



CIVIL PUBLIC AND SERVICES UNION

**Annual Delegate  
Conference 2016**

**NOMINATIONS  
MOTIONS AND  
AMENDMENTS TO MOTIONS  
AMENDMENTS TO RULES**



# *nominations*

## Nominations for the Election of President

The following Nominations for the Presidential Election for 2016/2018 were received in accordance with Rule 5(l) (i) (ii) (iii) and Rule 14(l) (i).

### **Name**

BYRNE, Joan  
KELLEHER, Terry  
KELLY, Sue  
McGEE, Ann  
O'DONNELL, Terry

### **Branch**

Tipperary  
An Post  
Castlebar  
PSO Sligo  
Revenue Ashtown Gate

## Nomination for Trustee

The following Nominations for Trustee for 2016/2019 were received in accordance with Rule 6(a) (iii) and 14(l) (i)

### **Name**

COPPERTHWAITTE, Daniel  
DONOGHUE, Cormac  
KELLY, Sue  
McGEE, Ann  
NEELY, Niall  
O'NEILL, Tanya  
QUIGLEY, Brian  
TYRRELL-COLLARD, Betty

### **Branch**

SP South  
Portlaoise General  
Castlebar  
PSO Sligo  
Letterkenny  
Revenue Limerick  
Roscommon  
Dublin Central

# *nominations*

## Nominations for Executive Committee

The following Nominations for Executive Committee election for 2016/2017 were received in accordance with Rule 7g (i) (ii) (iii) and 14 (l) (i)

<b>Name</b>	<b>Branch</b>
BERMINGHAM, Fergal	Galway General
BRENNAN, Debbie	Carlow
BYRNE, Joan	Tipperary General
COGAVIN, Roisin	Wicklow
COPPERTHWAITTE, Daniel	SP South
DONOGHUE, Cormac	Portlaoise General
DOYLE, William	S&A Attendants
FANNING, Deirdre	Limerick General
FARRELL, Aisling	Education Dublin
GARRY, Kevin	Finance/PeoplePoint
KELLEHER, Terry	An Post
KELLY, Sue	Castlebar
LINEHAN, Helen	Cork General
McCAFFREY, Michelle	Longford
McDONALD, Conor	Revenue South Central
McGEE, Ann	PSO Sligo
NEELY, Niall	Letterkenny
O'CONNELL, Mary	Kerry
O'LOUGHLIN, Laurence	Clare
O'NEILL, Tanya	Revenue Limerick
QUIGLEY, Brian	Roscommon
SMITH, Louise	Cavan/Monaghan
TAYLOR, Jean	Revenue Dublin Central
TYRRELL-COLLARD, Betty	Dublin Central

## Nomination for Standing Orders Committee

The following Nominations for Standing Orders Committee 2016/2018 were received in accordance with Rule 14(l) (i) and 17(a) (ii)

<b>Name</b>	<b>Branch</b>
CONNERY, Ian	Letterkenny
FOY, Daryl	Revenue Dublin Central
HAYDEN, Declan	SP Coolock/Kilbarrack
HORKAN, Karl	Castlebar
KELLY, Theresa	Tipperary General
LUNDY, Helen	Galway General
McDERMOTT, Peter	Dundalk
McMORROW, Michelle	PSO Sligo
MUNROE, Emer	Dublin Central
O'CONNOR, Kieran	Limerick General
SUTTON, Lorraine	CSO Dublin
WALSHE, Dennis	Portlaoise General
WARNER, Margaret	Waterford General

# *nominations*

## Nominations for Appeals Tribunal

The following Nominations for Appeals Tribunal 2016/2017 were received in accordance with Rule 14(l) (i)

### **Name**

AHERNE, Majella  
DUNNE, Larry  
GALLAGHER, Martin  
McINTYRE, Breda  
NEVILLE, Michael  
O'CALLAGHAN, Muriel  
WALLACE, Maria

### **Branch**

Justice Killarney  
Tipperary General  
Revenue Ashtown Gate  
Cavan/Monaghan  
Dublin Central  
Waterford General  
Letterkenny

## Nominations for Honorary Life Membership

The following Nominations for Honorary Life Membership were received in accordance with Rule 3(d)

### **Name**

BOYCE, Pauline  
CALLAGHAN, Violet  
GREALIS, Helen  
NIHILL, Deirdre  
O'DONNELL, Mary  
QUINLAN, Deirdre  
SCOTT, Mary  
WILLIAMS, Mick

### **Branch**

Letterkenny  
Galway General  
Castlebar  
Revenue Limerick  
Tipperary General  
Revenue Limerick  
Roscommon  
Carlow

## Proposed Amendments to Rule:

### 1 Rule 5 The Officers

Rule 5(h) (i) currently reads:

*(h)(i) "Should a vacancy arise in the office of the General Secretary, Deputy General Secretary, Financial Secretary or any Industrial Secretary or Officer position within An Ceard Cumann, it shall be filled by a Special Committee of Selection appointed for the purpose by the Executive Committee, subject to ratification by a Special Delegate or Annual Delegate Conference."*

After the words "General Secretary" and before the words "Deputy General Secretary" insert the words: "it shall be filled by advertising the position both inside and outside of the CPSU. The candidates for the General Secretary position will then be elected by a ballot of CPSU members. The future General Secretary shall have a four-year contract upon which the post will be re-advertised. The position of"

Amended Rule 5(h) (i) to read:

*(h)(i) "Should a vacancy arise in the office of the General Secretary it shall be filled by advertising the position both inside and outside of the CPSU. The candidates for the General Secretary position will then be elected by a ballot of CPSU members. The future General Secretary shall have a four-year contract upon which the post will be re-advertised. The position of Deputy General Secretary, Financial Secretary or any Industrial Secretary or Officer position within An Ceard Cumann, it shall be filled by a Special Committee of Selection appointed for the purpose by the Executive Committee, subject to ratification by a Special Delegate or Annual Delegate Conference."*

*An Post*

### 2 Rule 5 The Officers

Rule 5(k) (iii) currently reads:

*(k)(iii) "Election of the President and Vice-President shall be conducted by ballot on the system of proportional representation."*

After the word "representation" add "and the quota for this election shall be calculated on the basis of filling two (2) positions."

Amended Rule 5(k) (iii) to read:

*(k)(iii) "Election of the President and Vice-President shall be conducted by ballot on the system of proportional representation and the quota for this election shall be calculated on the basis of filling two (2) positions"*

*SP National Committee*

### 3 Rule 5 The Officers

Rule 5(k) (iii) currently reads:

*(k)(iii) "Election of the President and Vice President shall be conducted by ballot on the system of proportional representation."*

Add a new sentence: "The system of proportional representation will be that used in the Seanad Éireann Elections."

Amended Rule 5(k) (iii) to read:

*(k)(iii) "Election of the President and Vice President shall be conducted by ballot on the system of proportional representation. The system of proportional representation will be that used in the Seanad Éireann Elections."*

*Revenue Dublin Central*

### 4 Rule 5 The Officers

Rule 5(m) currently reads:

*(m) "The President shall be paid an Annual Honorarium to be determined by the Executive Committee."*

After the word “Committee” add: “This Honorarium must be ratified by the delegates present at that year’s ADC, prior to it being paid. If the Honorarium is not ratified, then ADC will have the power to determine a new Honorarium.”

