



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáic

Established 1945



ANNUAL REPORT  
NEWSLETTER  
MAY 2019

W W W . R C P S A . I E

**PRESIDENT: PAUL MONKS**  
**SECRETARY: ANN WALSH**  
**EMAIL [INFO@RCPSA.IE](mailto:INFO@RCPSA.IE)**  
**PHONE 0871317062**

***RCPSA ADDRESS***  
**RCPSA**  
**PO Box 908**  
**SOUTH CITY DSU**  
**TOGHUR**



# RCPSA

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Comhlachas Iar-Sheiróhiseach Poiblí Agus Stáic

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## *From the President:*

Colleagues

This is the final communication before the AGM.

I want to thank the members of Council, the Standing Orders Committee, the Trustees and Branches for their participation in the course of the year. In particular I wish to thank my fellow officers, the Vice-President, Secretary and Treasurer for their efforts on your behalf.

As you are aware the campaigns for the local and European elections are underway. Politicians will be calling and I would urge you to take the opportunity to bring to their notice our issues and concerns. This will be your chance to participate,

I look forward to seeing members at the Aishling Hotel on Thursday May 30<sup>th</sup>.

***Paul Monks***  
***President***



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Cearlúcháin Iar-Sheirbhíocháin Dúchúil Ágairí Stáit  
Established 1915

## INVITATION to all members of RCPSA

(Retired Civil & Public Servants Association)

**You are invited to attend the AGM on Thursday, 30<sup>th</sup> May at 1.30 pm in the Ashling Hotel,  
Parkgate St Dublin 8 (close to Hueston Station)**

### DRAFT AGENDA:

Opening of AGM by President  
Adoption of Standing Orders Committee Reports 1, 2 & 3  
Report of Honorary Secretary  
Minutes of 2018 AGM  
President's Address  
Annual Report of Council 2018/2019  
Report of Honorary Treasurer

Motions: Rule Changes  
Pension Restoration  
Association  
USC  
Misc

Election of Officers, Trustees & Council  
Any Other Business  
Close of AGM

Light refreshments will be provided from 12.30pm to 13.45 pm.

*Ann Walsh (Secretary)  
Phone: 087 1317062  
7<sup>th</sup> May 2019*

*RCPSA PO Box 908  
South City DSU  
Togher  
Cork  
T12C825*



## RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION 2019 AGM

### STANDING ORDERS REPORT NO. 1 (Draft)

Once these Standing Orders have been adopted all motions in SOC Reports shall be deemed to be formally proposed and seconded.

Motions within each section shall be taken in common debate.

Each motion will be voted on individually.

Motions may only be withdrawn with the agreement of the meeting.

#### 1. Motions

1.1 One speaker from the Centre/Council that submitted the motion shall be allowed to speak for not more than three minutes and all subsequent speakers not more than two minutes each.

Where the Motion is proposed by an individual member the same time applies that is for not more than three minutes for the proposer and all subsequent speakers not more than two minutes each

1.2 One speaker from the Centre/Council that submitted the motion shall be allowed to exercise a right of reply for not more than two minutes, where opposition to the motion has been expressed.

Where the Motion is proposed by an individual member that member will have a right of reply, where opposition to the motion has been expressed.

1.3 An amendment to a motion may not be moved while another amendment to the motion is before the Meeting.

1.4 An amendment may not be moved where the Chairperson has indicated that, in his/her opinion, it is a direct negative to a motion.

#### 2. PROCEDURES MOTIONS

##### 2.1 Next Business

If a proposal to proceed to the next business has been moved and seconded the proposer of the motion under discussion shall have the right to speak in opposition and the proposal shall then be put without further discussion. If the proposal is carried, the discussion on the motion originally under discussion shall be abandoned, and the meeting shall proceed to the next business on the Agenda. If the proposal is lost, the discussion on the original motion shall be resumed.





## 2.2 Discussion to close

A proposal that the discussion be brought to a close shall be moved, seconded and decided without discussion. If this proposal is carried, the motion or amendment under discussion shall be put and decided without further discussion, other than a reply by the proposer of the motion. If the proposal is lost, the discussion on the motion or amendment shall be resumed.

