

# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

**NEWSLETTER  
APRIL  
2018**

w w w . r c p s a . i e

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**SECRETARY: ANN WALSH**  
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## FROM THE CHAIR

Colleagues

I hope all members and your families had a good Easter. Hopefully, we can look forward to better weather coming to us.

There have been no new developments on pensions since our last report to you.

We are taking the opportunity now to continue to develop our internal structures and place us in a better position to protect and defend members' income.

Council sees enhancing member numbers as vital to this. We have formed two new branches, one in Port Laoise and one in Kilkenny to give members in those locations a structure. Our experience is that the branches play a vital role in developing the organisation.

It will be up to the incoming Council to build on this.

We took a decision this year to send out notifications by post of the local AGM's

We were surprised at the difference it made to attendance. Many attending mentioned that they were unaware of the branches before receiving the postal notice.

While this is an added cost it may be well worth preserving the practice in terms of a service members want

This newsletter will be the third since the last AGM. There will be one more before AGM.

I hope the enhanced communication is helpful to members. Council feels it is important to give feedback on progress made, which including correspondence achieves

It is also useful in that motions as proposed are circulated well in advance of AGM. There is an opportunity to propose amendments to these motions, which allows greater participation at AGM

As members know this is an AGM and any member of the Association can attend. The location is very convenient for transport links.

Attending the AGM gives an opportunity to meet former colleagues and to meet new people with whom there is a common bond. I would encourage attendance.

Finally, as always, I am asking members to use the application form at the back of the Newsletter to help recruit additional members. There is strength in numbers

Mary Farrell



# RCPSA

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Comhlachas Iar-Sheirbhíseach Doiblí Agus Scáir

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\* This will be updated when the updated RCPSA website is launched

RCPSA Dedicated Phone: 087 1317062



**RCPSA**  
RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

## CORRESPONDENCE



**RCPSA**

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

PO Box 908  
South City DSU  
Togher  
Cork.  
T12C825  
25<sup>th</sup> January 2018

Mr Peter Brazil  
Department of Public Expenditure and Reform  
Government Buildings  
Upper Merrion St.,  
Dublin 2  
D02R583

Dear Sir,

Thank you for your letter dated 10<sup>th</sup> January 2018 enclosing a copy of Circular DPE100-002-2017 which has been most helpful and informative to members.

We see that the examples relate to pensioners who retire at a salary of €50,000 or less. As many of our members retired at a salary scale in excess of this amount we would appreciate if your department could provide examples up to maximum of the AP/PO grades.

Feedback from many members is they uncertain about their pension entitlements would it be possible that a helpline and/or email address be made available to provide assistance to them. This is very noticeable for members who retired after 1 March 2012. [NOTE: We are making this request because the RCPSA operates on a voluntary basis with limited resources but wishing to minimise members anxiety about their future pension income}

Yours Faithfully,

---

**Ann Walsh**  
**(RCPSA Secretary)**  
**0871317062**

10 January 2018

Ms Ann Walsh  
Secretary of the Retired Civil and Public Servants' Association  
Chivuna  
38 Meadowbrook  
Glanmire  
Co Cork  
T45NP86

Dear Ms Walsh

I refer to your letter dated 24 November 2017 in relation to the Public Service Pay and Pensions Bill 2017. I have set out below a response to the queries raised in your letter.

*Can you advise how this will work in practice? That is how and when the increases since 2016 will be passed on to 1<sup>st</sup> March 2012 (and after) retirees who left before 2016?*

I have enclosed Department of Public Expenditure and Reform Circular 20/2017: 'Increases in certain public service pensions with effect from 1 September 2017', which issued on 6 December 2017 and which provides sanction and implementation guidance for certain public service pensions to be increased with effect from 1 September 2017 in respect of certain public service pay increases in 2016 and 2017. The current public service pension landscape is fragmented as pensions in payment are not only determined by service and final salary but also date of retirement. However, I believe the guidance set out in this circular answers the two questions above.

Sanction to apply any subsequent pay increases under the Public Service Stability Agreement (PSSA) 2018-2020 to pensions in payment will be communicated in due course.

*Can we take it that this practice [of cumulative percentage increases] will continue?*

Where applicable, increases will apply to the uprated pension amount at the date of each increase and not the original pension-award value. In that sense, the increases will be cumulative.

*Sample Calculation: confirmation of percentages and methodology used to adjust pension amounts.*

The percentage increases applied in your table appear to be in line with those set out in the PSSA 2018-2020. However, the travel-through of these increases to qualifying pensions in payment will apply in a different manner for the different cohorts of public service retirees based on retirement date (pre and post-March 2012). In general, those who have retired since end-February 2012, where they retired on reduced salaries and those salaries are increased under the PSSA, will have these increases passed through to their pension.

With regard to pre-March 2012 retirees, their pensions will only receive increases during the term of the PSSA 2018-2020 where, at the time of each PSSA pay increase, the current equivalent salary (paid to serving staff) is above, or moves above, the salary on which the pension is based. This will occur to varying degrees for some pre-March 2012 pensions over the course of the agreement (with those who retired on lower salaries due to benefit first).

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Sráid Mhuirfeán Uacht,  
Baile Átha Cliath 2,  
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For the pensions of pre-March 2012 retirees which are based on salaries at or above €70,000, no increases will apply under the PSSA. Such pensions are already higher because the basic salaries associated with those pensions are higher than the corresponding salaries in payment and will remain higher even after the implementation of the PSSA pay increases.

I trust this clarifies the position.

Yours sincerely

Peter Brazeal  
Principal Officer  
Remuneration, Industrial Relations and Pensions Division

DPE100-002-2017

6 December 2017

To: Government Departments and Public Service Employers

**Circular 20/2017: Increases in certain public service pensions with effect from 1 September 2017**

1. I am directed by the Minister for Public Expenditure and Reform to convey sanction for certain public service pay increases which were granted in 2016 and 2017 to be applied to certain public service pensions, in all sectors of the public service, with effect from 1 September 2017. **In the main, the pension increases arising are confined to persons who retired relatively recently (between 1 March 2012 and 1 April or 1 September 2017) on basic salaries no higher than €65,000.**

2. These pension increases are being approved under the **public service pension increase policy** adopted by Government for the period to end-2020, as set out in paragraph 6.2 of the Public Service Stability Agreement 2018-2020 (PSSA). This policy is essentially a time-limited (expires end-2020) resumption of the non-statutory pension increase arrangements, sometimes known as "pay parity", which formerly prevailed, but which lapsed in 2010. Under these arrangements, public service pension values moved in line with changes in the pay rates of the grades from which pensioners retired.

3. This circular does not apply to pensions paid by the Single Public Service Pension Scheme. References to salary in this circular are to full-time equivalent (FTE) salary.