Amended Rule 5(m) to read:

- (m) “The President shall be paid an Annual Honorarium to be determined by the Executive Committee. This Honorarium must be ratified by the delegates present at that year’s ADC, prior to it being paid. If the Honorarium is not ratified, then ADC will have the power to determine a new Honorarium.”

*Letterkenny*

## **5 Rule 5 The Officers**

Rule 5(m) currently reads:

- (m) *“The President shall be paid an Annual Honorarium to be determined by the Executive Committee.”*

After the word “Committee” insert: “An Amount not to exceed €1,000.00.”

Amended Rule 5(m) to read:

- (m) “The President shall be paid an Annual Honorarium to be determined by the Executive Committee. An Amount not to exceed €1,000.00.

*Roscommon*

## **6 Rule 6 The Trustees**

Rule 6(a) (iv) (a) currently reads:

- (a) (iv) (a) *“Candidates standing for election to the office of Trustee shall be eligible to stand for the Executive Committee, if defeated in the election for Trustee.”*

After the last word “Trustee” add: “unless they have already served 5 years continuously immediately prior to the year of their standing for election for Trustee.”

Amend Rule 6(a) (iv) (a) to read:

- (a) (iv) (a) “Candidates standing for election to the office of Trustee shall be eligible to stand for the Executive Committee, if defeated in the election for Trustee, unless they have already served 5 years continuously immediately prior to the year of their standing for election for Trustee.”

*SP National Committee*

## **7 Rule 6 The Trustees**

Insert new clause 6(a) (viii)

- (a)(viii) “The Trustees shall sit on the Executive in a non-voting capacity.”

*Portlaoise*

## **8 Rule 7 Executive Committee**

Rule 7(a) currently reads:

- (a) *“The Executive Committee shall consist of the President, Vice-President, General Secretary, Deputy General Secretary, Financial Secretary, deemed as Treasurer, two Trustees and sixteen other members who shall be elected by Annual Delegate Conference on nomination by any Branch of An Ceard Cumann. Of the 16 Executive members, none can serve any more than 5 years continuously at any one time. There must be a gap of at least one year between every 5 years.”*

Insert the word “other” to the second sentence, before “Executive”.

Insert the following line at the end: “Time spent as President, Vice-President or Trustee cannot be used to provide a gap to the 5-year rule for membership of the Executive Committee.”

Amended Rule 7(a) to read:

“The Executive Committee shall consist of the President, Vice-President, General Secretary, Deputy General Secretary, Financial Secretary, deemed as Treasurer, two Trustees and sixteen other members who shall be elected by Annual Delegate Conference on nomination by any Branch of An Ceard Cumann. Of the 16 other Executive members, none can serve any more than 5 years continuously at any one time. There must be a gap of at least one year between every 5 years. Time spent as President, Vice-President or Trustee cannot be used to provide a gap to the 5-year rule for membership of the Executive Committee.”

*Galway General*

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### **Rule 7 Executive Committee**

Rule 7(a) currently reads:

- (a) *“The Executive Committee shall consist of the President, Vice-President, General Secretary, Deputy General Secretary, Financial Secretary, deemed as Treasurer, two Trustees and sixteen other members who shall be elected by Annual Delegate Conference on nomination by any Branch of An Ceard Cumann. Of the 16 Executive members, none can serve any more than 5 years continuously at any one time. There must be a gap of at least one year between every 5 years.”*

After “any Branch of An Ceard Cumann”, delete “of the 16 Executive member, none can serve” and insert: “The 16 Executive Members, the President, Vice-President and Trustees can not serve”.

Amended Rule 7(a) to read:

“The Executive Committee shall consist of the President, Vice-President, General Secretary, Deputy General Secretary, Financial Secretary, deemed as Treasurer, two Trustees and sixteen other members who shall be elected by Annual Delegate Conference on nomination by any Branch of An Ceard Cumann. The 16 Executive Members, the President, Vice-President and Trustees can not serve any more than 5 years continuously at any one time. There must be a gap of at least one year between every 5 years.”

*Agriculture National Committee*

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### **Rule 7 Executive Committee**

Rule 7(a) currently reads:

- (a) *“The Executive Committee shall consist of the President, Vice-President, General Secretary, Deputy General Secretary, Financial Secretary, deemed as Treasurer, two Trustees and sixteen other members who shall be elected by Annual Delegate Conference on nomination by any Branch of An Ceard Cumann. Of the 16 Executive members, none can serve any more than 5 years continuously at any one time. There must be a gap of at least one year between every 5 years.”*

After “Annual Delegate Conference”, insert the words: “by secret ballot”

Amended Rule 7(a) to read:

“The Executive Committee shall consist of the President, Vice-President, General Secretary, Deputy General Secretary, Financial Secretary, deemed as Treasurer, two Trustees and sixteen other members who shall be elected by Annual Delegate Conference by secret ballot on nomination by any Branch of An Ceard Cumann. Of the 16 Executive members, none can serve any more than 5 years continuously at any one time. There must be a gap of at least one year between every 5 years.

*OPW*

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### **Rule 7 Executive Committee**

Rule 7(e) (ii) currently reads:

- (e)(ii) *“Every Executive Committee meeting will only be deemed to have concluded its business when the President (or whoever is presiding over the Executive meeting in the President’s absence) states so. Any Executive member who leaves an Executive meeting prior to the President (or whoever is presiding over the Executive meeting in the President’s absence) stating the meeting has concluded its business, will have their name recorded in the minutes of the meeting as having left prior to its conclusion. Any Executive member who leaves three (3) Executive meetings, during their term as an Executive member, prior to the President (or whoever is presiding over the Executive meeting in the President’s absence) stating the meeting has concluded its business, will be deemed to have resigned from office. Any Executive member who leaves a meeting without valid reason and/or prior notice to the President, which results in that meeting becoming inquorate, shall be deemed to have resigned from office. Where an Executive Committee member is in attendance at an Executive meeting, that member shall remain*



*at the meeting until the President (or whoever is presiding over the Executive meeting in the President's absence) closes the meeting, except where there are extenuating circumstances, and only may absent themselves with the permission of the President (or whoever is presiding over the Executive meeting in the President's absence)."*

After the word "office", delete: "Where an Executive Committee member is in attendance at an Executive meeting, that member shall remain at the meeting until the President (or whoever is presiding over the Executive meeting in the President's absence) closes the meeting, except where there are extenuating circumstances, and only may absent themselves with the permission of the President (or whoever is presiding over the Executive meeting in the President's absence)"

Amended Rule 7(e) (ii) to read:

(e)(ii) "Every Executive Committee meeting will only be deemed to have concluded its business when the President (or whoever is presiding over the Executive meeting in the President's absence) states so. Any Executive member who leaves an Executive meeting prior to the President (or whoever is presiding over the Executive meeting in the President's absence) stating the meeting has concluded its business, will have their name recorded in the minutes of the meeting as having left prior to its conclusion. Any Executive member who leaves three (3) Executive meetings, during their term as an Executive member, prior to the President (or whoever is presiding over the Executive meeting in the President's absence) stating the meeting has concluded its business, will be deemed to have resigned from office. Any Executive member who leaves a meeting without valid reason and/or prior notice to the President, which results in that meeting becoming inquorate, shall be deemed to have resigned from office."

