introduction of flexible working hours for all members who wish to avail of it, regardless of grade or appointment date.

#### **Finance Branch**

**ACTION:** *The Association has lodged a claim at General Council and discussions are to follow with DPER.*

#### **Motion 17**

That Conference calls on the Executive Committee, in recognition of the need to promote family friendly policies, to engage with the Official Side with a view towards over-turning the provision in the current Agreements (Croke Park/Lansdowne Road) that prevents the introduction of optional flexi-time working arrangements for all grades represented by the Association.

#### **Transport Tourism & Sport Branch**

**ACTION:** *The Association has lodged a claim at General Council and discussions are to follow with DPER.*

#### **Motion 18**

That Conference directs the Executive to enter into negotiations with the Department of Public Expenditure and Reform to ensure the availability of Flexible Working Hours for all Assistant Principal Officers.

#### **Jobs, Enterprise & Innovation Branch**

**ACTION:** *The Association has lodged a claim at General Council and discussions are to follow with DPER.*

#### **Motion 19**

That Conference instructs the incoming Executive Committee to pursue with the Department of Public Expenditure & Reform the extension of flexi-time to all staff at Assistant Principal Officer level who wish to avail of flexi-time and where flexi-time already exists for this grade in Government Departments.

#### **Arts Heritage and Gaeltacht Branch**

**ACTION:** *The Association has lodged a claim at General Council and discussions are to follow with DPER.*

#### **Motion 20**

That Conference call on the government to recognise that the removal of flexi leave for grades above HEO is anti-family, will serve only as a disincentive to staff to build a career within the public/civil services and as flexi leave is cost neutral, no savings or efficiencies were created by its removal. We call for an introduction of parity for newly appointed APs to work under the same terms and conditions as existing APs.

## **Injuries Board Branch**

**ACTION:** *The Association has lodged a claim at General Council and discussions are to follow with DPER.*

### **Motion 21**

That Conference notes that the provision in the Haddington Road Agreement that prohibits newly-appointed APs from access to flexible working hours & work-sharing patterns of less than 50% of full time working hours. Conference further notes that these measure discriminates against members balancing work/ life responsibilities and instructs the incoming Executive Committee to seek to have these provisions reversed.

### **D/PER Branch**

**ACTION:** *The Association has lodged a claim at General Council and discussions are to follow with DPER.*

### **Motion 22**

That Conference calls on the Executive Committee to engage with the Official Side to ensure, in the interests of fairness, flexibility and equity, that redeployment and employment opportunities are offered to staff who are work-sharing, not just those on full time hours.

### **Transport Tourism & Sport Branch**

**ACTION:** *The Association has raised this matter with DPER and is awaiting a response.*

## **Promotion**

### **Motion 23**

That Conference calls on the Executive Committee to engage with the Official Side to ensure that a competition for promotion to Principal Officer Higher Scale is launched in 2016.

### **Transport Tourism & Sport Branch**

**ACTION:** *Following discussions with DPER, the Association understands that an Interdepartmental PO1 competition will shortly be held.*

### **Motion 24**

That Conference directs the Executive to request the Department of Public Expenditure and Reform in conjunction with the Public Appointments Service, to conduct a review of the effectiveness of the recruitment process for the external Assistant Principal and Principal Officer grades and report on same to the Executive.

## **Jobs, Enterprise & Innovation Branch**

**ACTION:** *The Association will request DPER to have this review completed.*

### **Motion 25**

That Conference instructs the incoming Executive Committee to ensure that the Department of Public Expenditure and Reform enforce the arbitration board ruling in terms of the sequencing of the filling of Principal Officer posts so that two-thirds are filled from the open Principal Officer panel, and one-third from internal panels. Furthermore, this Conference instructs the incoming Executive Committee to ensure that the Department of Public Expenditure and Reform insist that all liabilities by Departments to the open Principal Officer panel be addressed without undue delay.

### **Finance Branch**

**ACTION:** *This will be pursued with the Official Side. The Association was instrumental in ensuring that the first appointments were made from the panel and will continue to monitor the situation.*

## **Conference Update**

### **Motion 26**

That Conference instructs the Executive to provide 6 monthly reports to all members on the progress towards implementing/completing all motions agreed by this Conference and subsequent Conferences, where those motions are still outstanding or applicable.

### **Finance Branch**

**ACTION:** *The Executive Committee will ensure that the 'Action Reports' on motions are regularly updated and published on the website to meet this requirement.*

## **Mobility**

### **Motion 27**

That Conference instructs the incoming Executive Committee to undertake discussions with the official side to establish a central transfer scheme for PO and APO level.

### **Agriculture Food & the Marine Branch**

**ACTION:** *The Association will raise this matter at the Sub Committee of General Council set up to deal with the proposed Service Wide Mobility Programme.*

### **Motion 28**

Conference supports the plan to extend mobility to provide additional development opportunities and enable greater mobility across the Public Service.

## Revenue

**ACTION:** *The Association supports the PO Mobility Scheme and will raise the matter of AP mobility at such forums as the Sub Committee of General Council set up to deal with the proposed Service Wide Mobility Programme.*

## Overseas Postings

### Motion 30

That Conference insists on a speedy resolution of the difficulties which have arisen in regard to the application of the Health Insurance Community Rating provisions which is currently creating uncertainty for officers 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 Executive to lodge an immediate claim at General Council to ensure that there will be no cost to any officer arising from the changes made by Government.