**Increase of 2.5% or 1% applied to certain basic salaries on 1 January 2016**

4. Under section 6A(1), (3) and (4) of the Financial Emergency Measures in the Public Interest [FEMPI] (No. 2) Act 2009, as inserted by section 3 of the Financial Emergency Measures in the Public Interest Act 2015, **public service basic salaries with values of not more than €31,000 were increased on 1 January 2016** as follows:

- **2.5%** increase on all basic salaries of up to €24,000;
- **1%** increase on all basic salaries of more than €24,000 but not more than €31,000.

5. The pensions of persons who retired on basic salaries up to €31,000 **between 1 March 2012 and 31 December 2015** should be increased, **with effect from 1 September 2017**, on foot of the pay increase referred to in paragraph 4 above. (Equivalent later-awarded pensions will have automatically allowed for the increased salary rates.) This means that:



- the pensions of such persons whose basic salaries at retirement were no more than €24,000 should be increased, with effect from 1 September 2017, to reflect a 2.5% increase in basic salary; and
- the pensions of such persons whose basic salaries at retirement were more than €24,000 but not more than €31,000 should be increased, with effect from 1 September 2017, to reflect a 1% increase in basic salary.

Please note that pensions which qualify for such an increase (based on the 2016 pay increase) also qualify for an increase based on the 2017 pay increase which is featured in paragraph 7 below.

**6. The pensions of persons who retired on uprated basic salaries up to €31,000 before 1 March 2012 do not qualify to be increased on foot of the pay increase referred to in paragraph 4 above** (but see paragraph 11 below). They do not qualify because the basic salaries associated with those pensions are higher than the corresponding salaries in payment at the pay increase date of 1 January 2016. This in turn reflects the operation of the "grace period" (1 January 2010 to 29 February 2012) under the FEMPI (No. 2) Act 2009, during which new pension awards were based on the higher pay rates in place just before the public service pay cut on 1 January 2010.

#### **Increase of €1,000 applied to certain basic salaries in 2017**

7. Under section 6A(1) and (5) of the FEMPI (No. 2) Act 2009, as inserted by section 3 of the FEMPI Act 2015, **public service basic salaries of up to €65,000 were to get an increase of €1,000 on 1 September 2017. This increase was brought forward to 1 April 2017 for most (not all) qualifying public servants** as part of the Government's response to the Labour Court Recommendations (CD/16/321 and CD/16/322) on the Garda pay dispute.

**8. The pensions of persons who retired on basic salaries of up to €65,000 between 1 March 2012 and either:**

- **31 March 2017**, for grades who got the €1,000 pay increase on 1 April 2017; or
- **31 August 2017**, for grades who got the €1,000 pay increase on 1 September 2017;

**should be increased, with effect from 1 September 2017**, to reflect the €1,000 increase in basic salary referred to in paragraph 7 above. (Equivalent later-awarded pensions will have automatically allowed for the increased salary rates.)

9. Applying the €1,000 pay increase referred to in paragraph 7 above to qualifying pensions defined in paragraph 8 above (i.e. to pensions of those who retired with pensions based on basic salaries of up to €65,000 between 1 March 2012 and the pay increase date), means effectively that, in each case:

- (a) the percentage increase in basic salary in 2017 should be established (e.g. a €49,000 salary increasing to €50,000 on 1 April 2017 is a 2.04% increase);
- (b) that percentage increase, subject to (c) below and with effect from 1 September 2017, should be applied to the pension or, where arising, to the pension uprated by reference to the 2016 pay increase covered at paragraphs 4 and 5 above;
- (c) where the pension includes an identifiable fixed-rate allowance element (i.e. an element deriving from allowances which do not increase in line with pay increases), then the percentage increase at (b) should not be applied to that part of the pension which is based on that fixed-rate allowance element.

This means, broadly speaking, that qualifying pensions should get percentage increases equal to the corresponding 2017 salary increases.

**10. The pensions of persons who retired before 1 March 2012, except for a very small subset of such pensions (see paragraph 11 below), should not be increased on foot of the pay increase referred to in paragraph 7 above.** Those pensions do not qualify for such an increase because their associated salary is higher (on account of the 2010-2012 "grace period") than the corresponding salary in payment at the pay increase date (1 April or 1 September 2017).

11. As a low-incidence exception to the increase ineligibility point made in paragraph 10 above, pre-March 2012 retirees whose pensions reflect an uprated basic salary up to about **€25,600**, should actually get a pension increase, with effect from 1 September 2017 related to the 2017 pay increase. That pension increase should be such as uprates the salary associated with the pension to the corresponding in-payment salary at the pay increase date of 1 April or 1 September 2017. Note that the in-payment salary will have been boosted by both the 2016 and 2017 pay increases covered in this circular. (The ceiling of about €25,600 arises as follows: In general only salaries lower than that ceiling just prior to the 2010 public service pay cut attained values higher than their pre-2010 rate following the 2016 and 2017 pay increases covered in this circular; so it is only [pre-March 2012] pensions associated with salaries up to that ceiling which qualify for an increase in consequence of the 2017 pay increase.)

#### Examples

12. Appendix 1 presents examples showing whether and by how much how particular pensions should be increased with effect from 1 September 2017 arising from the sanction conveyed in this circular for certain pay increases in 2016 and 2017 to be applied to certain pensions.

#### Public Service Pension Reduction (PSPR)

13. The Public Service Pension Reduction (PSPR) is a reduction of certain public service pensions which was introduced on 1 January 2011, and which operates under the Financial



Emergency Measures in the Public Interest Act 2010 Act (as amended). Any pension increases arising from this circular should, in all cases, be applied to the pre-PSPR value of the pension. All references to pension values in this circular are on a pre-PSPR basis.

#### Circulation

14. This circular is a public domain document which this Department will post to customary websites ([www.circulars.gov.ie](http://www.circulars.gov.ie) [www.per.gov.ie/pensions](http://www.per.gov.ie/pensions)). It is intended mainly as a reference document in public service workplaces and pension-paying authorities for personnel whose duties relate to pensions and payroll, and may also be of interest to public servants and public service pensioners. It can be freely distributed to any employees, contractors, retirees, pensioners or other persons according as employers and pension-paying authorities see fit.

15. Personnel Officers in Government Departments / Offices receiving this circular are asked to send it to bodies operating under the aegis of their Department / Office.

#### Queries

16. Queries about this circular may be pursued as follows:

- Public service pensioners should raise queries with their pension-paying authority.
- Public service employers and pension-paying authorities should pursue queries through normal channels (e.g. parent Department) or may send queries (preferably by email, placing "DPER Circular 20/2017: Increases in certain public service pensions with effect from 1 September 2017" in the subject line) to the following officials of this Department:
  - Karen Friel [email: [karen.friel@per.gov.ie](mailto:karen.friel@per.gov.ie); tel: 076-1007362]
  - Henry O'Mara [email: [henry.o'mara@per.gov.ie](mailto:henry.o'mara@per.gov.ie); tel: 01-6045493]

Mise le meas,

Colin Menton  
Assistant Secretary  
Department of Public Expenditure and Reform

### Appendix 1: Pension increase examples

The examples below present the public service pensions of fictitious retirees with different profiles in terms of retirement date, pre-retirement salary level and whether or not the pension is integrated with the Contributory State Pension

Each example shows the particular impact, if any, on the pension value, arising from the sanction conveyed in this circular for certain pay increases in 2016 and 2017 to be applied to certain public service pensions, with effect from 1 September 2017.