*Letterkenny*

## **12 Rule 7 Executive Committee**

Rule 7(f) currently reads:

(f) *"Elections of the Executive Committee shall be conducted by ballot on the system of proportional representation. The system of proportional representation will be that used in Seanad Éireann Elections."*

Add the following sentence at the end of the current text: "The term of office of the ordinary members of the Executive shall be two years, to run concurrently with the term of Office of the President and Vice-President."

Amended Rule 7(f) to read:

(f) "Elections of the Executive Committee shall be conducted by ballot on the system of proportional representation. The system of proportional representation will be that used in Seanad Éireann Elections. The term of office of the Ordinary Members of the Executive shall be two years, to run concurrently with the term of Office of the President and Vice-President."

*Science and Arts Attendants*

## **13 Rule 8 Officers and Staff**

Rule 8(c) currently reads:

(c) *"Remuneration of all full and part-time staff shall be determined by the Executive Committee."*

After "Committee", delete full-stop and insert "and must be specifically sanctioned by an Annual Delegates' Conference, or Special Delegates Conference."

Amended Rule 8(a) to read:

(c) "Remuneration of all full and part-time staff shall be determined by the Executive Committee and must be specifically sanctioned by an Annual Delegates Conference, or Special Delegates Conference."

*Portlaoise*

## **14 Rule 9 Branches**

Rule 9 (c) (i) currently reads:

(c)(i) *"The Management of each Branch shall be vested in a Committee elected annually, and shall consist of a Chairperson, Honorary Secretary, and Honorary Treasurer, as officers, and no less than four or more than sixteen other members which will include Assistant Secretary, and Vice Chairperson, who shall, in the absence of the Secretary or Chairperson fulfil their duties"*.

After the words “Assistant Secretary” insert “Assistant Treasurer”

Amended Rule 9(c) (i) to read:

- (c) (i) “The Management of each Branch shall be vested in a Committee elected annually, and shall consist of a Chairperson, Honorary Secretary, and Honorary Treasurer, as officers, and no less than four or more than sixteen other members which will include Assistant Secretary, Assistant Treasurer and Vice Chairperson, who shall, in the absence of the Secretary or Chairperson fulfil their duties”.

*Cavan Monaghan*

## **15 Rule 9 Branches**

Rule 9(e) currently reads:

- (e) “A quorum of any Branch Committee meeting shall consist of one half of those eligible to attend the meeting. A quorum of any Annual General Meeting or Special General Meeting shall consist of 15% of those eligible to attend the meeting, subject to a minimum of seven persons, in accordance with Rule 9(c)(i).”

Delete “15%” and insert “10%.”.

Amended Rule 9(e) to read:

- (e) “A quorum of any Branch Committee meeting shall consist of one half of those eligible to attend the meeting. A quorum of any Annual General Meeting or Special General Meeting shall consist of 10% of those eligible to attend the meeting, subject to a minimum of seven persons, in accordance with Rule 9(c)(i).”

*Galway General*

## **16 Rule 10 National Committees**

Rule 10(b) (i) currently reads:

- (b) (i) *The size and composition of National Committees shall be determined by the Executive Committee.*

Delete (b) (i) entirely and insert: “Each branch shall have the right to nominate representatives to attend National Committees where the branch represents staff of the relevant Department or Agency.”

Amended Rule 10(b) (i) to read:

“Each branch shall have the right to nominate representatives to attend National Committees where the branch represents staff of the relevant Department or Agency.”

*Clare*

## **17 Rule 11 Discipline**

Appendix B: Rule 11 Appeals Procedure.

Insert new Rule (x) with existing Rule (x), becoming (xi).

New Rule (x) to read:

- (x) “The Appeals Tribunal shall have the power to uphold, amend or overturn the decision of the Disciplinary Committee and also the power to amend the penalties imposed by the Disciplinary Committee and/or the Executive Committee.”

*Letterkenny*

## **18 Rule 12 Finance**

Rule 12(f) currently reads:

- (f) *A Branch shall be entitled to receive quarterly from the Union funds, a sum of 5% of the total amount of subscription remitted in respect of the branch, or €190.45, whichever is greater, for the purpose of meeting local expenses and granting honoraria to Branch Officers as agreed annually at the Annual General Meeting of the Branch.*

Delete the word “quarterly” and insert the words “twice yearly”.

Amended Rule 12(f) to read:

- (f) A Branch shall be entitled to receive twice yearly from the Union funds, a sum of 5% of the total amount of subscription remitted in respect of the branch, or **€190.45, whichever is greater**, for the purpose of meeting local expenses and granting honoraria to Branch Officers as agreed annually at the Annual General Meeting of the Branch.”

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*Cavan/Monaghan*

### **Rule 12 Finance**

Rule 12(f) currently reads:

- (f) *A Branch shall be entitled to receive quarterly from the Union funds, a sum of 5% of the total amount of subscription remitted in respect of the branch, or **€190.45, whichever is greater**, for the purpose of meeting local expenses and granting honoraria to Branch Officers as agreed annually at the Annual General Meeting of the Branch.”*

Delete “5%” and insert “5.5%”. Delete “**€190.45**” and insert “**€250.00**”.

Amended Rule 12(f) to read:

- (f) A Branch shall be entitled to receive quarterly from the Union funds, a sum of 5.5% of the total amount of subscription remitted in respect of the branch, or **€250.00, whichever is greater**, for the purpose of meeting local expenses and granting honoraria to Branch Officers as agreed annually at the Annual General Meeting of the Branch.”

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*Finance/DPER*

### **Rule 12 Financial**

Rule 12(g) currently reads:

- (g) *“Members on pay at pension rate or any type of leave without pay, shall not be required to pay subscriptions during the period of such leave.”*

After “period of such leave” insert: “Such members are still considered fully paid-up members and retain full membership rights.”

Amended Rule 12(g) to read:

- (g) “Members on pay at pension rate or any type of leave without pay, shall not be required to pay subscriptions during the period of such leave. Such members are still considered fully paid-up members and retain full membership rights.”

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*Revenue Limerick*

### **Rule 13 Benefits**

Rule 13(b) currently reads:

- (b) *“The Benefit Fund may not assure to any person a sum in excess of €2,539.48 by way of gross sum or €952.30 per year by way of annuity.”*

Delete “€2,539.48” and insert “€3,750.00”. Delete “€952.30” and insert “€1,250.00”.

Amended Rule 13(b) to read:

- (b) “The Benefit Fund may not assure to any person a sum in excess of €3,750.00 by way of gross sum or €1,250.00 per year by way of annuity.”

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*Finance/DPER*

### **Rule 13 Benefits**

To insert new clause 13(c)

- (c) “In the event of CPSU amalgamating to form a new union that does not provide a members benefit scheme, the CPSU members benefit scheme shall be dissolved and its assets distributed equally among all member in good standing at time of amalgamation.”

