



OFFICIAL INDUSTRIAL ACTION AT TESCO, PRUSSIA STREET. ALMOST TWO THIRDS OF STORES ARE NOW SUPPORTING STRIKE ACTION.

# Executive Committee Newsletter

February 2017



## New Members

Since 1 January, 127 new members have been recruited to the Union.

## Services to Members

The EC has agreed to invite a speaker from See Change to address the ADC. See Change is a state funded group that advises on mental well-being. The Union is going to partner with See Change to provide training for branch activists on this topic and the broadening out of activity to provide workplace talks to members is under discussion.

The Union is in discussions with Cornmarket, who run a car insurance scheme for members, regarding a draw for members with a first prize of a car. This is likely to be run jointly with the AHCPs.

Members of the Union's Income Continuance Scheme, underwritten by Generali Insurance, will shortly be afforded access to a benefits portal on the Generali site, with discounts on a range of products. Details will issue when available.

## Union Training

A "Level 2" training course for activists on disciplinary procedures was held in February. A new "Level 1" course, to be held before summer, has been heavily subscribed.

## Future Union Organisation

The EC has decided to request the Standing Orders Committee to allow time for an "open mike" discussion on the New Union Project at the ADC. A document outlining progress in discussions since last ADC will be issued in advance.

Last year's ADC agreed to ballot members on the proposal before the end of the year. Prior to that, documentation giving "pros" and "cons" will issue to members.

## Public Service Pay

Two submissions by the Public Services Committee of ICTU issued to the Public Services Pay Commission and were circulated to the Branches. A third submission, a rebuttal of the submission by the employer's group IBEC, has now issued to the Commission. A further

submission will be made on the issue of pensions.

## Travel and Subsistence

The implementation of the new agreed Travel and Subsistence rates is under discussion with the Official Side. A circular will issue when these conclude.

## Promotion

The Union awaits the response to an FOI request regarding the recent AP2 competition. Discussions are ongoing regarding a new interdepartmental AP1 competition.

Figures supplied by D/PER show that in 2015/2016, 430 HEO posts were filled; 215 internally within Departments, 142 from inter-departmental panels and 5 by open competition. At AP2 level, from July 2015 to the end of 2016, a total of 330 posts were filled; 110 internally, 64 by inter-departmental panels and 85 by open competition. A more detailed Dept. by Dept. breakdown will be available shortly and will issue to Branches.

As can be seen, there are outstanding

debts to inter-departmental panels at both levels and to the open panel at AP2 level.

### Sick Leave

A plan in one Department to defer increments automatically when a staff member has 14 days / 6 instances of sick leave has been withdrawn, following the intervention of the Civil Service Unions.

### Annual Leave

A claim for an additional day's leave for EO's with 12 years' service in the grade, and a further day's leave after 14 years' service was dealt with at an arbitration in January. An outcome is awaited.

### SO/EO Merger

A hearing of the Civil Service Arbitration Board in early February dealt with issues raised by CPSU and this Union with the Official Side. The issues include; SO service being counted as EO service; access to EO Higher Scales; transfer arrangements; assimilation terms for re-graded SO's and CO promotion. Obviously, and unusually for a third party hearing, the CPSU and this Union had differing views on some of these issues. An outcome is awaited.

### Probationers

Discussions on a disciplinary code for misconduct for those on probation, with appeals, is under discussion.

### Youth Committee

The Union's Youth Committee is due to have its first meeting on 28 February.

### Recovery of Overpayments

Discussions are ongoing regarding the procedures for the recovery of overpayments to staff.

### Pension Information

A claim by this Union for the updating of

the information booklet on superannuation was agreed at General Council. The existing booklet will be updated and posted online, when it is completed, on the D/PER website.

### National Lottery Ireland

This Union is re-balloting members on a pay proposal.

### Irish Aviation Authority

Discussions regarding the funding issues in respect of the company's pension plan will take place shortly.

### Parental Leave

An issue regarding the pension treatment of parental leave taken in single days or when it spans a weekend, is under discussion with the Official Side.

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