NB: All pension values in these examples are on a pre-PSPR basis.

#### Example A:

Mary retired on 1 May 2015 after 30 years' service on a salary of €28,000 and with **non-integrated "pre-1995" pension terms**. She had no pensionable allowance earnings, and a pension of €10,500 was awarded, calculated as follows:

$$30 \text{ [service]} \times (1/80) \text{ [accrual rate]} \times \text{€28,000 [pensionable remuneration]} = \text{€10,500}$$

#### 1% salary increase on 1 January 2016:

The basic salary associated with Mary's pension was increased by 1% on 1 January 2016, bringing it from €28,000 to €28,280.

#### €1,000 salary increase in 2017:

The basic salary associated with Mary's pension was further increased on 1 April 2017, rising by €1,000 from €28,280 to €29,280.

So the total increase in basic salary, comprising the 2016 and 2017 increases, was €1,280, or 4.57%. This percentage increase should be applied to the pension.

Mary's pension, which has been in payment at an unchanged rate since her retirement on 1 May 2015, should therefore be increased by 4.57% (€480), from €10,500 to €10,980, with effect from 1 September 2017.



**Example B:**

Liam retired on 1 August 2015 after 20 years' service on a salary of €30,000; his pension was integrated with the Contributory State Pension (CSP). He had no pensionable allowance earnings, and a pension of €3,000 was awarded, calculated as follows:

$$20 \text{ [service]} \times (1/200) \text{ [accrual rate]} \times €30,000 \text{ [pensionable remuneration]} = €3,000$$

**1% salary increase on 1 January 2016:**

The basic salary associated with Liam's pension was increased by 1% on 1 January 2016, bringing it from €30,000 to €30,300.

**€1,000 salary increase in 2017:**

The basic salary associated with Liam's pension was further increased on 1 April 2017, rising by €1,000 from €30,300 to €31,300.

So the total increase in basic salary, comprising the 2016 and 2017 increases, was €1,300, or 4.33%. This percentage increase should be applied to the pension.

Liam's pension, which has been in payment at an unchanged rate since his retirement on 1 August 2015, should therefore be increased by 4.33% (€130), from €3,000 to €3,130, with effect from 1 September 2017.

**Example C:**

Seán retired on 1 November 2011 with maximum pensionable service of 40 years and with non-integrated "pre-1995" pension terms; he had no pensionable allowance earnings. His salary at retirement was €28,500, having been cut from €30,000 on 1 January 2010 under the FEMPI (No. 2) Act 2009. His pension award, on account of the operation of the 2010-2012 "grace period", was based on the higher pre-cut salary (€30,000), and was calculated as follows:

$$40 \text{ [service]} \times (1/80) \text{ [accrual rate]} \times \text{€30,000 [pensionable remuneration]} = \text{€15,000}$$

**1% salary increase on 1 January 2016:**

If, assuming the same maximum service, Seán had instead retired just after 1 January 2016, the date on which a 1% increase was applied to his grade's salary, then his pension award would have been based on the actual in-payment salary, and would have been calculated as follows:

$$40 \text{ [service]} \times (1/80) \text{ [accrual rate]} \times \text{€28,785 [pensionable remuneration]} = \text{€14,392}$$

**€1,000 salary increase in 2017:**

If, further on, and still assuming maximum service, Seán had instead retired just after 1 April 2017, the date on which a €1,000 increase was applied to his grade's salary, then his pension award would have been calculated as follows:

$$40 \text{ [service]} \times (1/80) \text{ [accrual rate]} \times \text{€29,785 [pensionable remuneration]} = \text{€14,892}$$

These calculations show that Seán's pension, which has been in payment at an unchanged rate of €15,000 since his retirement on 1 November 2011, is higher than it would have been had he instead retired later, i.e. after application of pay increases applied to his grade in 2016 (1% on 1 January) and 2017 (€1,000 on 1 April). For that reason his pension should not be increased on foot of these 2016 and 2017 pay increases.



**Example D:**

Bridget retired on 1 November 2016 after 32 years' service on a salary of €50,000 and with non-integrated "pre-1995" pension terms. She had no pensionable allowance earnings, and a pension of €20,000 was awarded, calculated as follows:

$$32 \text{ [service]} \times (1/80) \text{ [accrual rate]} \times €50,000 \text{ [pensionable remuneration]} = €20,000$$

**€1,000 salary increase in 2017:**

The basic salary associated with Bridget's pension was increased on 1 April 2017, rising by €1,000 from €50,000 to €51,000.

This represents a 2% increase in basic salary. This percentage increase should be applied to the pension.

Bridget's pension, which has been in payment at an unchanged rate since her retirement on 1 November 2016, should therefore be increased by 2% (€400), from €20,000 to €20,400, with effect from 1 September 2017.

**Example E:**

John retired on 1 July 2015 after 15 years' service on a salary of €55,000 with "post-1995" pension terms, i.e. his pension was integrated with the Contributory State Pension (CSP). He had no pensionable allowance earnings, and a pension of €5,806 was awarded, calculated as follows:

$$15 \text{ [service]} \times (1/200) \text{ [accrual rate]} \times €40,057 \text{ [pensionable remuneration up to (3.333333} \\ \times \text{CSP*)]} = €3,004$$

PLUS

$$15 \text{ [service]} \times (1/80) \text{ [accrual rate]} \times €14,943 \text{ [pensionable remuneration in excess of} \\ (3.333333 \times \text{CSP*)]} = €2,802$$

$$€3,004 + €2,802 = €5,806$$

\* Weekly CSP rate at time of pension award was €230.30.

**€1,000 salary increase in 2017:**

The basic salary associated with John's pension was increased on 1 April 2017, rising by €1,000 from €55,000 to €56,000.

This represents a 1.82% increase in basic salary. This percentage increase should be applied to the pension.

John's pension, which is in payment at an unchanged rate since his retirement on 1 July 2015, should therefore be increased by 1.82% (€106), from €5,806 to €5,912, with effect from 1 September 2017.



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T12C825  
25<sup>th</sup> January 2018

Secretary General

A Dhuine Usail,

The RCPSA represents approximately 8,500 retired civil and public servants.

I have been directed by members to write and ask that your Department facilitate the inclusion of RCPSA membership Application Form/Information Leaflet when writing to retired staff, individuals coming up to retirement age and/or their representatives. We would also appreciate if your department would facilitate attendance at pre-retirement courses by Council members.

The forgoing request is being made for the purposes of bringing the RCPSA to the attention of retired/future retired staff.

