**ADC MOTIONS 2024**

**Motions Passed**

**Equality, Diversity & Inclusion**

**MOTION 2**

That this ADC calls on the Department of Public Expenditure National Development Plan Delivery & Reform to bring forward effective diversity and inclusion strategies which will identify gaps in workforce representation and to implement policies to attract and recruit employees from under-represented groups.

 **Executive Committee**

***ACTION for Motions 2&3*** *The Association will advance these matters within the Equality, Diversity and Inclusion Subcommittee of General Council which is due to meet in Q1 of 2025*

**MOTION 3**

Conference directs the incoming Executive Committee to pursue, with the official side, an inclusive work environment across the Civil Service that supports all employees and promotes the increased recruitment and retention of persons with disabilities. This includes the conducting of professional assessments (where necessary) of those with disabilities to ensure that they have every opportunity to reach their true potential.

 **Revenue Branch**

**MOTION 4 *(Stands for itself and Motion 5)***

Conference instructs the incoming Executive Committee to seek special leave arrangements for staff experiencing the loss of miscarriage, and other related losses during pregnancy to reduce the need for use of sick leave.

 **Revenue Branch**

***ACTION:*** *The Association has engaged with FORSA to move forward a Staff Panel claim to submit to DPENDPDR for consideration.*

**MOTION 5**

That Conference instructs the incoming Executive to pursue with our Employer statutory paid leave for those who suffer a pregnancy loss before the current maternity-leave cut-off point as well as for their partners, that is separate to sick leave entitlements.

 **Justice Branch**

**MOTION 6** ***(Stands for itself and Motion 7)***

That Conference remains committed to ensuring that our employer fosters a workplace environment that values diversity, equity and inclusion, recognising the importance of education and training in our workplaces, in promoting inclusivity and preventing discrimination and harassment in the workplace.

 **DETE Branch**

***ACTION for Motions 6&7*** *The Association will advance these matters within the Equality, Diversity and Inclusion Subcommittee of General Council which is due to meet in Q1 of 2025*

**MOTION 7**

That Conference supports the continuing implementation of inclusivity training for all members including education on diversity, equity and inclusion, and encourages our employer to establish training programmes on recognising unconscious bias, and the development of strategies for addressing and resolving conflicts related to diversity and inclusion.

 **DETE Branch**

**MOTION 8**

That Conference instructs the incoming Executive to engage with our Employer to increase the recruitment of Civil Servants from diverse backgrounds in order to reflect the changing makeup of Irish Society.

 **Justice Branch**

***ACTION:*** *The Association through the work of the Equality, Diversity & Inclusion Subcommittee of General Council will press DPENDPDR to review CS targets in this regard and implement increases.*

**MOTION 9**

Conference instructs the incoming Executive Committee to seek special leave arrangements for staff experiencing fertility related issues and undergoing treatments for same.

 **Revenue Branch**

***ACTION for Motions 9, 10 & 11:*** *The Association has engaged with FORSA and moved a Staff Panel claim to DPENDPDR for consideration. We are awaiting a response.*

**MOTION 10 *(Stands for itself and Motion 11)***

Conference notes with concern that the special leave available for victims of domestic violence and abuse in the Civil Service under Circular 16/2023 is only 5 days and instructs the incoming Executive Committee to seek to have this leave increased to 10 days as is provided by most progressive employments. **Revenue Branch**

**MOTION 11**

That Conference instructs the incoming Executive to work with our Employer to pursue a commitment to increase the amount of leave available to assist those suffering from domestic violence from 5 days to 10 days.

 **Justice Branch**

**MOTION 12**

Conference calls on the Executive to investigate the extent of the gender pension pay gap across the Civil Service focusing on parents, particularly those who availed of worksharing, shorter working year, unpaid maternity leave, and/or periods of unpaid leave for caring for someone with a disability or health issues. Many of these are now coming up to retirement with reduced years of service reckonable for pension. Noting the inequality of the “home caring period scheme” for these members who do not qualify for the State Contributory Pension. These members are generally pre1995 members paying PRSI at class B1. Conference further instructs the Executive Committee to investigate if the judgement of the EU Court of Justice case (Hellen Gerster v Freistaat Bayern) can be applied to the above cohort.

 **Revenue Branch**

***ACTION:*** *The Association will raise this matter within the Superannuation Sub-Committee of General Council.*

**MOTION 13**

This conference supports the inclusion of “Socio Economic Status” as a new ground for discrimination under Irish law.

 **Education Branch**

***ACTION:*** *Work is ongoing within DETE Departmental Council on this matter and a submission has gone to management for consideration.*

**MOTION 14**

That Conference instructs the incoming Executive to work with our Employer to ensure the full implementation of the Menopause in the Workplace Policy Framework for Civil Service Organisations.