## 3. Question Now Put

3.1 A proposal that the question be now put shall be moved, seconded and decided without discussion provided the Chairperson is satisfied that both sides of the question have been adequately discussed. If the proposal is carried, the motion or amendment under discussion shall be put and decided forthwith without further discussion. If the proposal is lost, the discussion on the original motion shall be resumed.

## 4. Referral to Council

4.1 A proposal to refer a motion to the Council may be moved and seconded but the proposer of the motion shall have the right to speak in opposition.

## 5. Procedure

5.1 A member may not address the meeting unless speaking on a motion or when raising a point of order.

5.2 A point of order may be raised on the following issues:

- (i) Incorrect procedure: implies that some member is contravening the rules of the meeting, e.g., speaking longer than allowed.
- (ii) Irrelevancy: wandering from the subject.
- (iii) Un-parliamentary language: swearing, personal abuse etc., or anything derogatory.
- (iv) Transgression of Rules: use of procedure contrary to that laid down by rule.

6. The Honorary Secretary and appropriate honorary officers may present, or reply to queries, on formal reports as appropriate.



7.2 The Chairperson, at his/her discretion may declare a motion carried by agreement unless a proposal that a vote be taken be proposed and seconded.

7.3 The decision of the Chairperson shall be final upon any point as to the interpretation to be placed upon any Standing Order, upon the point as to whether a motion has been carried or rejected, and on all points of order.

7.4 Anyone willfully disobeying the ruling of the Chairperson may be suspended during the remainder of the time the motion in question is under discussion, or for the whole meeting.

7.5 If, in the opinion of the Chairperson, grave disorder has arisen he/she may at his/her absolute discretion adjourn the meeting for a specified time.

7.6 The Chairperson shall have a second or casting vote should the votes on any proposal be equally divided.

7.7 The acceptance of a procedure motion shall be at the discretion of the Chairperson

## **8. Council**

8.1 The Council may indicate that the motions under specified sections of the Agenda get priority in discussion, and, shall so indicate those Motions.

8.2 Any motion appearing on the Agenda which has not been discussed before the closing of the Meeting shall be deemed to be referred to the Council for consideration.

## **9. Election**

9.1 Elections of officers and Council shall be by a show of hands or secret ballot.

## **10. Suspension of Standing Orders**

10.1 Any Standing Orders for General Meetings may be suspended for a stated purpose provided a motion to that effect is adopted by a majority of those present and entitled to vote. Such suspension of Standing Orders may not exceed 30 minutes, unless a proposal is adopted by the Meeting whereby the suspension may be extended for a period not exceeding 15 minutes.

10.2 The Chairperson may at his/her absolute discretion determine that the order of business be changed to facilitate the more effective progress of the meeting.





**RCPSA**

RETIREE CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Cearthaíochas Ias-Sheinníreacht Dúchúil Aghair Seálaí Ceastóirí 1995

## **RETIREE CIVIL AND PUBLIC SERVANTS ASSOCIATION 2019 AGM**

### **STANDING ORDERS REPORT NO. 2 (Draft)**

- 1.30: Opening of AGM by President  
&  
Adoption of Standing Orders Committee Reports 1, 2 & 3
- 1.45: Report of Honorary Secretary & Minutes of 2018 AGM
- 1.55: President's Address
- 2.00: Annual Report of Council 2018/2019 (to include Q&A session)
- 2.15: Report of Honorary Treasurer
- 2.30: Motions:
- 2.40: Rule Changes [2]
- 2.45: Taxation [1]
- 2.50: Communication [7]
- 2.15: Payment of Pensions [19]
- 3.30: Corporate Purchasing [3]
- 3.35: Association Matters [2]
- 3.45: Election of Officers, Trustees & Council
- 3.55: Any Other Business
- 4.00: Close of AGM





**RCPSA AGM 2019**  
**STANDING ORDERS COMMITTEE REPORT NO 3 (DRAFT)**  
**MOTIONS TO CHANGE RULES AND MOTIONS ON POLICY**

**Rule Changes:**

**1. Amend Rule 4(g) to read:**

4(g) Proposed Rule changes, nominations and motions shall be submitted to and received by the Honorary Secretary, in the case of rule change by 1<sup>st</sup> March and for other motions by 31<sup>st</sup> March.

**Council**

**2. Amend Rule 11(b)**

Insert the following word Vice Chairperson after Chairperson.