Yours Faithfully,

---

**Ann Walsh**  
**(RCPSA Secretary)**  
**0871317062**



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PO Box 908  
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25<sup>th</sup> January 2018

Minister Paschal Donohoe  
Department of Public Expenditure and Reform  
Government Buildings  
Upper Merrion St.,  
Dublin 2  
D02 R583

Dear Minister,

The RCPSA represents approximately 8,500 retired civil and public servants.

I have been directed by members to write to ask that you facilitate a meeting with Payroll Shared Services Centre (PSSC) and Data Protection Commissioner to allow/facilitate PSSC contact retirees from whom deductions in respect of the RCPSA are not being made and enclose an application form for membership of RCPSA and general information.

We understand that RCPSA cannot/will not be given addresses of non-members. Hence, this request is being made for the purposes of recruitment only.

Yours Faithfully,

---

**Ann Walsh**  
**(RCPSA Secretary)**  
**0871317062**



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25<sup>th</sup> January 2018

Minister Charlie Flanagan TD  
Minister for Justice and Law Reform  
51 St. Stephens Green  
Dublin 2  
D02 HK52

Dear Minister,

The RCPSA represents approximately 8,500 retired civil and public servants.

I have been directed by members to write to ask that you facilitate a meeting with Payroll Shared Services Centre (PSSC) and Data Protection Commissioner to allow/facilitate PSSC contact retirees from whom deductions in respect of the RCPSA are not being made and enclose an application form for membership of RCPSA and general information.

We understand that RCPSA cannot/will not be given addresses of non-members. Hence, this request is being made for the purposes of recruitment only.

Yours Faithfully,

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**Ann Walsh**  
**(RCPSA Secretary)**  
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25<sup>th</sup> January 2018

Mr Paschal Donohoe T.D.  
Minister for Public Expenditure and Reform  
Government Buildings  
Upper Merrion Street  
Dublin 2  
D02 R583

*Civil Servants and Public Servants Revised Spouse's and Children's Schemes*  
**Your Ref: 17/0089/PER**

Dear Minister

Thank you for your reply dated 5 October 2017, issued by your Private Secretary, Ms Michelle O'Connor, in relation to the Motion passed at our AGM about the Contributory Spouses' and Children's Pension Schemes.

On behalf of members I am writing to ask you to consider our request further.

According to the statistics published by the Central Statistics Office, from 2011 to the end of 2016, in Ireland there have been 2078 civil partnerships and 1,147 marriages between same sex couples, at total of 3,225 unions. The statistics for 2017 have not yet been published on the CSO website.

For a person to qualify to be given the once-off option we are seeking, the following criteria would apply:

1. be a retired civil or public servant;
2. have retired on or before 1 April 2011;
3. have been offered membership of the Revised Spouses' and Children's Scheme and declined the offer; the offer was made in 1984 in the case of civil servants; the scheme applied automatically to civil servants recruited after 1 September 1984;



4. have entered into a Civil Partnership or same sex marriage before the date on which the new once-off option is made.

Of the 5,601 people who have entered into civil partnership or same sex marriage (there is an overlap of 849 people between the civil partnership and same sex marriage figures in 2016), in the region of **211** were aged 60 or over – see statistics attached. The particular issue we are raising is in respect of the provision of cover in the Revised Scheme for marriages which take place after retirement (cover which was not in the Original Scheme). For that reason, the vast majority of those who could qualify for the option we are seeking would have to be aged 60 or over at the time of their marriage or civil partnership. There could be a small number who took early retirement on ill-health or other grounds.

Our estimate is that, allowing for some early retirements and allowing for same sex marriages in 2017 and in 2018 to date, there is a potential pool of 300 people. However, it is unlikely that all those aged 60 or over, who entered into a civil partnership or same sex marriage, are former civil or public servants. Our estimate is that the actual number of people for whom we are seeking this once-off would be less than 300. The potential cost of giving an option to 300 people or fewer would not be considerable in the overall context of civil and public service employment. The cost would be offset in part by those who avail of the option repaying any contributions which were refunded to them on retirement. In common with all other members of the scheme, there would be no certainty of payout in respect of those who avail of the once-off option. They will only “benefit” (obviously it is the member’s survivor who is the potential beneficiary) from the scheme if they pre-decease their civil partner or spouse and if they are still married or in a civil partnership at the time of their death.

Hence, what we are asking for is a once-off option for a specific, limited, finite group of former civil and public servants, namely, those who retired before 1 April\* 2011 and entered into civil partnership or same-sex marriage on or after that date.

While your reply refers to reversing “*decisions freely made*” and to the possible grave consequences for the schemes our argument is that, in view of the social and legal context in 1984 when the option was given to civil servants, the decisions taken were not truly free decisions taken on an equal basis by staff. Our rationale for this is because of their sexual orientation and the legislative position at the time they had no reason to believe that marriage would ever be an option for them.

We do not consider that there are potential grave consequences for the schemes as what we are seeking is very much an exceptional measure; is very limited and is a once-off.

In its Report in 2000, the Commission on Public Service Pensions said that they accepted “*that in a number of cases, perceptions of injustice may have arisen as a result of the exercise of past options not to join public service spouses’ and children’s pension schemes*”. Accordingly, they recommended the establishment of a limited appeal process to examine individual cases. Can you advise if there been any instances, either under any appeal mechanism established following the Commission’s recommendation or otherwise, where a person who was a member of the Original Scheme and who opted out of the

Revised Scheme, was allowed to join the Revised Scheme after retirement? If there were such instances, how many and were the people married or single

- a. at the time of the option in 1984
- b. at the time of retirement
- c. at the time they were allowed to join the Revised Scheme?

We would like to reiterate that the concession we are seeking is an exceptional one that could be ring-fenced. We feel that by allowing this once-off option for a strictly limited, formerly disadvantaged, group would be consistent with the fairness, equity and inclusiveness that now characterises our society.

Mise le meas

Yours Faithfully,

---

**Ann Walsh**  
**(RCPSA Secretary)**  
**0871317062**  
[annwalshwd56@gmail.com](mailto:annwalshwd56@gmail.com)



## **NOTICE OF ANNUAL GENERAL MEETING 2018**

**The Annual General Meeting of the RCPSA will be held  
On Thursday 24<sup>th</sup> May 2018  
At 2.00 pm  
in  
the Ashling Hotel, Parkgate St., Dublin 8**

**Please find attached:**

---

**1. Proposed Rule Changes.**

**2. Motions for Conference received at close of business 3<sup>rd</sup> April 2018.**

NOTE:

- The deadline for receipt of motions is in fact April 1<sup>st</sup>. Full details of these are enclosed. Council wishes to thank those who submitted motions prior to this date.
- Amendments to motions must be received by the 25<sup>th</sup> April for inclusion in the next Newsletter that is to issue prior to AGM. By doing this your fellow members will be in a position to consider all proposals prior to the May Annual General Meeting.