 **Justice Branch**

***ACTION:*** *The Association has been addressing this matter at all Departmental Councils.*

**Pay And Allowances**

**MOTION 15**

That Conference recalls that those members who worked on Ireland’s 2004 and 2013 EU Presidencies received a bonus payment to acknowledge the hugely significant work and additional hours which this entails. This ADC calls on the Executive Committee lodge a claim with the Official Side with a view to securing an appropriate bonus payment for all officers, in all Departments who will carry out significant work on the 2026 Irish Presidency of the EU at home and abroad.

 **Foreign Affairs Branch**

***ACTION:*** *The Association will pursue this matter DPENDPDR.*

**MOTION 16**

That ADC calls on the Department of Public Expenditure National Development Plan Delivery & Reform to ensure that the correct staffing and other resources (including appropriate allowances and T&S arrangements) are in place so that Ireland’s upcoming EU presidency can be carried out in efficient and effective manner.

 **Executive Committee**

***ACTION:*** *The Association will pursue this matter with DPENDPDR.*

**MOTION 17 *(Stands for itself and Motion 18)***

That Conference instructs the incoming Executive to pursue a claim for the restoration of Chairpersons and delegates allowances or the introduction of an analogous allowance in the context of the Local Bargaining clause of the recent pay agreement.

 **Justice Branch**

***ACTION:*** *The Association will address this matter through central discussions with DPENDPR on local bargaining.*

**MOTION 18**

Conference instructs the incoming Executive Committee to seek the reinstatement of all allowances lost under FEMPI (e.g Delegate allowance, etc).

 **Revenue Branch**

**MOTION 19**

Conference notes that the current 83 day waiting period for payment of the Higher Scale allowance is excessive and instructs the incoming Executive Committee to seek to have all Higher Duty Allowances paid from the commencement date of the higher duty.

 **Revenue Branch**

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

**MOTION 20**

That Conference calls on the Executive to make representations to the Department of Public Expenditure, NPD Delivery and Reform to recognise that time spent ‘acting-up’ to a higher grade be included in the probation period, specifically those individuals who are promoted while in an ‘acting’ capacity and retain incremental credit from the time they commenced ‘acting’.

 **Defence Branch**

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

**MOTION 22** ***(Stands for itself and Motion 23)***

That Conference applauds the settlement reached this year in respect of Public Sector pay, which should offset the negative impact on pay caused by inflation in the last two years. ADC congratulates the Officials and the National Executive of the Association for their role in this achievement. This ADC also remains mindful of the dangers of re-emergent inflationary pressures and calls on the National Executive to keep inflation under constant review and to take swift and appropriate actions if it reaches levels, which in its view seriously imperil the value of the current deal on Public Sector pay.

 **Foreign Affairs Branch**

***ACTION:*** *Statement of appreciation. No action required.*

**MOTION 23**

That Conference acknowledges their hard work and effort on behalf of the members of the fulltime officials and the Executive Committee of the Union for during the most recent pay talks and agreement.

 **Education Branch**

**MOTION 24**

That Conference calls on the Executive to seek a change in higher scales for AP and PO which currently requires 3 and 6 years at the top of the scale before moving to the last two increments. The removal of the long service increments for higher scales AP and PO would be in line with the higher scales policy of EO/AO/HEO.

 **DCEDIY Branch**

***ACTION:*** *The Association will consider addressing this in the context of the local bargaining provisions of the current National Pay Agreement.*

**Travel and Subsistence**

**MOTION 25 *(Stands for itself and Motion 26)***

That Conference calls on the incoming Executive to engage with the Department of Public Expenditure, NDP Delivery and Reform to review the rates payable under Subsistence Allowances Abroad to bring them in line with actual costs faced by members when travelling abroad for state business and that home travel rates should be under continuous review so that members costs are fully covered.

 **NSSO Branch**

***ACTION:*** *The Association has raised this matter with DPENDPDR at General Council and is awaiting a response.*

**MOTION 26**

That Conference calls on the incoming Executive to engage with the Department of Public Expenditure, NDP Delivery and Reform to review the rates payable under Subsistence Allowances Abroad to bring them in line with actual costs faced by members when travelling abroad for state business to ensure that members costs are fully covered.

 **DECC Branch**

**Tax Relief**

**MOTION 28**

Conference instructs the incoming Executive Committee to seek the reintroduction of tax relief on Trade Union Subscriptions for in-benefit members.