The amended rule to read:

Each Branch shall elect annually a Chairperson, Vice Chairperson, an Honorary Secretary, an Honorary Treasurer, or alternatively an Honorary Secretary/ Honorary Treasurer and a Branch Committee and shall notify their contact details to Council.

**Dublin**

**Policy Motions:**

**Taxation**

1. The AGM directs Council to write to Revenue and ask that a Customer Service function, staffed by Revenue personnel, be restored in Counties Donegal, Sligo and Mayo, even on a limited basis. This is to facilitate older members of the community who may be losing out on tax credits due to the operation of time limits and difficulties with interactive technology.

**Donegal/North West Branch**

**Communications**

2. The AGM directs Council to ask shared services to include a "flyer" or some other notation which is highly visible advising members who have retired since 1/1/2015, to check the calculation of their lump sum to determine if there was a deduction for arrears of superannuation (Spouses and Dependants scheme). If there is such a deduction that retirees be advised to contact Revenue as there may be a tax refund due.

**Donegal/North West Branch**

3. This AGM recognises that certain Departments provide a very good communication service to retired staff. As this is not as widely known as it might be the AGM directs Council to include a very visible notification advising retired Revenue/DSP members of the existence of the internal email system they access in a Newsletter and request members retired from other departments that have a similar facility advise the Secretary so that retirees/pensioners from those departments can be updated also.

**Donegal/North West Branch**



4. This AGM calls on the Council and the Alliance if appropriate to produce and distribute an information leaflet similar to that issued prior to the General Election in 2016 outlining issues affecting Public Service Pensioners. This document can then be used to raise appropriate issues with local politicians at election times.

**Dublin Branch**

5. This AGM asks the Council of the Association to request the Minister for Finance and Public Expenditure and Reform to issue an individual certificate to every member stating the amount withheld from the member's pension and if relevant from their salary and gratuity for each year for the period up to 31 December 2018 as a result of the Financial Emergency Measures in the Public Interest (FEMPI) and where relevant to issue such annual certificates thereafter.

**Dublin Branch**

6. This AGM instructs the incoming Council to engage with PMG Pensions and the relevant payroll shared services in order to provide members with twice yearly hard copies of payslips, and in the interim to make access to online payslips easier and more user friendly for all members.

**Athlone/Midlands Branch**

7. This AGM notes that in the interest of economy and the environment, the number of Booklets issued throughout the year should not exceed 3.

**Galway Branch**

8. This AGM directs the incoming Council to enter into discussions with the Official side to put in place a formal mechanism to facilitate the engagement of retired State employees with Government on matters affecting pensions and any other issues that impact on our status as retirees. While the RCPSA has recourse to meetings of an informal nature with the official side such arrangements are now no longer acceptable or satisfactory.

**Limerick Branch**

9. This AGM directs the Council to liaise with the Department of Public Expenditure and Reform to ensure that all retired civil servants are given access to the services of the restructured Civil Service Employee Assistance Service and that they are made aware of how to access the Service via the Central point of Contact.

**Council**

### **Payment of Pensions**

10. This AGM notes with concern that some Public Service Pensioners have not received their increases due in 2018, strongly condemns the Department of Public Expenditure and Reform for its failure to ensure that increases are paid on time, and calls on the Minister for Public Expenditure and Reform to expedite these payments as soon as possible.

**Dublin Branch**

**[info@rcpsa.ie](mailto:info@rcpsa.ie)**



11. That this AGM asks the Council of the Association to express its concern to the Minister for Finance and Public Expenditure and Reform about delays in making agreed payments under the Public Service Stability Agreement to members and asks the Council to urge the Minister to provide the necessary resources in his Department and offices to ensure that future payments are made on the due dates.

**Dublin Branch**

12. This AGM notes that pensioners in receipt of Social Welfare State Pensions and also a private pension of €13,000 do not pay USC. However Public Service Pensioners who were recruited prior to 6<sup>th</sup> April 1995 pay USC on the total amount of their pension. This treatment of Public Service Pensioners is grossly unjust and unfair and calls on the Minister for Finance and Public Expenditure and Reform to rectify this anomaly immediately.

**Dublin Branch**

13. This AGM strongly encourages Council to re-double their efforts to re-establish and pursue the maintenance of parity of pay with serving civil and public servants."