NOTE:

RCPSA now has a Dedicated Phone Number: 0871317062  
RCPSA Mailing Address is now: RCPSA PO Box 908  
South City DSU  
Togher  
Cork T12 C825

*Ann Walsh (Secretary)*  
**RCPSA**

---

## PROPOSED RULE CHANGES

### **Rule 13 (f) Standing Orders**

After the words “efficient conduct of the meeting” insert the following words

The Standing Orders Committee may with the consent of a branch, member or Council if the proposer, make composite motions on similar topics. The acceptance or otherwise of any such proposed composite motion for discussion will be subject to the approval of the Annual General Meeting.

The amended rule would read as follows

#### Rule 13(f)

The Standing Orders Committee shall make recommendations, as it deems necessary in accordance with the Rules and Standing Orders of the Association as to the order in which business of each meeting should be taken for the purpose of the efficient conduct of the meeting. The Standing Orders Committee may with the consent of a branch, member or Council if the proposer, make composite motions on similar topics. The acceptance or otherwise of any such proposed composite motion will be subject to the approval of the Annual General Meeting.

**DUBLIN BRANCH**

### **Rule 7(e)**

Add:

Council members who miss 3 consecutive meetings without an acceptable reason will be deemed to have resigned.

The amended rule would read as follows:

#### Rule 7(e)

The Council shall normally meet once each month, or at such regular interval as the President, or the Vice President may direct. The quorum for a Council meeting shall be eight, one of whom must be an officer. Council members who miss 3 consecutive meetings without an acceptable reason will be deemed to have resigned.

**GALWAY**

### **Rule 11**

Insert: 11 (a) Council may also constitute a Branch of the Association of not less than 10 members where it considers it appropriate.

NOTE: 11(b) to 11(j) to be amended as necessary.

**COUNCIL**

### **Rule 14:**

Amend 11(a) to read “... until the conclusion of the following AGM”

**COUNCIL**

## **MOTIONS FOR AGM 2018**

That the period in Office of a President of this Association shall not exceed 3 years.

**GALWAY BRANCH**

That the period in Office of a Branch Chairperson, Branch Secretary and Branch Treasurer shall not exceed 3 years.

**GALWAY BRANCH**

- a. That Pre-Retirement Courses be extended to 2 days, to enable Pre-Retirees to become more fully conversant with Pre-Retirement and Post-Retirement issues.
- b. That the Courses be more widely publicised to ensure that all who are entitled to attend are made fully aware of them.
- c. If and when the Courses are extended, the RCPSA be allocated a slot to talk about the benefits of the Association. This in turn should lead to an increase in membership.

**GALWAY BRANCH**

“That the Minister for Finance be asked to refund the illegal deductions for Pension Levy, to all pensioners who served in excess of 40 years and who had the Pension Levy deducted from them for the extra years “

**GALWAY BRANCH**

This AGM notes that USC payable on the State Pension paid by Department of Employment Affairs and Social Protection is 0% and gives a mandate to the incoming Council to negotiate to have rates of USC payable on civil & public service pensions reduced to this rate.

**MAYO**

This AGM instructs the incoming Council to request clarification from the Trustees of the Coillte Teo pension scheme regarding calculation methodology and future security.

**MAYO**

This AGM directs the incoming council to continue to make it a priority to have the occupational pensions of retired civil and public servants treated in the same way, in respect of the Universal Social Charge, as State pensions paid by the Department of Employment Affairs and Social Protection.

**ATHLONE/MIDLANDS BRANCH**

Until the introduction of the Civil Service (Employment of Married Women) Act 1973, in July 1973, female civil servants had to retire on marriage. Most of these women did not take up employment following marriage. Their lives were taken up with rearing children, caring for old or infirm relatives and doing voluntary work. The outcome is that many of these women are not entitled to any pension in their old age or even as a dependent on a spouse's/partner's state pension. They have been forgotten. In the interest of justice and equality the Minister for Finance, Public Expenditure and Reform should attempt to establish those who are affected and put a system in place to correct this inequality.

**WEXFORD BRANCH**

Some female public servants took time out during their careers to care for their children as a result did not qualify for full pension on retirement. Consideration should be given to make allowance for this in a similar way to Social Welfare legislation.

**WEXFORD BRANCH**

That this AGM asks the Council of the Association to have a suitable Official Side circular prepared for issue to all public service pensioners on the steps to be taken by surviving spouses on the death of a member setting out the entitlements for surviving spouses including entitlement to become members of the Association.

**DUBLIN BRANCH**

This AGM asks the Council of the RCPSA to consider holding future Annual General Meeting(s) of the Association in Cork.

**CORK BRANCH**

This AGM mandates the incoming Council to negotiate the removal of VAT from home heating oil, gas, electricity and solid fuel for individuals over 66 years of age (pensioners)

**CORK BRANCH**

Parity is pursued as a right for members post 2020

**NORTH EAST BRANCH/DUNDALK**

In the light of the new amalgamated civil and public service union Forsa this branch proposes that the RCPSA pursue an alliance with this union for the protection of pension rights and the maintenance of parity with serving civil and public servants

**NORTH EAST BRANCH/DUNDALK**

This AGM recognises the right for any member of the RCPSA to attend any Branch meeting without the right to vote.

**COUNCIL**

In view of the substantial improvement of economic situation, this AGM calls for the full restoration of all public service pensions as a matter of urgency.

**COUNCIL**

This AGM regards the restoration of customary pension pay parity on a permanent basis as essential.

**COUNCIL**

This AGM calls on Council to seek regular briefings with the official sides on up to date pension related issues of direct interest to members.

**COUNCIL**

**Source of data - CSO website**

<http://www.cso.ie/en/releasesandpublications/er/mcp/marriagesandcivilpartnerships2011/>

<http://www.cso.ie/en/releasesandpublications/er/mcp/marriagesandcivilpartnerships2012/>

<http://www.cso.ie/en/releasesandpublications/er/mcp/marriagesandcivilpartnerships2013/>

<http://www.cso.ie/en/releasesandpublications/er/mcp/marriagesandcivilpartnerships2014/>

<http://www.cso.ie/en/releasesandpublications/er/mcp/marriagesandcivilpartnerships2015/>

<http://www.cso.ie/en/releasesandpublications/er/mcp/marriagesandcivilpartnerships2016/>



**RCPSA**  
RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION



**RCPSA**

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

PO Box 908  
South City DSU  
Togher  
Cork  
T12C825  
26<sup>th</sup> January 2018

Mr Shay Cody  
General Secretary  
IMPACT Trade Union  
Nerney's Court  
Dublin 1

Dear Mr Cody,

The RCPSA represents approximately 8,500 retired civil and public servants.

We are aware that IMPACT, the CPSU and PSEU have combined their strength to represent their members. RCPSA would like to meet with you and your representatives to discuss, going forward, matters of mutual interest.

Yours faithfully,

---

**Ann Walsh (Secretary RCPSA)**  
**0871317062**  
**[annwalshwtd56@gmail.com](mailto:annwalshwtd56@gmail.com)**

NOTE: Our website <https://www.rcpsa.ie/> is currently being updated



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

PO Box 908  
South City DSU  
Togher  
Cork  
T12C825  
26<sup>th</sup> January 2018

Mr Tom Geraghty  
General Secretary  
Public Service Executive Union  
30 Merrion Square  
D02 EV40

Dear Mr Geraghty,

The RCPSA represents approximately 8,500 retired civil and public servants.