 **Revenue Branch**

***ACTION:*** *This was part of the Congress Pre Budget submission but unfortunately ICTU was not successful in progressing the tax relief but continues to pursue the matter.*

**Living Wage**

**MOTION 30**

That Conference supports the concept that work should provide an adequate income to enable individuals to afford a socially acceptable standard of living – That conference calls on the incoming Executive Committee to support the campaign for a ‘living wage’.

 **Education Branch**

***ACTION:*** *The Association actively supports this objective within the ICTU and through the work of the General Secretary as a member of that Body.*

**Engagement**

**MOTION 31 *(Stands for itself and Motions 32 & 33)***

That Conference notes with concern the ongoing pattern of non-consultation with the Association and other staff representative bodies concerning proposed changes affecting our members. Conference calls on the Executive to ensure that future public sector agreements include commitments from the employer side to engage in such consultation in advance of proposed change.

 **DSP Branch**

***ACTION:*** *This is now a requirement under Section 5.1.2 of the National Wage Agreement whereby all parties are obliged to ensure they have well-developed communication channels, including compliance with the statutory information and consultation obligations.*

**MOTION 32**

That ADC notes with concern the failure of senior management in some Offices and Departments to operate the normal industrial relations machinery in the civil service and engage meaningfully with staff representatives. This ADC further encourages engagement going forward to achieve a positive working environment for the benefit of management & staff.

 **Executive Committee**

**MOTION 33**

Conference calls on the incoming Executive Committee to work to ensure that Government Departments engage in appropriate, timely and meaningful consultation with staff interests, in particular with recognised unions, in relation to workplace change.

 **Revenue Branch**

**MOTION 34**

Conference calls on the incoming Executive Committee to work to ensure that workforce planning within Government Departments is carried out in consultation with staff and their recognised unions, and that the process and its outcomes are transparent.

 **Revenue Branch**

***ACTION:*** *The Association remains vigilant on this issue at national and local levels.*

**Terms and Conditions of Employment**

**MOTION 35**

That Conference recalls that Circular 6/2016 sets out an entitlement to up to five days of special leave with pay at the time of marriage, “subject to an overall total between annual leave and marriage leave of 27 days in the leave year in which the marriage takes place”. This effectively means that the AHCPS grades cannot benefit from marriage leave if they use all of their annual leave entitlement. The effect is to exclude certain grades from this special leave, which is used rarely across an entire career, and which may have indirect discriminatory effects on the basis of age. This ADC calls on the Executive Committee to raise this issue with the Official side with a view to correcting this anomaly.

 **Foreign Affairs Branch**

***ACTION:*** *The Association has raised this anomaly with DPENDPDR*

**MOTION 36**

That Conference calls on the Executive to clarify with the Official Side the meaning of a satisfactory sick leave record as it relates to increments and incremental deferrals and to standardise the approach in the interest of equity for all civil and public sector employees. The reason for this is that some Departments operate differently to others with regard to increment deferrals as a result of sick leave records.

 **DCEDIY Branch**

***ACTION:*** *The Association has raised this matter at General Council through the Staff Panel of unions. DPER has confirmed that the practice in some Departments is incorrect and has undertaken to clarify this with employers.*

**MOTION 37**

Conference calls on the incoming Executive Committee to address the issue of the inadequacies of the current Grievance Procedures in the Civil Service. The Procedures are currently covered by Circular 11/2001 and have not been updated, in particular matters of pay, disciplinary action, selection for promotion, selection for posts carrying an allowance, posting abroad, higher scale and exclusion from competitions are not deemed appropriate under this Circular. These and other issues are of fundamental importance to the members and cannot be addressed under the current Circular.

 **Revenue Branch**

***ACTION:*** *The Association is addressing this matter via ongoing discussions with DPENDPDR via the Staff Panel of General Council and proposed reform of the C&A Scheme.*

**Promotions**

**MOTION 40**

That Conference notes the recent trend whereby the number of applicants being granted an interview at the first stage of the TLAC process has decreased significantly despite the number of applications remaining very high. This Conference further notes that this development is having a detrimental impact on the legitimate career expectations and opportunities of our members and the unintended consequence of adversely impacting their motivation and morale. This Conference instructs the incoming executive committee to raise this issue directly with the official side to seek an explanation as to this recent development and to engage with a view to returning to the previous situation whereby a more reasonable number of applicants to TLAC competitions were granted the opportunity to interview for career advancement.

 **DHLGH Branch**

***ACTION for Motions 40&41:*** *The Association will raise these matters with DPENDPDR.*

**MOTION 41**

That Conference instructs the incoming Executive to engage with our Employer (DPENDR) to ensure that all posts at A/Sec or equivalent level are advertised at the earliest possible stage to ensure that the practice of creeping adhoc acting-up appointments is eliminated, which acts to reduce competition for posts owing to a perception that particular individuals have been “anointed” for the role.

