



The PSEU Annual Delegate Conference takes place on April 20-21 in Galway. Click on the image to access the conference material

Executive Committee Newsletter

April 2017



SO/EO Merger

A big welcome to all of our new members! In the past month, over 1,000 SOs joined the EO grade. We have placed application info on our website – please visit www.pseu.ie to access this information.

Of particular importance is the Income Continuance Transfer Form (also available on the website). It is important that the transfer form is returned along with the application form to ensure continued Income Continuance protection.

Annual Delegate Conference 2017

The PSEU Annual Delegate Conference takes place in the Clayton Hotel, Galway, on Thursday/Friday April 20 – 21.

Delegate packs are being distributed to Branches for their delegates.

For those unable to attend – please note that we will be posting updates from the Conference on our Twitter account

@PSEUTradeUnion, using the hashtag #PSEU2017.

We will also post regular blogs on our website to inform members about major developments.

Delegates with web-enabled devices can access most of the conference documentation here:

<http://h.theapp.mobi/pseuadc2017>

The Executive Committee has taken a decision to cover the cost of any crèche arrangements that any delegate needs to make with the Hotel in order to attend conference.

There will be three 'Fringe' events at the 2017 ADC.

The PSEU Youth Committee are hosting a comedy event at 7:30 pm on Thursday, 20th April in the Clayton Hotel and are delighted to welcome John Colleary (The Savage Eye, Irish Pictorial Weekly) to the stage.

Following this, the annual PSEU Table Quiz will take place in the same venue from 8pm.

Finally, the PSEU will host Hungarian Trade Unionist and Anthropologist Eszter Kerék's photographic fieldwork documenting the items left behind by Syrian Refugees on the Hungarian Border. This pop-up gallery, entitled "On the Border of No-Man's Land" will be situated in the common areas of the Clayton Hotel.

We have arranged a bus service between the Connaught and Clayton Hotels. Details will be on display.

We are also delighted to welcome See Change to our Conference, where a new partnership will be launched that will see them deliver mental health awareness training to our representatives.

Additionally, we will launch major equality reports based on work recently undertaken by the Executive Committee. The reports will look in detail at the state of gender balance in the Union (as recently reported in the Review magazine).

Finally, the PSEU will bestow our highest award, Honorary Life Membership, on

two most deserving recipients. Gerry Malone, former PSEU representative from Revenue, for his long and distinguished years of service to both this union and to the wider group of unions operating in the Civil Service, and to Alice McHugh, for her years of dedication and service working in Head Office.

New Union Project

Prior to balloting members in the autumn on a proposed New Union comprising members currently in the PSEU, CPSU and IMPACT, a 'naming' project is underway.

Asked why this piece of work needs to be undertaken now, Niall Shanahan (IMPACT) noted:

"...if we found ourselves in a situation where a new union was formed and it didn't have a name, the chances are we'd be rushing to create a new identity, and in rushing to do it, we could get it wrong and we could end up with a name that doesn't work as hard for us and that doesn't reflect the shared identities of those organisations that are coming together to form a new body."

A Draft 'rulebook' for a new proposed union has also been prepared. Members should note that it is not finalised, but it is now available to read [here](#). An update of the project will be given at ADC.

Superannuation

The Union has heard from members – particularly those who have joined post-2013 – that the superannuation information available can often be confusing and contradictory.

While the Union is not a provider of pension information, we have raised this with the Department of Public Expenditure and Reform (DPER).

Following our representations, they have agreed to update and revise the Superannuation Handbook and publish

it online when ready.

This should go a long way to ensuring that there is appropriate and sufficient information available to help members to understand their particular superannuation scheme.

Outsourcing

The Union has raised the issue of the outsourcing of Disciplinary Code training to a tender applicant that included IBEC with the Official Side.

There are obvious concerns about the use of a body that often shares divergent views on the Public Service to those held by Civil Service representative organisations.

However, we have a second concern to ensure that the outsourcing protocols in the current pay agreement are being followed.

At a recent Civil Service Staff Panel meeting, it was made clear that our view is shared by all other Civil Service unions.

Pay

The Public Service Pay Commission was established last year. It's initial report will give assistance to all sides in suggesting how to "unwind" the "FEMPI" legislation that imposed cuts in income for Public Servants. The Commission will shortly make its first report. It is expected that this report will result in the beginning of a set of public service pay talks this side of the summer.

Our priorities have remained clear and consistent in that we intend to continue challenging every austerity measure that was imposed on our member's since 2009. All public sector unions that are part of ICTU'S Public Services Committee are currently assessing their priorities.

Competitions

The issue of the advertisement of an excessively restrictive AP₁ competition was raised at General Council. The union side collectively stated our shared belief that the competition should be rerun, especially since we are now in a competitions era that supposedly is based on the idea of no unnecessary restrictions in competitive processes.

The Official Side do not propose to rerun the competition. However it is imperative that members who believe that they have been excluded unfairly from a competitive process consider taking a Section 7 or Section 8 review in accordance with the CPSA Code of Practice. Members should note that such reviews are designed for an individual, rather than a union.

Members should note that the CPSA has recently launched a new Code of Practice. Members considering taking a review should consult the CPSA website for full information on how to use the review process.

Sick Leave

A WRC hearing is due shortly to discuss issues not resolved in the recent review of the sick leave system. Details of any resolution reached will be announced.

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The staff side will put down a claim seeking 5% of any monies raised in a forthcoming IPO, to be set aside for staff.