We are aware that PSEU CPSU and IMPACT, have combined their strength to represent their members. RCPSA would like to meet with you and your representatives to discuss, going forward, matters of mutual interest including the continual streaming of your members to RCPSA and extending our existing model of recruitment.

Yours faithfully,

---

**Ann Walsh (Secretary RCPSA)**  
**0871317062**  
**[annwalshwtd56@gmail.com](mailto:annwalshwtd56@gmail.com)**

NOTE: Our website <https://www.rcpsa.ie/> is currently being updated



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PO Box 908  
South City DSU  
Togher  
Cork  
T12C825  
26<sup>th</sup> January 2018

Mr Eoin Ronayne  
General Secretary  
Civil and Public Service Union  
19/20 Adelaide Rd.,  
Dublin 2

Dear Mr Ronayne,

The RCPSA represents approximately 8,500 retired civil and public servants.

We are aware that IMPACT, the CPSU and PSEU have combined their strength to represent their members. RCPSA would like to meet with you and your representatives to discuss, going forward, matters of mutual interest including the continual streaming of your members to RCPSA and extending our existing model of recruitment.

Yours faithfully,

---

**Ann Walsh (Secretary RCPSA)**  
**0871317062**  
**[annwalshwtd56@gmail.com](mailto:annwalshwtd56@gmail.com)**

NOTE: Our website <https://www.rcpsa.ie/> is currently being updated.

Ms. Ann Walsh  
RCPSA Secretary  
Retired Civil and Public Servants Association  
PO Box 908  
South City DSU  
Togher  
Cork  
T12C825

2 February 2018

**Re: RCPSA Membership Application Form/Information Leaflet, RCPSA Pre-Retirement Courses and Department of Rural and Community Development Pre-retired/Retired Staff**

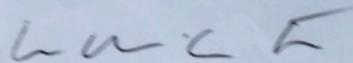
Dear Ms Walsh

Thank you for your letter dated 25 January, 2018, concerning the above.

In this regard, I wish to advise that the Department of Rural and Community Development are happy to include the RCPSA membership Application Form/Information Leaflet when communicating with retired staff or those approaching retirement age.

In addition, I am pleased to confirm that staff members will be facilitated in attending RCPSA pre-retirement courses, should they wish to do so, subject to business needs.

Yours sincerely



Kevin McCarthy  
Secretary General  
Phone: 018883935  
Email: Kevin.McCarthy@drcd.gov.ie



**RCPSA**  
RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION



**RCPSA**

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comháchas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

PO Box 908  
South City DSU  
Togher  
Cork.  
T12C825  
2<sup>nd</sup> February 2018

Department of Public Expenditure and Reform  
Government Buildings  
Upper Merrion St.,  
Dublin 2  
D02R583

**Re: Placing a link to RCPSA on website Department of Public Expenditure and Reform**

Dear Sir/Madam,

The RCPSA is a voluntary Association whose objects are to promote, safeguard and protect the interests of its members.

I have been requested by its Council to write to formally request that the RCPSA website (<http://www.rcpsa.ie>) have a link to the website of Department of Public Expenditure and Reform.

I look forward to hearing from you.

Yours Faithfully,

---

**Ann Walsh**  
**(RCPSA Secretary)**  
**0871317062**



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

PO Box 908  
South City DSU  
Togher  
Cork.  
T12C825  
2<sup>nd</sup> February 2018

Ms Michelle O'Connor  
Department of Public Expenditure and Reform  
Government Buildings  
Upper Merrion St.,  
Dublin 2  
D02R583

**Re: Issue of Payslips to Civil and Public Service Pensioners**  
**Ref: 17/0133/PER)**

Dear Ms O'Connor,

Thank you for your letter dated 25<sup>th</sup> Sept in relation to this matter.

RCPSA has received feedback from members on this issue who have limited access to IT, limited IT skill-set because of their age and have visual/mobility challenges. Accordingly, we are requesting that your Department put in place arrangements to address their needs.

Yours Faithfully,

---

**Ann Walsh**  
**(RCPSA Secretary)**  
**0871317062**



**RCPSA**  
RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION



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PO Box 908  
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Togher  
Cork.  
T12C825  
2<sup>nd</sup> February 2018

[info@rte.ie](mailto:info@rte.ie)

#### How to arrange participation in NATIONWIDE programmes

Dear Sir/Madam,

The Retired Civil and Public Servants Association (RCPSA) representing 8,500 (approx.) civil and public servants. It is a voluntary Association whose objects are to promote, safeguard and protect the interests of its members.

Members have expressed interest in participating in a NATIONWIDE program about our experiences of life after retirement and the importance of keeping occupied/busy.

As our work is ongoing on the RCPSA website (<http://www.rcpsa.ie>) this email address can be used if you wish to contact me.

Yours Faithfully,

---

**Ann Walsh**  
**(RCPSA Secretary)**  
**0871317062**



OIFIG AN ARD-RUNAÍ, AN ROINN DLÍ AGUS CIRT AGUS COMHIONANNAIS  
OFFICE OF THE SECRETARY GENERAL, DEPARTMENT OF JUSTICE AND EQUALITY

Ms Ann Walsh  
RCPSA  
PO Box 908  
South City DSU  
Togher  
Cork  
T12C825

14<sup>th</sup> February 2018

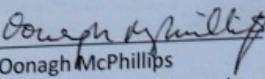
Dear Ms Walsh,

I refer to your letter of 25<sup>th</sup> January 2018.

I'm pleased to confirm that we can include a link to the Retired Civil and Public Servants Association (RCPSA) website on our HR Intranet site for all staff to be made aware of your services. This is a key internal communications channel with all our staff and is widely used to disseminate information on a range of HR topics.

You also enquired about attending pre-retirement courses. These courses are arranged centrally by the Department of Public Expenditure and Reform if you would like to contact them in this regard.

Yours sincerely,

  
Oonagh McPhillips  
Acting Secretary General

*Cuirfear fáilte roimh chomhfhreagras i nGaeilge*  
51 FAICHE STIABHINA, BAILE ÁTHA CLIATH 2, D02 HK52 / 51 ST. STEPHEN'S GREEN, DUBLIN 2, D02 HK52  
TEILEAFÓN/TELEPHONE: (01) 602 8202 ÍOSGHLAO/LO-CALL: 1890 221 227 RIOMHIPHOS/EMAIL: SECRETARYGENERAL@JUSTICE.IE



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION



Roinn an Taoisigh  
Department of the Taoiseach

21 February, 2018

Ms Ann Walsh,  
RCPSA Secretary,  
PO Box 908,  
South City DSU,  
Togher,  
Cork,  
T12C825

Dear Ms Walsh,

Thank you for your letter of 25 January, 2018, in relation to bringing your Association to the attention of retiring staff of the Department of the Taoiseach. I would be grateful if you would supply me with some RCPSA membership Application Forms and Information Leaflets for internal distribution as appropriate.