 **Justice Branch**

**MOTION 42 *(Stands for itself and Motion 43)***

That Conference instructs the incoming Executive to engage with the Department of Public Expenditure, NDP Delivery and Reform to seek the return of the Confined InterDepartmental Competition to Principal Officer, but on basis that any reinstatement is not at the expense of internal panel opportunities.

 **NSSO Branch**

***ACTION:*** *The Association held a preliminary meeting with the DPENDPDR Recruitment Policy Unit in January 25 on this matter and the subject of the Open PO Competition and Panel sequence in place since 2015. A response is awaited.*

**MOTION 43**

That Conference instructs the incoming Executive to engage with the Department of Public Expenditure, NDP Delivery and Reform to seek the return of the Confined InterDepartmental Competition to Principal Officer, but on basis that any reinstatement is not at the expense of internal panel opportunities.

 **DECC Branch**

**MOTION 44**

That Conference instructs the incoming Executive to engage with our Employer (DPENDR) to ensure that all internal promotion to PO competitions are conducted in a manner that is: i. Fair and transparent to all applicants ii. Timely in respect of existing Departmental liabilities, and iii. In accordance with best industry-wide HR and recruitment practices

 **Justice Branch**

***ACTION:*** *The Association remains vigilant on this issue at national and local levels.*

**Civil Service Status**

**MOTION 45**

That Conference instructs the incoming Executive to continue to support civil servants with regard to retaining terms and conditions “no less favourable” than those to which they are currently entitled as civil servants. This is with regard to the passing of FEMPI style legislation that sets out that civil servants can become public servants by means of primary legislation.

 **An Garda Síochána Branch**

***ACTION for Motions 45 & 46:*** *The Association has vigorously pursued this matter at national and local level and in particular with DoJ and Garda Management within the work of the IR Forum brought into existence following extensive joint union lobbying. This included a meeting with the Minister that resulted in the delayed application of the change of status until at least 2 years from the time of the commencement of the Bill not set for 1/1/25. The Association continues to insist that access to CS Mobility on a personal to holder basis is facilitated for existing staff and continues to question why existing staff cannot retain full CS status.*

**MOTION 46**

That Conference calls on the incoming Executive to pursue the retention of Mobility and/or the setting up of redeployment panels to enable currently serving civil servants to pursue other career options as civil servants who do not want to be made public servants as a result of the passing into law of primary legislation.

 **An Garda Síochána Branch**

**Working Abroad**

**MOTION 47**

That Conference recalls that unmarried partners who accompany members on a posting abroad make the same sacrifices as those accompanying married members. However, unmarried accompanied members are still not entitled to the ‘accompanied allowance’, which married members are. This issue which results in serious hardship and financial loss for many members and is decades overdue for resolution. This ADC notes that in recent years the Official side has conceded the point, by entitling unmarried members to a significant number of the smaller allowances and other entitlements (including to a Diplomatic Passport for accompanying partners) which pertain to those accompanied married members posted abroad. Therefore, this ADC directs the National Executive to pursue a claim with the official side for the provision of the ‘accompanied allowance’ for unmarried members posted abroad by the State who are accompanied by an unmarried partner. Recalling that the Equality Acts prohibit discrimination on the basis of marital status. This ADC also calls on the National Executive to prepare a report on the equality issues that arise and consider what supports it could provide to any member(s) who envisage taking a case(s) under the Equality Acts if this claim is not successful and to present a written report on the progress made on this issue to next year’s ADC.

 **Foreign Affairs Branch**

 ***ACTION:*** *The Association is pursuing a claim for the provision of the “unaccompanied allowance” for unmarried members posted abroad by the State who are accompanied by an unmarried partner. The intention is for adoption of a cross union claim by the Staff Panel of General Council for submission to DPENDPDR for consideration. The Executive Committee has taken under consideration the preparation of the written report for presentation at ADC 2025.*

**MOTION 48**

That Conference regrets that the spouses and unmarried partners of members posted diplomatically by the State to two EU Member States (both accompanying EU nationals and non EU citizens with ‘green cards’ in Ireland) now face issues as regards their right to remain and their right to work. This situation is related to the diplomatic status of the member and is not in keeping with the spirit of the right to free movement within the EU’s single market (right to be accompanied). Conference welcomes that the Department of Foreign Affairs has now begun to examine solutions to these issues where they have arisen as regards privileges and immunities agreements. ADC calls on the Executive Committee to raise the issue with the Official Side with a view to ensuring this issue cannot arise again in relation to any other receiving EU Member State.

