



Association of
Higher Civil and
Public Servants

Christmas Newsletter 2021

On behalf of the staff and Executive Committee of the AHCPS, I would like to take this opportunity to wish all members and their families a very Merry Christmas and a Healthy and Happy New Year for 2022.

Nollaig Shona Daoibh.

Ciaran Rohan
General Secretary



Blended Working Policy Framework.

Following intensive discussions with DPER over October/November good progress has been made on several substantive issues including the provision of office equipment and a shared understanding of the “20%” target.

However, in mid-November, the negotiations were paused in so DPER could consider it's position. While this was disappointing both the Association and FORSA are still available to engage in meaningful negotiations.

Surge in Membership

Nearly 300 new members have joined the AHCPS so far this year! The Association now represents over 3,300 senior civil servants and managers in the Commercial and Non-Commercial State Sector.

However, during Covid it has been challenging to contact new colleagues so please bring this newsletter to the attention of any new AP's or PO's who may have joined your area in the last 18 months. They may also find the information on the AHCPS Salary Protection Scheme (see below) particularly important. Please also let them know that they can now join the Association on-line at www.ahcps.ie, where we are shortly planning to add an information video for new members.

AHCPS Salary Protection & Life Cover Schemes



The AHCPS Salary Protection Scheme provided great value at only 0.57% of gross salary and is tax deductible.

If you do not already have the cover it is important to consider taking it out as an individual can be on half pay after an absence of three months or where an accumulation of three months arises within a four-year period.

As you may be aware the AHCPS Salary Protection Scheme provides for 75% of salary cover so instead of finding oneself on half pay or less you are brought back to 75% of your existing salary level.

The AHCPS Life Cover costs 0.48% of gross salary, is similarly tax deductible, and where there is a death in service provides cover of double the value of your salary. Sobering stuff, but important particularly to provide future stability for your family. Also, Cornmarket are now offering 6 months free life cover to new applicants. This offer will apply to new policies taken out from the 1st of February 2022.

These costs are not matched in the private sector where rates are usually much higher.

Remember, if you were previously a member of a FORSA scheme you must transfer to an AHCPS scheme or you may not be covered should it be necessary to make a claim.

Details of all these schemes are on the AHCPS website.

However, you must be a member of the AHCPS to avail of these great rates.

@AHCPS

The AHCPS twitter account has nearly 900 followers.

It is a wonderful way to keep up with all the Associations' news and events.

Don't miss out, our handle is @AHCPS



Member Engagement

- **"Everything You Wanted to Know About the Single Pension Scheme But Were Afraid to Ask!"**
Over 200 people registered for this Online Seminar which was held in November. The seminar was a great success and a recording of it will be uploaded onto the members' section of the new AHCPS website.
- **Retirement Financial Planning:** 200 members registered for this event which was run in conjunction with Cornmarket in October. These events are run regularly and will be advertised on our website.
- **The Pink Blue Cancer Awareness Programme:** This programme was for AHCPS' Salary Protection Scheme members and was an outstanding success. 420 GP appointments were booked for an initial screening with over 80 members referred for further tests so far.
- **Free Health Screening:** Over the summer some 600 members available of a free health screening which was carried out by Medmark Occupational Healthcare. A number of members had risk factors identified which, if they had not been detected early, could have resulted in serious health issues.
- **Up-Coming Event:** The ever popular bi-annual Women's Leadership Seminar is planned for February 2022 entitled **"Women in Leadership Post Covid"**. Details of how to register will be circulated to members in the New Year.



The ICTU Biennial Delegate Conference took place from 26-27 October 2021 in Belfast. The Conference was opened by both the Lord Mayors of Dublin & Belfast.

Congratulations to Ciaran Rohan, General Secretary who was re-elected to the Board of Congress for another 2 year term.