*Clare*

**Rule 14 Annual Delegate Conference**

Rule 14(c) currently reads:

- (c) *“Delegates to Annual Delegate Conference or Special Delegate Conference must be elected at the Annual General Meeting or a Special General Meeting of the Branch convened by written, published notice of at least seven calendar days. Delegates to Annual Delegate Conference or Special Delegate Conference must be elected by secret ballot, conducted on the system of proportional representation. The names of Delegates and substitute Delegates to Annual Delegate Conference or a Special Delegate Conference shall be received by the General Secretary at least ten weeks before the date of such Conference. Substitute delegates to Annual or Special Delegate Conference may only be allowed on the production of written evidence, signed by the Chairperson of the meeting, that the substitute delegates were nominated for election as delegates at the Annual Delegate Conference or Special Delegate Conference.”*

Add an extra sentence of clause (c) as follows: “National Committee and CPSU Advisory Committee shall be entitled to send two delegates to Annual or Special Delegate Conference.”

Amended Rule 14(c) to read:

- (c) *“Delegates to Annual Delegate Conference or Special Delegate Conference must be elected at the Annual General Meeting or a Special General Meeting of the Branch convened by written, published notice of at least seven calendar days. Delegates to Annual Delegate Conference or Special Delegate Conference must be elected by secret ballot, conducted on the system of proportional representation. The names of delegates and substitute delegates to Annual Delegate Conference or a Special Delegate Conference shall be received by the General Secretary at least ten weeks before the date of such Conference. Substitute delegates to Annual or Special Delegate Conference may only be allowed on the production of written evidence, signed by the Chairperson of the meeting, that the substitute delegates were nominated for election as delegates at the Annual Delegate Conference or Special Delegate Conference. National Committee and CPSU Advisory Committee shall be entitled to send two delegates to Annual or Special Delegate Conference.”*

*Youth Committee*

**Rule 14 Annual Delegate Conference**

Rule 14(f) currently reads:

- (f) *“Each grade with a financial membership not exceeding 40 shall be entitled to be represented by one delegate. From 41 to 440, one delegate for each complete unit of 40 and, from 441 upwards, one delegate for each complete unit of 80.”*

Insert the following text at the end of the current Rule 14(f): “Each branch will be entitled to a minimum of two delegates to Annual Delegate Conference, irrespective of membership numbers or financial grades.”

Amended Rule 14(f) to read:

- (f) *“Each grade with a financial membership not exceeding 40 shall be entitled to be represented by one delegate. From 41 to 440, one delegate for each complete unit of 40 and, from 441 upwards, one delegate for each complete unit of 80. Each branch will be entitled to a minimum of two delegates to Annual Delegate Conference, irrespective of membership numbers or financial grades.”*

*OPW*

**Rule 14 Annual Delegate Conference**

Rule 14(f) currently reads:

- (f) *“Each grade with a financial membership not exceeding 40 shall be entitled to be represented by one delegate. From 41 to 440, one delegate for each complete unit of 40 and, from 441 upwards, one delegate for each complete unit of 80.”*

Insert the following text at the end of the current Rule 14(f): “In the case of General Branches, they shall be entitled to be represented by one delegate for each Department/Agency that a branch represents, whichever gives the greater entitlement to be used.”

Amended Rule 14(f) to read:

- (f) *“Each grade with a financial membership not exceeding 40 shall be entitled to be represented by one*

delegate. From 41 to 440, one delegate for each complete unit of 40 and, from 441 upwards, one delegate for each complete unit of 80. In the case of General Branches, they shall be entitled to be represented by one delegate for each Department/Agency that a branch represents, whichever gives the greater entitlement to be used.”

Clare

## 26 Rule 17 Standing Orders

Add a new clause (a)(v):

- (v) “No member elected to the Standing Orders Committee shall serve for more than two consecutive terms”

PSO Sligo

## 27 Rule 17 Standing Orders

Rule 17(a) (i) currently reads:

- (a)(i) *“There shall be a Standing Orders Committee consisting of seven members who shall be elected by Annual Delegate Conference on nomination of any Branch of An Ceard Cumann. The Standing Orders Committee shall hold office from the conclusion of the Annual Delegate Conference at which it was elected for a period of two years.”*

Insert the following text at the end of the current clause 17(a) (i): “The Standing Orders Committee shall carry out its duties under a Code of Practice to be drafted by the General Secretary in consultation with the sitting Standing Orders Committee and Executive Committee and presented to ADC for approval from time to time.”

Amended Rule 17(a) (i) to read:

- (a)(i) “There shall be a Standing Orders Committee consisting of seven members who shall be elected by Annual Delegate Conference on nomination of any Branch of An Ceard Cumann. The Standing Orders Committee shall hold office from the conclusion of the Annual Delegate Conference at which it was elected for a period of two years. The Standing Orders Committee shall carry out its duties under a Code of Practice to be drafted by the General Secretary in consultation with the sitting Standing Orders Committee and Executive Committee and presented to ADC for approval from time to time.”

Dublin Central

## 28 Rule 17 Standing Orders

Rule 17(i) currently reads:

- (i) *“A quorum of any Executive Committee meeting shall consist of two-thirds ( $\frac{2}{3}$ ) of those eligible to attend and vote at the meeting. A quorum of any other meeting held under the auspices of An Ceard Cumann, shall consist of one quarter ( $\frac{1}{4}$ ) of those eligible to attend the meeting, except in the case of Annual Delegate or Special Delegate Conference or Branch Committee meetings, when one half ( $\frac{1}{2}$ ) of those eligible to attend and vote shall form the quorum.”*

Remove the word “Annual Delegate or”.

Amended Rule 17(i) to read:

- (i) A quorum of any Executive Committee meeting shall consist of two-thirds ( $\frac{2}{3}$ ) of those eligible to attend and vote at the meeting. A quorum of any other meeting held under the auspices of An Ceard Cumann, shall consist of one quarter ( $\frac{1}{4}$ ) of those eligible to attend the meeting, except in the case of Special Delegate Conference or Branch Committee meetings, when one half ( $\frac{1}{2}$ ) of those eligible to attend and vote shall form the quorum.”

OPW

## 29 Rule 18 Amendment to Rules

Rule 18(a) currently reads:

- (a) *“The power to make, amend and revoke the Rules of An Ceard Cumann shall be vested on in an Annual or Special Delegate Conference which shall be convened every third year, commencing with 1992.”*

Replace “third” with “second” and delete “commencing with 1992”.

Amended Rule 18(a) to read:

- (a) "The power to make, amend and revoke the Rules of An Ceard Cumann shall be vested on in an Annual or Special Delegate Conference which shall be convened every second year."