**North East Branch**

14. This AGM supports and encourages the Council to pursue with vigour, equity for members regarding the USC and the Households Benefits Package.

**North East Branch**

15. This AGM directs the incoming Council, in the interest of equity with State pensions, to seek the granting of credit, equivalent to homemakers credit, to retired civil and public servants where they have gaps in service arising from career breaks or other unpaid leave in respect of child rearing or care for other family members.

**Athlone/Midlands Branch**

16. This AGM asks the incoming Council to work with other groups representing retired public servants to press for the elimination of the USC anomaly.

**Mayo Branch**

17. This AGM instructs Council to negotiate the removal of USC for all pensioners.

**Cork Branch**

18. This AGM directs the incoming Council to seek to ensure that the parity based framework, whereby pensions increased in line with pay, is restored and maintained.

**Limerick Branch**







# RCPSA

RETIREE CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Comhatais Iar-Sheirbhíochí Dúsh Ágair Seála      C. 1966/1967 1995

19. This AGM directs the incoming Council to seek to secure the restoration of pensions reduced under Financial Emergency Measures in the Public Interest (FEMPI) Acts before the Governments proposed date of 2021.

**Limerick Branch**

20. This AGM requests written clarification from Council with regard to linkage between Public Service Pensions and pay increases of serving grades in the next issue of the RCPSA Newsletter.

**Member**

21. This AGM mandates Council to seek clarification between the pay of their public service pensioners and the recent general pay increases of 2.5% in the Irish Postal Service.

**Member**

***Notice to withdraw Motion 21 withdrawn received from proposer***

22. This AGM directs the Council to provide written clarification with regard to linkage between Public service Pensions and pay increases of grades in a future issue of RCPSA Report.

**Member**

***Notice to withdraw Motion 21 withdrawn received from proposer***

23. This AGM mandates Council to seek clarification from An Post with regard to linkage between the pay of their Public Service Pensioners and the recent (2017) general pay increase of 2.5% in the Irish Postal Service.

**Member**

24. This AGM directs the Council to liaise with the Department of Public Expenditure and Reform to ensure that all retired civil servants are informed about changes to services which may be of relevance to them.

**Council**

25. This AGM notes the impact of the pension levy 2009 to 2015 on the pension funds of Eircom, Telecom and an Post pensioner members and the consequent loss of capacity of those funds to provide for pension increases to maintain their income. Accordingly this AGM calls for the refund of levies to the funds concerned and the removal of the double taxation on the pensions concerned with the imposition of the levy involved.

**Council**

26. This AGM calls for the immediate removal of the remaining FEMPI cuts on service pensioners and the full restoration of parity for pension increases with ongoing salary increases.

**Council**



27. This AGM calls on the incoming Council to vigorously oppose the extension or reversion to FEMPI terms in the case of Brexit, Brexit related or other economic events which may arise in the coming months.

**Council**

**Benefits**

28. This AGM instructs the incoming Council to campaign for the restoration of full medical cards to everyone aged seventy or more.

**Mayo Branch**

29. This AGM asks Council to seek the removal of VAT on service bills for pensioners.

**Cork Branch**

**Amendment 1:**

*Add: 'in their next pre-budget submission.'* **Amended motion to read:**

*"This AGM asks Council to seek the removal of VAT on service bills for pensioners in their next pre-budget submission."*

**Member**

**Amendment 2:**

*Delete 'removal'. Insert 'repayment'* **Amended motion to read:**

*"This AGM asks Council to seek the repayment of VAT on service bills for pensioners"*

**Dublin Branch**

30. This AGM urges the Minister for Finance to restore the exemption that was removed at the start of the financial emergency in 2010/2011, from fees for Passport applications for those aged 66 years and over.

**Galway Branch**

**Corporate Purchasing Power**

31. This AGM directs Council to appoint a person to approach insurers to determine if competitive rates of Travel Insurance, Medical Insurance, Car Insurance and Home Insurance can be secured through group schemes. Mindful of the demands on officer /council members time, the AGM authorises Council to outsource this if required.