 **Foreign Affairs Branch**

 ***ACTION on Motions 48, 49, 50 & 51:*** *The Association will engage with DFA on these matters.*

**MOTION 49**

That Conference recalls that spouses and unmarried partners of members posted overseas are often precluded from undertaking paid work by the receiving state and engage in voluntary work serving the interests of the State. They may relocate multiple times with significant disruption to family life and to their careers, with no guarantee either of being re-employed on return to the State. This ADC calls on the Executive Committee to lodge a claim with the Official Side to ensure spouses and unmarried partners of members do not continue to be disadvantaged, are allowed immediate access to a State pension scheme as in other European countries and given credits for the periods of time they have spent overseas on posting.

 **Foreign Affairs Branch**

**MOTION 50**

That Conference notes that the Children’s Foreign Allowance for officers posted overseas is currently payable for children to age 18 and 21 for adult children in full time education. Recalls that very few young people have completed their education by age 21 and notes that this definition of a child is very outdated, while in civil law parents are responsible for the maintenance of their adult children in full time education up to age 23 (for example for child maintenance in separation or divorce). Given the very significant cost of maintaining adult children in third level education from abroad, particularly for accommodation, this ADC calls on the Executive Committee to lodge a claim with the Officials Side for the Children’s Foreign Allowance to be paid for children in full time education up to age 23.

 **Foreign Affairs Branch**

**MOTION 51**

That Conference notes that securing Mortgage protection for Members posted abroad is very difficult, if not impossible, due to a requirement that the officer is physically resident in the state at the time the insurance is taken out. This ADC calls on the Executive Committee to urgently engage with DFA to engage with mortgage protection industry to establish the issues involved and, whether written confirmation by the State that members remain resident in the State for tax purposes is a solution for obtaining new approvals /or to examine other potential solutions with the Official side and to report back to Branches as soon as possible.

 **Foreign Affairs Branch**

**Working Abroad**

**MOTION 52 *(Stands for itself and Motion 53)***

That Conference recognises that in light of recent policy changes around blended working and the right to disconnect, now is the right time to advance these concepts, and Conference calls on the incoming Executive to pursue a claim through any appropriate means on grounds of discrimination, equality and anti-family friendly policies, to address the fact that Assistant Principal Officers (APOs) appointed from 1 July 2013 are not entitled to accrue and take flexi leave, even though fellow APO colleagues appointed pre-1 July 2013 can avail of such flexi leave policies, in the same teams, offices and organisations.

 **Houses of the Oireachtas Branch**

 ***ACTION:*** *This matter is of long-standing concern to the Association and is being jointly raised with FORSA through the reconstituted C&A Scheme via a joint union claim.*

**MOTION 53**

That this ADC notes the commitment given in the Public Service Agreement 2024-2026 to the full and final unwinding of 2009 FEMPI legislation and the normalisation of ‘post-crisis’ public service industrial relations and therefore calls on the Department of Public Expenditure National Development Plan Delivery & Reform to restore the right to accrue flexi leave to the AP grade which was withdrawn in the Haddington Road Agreement 2013.

 **Executive Committee**

**Right to Disconnect**

**MOTION 55**

That Conference calls on the incoming Executive to engage with our employers across Departments and Offices to ensure that the right to disconnect is upheld, and particularly that any attempts to formalise a roster for out-of-hours work are opposed or adequately compensated as appropriate.

 **Health Branch**

**Amendment:** That Conference calls on the incoming Executive to engage with our employers across Departments and Offices to ensure that the right to disconnect is upheld, and particularly that any attempts to formalise a roster for out-of-hours work are opposed or adequately compensated as appropriate. To ensure compensation for regular or rostered out of hours, is adequate, fair and consistent, Conference further instructs the Executive Committee to seek an on-call allowance for all members who are regularly called upon or rostered, to attend work outside of our normal office hours

 **Revenue Branch**

***ACTION for Motions 55 & 56:*** *The Association remains vigilant on this issue at national and local levels and has been successful in ensuring “Right to Disconnect Policies” have been published in many departments. In addition, the Staff Panel of General Council is working with DPENDPDR on the matter of a Central Policy Framework.*

**MOTION 56**

That conference notes that there is too high a volume of work carried out outside of working hours. This conference notes that emails are sent at various hours of the night, during weekends etc. This conference further notes that this puts pressure on members to respond, is contrary to the provisions of the 1997 Organisation of Working Time Act and affects the work life balance of members. To this end, in line with the guidance produced by the ICTU on the right to disconnect, this conference instructs the incoming executive committee to raise this issue at the relevant IR fora, ensure DPER re-issues the guidance on the issue to all staff, and remains vigilant about the issue.