Youth Committee

### 30 Rule 18 Amendment to Rules

Rule 18(b) currently reads:

- (b) *"The rule of An Ceard Cumann shall not be altered or amended, except by the consent of a two-thirds (2/3) majority of the Delegates voting at an Annual or Special Delegate Conference summoned for the purpose, and any alterations or amendments thus made shall be published in the issue of the official journal immediately following such Conference. Unless otherwise stated in the relevant resolutions, amendments to Rules shall take effect following conclusion of Annual or Special Delegate Conference. The Registrar of Friendly Societies shall be notified of such amendment."*

Remove the words "two thirds (2/3)"

Amended Rule 18(b) to read:

- (b) "The rule of An Ceard Cumann shall not be altered or amended, except by the consent of a majority of the Delegates voting at an Annual or Special Delegate Conference summoned for the purpose, and any alterations or amendments thus made shall be published in the issue of the official journal immediately following such Conference. Unless otherwise stated in the relevant resolutions, amendments to Rules shall take effect following conclusion of Annual or Special Delegate Conference. The Registrar of Friendly Societies shall be notified of such amendment."

OPW

### 31 Rule 19 Interpretation

Rule 19 currently reads:

*"The decision of the Executive Committee on any question of interpretation arising out of the Rules of An Ceard Cumann shall be binding on the members unless modified or reversed by a Delegate Conference of An Ceard Cumann."*

Delete current "Rule 19 Interpretation". Rename current "Rule 20 Strikes and Industrial Action" as "Rule 19 Strike and Industrial Action."

Finance /DPER

### 32 Rule 19 Interpretation

Rule 19 currently reads:

*"The decision of the Executive Committee on any question of interpretation arising out of the Rules of An Ceard Cumann shall be binding on the members unless modified or reversed by a Delegate Conference of An Ceard Cumann."*

Existing "Rule 19" to become "Rule 19(a)" and insert new "Rule 19(b)" as follows:

- (b) "The Executive Committee can only make a decision on an interpretation of the Rules of An Ceard Cumann if there are no rules existing governing their decision-making, or if the rules are unclear or contrary."

Amended Rule 19 to read:

- (a) "The decision of the Executive Committee on any question of interpretation arising out of the Rules of An Ceard Cumann shall be binding on the members unless modified or reversed by a Delegate Conference of An Ceard Cumann."
- (b) "The Executive Committee can only make a decision on an interpretation of the Rules of An Ceard Cumann if there are no rules existing governing their decision-making, or if the rules are unclear or contrary."

Letterkenny



**33 Rule 19 Interpretation**

Rule 19 currently reads:

*“The decision of the Executive Committee on any question of interpretation arising out of the Rules of An Ceard Cumann shall be binding on the members unless modified or reversed by a Delegate Conference of An Ceard Cumann.”*

Delete current “Rule 19 Interpretation”. Rename current “Rule 20 Strikes and Industrial Action” as “Rule 19 Strike and Industrial Action.”

*Portlaoise*

**34 Rule 20 Strikes and Industrial Action**

Insert new clause 20(l)

- (l) “Ballot papers to be issued to representatives in each Department/Office for distribution to members along with a list of members in each area.”

*Waterford General*

# motions

The following motions are numbered for the convenience of the Standing Orders Committee but may be changed to facilitate the running of Conference

**Delegates should please use the amended Book of Nominations and Amendments to Motions when voting at ADC.**

## Motions for Conference 2016

### Association / Finance

- 1 ADC instructs the incoming Executive to seek to ensure that individuals are liable for their own tax on any Honorarium received.  
*Agriculture National Committee*
- 2 ADC instructs the incoming Executive to change the way Optical Benefits are paid from “over the course of two consecutive years” to “over the course of one calendar year”.  
*Castlebar*
- 3 ADC instructs the incoming Executive to examine the possibility of increasing and expanding the present dental and optical benefit scheme.  
*An Post*
- 4 ADC instructs the incoming Executive to seek to include a “day case procedure” under the payment of hospital benefit.  
*Revenue Tallaght*
- 5 ADC instructs the incoming Executive to seek to put in place a procedure whereby various benefit available to members are put through a proper procurement process on an annual basis, where appropriate, ensuring that members are bring offered a genuine good deal.  
*Letterkenny*

### Association / Organisation

- 6 ADC instructs the incoming Executive to ensure that Branch Secretaries are not responsible for the dividing and issuing of ballot papers to different representatives, this responsibility to remain with Headquarters.  
*Waterford General*
- 7 ADC instructs the incoming Executive to put black and white photographs beside each name on ballot paper(s), akin to the current National Electoral format.  
*Finance/DPER*
- 8 In recognition of the right of each member of An ceard Cumann to be democratically consulted on each matter, ADC instructs the incoming Executive to ensure that ballot papers be posted by Head Office to each member at their home address or, alternatively, that Head Office post the ballot papers as per the Aontas mailing list.  
*Cork General*



- 9 Conference notes the issues with non-attendance in the Conference hall. To ensure there is a quorum at all times, ADC instructs the incoming Executive to prepare protocol on attendance at ADC.  
*Revenue Dublin Central*
- 10 ADC recognises the importance of recruiting new members to the organisation, in order to continue our mandate to protect and enhance the working lives of lower-income administrative workers. In particular, we note the increase in the number of new employees to the Civil Service at CO level as a welcome development, given the impact of the years of austerity on our membership, organisational structure and overall morale. We recognise that recruitment is the lifeblood of every trade union and we commend the ONE VOICE Report circulated prior to Conference. ADC therefore instructs the incoming Executive to seek to give effect to the recommendations of that report and to seek to increase membership levels across the union and to report back to ADC 2017.  
*Executive Committee*
- 11 ADC instructs the incoming Executive to explore the possibility of holding a one-day Conference for each Department/Organisation, prior to ADC, to bring to the fore any issues each Department/Organisation might have.  
*Revenue National Committee*
- 12 ADC instructs the incoming Executive to explore the possibility of strengthening the CPSU membership by recruiting new members at clerical officer level outside the Civil Service.  
*Dundalk*
- 13 ADC instructs the incoming Executive to seek to ensure that any vacancies that arise in CPSU Headquarters are circulated to existing members, in addition to the current recruitment procedure.  
*Agriculture National Committee*
- 14 ADC notes the number of long-serving activists who have been promoted as a result of the end of the moratorium, or who have retired from their employment. This has left a significant hole in the union's representative structure. ADC instructs the incoming Executive to work to identify new representatives and to urgently provide a short introductory training course in the running of Branches and representing members in the workplace, which will be provided at, or close to, the members' workplaces.  
*Dublin Central*
- 15 ADC instructs the incoming Executive to seek to ensure that Head Office updates their membership lists each year.  
*Waterford General*
- 16 ADC instructs the incoming Executive to seek to have a list of useful contact numbers on the CPSU website, i.e. Mabs, Public Services Friendly Society, Employee Assistance Officer, Pieta House, etc.  
*Revenue Limerick*
- 17 ADC instructs the incoming Executive to extend the duration of all future Conferences to include a full day of scheduled business on the Saturday, and also make a provision (B&B) for delegates for the Saturday night and Sunday morning.  
*Finance/DPER*
- 18 ADC instructs the incoming Executive to bring forward a Rules Change to the next Rules Conference, to provide for a right of representation on the Executive Committee for smaller Departments/Employments. The Executive shall establish a working group to devise a means for achieving a minimum number of seats which must be filled by candidates from smaller Departments/Employments, either by setting a number of reserved seats for such candidates, or by setting a threshold for the number of seats which can be held by candidates from one Department/Employment on the Executive from a larger Department/Employer. This shall form the basis of the full change to the next Rules Conference.  
*Dublin Central*
- 19 ADC instructs the incoming Executive to formalise the procedure for Branches to co-opt members to the Branch Committee outside the Branch AGMs.  
*CSO Cork*

## Conditions

20 ADC agrees that the ICTU “Charter for Fair Conditions at Work” identifies five key principles which, as a minimum, should be respected by every employer, and these are:-

- A Living Wage
- Fair Hours of Work
- The rights to trade union representation and Collective Bargaining
- The right to be treated with dignity at work
- Fair public procurement

Conference notes that these principles reflect our long-established policies to seek and protect fair pay, job security, trade union rights, equality in the workplace and in society, and public service work from outsourcing.