***Don't forget to Check out our New
Revamped Website
www.ahcps.ie***

**Online member application
facility.**

**AHCPS News Updates and
Twitter Feed.**

**Password-protected member-only
section which includes:**

- Information for members on general conditions of employment, pay scales, pay agreements, T&S rates etc.
- Industrial Relations News articles of interest to members
- Information on Civil Service Mobility opportunities for APs and POs
- Material and videos from previous AHCPS member events
- Details of upcoming member events

Principal Officer Competitions Update.

PO Higher (April 2021)

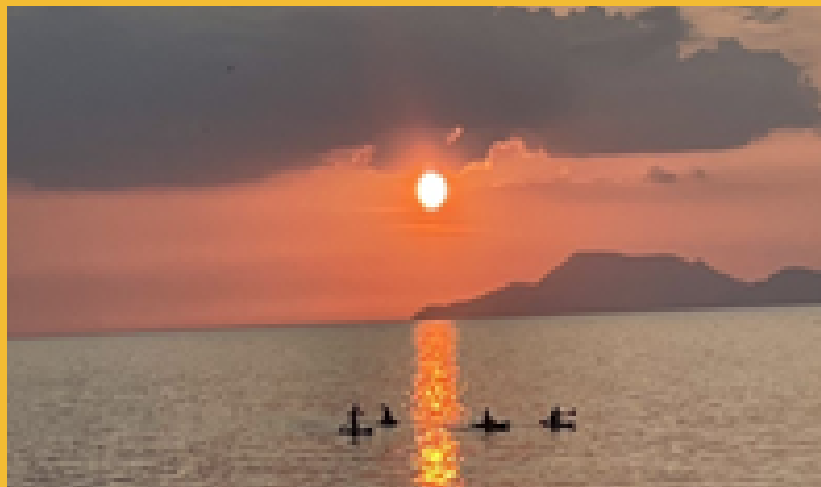
18 candidates were placed on a panel and to date 1 has been assigned.

PO (2019)

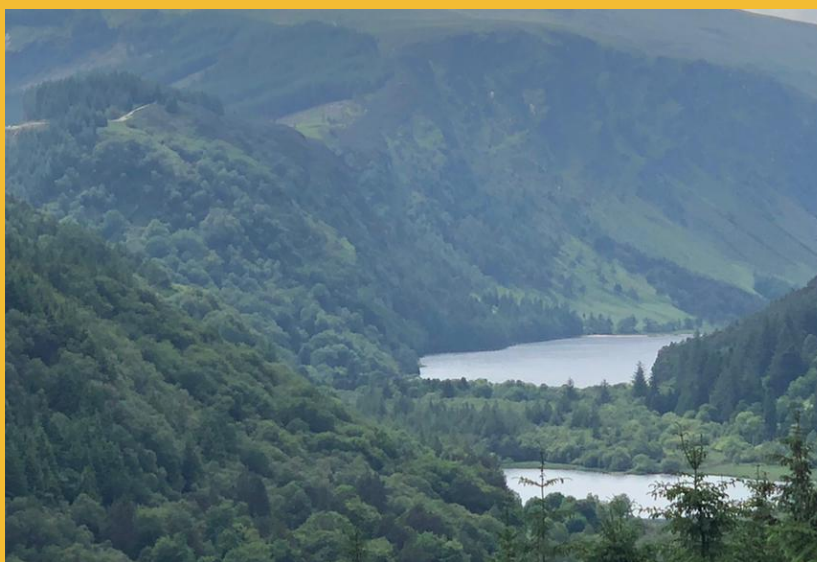
This panel has been added to on several occasions. 122 candidates have been placed on the panel and to date 74 have been assigned. 8 candidates did not proceed with their appointments.

The AHCPS understands that PAS are planning to hold a new PO competition in early 2022.

**Our 3 Staycation Photo Competition winners of
Just Eat vouchers worth €100, €70 and €50 are:**



€ 100: Sean Mc Hugh - Foreign Affairs



€70 Rachael Myles – Defence



€50 Louise Casey – Education