**Donegal/North West Branch**





# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Ceanálachas Iar-Sheirbhíochach Dúairí Ágair Seálaí  
C. a. a. 1915

32. This AGM instructs Council to negotiate with private health insurers:

- i. The reduction of the waiting period from two years where individuals are over 70 years of age.
- ii. Flexibility for spouses / partners to opt for different cover.

**Cork Branch**

33. This AGM instructs the incoming Council to explore with providers of insurance services the feasibility of providing less costly insurance products (car, house buildings and contents, and travel) for RCPSA members as part of a group scheme.

**Athlone/Midlands Branch**

#### **Association**

34. This AGM directs Council to provide each Branch Secretary with a list of persons in membership of the Branch. Mindful of GDPR this should be names only.

This facilitates approaching non-members with a view to recruitment

**Donegal/North West Branch**

35. This AGM proposes that the Council explore with similar organisations the possibility of merging all Public Service retirement bodies, organisations, associations or groups into a single association.

**Dublin Branch**

**Motions received 30<sup>th</sup> April 2019 from a member on [www.rcpsa.ie](http://www.rcpsa.ie). (NOTE: Secretary advised deadline for the submission of motions is April 1 & provided update on issues involved.**

#### **Motion 1**

The incoming executives establish an action committee to:

1. raise funds/contributions from members in order to
2. Mount a legal challenge to Eircom/Pension trustees/Unions implementation of section 45 of the Post and Telecommunication Act 1983.
3. Pursue the above Troika for breach of section 46 of the aforesaid act.
4. Obtain a legal injunction to rescind the Pension Accord 2010.
5. Pursue a High Court action to establish Pensioners constitutional property rights to the superannuation funds set aside for their pensions at the time of their retirement.
6. Remove the Pension Trustees from the Eircom Superannuation funds.
7. Recover the "surplus" funds removed from the schemes.

#### **Motion 2**

That the National Committee use their best endeavours to achieve. That all pensioners who had their benefits reduced / increases withheld due to the Finance Act 2011 have such reductions/withholdings itemised in their payslips.





## RCPSA Secretary's Report to AGM 2019

AGM 2018 was held 24<sup>th</sup> May 2018. Since then Council who members has met 9 times. A quorum was present at all meetings ( and exceeded ) since AGM.

### **Participation in Council 2018/2019:**

#### Co-options since May 2018:

M Kearney, G Quinlan, J O'Connell, G Buckley Geary, M Carr, M Cushion have been co-opted to Council since May 2018.

#### Resignations since May 2018:

Walter McDonagh( former Treasurer) of the RCPSA. Council and members wish to thank Walter for the work he has done during the years he has been involved at Branch, council and Officer level.

The following member s of the outgoing RCPSA Council have indicated they wish to step down from office and have not put their names forward for election on May 30<sup>th</sup>:

S O'Riordan, J O'Connell and B Murnane.

A sincere THANK YOU for your positive contribution to the association over the years and the best of luck in your retirement.

### **Meetings with Trustees:**

Since AGM 2018 RCPSA Trustees and Officers have met on two occasions. A copy of the Trustee's Report is included in this Annual Report (Pages - ) We wish to thank the four elected Trustees for their positive contribution to the association in the past year.

### **Meetings with Standing Orders Committee:**

The Annual General Meeting is the supreme policy making instrument of the association. Meeting(s) have taken place with the Standing Orders Committee and Officers to consider the proposed business of the AGM and the order in which the business of the meeting is conducted.

### **Website:**

The rewards of the re-vamping of the RCPSA website in early 2018 are now being reaped by the association. Thank you to Cloda Ryan, a member of Council for working closely with the IT providers, Digilogue and me for keeping the website up to date in a timely manner.

NOTE: There have been a few glitches that we continue to work on and hopefully they will be resolved shortly.

### **Consultative Forum:**

The annual consultative forum was held Wednesday 14<sup>th</sup> November. The lively and informative meeting between Council members and some members provided positive feedback for the future.

Dublin City Citizens Information Centre provided a very informative presentation entitled:

Consumer Rights: When things go wrong.

Finally I would like to thank my colleagues on council and of course you, the members, for the support and feedback during the year 2018/19.

### **Dedicated Phone number:**

The official phone number is 0871317062. Apologies of, after leaving a message, there has been a delay in having your call returned. This is due to workload.