### Foreign Affairs & Trade Branch

**ACTION:** *The Association has raised this at General Council and is awaiting a response from DPER. Legal advice has also been obtained by the Association. In addition, the Staff Side in DAFM has written to the Secretary General in DFAM and the Department of Health.*

## Accommodation

### Motion 31

That Conference calls on the Executive Committee to ensure that any future changes to members' office accommodation does not result in any members having less favourable terms and conditions than they currently have in regard to their present accommodation with particular reference to the need to ensure that those members who are currently in single occupancy offices continue to have such accommodation on the grounds of organisational efficiency and productivity.

### Transport Tourism & Sports Branch

**ACTION:** *The Association has engaged on the issue with management in the relevant departments and the relevant Ministers and directly with the OPW. In addition the Association has engaged its own Architect to evaluate design plans.*

## Leave

### Motion 32



Conference directs the Executive to secure an amendment to the rules relating to the carry-over of leave so as to allow individuals to carry over up to three days leave no matter what year of the annual leave cycle it happens to be.

#### **Revenue Branch**

**ACTION:** *A claim has been lodged with General Council. DPER has agreed to consider the claim as part of a proposed general review of the annual leave circular.*

### **PMDS**

#### **Motion 34**

Conference instructs the incoming executive to pursue a number of service developments with PeoplePoint namely the improvement of the ePMDS system to allow simplified use including the ability to print from forms and carry forward ongoing tasks and the publication of agreed customer service standards and metrics.

#### **Revenue Branch**

**ACTION:** *This has been raised with the Sub Committee of General Council dealing with People Point.*

### **New Union Project**

#### **Motion 35**

Conference applauds the decision of the AHCPS to withdraw from the New Union Project on the basis that it offered no clear benefits to our members.

#### **Revenue Branch**

**ACTION:** *No further action is required.*

### **General Taxation Issues**

#### **Motion 36**

That Conference directs the Executive to ask the Nevin Institute to examine the advisability of further extending and broadening the tax base, including additional sources of revenue and new revenue streams, with a view to creating a sustainable tax base for the future development of the country over the longer term and providing a strong platform from which to withstand future economic shocks.

#### **Revenue Branch**

**ACTION:** *The Association has raised this matter with the Nevin Institute.*

## 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]**

#### Foreign Travel, Travel & Subsistence and Allowances

##### **Motion 13 (stands for itself and Motion 14)**

That Conference instructs the incoming Executive Committee to pursue with the Department of Public Expenditure and Reform the introduction of distinct Domestic Subsistence Overnight rates for Dublin City given the high comparative cost of hotel accommodation in Dublin and given feedback from members of the Association that the existing national rates do not cover the actual costs.

##### **Arts Heritage and Gaeltacht Branch**

**ACTION:** *The Executive will examine the implications of the proposal and keep this matter under review.*

##### **Motion 14**

That Conference calls on the incoming Executive Committee to enter into discussions with the official side about introducing a higher domestic subsistence rate for staff staying overnight in Dublin as the present rate does not even cover hotel costs in Dublin.

##### **Agriculture Food & the Marine Branch**

**ACTION:** *The Executive will examine the implications of the proposal and keep this matter under review.*

#### Overseas Postings

##### **Motion 29**

That Conference directs the Executive Committee to take measures to ensure that a legislative provision which would give effective Irish residency status to individuals posted to an Irish Governmental position overseas [during which the individual and any family members residing with them continue to be tax resident in Ireland] should be put in place as a matter of urgency.

#### **Foreign Affairs & Trade Branch**

**ACTION:** *The Executive Committee will examine with Revenue Branch how this request can best be progressed within existing legislation.*

### **PMDS**

#### **Motion 33**

Conference considers that the performance management, development and reporting links between a jobholder and line manager are cornerstones of the PMDS system. Within the PMDS system the expectation is that the Line Manager of the Jobholder is the next grade above the Jobholder, thereby each grade is reporting to the next grade level. Conference considers that the structures and systems within the PMDS system must be upheld and not eroded.

#### **Revenue Branch**

**ACTION:** *The Association will keep this matter under review.*

## **Section 3**

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

#### **Motion 37**

Conference rejects any notion that the USC is a bad tax and thereby instructs the incoming executive to seek to have it retained and amended to lessen the tax burden on low to middle income earners.

#### **Revenue Branch**

#### **Motion 38**

Conference notes the media coverage of Revenue tax settlements. It particularly notes and welcomes the coverage and exposure of the Revenue probe into the tax tactics of some medical consultants reporting that:

- a) a significant percentage of medical consultants were involved in the tax planning strategy, and that
- b) the additional tax yield from the particular programme focused on medical consultants was in excess of €30 million.

Conference condemns the use of aggressive, artificial tax tactics being promoted by advisory firms and the beneficiaries of such schemes.

Conference commends the commitment and dedication of AHCPS members and colleagues involved in this long-running investigation, during a period of time when members have been experiencing savage pay cuts.

Conference considers that the energy, drive and commitment of AHCPS members in carrying out their functions and duties are a vital asset of the State.

**Revenue Branch**