ADC instructs the incoming Executive to support efforts to secure the Congress Charter for Fair Conditions at Work for all workers in the private and public sectors. In this regard, the union will oppose any arrangement involving the alternative provision of public services which does not ensure the application of the principles in the Charter to the workers delivering the public services concerned.

*Executive Committee*

21 ADC instructs the incoming Executive to establish a Committee to examine and bring a report to ADC 2017 on seeking the amalgamation of the CO-EO grades, with a view to informing CPSU policy in any future pay agreements.

*SP National Committee*

22 ADC instructs the incoming Executive to seek a better solution with management of the various departments that experience peak-time customer services contacts, having regard to staff levels.

*Revenue Dublin Central*

23 ADC instructs the incoming Executive to review the H.C.O. appointment of 2007 in the Department of Environment. COs in the Department, who retained their service under previous union agreements, had their service overlooked in this case. No further H.C.O. appointments have been made since 2007, as the Department has reached its quota. This injustice to senior staff with years of service, needs to be rectified.

Having failed in achieving closure in their case, ADC instructs the incoming Executive to seek answers and report back within six months, to the questions below:

- (1) Were seniority agreements between the union and management ignored? (Anyone decentralising to Ballina before 1990 retained their service)
- (2) To produce the agreement that staff apparently voted for H.C.O. appointments to be based on service in the Department only.

*Ballina*

24 ADC instructs the incoming Executive to seek a review of Circular 14/80, to ensure a minimum of 1½ hours for AGMs, during core hours.

*Revenue Ashtown Gate*

25 ADC instructs the incoming Executive to seek to ensure that CPSU members do not have to divulge their PPS numbers to PeoplePoint.

*Courts National Committee*

26 ADC instructs the incoming Executive to seek to protect promotional outlets for COs to SO posts by

- (a) securing HDAs for the said posts and
- (b) pursuing vigorously with management for the permanent retention of these posts.

*Waterford General*

27 Due to DSP’s refusal to allow its staff avail of all the shorter working year options, ADC instructs the incoming Executive to seek to allow members the opportunity to operate on a work-share basis, with other members of a similar grade, so that between them they will be able to avail of all options in the shorter working year.

*SP National Committee*

28 ADC instructs the incoming Executive to seek to have the full spectrum of options available under the shorter working year scheme made available to ALL departments.

*SP South*

29 ADC instructs the incoming Executive to seek to ensure that Departments grant the two-week shorter working year throughout the whole year to all officers who apply.

*PSO Sligo*

30 ADC instructs the incoming Executive to seek to ensure that the living wage is introduced for our lower paid clerical officers. The achievement of the living wage will act as a recruitment tool for the CPSU.

*Youth Committee*

**Amendment:**

After “lower paid”, delete “clerical officers” and insert “members”. After “CPSU”, insert “and as a stepping stone toward a national living wage for all workers.”

**New motion to read:**

“ADC instructs the incoming Executive to seek to ensure that the living wage is introduced for our lower paid members. The achievement of the living wage will act as a recruitment tool for the CPSU and as a stepping stone toward a national living wage for all workers.”

*Youth Committee*

31 ADC instructs the incoming Executive to seek to look for 5 days’ paid leave in a rolling 24-month period, for members to attend specialised medical appointments, daycare treatments and consultants’ appointments, regardless of location.

*PSO Sligo*

32 ADC instructs the incoming Executive to ensure the implementation of the Comprehensive Employment Strategy for people with disabilities, so as to ensure that appropriate recruitment training, as well as a career path, is available to people with disabilities as soon as possible.

*Disability National Committee*

33 ADC instructs the incoming Executive to seek to change the eligibility and pay of the Higher Clerical Office grade in the following ways:

- (i) To add 2 long-serving increments to the payscale.
- (ii) To increase the percentage of Clerical Officers eligible in each Department, from 15% to 50%.

*Cork General*

**Amendment:**

Delete (i) and replace with the following: “(i) To increase the existing 2 long-service increments on the payscale to 4 long-serving increments.”

**New motion to read:**

ADC instructs the incoming Executive to seek to change the eligibility and pay of the Higher Clerical Office grade in the following ways:

- (i) To increase the existing 2 long-service increments on the payscale to 4 long-serving increments.
- (ii) To increase the percentage of Clerical Officers eligible in each Department, from 15% to 50%.

*Cork General*

34 ADC instructs the incoming Executive to review the transfer policies/arrangements in place for CPSU members, with a view to ensuring that we do not lose seniority on transfers to other Department.

*Sligo General*

35 ADC instructs the incoming Executive to lodge a claim within 6 weeks, seeking recognition as professional accredited qualifications of on-the-job training courses completed by our members.

*Clare*

36 ADC instructs the incoming Executive to ensure that the cost of providing any non-standard items required to ensure the Health, Safety & Welfare of staff in the workplace be fully borne by the employer.

*Revenue South Central*

37 ADC instructs the incoming Executive to seek an incremental scale that gives all clerical officers access to the highest point of the higher clerical payscale.

*SP South*

38 **Grade Motion**

ADC instructs the incoming Executive to seek to ensure that ALL COs are assigned to HCO after 20 years' service in the CO grade.

*Meath*

39 ADC instructs the incoming Executive to lobby DPER/The Government for the re-establishment of Gaelagras Na Seirbhíse Poiblí.

*Finance/DPER*

## **Flexi**

40 ADC instructs the incoming Executive to lodge a claim at General Council seeking an extension of the flexitime bands from 7.30 to 19.30.

*Carlow*

41 ADC instructs the incoming Executive to seek to secure more flexibility of flexitime, i.e. earlier start/late end time outside core hours.

*Revenue Dublin Central*

## **Leave/Sick Leave**

42 ADC instructs the incoming Executive to seek parity of leave entitlement for our members with higher civil service grades. Furthermore, in the public sector, Council COs now get 29 days. The Executive Committee is to issue a report on this within 6 months of this ADC.

*Limerick General*

43 ADC instructs the incoming Executive to seek to have annual leave entitlements changed from the current format to awarding the same amount of annual leave to all grades based on length of service.

*Courts*

44 ADC instructs the incoming Executive to seek to increase Annual Leave entitlement by 1 day after 15 years' service and 2 days after 20 years' service.

*PSO Sligo*

45 ADC instructs the incoming Executive to seek to ensure leave entitlements of our member cannot be restricted because of staff shortages within various Departments.