 **DHLGH Branch**

**Right to Privacy**

**MOTION 57**

That Conference calls on the incoming Executive to act to protect the privacy of our members in the workplace as they carry out their duties, particularly in media coverage.

 **Health Branch**

***ACTION:*** *The Association has taken legal advice on this matter and has shared the content with impacted members.*

**Current Conflict in Gaza**

**MOTION 58**

This Conference condemns all violence and suffering experienced by those affected by the Gaza/Israel conflict and supports calls for an immediate ceasefire.

 **Revenue Branch**

***ACTION:*** *Conference statement.*

**Ireland For All**

**MOTION 59 *(Stands for itself and Motion 60)***

That conference notes the re-emergence of a far-right element in Ireland, and the associated violence (including arson, assault and intimidation of families seeking international protection) that has accompanied this. This conference supports the Irish Congress of Trade Unions and the “stronger together – Ireland for all” initiative, which seeks to combat racism and to illustrate the invaluable contributions made to Ireland’s workforce by migrant workers across the island. This conference instructs the incoming executive committee to visibly support and work with Congress on this campaign and to visibly stand against racism and xenophobia..

 **DHLGH Branch**

***ACTION:*** *The Association actively supports this initiative via the ICTU and the involvement of the General Secretary on the ICTU Executive. Congress Anti Racism Officer David Carroll spoke at the Away Day of the Staff Panel of General Council Staff Panel on the subject and provided some valuable insights and direction.*

**MOTION 60**

That Conference notes with deep concern, the rise in antiimmigrant sentiment and violence in Ireland over recent months. Conference calls on the Executive to fully support the ICTU action plan against the far right aimed at promoting awareness that the trade union movement was built on the simple idea of working people standing united in their commitment to fighting poverty, discrimination, racism, and fascism.

 **DSP Branch**

**Civil Service Employee Assistance Service**

**MOTION 61**

That conference notes that the positive impact that the Civil Service Employee Assistance Service has in terms of providing assistance to members both individually and as a support to them in their role as managers. We welcome the increased awareness and take up of this important and useful service. However, we also note with some serious concern that the 2023 report of the service showed another rise in those accessing it with workplace attributed stress. Workplace attributed stress is now the number one issue that people report to the CSEAS with, this is the third year in a row that this figure has increased, and it has increased by 54% since 2020. Accordingly, conference instructs the Incoming Executive Committee to immediately begin a process to address this issue as follows; n Firstly, conference instructs the incoming executive committee to meet with the CSEAS and understand the reasons behind this trend, and those Departments/Offices where the rise has been most prominent. n Secondly, following this meeting, the incoming executive should meet with those Departments where these issues are a problem and ensure that specific strategies are put in place that addresses these issues and that they are monitoring outcomes.

 **DHLGH Branch**

**Amendment:**That conference notes that the positive impact that the Civil Service Employee Assistance Service has in terms of providing assistance to members both individually and as a support to them in their role as managers. We welcome the increased awareness and take up of this important and useful service. However, we also note with some serious concern that the 2023 report of the service showed another rise in those accessing it with workplace attributed stress. Workplace attributed stress is now the number one issue that people report to the CSEAS with, this is the third year in a row that this figure has increased, and it has increased by 54% since 2020 Accordingly, conference instructs the Incoming Executive Committee to immediately begin a process to address this issue as follows; -

Firstly, conference instructs the incoming executive committee to meet with the Department of Public Expenditure, NDP Delivery and Reform and the CSEAS and understand the reasons behind this trend, in a manner that respects client confidentiality, and those Departments/Offices where the rise has been most prominent. –

Secondly, following this meeting, the incoming executive should meet with those Departments where these issues are a problem, in a manner that respects client confidentiality, and ensure that specific strategies are put in place that addresses these issues and that they are monitoring outcomes

**Housing, Local Government & Heritage Branch**

***ACTION:*** *The Executive Committee has invited Ms. Susan Clarke, Manager CSEAS to address its February meeting on this subject and to provide details of any notable increases or trends in workplace stress.*

**Death in Service**

**MOTION 63**

Conference instructs the incoming Executive Committee to engage with management and agree a protocol to address the circumstances where a member dies in service.

 **Revenue Branch**

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

**Part Time Work**

**MOTION 64**

Conference is aware that AHCPS members who apply for part-time working in the Civil Service are often denied such opportunities. Conference is also aware that the AP and PO mobility schemes are effectively closed to part-time members, due to the lack of mobility positions offered on a part-time basis. Conference calls on the Executive to engage with Civil Service Management to ensure that the WRC Code of Practice on Access to Part-Time Work is fully implemented in respect of our grades and that part-time workers are treated equally in respect of access to mobility and other opportunities.