The Department of Public Expenditure and Reform arranges pre-retirement courses centrally for staff of Government Departments, including the Department of the Taoiseach. You may wish to contact that Department directly in relation to your request regarding the possibility of the RCPSA's attendance at such courses.

Yours sincerely,

Teresa Doolan,  
Personnel Officer,  
Tel: 01 6194143  
E-mail: [Teresa.doolan@taoiseach.gov.ie](mailto:Teresa.doolan@taoiseach.gov.ie)

Tithe an Rialtais, Baile Átha Cliath 2.  
Government Buildings, Dublin 2.



Our Ref: 18/0089/PER

23 February 2018

Ms. Ann Walsh  
Secretary  
Retired Civil and Public Servants Association  
PO Box 908  
South City DSU  
Togher  
Cork  
T12C825

Dear Ms. Walsh

I refer to your letter, dated 25 January 2018, to the Minister for Finance and Public Expenditure and Reform, Mr Paschal Donohoe TD, in relation to the operation of the Revised Civil Service Spouses' and Children's Pension Scheme ('the Revised Scheme').

In your letter, you request once again that a once-off option now be provided to individuals who entered into civil partnerships or same-sex marriages subsequent to retirement to enable them to become members of the Revised Scheme, which provides cover for the survivors of former members where the civil partnership or marriage took place after the former member retired.

As previously stated in my letter to you of 5 October 2017, the current policy of this Department (which the Minister does not propose to alter) is that individuals are only permitted to opt in to new arrangements or revised terms of a pension scheme at the time of the introduction of the relevant changes or new scheme.

You also refer in your letter to the report issued by the Commission on Public Service Pensions ('the Commission') in which it was recommended that an appeals process be established to

Tithe an Rialtais,  
Sráid Mhuirfeán Uacht,  
Baile Átha Cliath 2,  
D02 R583, Éire.

Government Buildings,  
Upper Merrion Street,  
Dublin 2,  
D02 R583, Ireland.

T: +353 1 676 7571  
F: +353 1 678 9936  
[www.per.gov.ie](http://www.per.gov.ie)



examine specific cases where individuals, who previously opted out of becoming members of the Revised Scheme, were permitted to join this scheme on retirement. While it is not possible for this Department to provide detailed figures (or case-specific details), I can confirm that appeals have been granted based on the particular facts of the cases concerned and where (as recommended by the Commission in its report) the relevant member of the Original Scheme chose not to join the Revised Scheme in a circumstance where there would have been "no foreseeable adverse financial circumstances for the individual (in terms only of his or her scheme contributions)" had s/he instead opted to join the Revised Scheme. I can advise that the most recent cases that have been dealt with by this Department in this regard concern the spouses and children of former members who married post retirement.

I hope the above provides clarity to your queries.

Yours sincerely

Michelle O'Connor  
Private Secretary to the Minister for Finance and Public Expenditure and Reform



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

RCPSA PO Box 908  
South City DSU  
Togher  
Cork  
6<sup>th</sup> March 2018

Ms Teresa Doolan  
Personnel Officer  
Department of the Taoiseach  
Government Buildings  
Dublin2

Dear Ms Doolan,

Thank you for your letter dated 21<sup>st</sup> February 2018.

Please find enclosed RCPSA Membership Application forms (that incorporates Information Leaflet) for internal distribution purposes.

I enclose for you information a copy of my letter of today's date to Department of Expenditure and Reform in relation to the attendance at pre-retirement courses.

Yours sincerely,

---

**Ann Walsh (RCPSA Secretary)**  
**087 1317062**

Cc Department of Public Expenditure and Reform



**RCPSA**  
RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION



**RCPSA**

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

RCPSA PO Box 908  
South City DSU  
Togher  
Cork  
6<sup>th</sup> March 2018

Department of Public Expenditure and Reform  
Government Buildings  
Upper Merrion St.,  
Dublin 2

Re: Pre-retirement courses for the Staff of Government Departments.

A Dhuine Usail,

I understand that your Department arranges pre-retirement courses for the staff of Government Departments (see enclosed copy of letter dated 21<sup>st</sup> February 2018). I have recently been appointed secretary of the RCPSA that represents of retired civil and public servants.

The Council of the RCPSA has mandated me to requests that you consider our attendance at pre-retirement courses arranged by you. In this regard I attach a copy of membership application form with Information Leaflet setting out our aims.

Yours sincerely,

---

**Ann Walsh (RCPSA Secretary)**  
**087 1317062**

Cc Department of the Taoiseach

Our Ref: 18/0133/PER

8 March 2018

Ms Ann Walsh  
Secretary  
Retired and Public Servants Association RCPSA  
P.O. Box 908  
South City DSU  
Togher  
Cork  
T12C825

**Re: Issuing of Payslips to Civil and Public Service Pensioners**

Dear Ms Walsh

I am responding to your query on behalf of the Minister for Finance and Public Expenditure and Reform, Mr Paschal Donohoe TD.

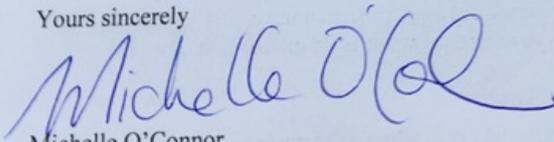
As outlined in my letter to you dated 25<sup>th</sup> September, 2017 the following arrangements are in place in relation to the issue of payslips to pensioners.

Pensioners who –

- (a) were in payment prior to the migration of payrolls to the Payroll Shared Services (PSS) in November, 2015 have the option to continue to receive a payslip at the start and end of the year and anytime there is a variance in their pension payment of €7.50 or more and
- (b) retired since November, 2015 access their payslips through the Core Portal. The process for doing this was advised to these pensioners at the time of retirement. I attach a document that sets out the steps for registration on the Core Portal. If individual pensioners have difficulties in registering, they can contact the PSS at 076 1002702 or email [helpdesk@nssso.gov.ie](mailto:helpdesk@nssso.gov.ie) and a member of staff in the PSS will assist them.

I trust that these arrangements address the needs of your members.

Yours sincerely



Michelle O'Connor  
Private Secretary to the Minister for Finance and Public Expenditure and Reform



### Registration on Core Portal

Your temporary password is your DOB. Please enter your DOB in the following format: **DDMMYYYY**

Your username is your personal pension number (e.g. 1111111)

You may access your payslip by clicking on the link below.

<http://pssc.gov.ie/>

When you click on this link click on the "View Retiree Online Payslips" as illustrated below and select "PMG Retirees" from the list.



**View Retiree  
Online Payslips**

(N.B. This is not a link)

Once you log in with this temporary password, you will be prompted to change this to something more memorable to yourself. Your new password must be at least 5 characters long and you should avoid using a password such as 11111 or 99999 etc.