*Revenue Limerick*

46 ADC does not believe the call for additional leave is a cost-increasing claim, as prevented by the current National Agreements. Nor do we believe the issue of standardised leave was ever addressed in those Agreements. Therefore, ADC instructs the incoming Executive to begin negotiations, either directly within the Government, or indirectly through ICTU to attempt to achieve at least the following leave allowances:

25 days for Clerical Officers and equivalent grades.

26 days for Staff Officers and equivalent grades.

The long-service allowance of 1 additional day after 5 years' satisfactory service and 1 further additional day after 10 years' satisfactory service would apply on top of the above standard leave allowance for all staff, regardless of their working pattern.

*Letterkenny*

47 ADC instructs the incoming Executive to actively seek to reinstate the uncertified sick leave to 7 days in a one-year period and not a two-year period.

*Athlone*

48 ADC instructs the incoming Executive to continue to address the restoration of certified sick leave entitlements to pre-2009 current sick leave entitlements, as the current entitlements are adding more stress and pressure to members who are already challenged by their health issues.

*Tullamore General*

49 ADC instructs the incoming Executive to seek to have Saturday and Sunday excluded from the calculation of sick leave.

*Revenue Dublin Central*

50 ADC instructs the incoming Executive to seek to ensure that where PeoplePoint do not receive a copy of a medical certificate within three weeks, that they will send out a reminder to the staff member concerned, rather than treat the sick leave period as absence without leave. This will ensure that, where medical certificates are mislaid, our members will not be out of pocket.

*Shannon Transport*

51 ADC instructs the incoming Executive to review the working of Circular 05/2010. The term “immediate relative” to include grandchildren, as grandparents are often called to step in. Urgent family reasons should not be restricted to illness.

*Athlone*

52 ADC instructs the incoming Executive to increase the Compassionate Leave from 3 days to 5 days, to take into account people having to travel long distances.

*Carlow*

## Miscellaneous

53 This Conference recognises that our health service is in serious crisis from under-funding, mismanagement and the implementation of “profit driven” policies. We accept that the responsibility for defending our health service should be the responsibility of the whole trade union movement.

ADC therefore instructs the incoming Executive to move a motion to ICTU executive to launch a campaign to defend our health service. Such a motion would include the need for marches, protests and industrial action.

*An Post*

54 ADC believe the present housing crisis is causing great hardship and stress to many members, whether renting or paying a mortgage. We also believe this crisis is unnecessary and can be addressed with the resources available to government and the NAMA.

ADC instructs the incoming Executive to instigate housing campaigns, along with other trade unions, for:

- the mass building of affordable housing
- the introduction of real rent controls
- a ban of economic evictions

*An Post*

55 ADC instructs the incoming Executive to call on ICTU to begin a general and united campaign to reverse pay cuts and pay freezes for all working people. Such a call should include:

1. Inviting all trade unions to support an “Ireland needs a pay rise” campaign.
2. Calling a national demonstration/protest to launch the campaign.
3. Discuss national and sectional industrial action to win pay rises.

Failing agreement by the ICTU Executive Committee, the CPSU should invite interested trade unions to pursue such a campaign.

*An Post*

56 ADC instructs the incoming Executive to ensure that the CPSU continues to play a positive role in working with the LGBTQ+ community, and to begin by working with other unions to help build a large union contingent in the various Pride parades due to take place across Ireland this summer.

*OPW*

57 ADC recognises that the 8th Amendment to the Irish Constitution is, and always has been, an attack on the right of women to their own bodily autonomy, and instructs the incoming Executive to support the Trade Union Campaign to Repeal the 8th amendment to the Irish Constitution and work with other groups, as appropriate, in campaigning for abortion rights in Ireland.

*SP North*

58 ADC expresses its anger at the emergence of Pagida in this country and instructs the incoming Executive to campaign against its presence on these shores through the Global Solidarity Committee, or whichever avenue is deemed to be correct.

*SP South*

## Outsourcing

59 ADC recognises that the Civil Service renewal programme is proceeding at a fast pace, and commends all CPSU members involved in its implementation for the solid work that they have completed. ADC instructs the incoming Executive and full-time members to work with the official side, to ensure that all work, especially training work, that can be completed within the Civil Service, be completed within the Civil Service and not by the private sector.

*SP Tallaght, Clondalkin, Ballyfermot, Nutgrove*

## Pay Agreements

60 ADC instructs the incoming Executive to begin negotiations with the Minister for Public Expenditure and Reform and all the appropriate parties, to seek, prior to the ending of the Haddington Road Agreement, that any extra time worked by members through the duration of the Haddington Road Agreement, from the start of that Agreement to its end, this time be deducted from the end of a person's service, enabling them to retire earlier.

*Limerick General*

61 ADC instructs the incoming Executive to seek to have all pay and conditions which were removed or changed by DPER, restored in full, including reinstatement of the 6.57 work day.

*SP South*

62 ADC instructs the incoming Executive to seek restoration of working hours to 34.75 hours per week, and to ensure **no** monetary costs are incurred by members in the restoration.

*Tullamore General*

63 ADC acknowledges that the increased working hours imposed on our members have been an unfair burden, and instructs the incoming Executive to make a return to pre-Croke Park working hours one of its top priorities for the coming period.

*OPW*

64 ADC instructs the incoming Executive to seek a return to a 6.57 hours a day.

*Education Dublin*

65 ADC instructs the incoming Executive to seek a reduction in the working day from 7.24 hours to 6.57 hours.

*Carlow*

66 ADC instructs the incoming Executive to actively seek an unconditional restoration of our full pay, terms and conditions of employment, which were in place at a point when Toward 16 ceased.

*Athlone*

67 ADC instructs the incoming Executive to seek to have the additional hours imposed on our members reversed to the former hours of 6.57 per day, or 34.45 per week. Discussions to commence immediately with DPER/Finance in relation to same.

*Longford General*



68 ADC instructs the incoming Executive to prioritise the restoration of pay and hours (flexi) during and after the General Election.

*Dundalk*

69 ADC instructs the incoming Executive to immediately enter negotiations to seek the abolition of the extra working hours imposed on us.

*Roscommon*

70 ADC instructs the incoming Executive to seek to have our members' pre-2009 pay and conditions restored as soon as possible.

*Revenue National Committee*

71 ADC commends the role played by the CPSU in building a common approach among the Public Service unions, with a view to securing a flat rate increase for Pay and Pension Levy Restoration in the Lansdowne Road Agreement, as mandated by ADC 2015. While we welcome the fact that the agreement prioritises those on lower incomes, we believe there is an urgent need and unanswerable right to fully restore the pay, conditions and hours for all our members.

ADC instructs the incoming Executive to relentlessly pursue the full restoration of pay and conditions, overtime, working hours and the filling of all vacancies for our grades in the Civil & Public Services, in order to return our members to the terms and conditions on which they were employed before 2009.

Conference notes the provision in the Lansdowne Road Agreement for a new pay determination mechanism to be agreed between the Public Service Unions and the Department of Public Enterprise and Reform. Conference mandates the Executive Committee and our negotiators to continue to press for a flat rate mechanism as a basis for further pay restoration and pay increases for the future.