 **DSP Branch**

***ACTION:*** *The Association has sought a meeting with DPENDPDR to review the operation of the CS Mobility Scheme and its impact on our grades and to address this matter.*

**Training**

**MOTION 65**

That Conference recognizes the increased availability of high quality and value for money learning and development opportunities for Civil Servants since the establishment of ‘OneLearning’ within the Department of Public Expenditure and Reform in 2017. However, this conference now notes with some concern the transfer of the ‘OneLearning’ function out of the Department and into the Institute of Public Administration. This conference now calls on the incoming executive committee to work to ensure that Civil Servants can continue to avail of the same high-quality learning and development opportunities without any diminution in service standards and on the same basis that obtained when the learning platform was within the Civil Service itself.

 **Health Branch**

***ACTION:*** *The Association has raised this matter within the Staff Panel of General Council to adopt a cross-union approach with DPENDPDR on the workings of One Learning.*

**Probation**

**MOTION 66**

That Conference instructs the Executive to engage with DPENDPDR in order to clarify the policy implications of the Whelan vs Minister for Transport judgment as it pertains to probation in the Civil Service. Conference calls on the Executive to provide assistance to members in navigating the new probation arrangements.

 **DSP Branch**

***ACTION:*** *The Association is actively engaged with DPENDPDR on this matter through the work of the Probation Sub-Committee of General Council and has submitted proposals to reduce the probation period to align with the new EU Directive following consultation with and feedback from members.*

**Communications**

**MOTION 67**

That conference notes the AHCPS has a good website, but laments that it is not updated very often. Consequently, this conference instructs the incoming executive to work with the relevant full-time officials to ensure that the website is regularly updated with a view to becoming a critical resource for members, officials, activists and others.

 **DHLGH Branch**

***ACTION:*** *The Executive Committee has taken this matter under consideration.*

**Cashless Society**

**MOTION 73**

That conference notes that the positive impacts that the push to digital commerce has had on society. However, conference is concerned that a move to cashless society can have a negative impact on many different members of society who for valid reasons, (such as social, economic, psychological) prefer to have the option of using cash. Conference notes the impact to towns, especially employment in smaller towns, when Post offices, Banks, and other organisations have closed branches, and is keen that this isn’t replicated in the move to cash-free. To this end, Conference instructs the incoming executive committee to survey members on the issue and produce a report on the issue in advance of the new Delegate conference.

 **DHLGH Branch**

***ACTION:*** *The Association will consult members on this subject.*

**\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\***

**Motions Remitted to Executive Committee**

**The concept of remission means motions remitted are taken under consideration by the Executive Committee (EC). The EC is**

**MOTION 1**

To take account of the increase in membership and the need for additional representation on the Executive Committee, that Conference approves an amendment to the Rules and Constitution of the Association of Higher Civil and Public Servants as follows: Amend Rule 11(a)(ii) by deleting the words ‘Twelve other members’ and by inserting the words ‘Fourteen other members’. Amend Rule 11(k) by deleting ‘shall be seven members” and by inserting ‘shall be eight members.’ and that these changes come into effect for the 2025 Annual Delegate Conference.

 **Transport Branch**

***ACTION:*** *The Executive Committee has taken this matter under consideration. .*

**MOTION 68**

That conference recognises the dedicated and good work as carried out by the executive committee. This conference further notes that it can be challenging to explain what the executive has been progressing to rank and file members. To this end, this Conference instructs the incoming executive to create minutes or report of every meeting in a manner that is accessible for all members, and to send these minutes to every branch secretary within 15 working days of every meeting.

 **DHLGH Branch**

 ***ACTION:*** *The Executive Committee is planning to publish summary minutes on a quarterly basis that will be accessible in the members section of the website.*

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**Motions Ruled Out of Order**

**MOTION 27 *(Out of Order as it is existing policy)***

That Conference instructs the incoming Executive to pursue a claim for payment of a 15-hour foreign subsistence rate to facilitate longer single travel days and reduce overnight accommodation costs to the state

 **Justice Branch**

**Motion 54 *(Out of order as is existing policy)***

That Conference instructs the incoming Executive to engage with our Employer (DPENDR) to ensure that modern ICT [and other] systems are put in place so as to ensure that grades represented by this Union can continue to maximise the benefit to State services from blended working.