OIFIG AN AIRE DLÍ AGUS CIRT AGUS COMHIONANNAIS  
OFFICE OF THE MINISTER FOR JUSTICE AND EQUALITY

Ms. Ann Walsh  
Retired Civil and Public Servants Association  
PO Box 908  
South City DSU  
Togher  
Cork  
T12C825

21 March, 2018

Dear Ms. Walsh,

I am directed by the Minister for Justice and Equality, Mr Charlie Flanagan, T.D., to refer further to your correspondence of 25 January, 2018 requesting that Minister Flanagan facilitate a meeting with Payroll Shared Services and the Data Protection Commissioner.

I wish to advise that the Department of Public Expenditure and Reform is the responsible authority for the National Shared Services Centre, including Payroll Shared Services.

However, to be of assistance I have referred your correspondence to that Department for appropriate attention.

Yours sincerely,

Conor Cleary  
Private Secretary to the Minister  
for Justice and Equality



The 2018 Annual Meeting was held in Wynn's Hotel on 13<sup>th</sup> February and was well attended by members and representatives from Council.

2018 Branch Officers: Sean Beades - Secretary  
Anne Grace - Treasurer  
Eoin Flaherty - Chair

Many thanks to Tommy McKeivitt, who resigned as Chair for his service to the Branch.

Mayo Branch The 2018 Annual Meeting was held in on 15<sup>th</sup> February and was well attended by members and representatives from Council.

2018 Branch Officers are: Stephen Burns (Chair)  
Tom Prendergast (Secretary)

#### Sligo Branch

The 2018 Annual Meeting was held in on 20<sup>th</sup> February in the Glasshouse Hotel Sligo and was well attended by members and representatives from Council.

2018 Branch Officers: Shane Donnelly – Secretary  
Gerry Flynn – Chairperson (in absentia)

#### Athlone - Midlands Branch

The 2018 Annual Meeting was held in the Shamrock Lodge Hotel, Athlone on 21<sup>st</sup> February. It was attended by members area and representatives of RCPSA Council.

2018 Branch Officers: Matthew Ryan - Secretary/Treasurer  
Benny Dunne - Chair

#### Dundalk-North East Branch

The 2018 Annual Meeting was held in the Crown Plaza Hotel, Dundalk on 21<sup>st</sup> February. It was attended by members area and representatives of RCPSA Council.

2018 Branch Officers: Gary Moneley: Chair  
Geraldine McAlviney Secretary  
Gerry McRory: Vice Chair  
John Brady: Asst Secretary

#### Limerick Branch

The 2018 Annual Meeting was held in Pery's Hotel on 22<sup>nd</sup> February and was well attended by members and representatives from Council. A committee of 4 members was formed consisting of Mick Kearney, Tim O'Brien, Joe Conlon, Anthony Burke.

These members will elect 2018 Branch Officers in due course.



Many thanks to Brian Cadogan , who resigned as Chair, for his service to the Branch.

#### Donegal Branch - North West

The 2018 Annual Meeting was held in Old Orchard Inn on 28<sup>th</sup> February and was well attended by members and representatives from Council.

2018 Branch Officers:        Michael Scanlon - Secretary  
   Kevin Kelly        - Treasurer  
   Mary Farrell     - Chair

#### Meeting in Kildare:

A meeting of the RCPSA was held 6<sup>th</sup> Mar in Town House Hotel, Naas and a Branch is now established.

2018 Officers are:        Kevin Greene   - Secretary  
   Committee:   - Brian McCabe, Dan Commane,  
   Teresa Brophy,

Council will continue to be in contact with the Branch with regard to strengthening this Branch.

#### Waterford/Kerry/Meath

Council is hoping to have a Branch formerly established in Waterford, Kerry and Meath geographical locations. If you are interested in being involved in the local Branch of RCPSA please advise the secretary at 087 1317062 or [annwalshwtd56@gmail.com](mailto:annwalshwtd56@gmail.com)

#### Professional/Technical Groups

Requests have been received by Council to establish Branches. These are currently being dealt with.

## GENERAL DATA PROTECTION REGULATION (GDPR)

Council is aware that the General DATA Protection Regulation (GDPR) will come into effect on 24<sup>th</sup> May 2018 and wish to advise members that data provided is used only for the purposes of communication with members and the achievement of the rules and RCPSA. Preparations are underway to make an inventory of all personal data held, determine why it is held, whether it is needed and if it safe.

Going forward, RCPSA are seeking your consent to obtain, record, process your data in order to communicate (including by text and email) with members on the activities of the Association. In this regard data will be used strictly to achieve the objectives of the RCPSA (in accordance with Rules approved by you). Rights under the GDPR include:

- To withdraw consent
- Correction of data
- Erasure of data
- Right to data portability
- Right to object to direct marketing
- To be forgotten

RCPSA is reviewing existing organisational arrangements that are in place. To identify any problem areas that may exist Council is requesting members holding personal data of fellow members to return it to:

RCPSA

PO Box 908, South City DSU,

Togher

Cork.

T12 C825

so that its confidential disposal can be arranged.

***As data privacy needs are at the heart of the way in which the RCPSA operates*** be assured that your data will not be 'sold on' and will not for commercial purposes.

## Membership Application Form

**I wish to apply for membership of the Retired Civil & Public Servants' Association**

Official Name/Ainm: (Block caps)

Former Department/State Body:

Home Address/Seoladh: (Block caps)

Email Address:

Mobile:  Landline:

If you do not wish to be contacted by the Association, or receive publications, please tick this box.

**Payment Methods:**

Deduction from pension - An Post, Eir & Payroll Shared Services Centre (PSSC)  Please go to panel 1

Direct Payment - Coillte members wishing to pay direct  Please go to panel 2

**Panel 1**

To: An Post Pensions Section  Payroll Shared Services Centre (PSSC)  Tick appropriate box

I authorise the deduction from my pension the sum of 77c a fortnight (€20 annual) until further notice in respect of my subscription to the Retired Civil & Public Servants' Association.

To: Eir Superannuation Division

I authorise the deduction from my pension the sum of €1.67 a month (€20 annual) until further notice in respect of my subscription to the Retired Civil & Public Servants' Association.

Pension number:  Group number:

PPS number:

Signed/Síniú..... Date/Data.....

*Please send completed form to the address below.*

**Panel 2      Coillte       Other**

Payment by Cheque/Postal Order – Mail completed form and subscription of €20 to address below.

(A) To Hon. Treasurer: I enclose a completed Membership Application Form and my payment of €20.

Signature/Síniú..... Date/Data.....

(B) Bank Transfer:

Bank Account Name - Retired Civil and Public Servants Association, Current Account  
 Bank of Ireland, Dundrum, Dublin 14, Branch Code 90-10.95, Account no. 42444283,  
 Bank Identifier Code – BOFIE2 D, IBAN – IE48 BOFI 9010 9542 4442 83

Payment of €20 will be transferred from my bank account during month of

Signature/Síniú..... Date/Data.....

*Please send completed form to the address below.*