*Executive Committee*

72 ADC instructs the incoming Executive to call on the new Government and to lobby ICTU, in the interest of fairness to all workers

- (a) for any future pay increases to be flat rate increases, rather than percentage rate increase.
- (b) to make flat rate increases a policy position of CPSU in any negotiations with other unions on amalgamation/merger or closer association with the intention of any new union forming, having flat rate pay increases as part of their policy going forward.

*Letterkenny*

73 ADC instructs the incoming Executive to write to the Government immediately following this ADC, seeking the full restoration of our pay within 6 weeks of the expiry of the Lansdowne Road Agreement. If the Government does not fully agree, then the Executive Committee is to issue a ballot for industrial action within 3 working days of the expiry of those 6 weeks.

*Limerick General*

74 ADC welcomes the roll-back of part of the Pension Levy/PRD in the Lansdowne Road Agreement for lower paid CPSU members, and instructs the incoming Executive to campaign to have the full Pension Levy rolled-back for all CPSU grades and salary levels.

*Carlow*

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## Pay

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75 ADC instructs the incoming Executive to lodge a claim for an increase in the Acting Up Allowances paid to CPSU member.

*Galway General*

## Pensions

- 76 ADC instructs the incoming Executive to seek to restore all members' future positions to their full value pre-FEMPI, as the financial emergency is now over.  
*Revenue Ashtown Gate*
- 77 ADC instructs the incoming Executive to continue to seek a transition payment (to be defined) from the relevant Departments, for eligible members to bridge the gap from compulsory retirement at 65 to the qualifying age for State Pension.  
*Tullamore General*
- 78 ADC instructs the incoming Executive to find a financial solution for staff members post-1995 and pre-2004, born after 1955, retiring before the DSP Old Age Pension is paid.  
*Revenue South Central*
- 79 ADC instructs the incoming Executive to seek to ensure that the compulsory retirement age of 65 for members recruited between 1995 to 2006, on full PRSI, be amended to the State Pension age.  
*Portlaoise*
- 80 ADC instructs the incoming Executive to seek to ensure that members appointed pre-1st April '95, retire on a minimum equivalent of the non-Contributory Old Age Pension.  
*Meath*

## Promotions

- 81 ADC instructs the incoming Executive to seek to immediately engage with DPER and PAS, to commission a fairer strategy for internal promotions. This strategy should be linked to performance and ability to do the job. Psychometric tests do not indicate whether or not one has the necessary ability to carry out specific jobs. Initial investigations are to be carried out within 3 months of this Conference.  
*Longford*
- 82 ADC instructs the incoming Executive to lodge a claim within 6 weeks, seeking a comprehensive review of the promotion process, with particular attention to be given to the use of Psychometric testing and the use of E-Tray exercises.  
*Clare*
- 83 ADC instructs the incoming Executive to seek to have internal promotions in Departments where vacancies arise and the panel has been exhausted.  
*Waterford General*
- 84 ADC instructs the incoming Executive to lodge a claim within 6 weeks, seeking the recognition of job-specific courses as qualification for access to open competitions for promotion.  
*Clare*
- 85 ADC instructs the incoming Executive to lodge a claim within 6 weeks, seeking that the established Civil and Public servants, on completion of the prescribed probationary period attached to their established grade, be deemed to meet qualification criteria for access to open competitions for promotion.  
*Clare*
- 86 ADC instructs the incoming Executive to seek changes as to how Interview Boards are chosen. Interview Boards should be comprised of two external people and one internal person, to ensure objectivity and fairness in the selection process.  
*Health, Children & Youth Affairs*



## SO/EO Amalgamation

- 87 ADC instructs the incoming Executive to negotiate on behalf of all COs, to seek full compensation for the abolition of Staff Officer Grade.

*Dundalk*

- 88 In the light of the current SO/EO amalgamation discussions with DPER, ADC instructs the incoming Executive to seek to have a compensatory number of EO posts reserved for internal CO applicants, equivalent to the average loss of SO promotions annually, and the immediate amalgamation of all SOs and EOs.

*Revenue Nenagh*

- 89 Should the SO grade be abolished and, as a result, all current SOs are promoted to the full and proper EO grade, ADC instructs the incoming Executive to support fully the promotion of the SO to EO, while at the same time, seeking additional points on the CO pay scale as compensation, and to seek to ensure direct promotional opportunities for the CO to EO. These promotional opportunities to be ring-fenced for COs, to be on the percentage ratio of SOs promoted to existing EOs, and to be on top of existing promotional opportunities already in existence for CO to EO.

*Letterkenny*

- 90 In the event of the proposed SO/EO Amalgamation going ahead, ADC instructs the incoming Executive to seek to ring-fence 50% of appointments to EO for serving Clerical Officers for the next 10 years, these to be allocated half on senior suitability and half on internal competition.

*Cork General*

**Amendment:**

After “ring-fence”, delete “50%” and insert “100%”.

**New motion to read:**

“In the event of the proposed SO/EO Amalgamation going ahead, ADC instructs the incoming Executive to seek to ring-fence 100% of appointments to EO for serving Clerical Officers for the next 10 years, these to be allocated half on senior suitability and half on internal competition.”

*Cork General*

- 91 ADC instructs the incoming Executive to secure a percentage of senior/suitable promotions for Clerical Officers, as a result of any amalgamation of the Staff Officer Grade into the Executive Officer Grade.

*PSO Sligo*

- 92 ADC instructs the incoming Executive to seek to represent the interests of its 1,200+ Staff Officers, ensuring that the proposed amalgamation goes ahead with SOs getting full parity with currently serving EOs.

*Cork General*

- 93 ADC instructs the incoming Executive to

- (a) safeguard the promotional opportunities of Clerical Officers, if the amalgamation of SO and EO grades occur, to include an increase in the ratio of internal promotions against inter-departmental and open EO competitions, and
- (b) full review of the pay scale and number of incremental points on said pay scale.

*Athlone*

- 94 With the abolition of the SO grade imminent, ADC instructs the incoming Executive to seek that the CO grade pay scale be enhanced. Specifically, the Executive should seek the addition of points to the scale and the extension and usage of HCO scales.

*Longford*

- 95 ADC instructs the incoming Executive to seek integration of the SO/EO grades, however, not forgetting the promotional opportunities for the COs.

*Education Dublin*

96 ADC celebrates the role of the Staff Officer as a constituent of the Union. It recognises the great service Staff Officers have rendered to the CPSU.

In welcoming the potential promotion of Staff Officers by integration to the Executive Officer grade, ADC instructs the incoming Executive to guard the promotional prospects for the Clerical Officer grade, and insist that the number of Staff Officers moved to the Executive Officer Grade be the basis for ring-fencing future promotions of serving Clerical Officers to the Executive Officer grade.

*Portlaoise*

97 Conference notes the proposal to merge the SO and EO grades. If the merging of the grades happens, ADC instructs the incoming Executive to seek to ensure that the career structures of new and young members are protected into the future. To ensure the career prospects are protected, the number of EO posts open solely to serving civil servants need to be increased. This increase is to remain in future filling of EO posts.

*Youth Committee*