 J**ustice Branch**

**Motion 62 (*Out of Order as not the role of the HSA)***

That conference instructs the incoming executive committee to meet with the Health and Safety Authority and ask them to investigate whether there are sufficient procedures in place in Departments to adequately address the issue of the rise in those accessing the CSEAS with workplace attributed stress. Following this meeting, the income executive committee will advise individual branches of the up to date legal position and case law regarding the obligations of Departments as employers under the 2005 Safety Health and Welfare at Work Act.

 **DHLGH Branch**

**Amendment:** *That conference instructs the incoming executive committee to meet with the relevant Authority and ask them to investigate whether there are sufficient procedures in place in Departments to adequately address the issue of the rise in those accessing the CSEAS with workplace attributed stress. Following this meeting, the income executive committee will advise individual branches of the up-to-date legal position and case law regarding the obligations of Departments as employers under the 2005 Safety Health and Welfare at Work Act.*

**Housing, Local Government & Heritage Branch**

**MOTION 69** ***(Out of order as it is already existing policy)***

That Conference calls on the incoming Executive Committee to provide a written update at future ADCs on progress implementing motions passed at each ADC in the previous two years, commencing in 2025.

 **Oireachtas Branch**

**MOTION 70 *(Out of Order as it is existing policy)***

That conference reaffirms previous motions and instructs the incoming executive and relevant full time officials to work with the staff side panel and allow full access for civil servants to the WRC.

 **DHLGH Branch**

**MOTION 71 (*Out of Order as it is existing policy*)**

That conference recalls previously passed motions and instructs the incoming executive committee to strongly oppose any change to the disciplinary code that is not derived from consultation and consensus with the staff panel. In particular, this conference reiterates its opposition to any use of legislation to bypass the staff panel in this manner.

 **DHLGH Branch**

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**Motions Lost**

**MOTION 38** ***(Stands for itself and Motion 39)***

That conference recognises that sequencing for general service civil service grades have been agreed under the Civil Service Conciliation and Arbitration Scheme and that the agreed sequence by our members posed a significant concession. That conference further notes that the revised agreed sequence at Principal Officer level was 66.6% of appointments from open competition with 33.3% from internal competition and further notes that the (then) Minister for Public Expenditure and Reform in his response to question 122 of October 25th, 2018, stated that ‘Sequences are monitored by my department on a quarterly basis’. Finally, this conference notes that some civil service organisations have not adhered to the agreed sequencing arrangements and continue to populate PO posts without regard to internal panel liabilities. Therefore, Conference calls on the incoming Executive to urge the Department of Public Expenditure, NDP Delivery and Reform to take whatever actions are necessary to ensure that internal panel liabilities are properly accounted for and bodies not adhering to the agreed sequencing are held to account.

 **OPW Branch**

**MOTION 39**

That Conference recognises that sequencing for general service civil service grades have been agreed under the Civil Service Conciliation and Arbitration Scheme and that the agreed sequencing by our members posed a significant concession. This conference further notes that the revised agreed sequence at Principal Officer level was 66.6% of appointments from open competition with 33.3% from internal competition and further notes that the (then) Minister for Public Expenditure and Reform in his response to question 122 of October 25th 2018 stated that ‘Sequences are monitored by my department on a quarterly basis’. Finally this conference notes that some civil service organisations have not adhered to the agreed sequencing arrangements and continue to populate PO posts without regard to internal panel liabilities. Therefore Conference calls on the incoming Executive to urge the Department of Public Expenditure, NDP Delivery and Reform to take whatever actions are necessary to ensure that internal panel liabilities are properly accounted for and bodies not adhering to the agreed sequencing are held to account.

 **NSSO Branch**

**MOTION 72**

That conference supports the full exploration of the compressed working week and instructs the incoming executive committee to take all actions required to ensure there is a pilot of the 4-day week for all feasible grades in the Civil Service.

 **DHLGH Branch**

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**Motions Withdrawn**

**MOTION 21**

That conference notes that there are a number of staff effectively acting up to more senior roles without any compensation for the additional workloads and responsibilities. This conference notes that some of these members have been working this way for periods in excess of a year. This conference notes that acting up can only be applied for at the beginning of a period, so, if there is an expectation that the period of acting up is less than the minimum period, but then exceeded, this period is not applicable. To this end, this conference instructs the incoming executive committee to work with the official side to ensure that acting up allowances can be applied for retrospectively and to ensure that all staff are eligible for such an allowances upon starting any period of working to a more senior grade.

 **DHLGH Branch**

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**Motions that Fell Due to other Motions being Passed**

**MOTION 29 *(If Motion 28 passed Motion 29 Falls)***

That conference calls on the Executive to make representations to Government to reinstate a flat rate expense to union members to incentivise membership. Defence Branch

 **Defence Branch**

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