*Ann Walsh*

*RCPSA Secretary*

*30<sup>th</sup> May 2019*





## RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

### Minutes of AGM 2018 AGM held 24<sup>th</sup> April 2018

Meeting was formally opened by the President at 2.00 pm.

1. **Standing Order Reports:** Standing Orders Reports (1), (2) and (3) were adopted as presented [following the defeat of a proposal to amend SOC (1)]
2. **Secretary's Report** outlined Council business (P. 19 of Annual Report) and was adopted as presented.
3. **2017 AGM Minutes:** presented by Ann Walsh (P. 16-18 of Annual Report) approved by AGM.
4. **Presidents Address:** Mary Farrell addressed the meeting. Issues including parity, full restoration of pension cuts, an acceptable formula for calculating future pensions increases, recruitment, the strengthening Branch structures, were dealt with in the Presidents address. President indicated that she was standing down from her role at the end of the AGM. She thanked her colleagues for their support during her tenure and wished the incoming Council best wishes in their work and the challenges facing the RCPSA going forward. (P. 2 )
5. **Annual Report** was presented by Ann Walsh and approved by the AGM.
6. **Treasurers Report:** Accounts for the year to 31<sup>st</sup> December 2018 presented by the Treasurer Anne Mitchell with her report. Questions were taken by the Treasurer and accounts were approved then by the meeting.

#### 7. Results of proposed motions dealing with Rule Changes:

- |                         |                  |
|-------------------------|------------------|
| 1. Amendment Rule 13(f) | <i>CARRIED</i>   |
| 2. Amendment Rule 7 (e) | <i>CARRIED</i>   |
| 3. Amendment Rule 11    | <i>CARRIED</i>   |
| 4. Amendment Rule 14    | <i>CARRIED</i>   |
| 5. Amendment Rule 7(c)  | <i>WITHDRAWN</i> |
| 6. Amendment Rule 11    | <i>WITHDRAWN</i> |

#### Results of Policy related Motions (8) before AGM 2018:

##### Motions dealing with Pension matters [7-11(a)]:

##### RESULT

- |   |                |
|---|----------------|
| 7. Pension Levy: Amendment & Motion.                              | <i>CARRIED</i> |
| 8. Motion on methodology of calculating Coillte pensions          | <i>CARRIED</i> |
| 9. Pursuit of parity post 2020                                    | <i>CARRIED</i> |
| 10. Pension restoration   | <i>CARRIED</i> |
| 11. Customary Pension Pay Parity                                  | <i>CARRIED</i> |
| 11. (a) Admission of motions on Parity (Limerick Branch) accepted | <i>CARRIED</i> |



**Motions (dealing with Association matters (5) before AGM 2018:**

- 12.** Venue for future AGM’s *LOST*
- 13.** Attendance by any member at Branch meetings *LOST*
- 14.** Working with like - minded organisations *REMITTED*
- 15.** USC address anomalies *CARRIED*
- 16.** Pursuit of same rate of USC to DSP pensions *CARRIED*

**Motions on Miscellaneous matters (6) before AGM 2018:**

- 17.** Pre-retirement courses *CARRIED*
- 18.** Issue of Circular by DEPR *CARRIED*
- 19.** Addressing inequities arising from marriage – bar *CARRIED*
- 20.** Credit for years spent caring *CARRIED*
- 21.** Removal of VAT *LOST*
- 22.** Briefings with Official side *CARRIED*  
NOTE: Proposed amendment not accepted.

**8. Results of election of Officers and Council:**

**Trustees:** M Farrell, B McDonnell, F O’Dwyer, P McDonagh.

**Standing Orders Committee:** P Dockery, J O’Donnell, F O’Dwyer

**Officers:**

President: P Monks  
Vice President: S Burns  
Secretary: A Walsh  
Treasurer: A Mitchell.

**Council Members (alphabetical order):**

B Cadogan, B Doherty, S Donnelly, B Dunne, B Fitzpatrick, L Glancy, S McGinley, W McDonagh, G McRory, B Mumane, N O’Donovan, S O’Riordan, C Ryan, B Ryder were appointed to Council without an election taking place.

**Approved:** \_\_\_\_\_

**Date:** \_\_\_\_\_





# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Comhatais Iar-Sheirbhíoch Dúair Aged Staff  
Established 1995

## Annual Report to members AGM 2019:

### Motions from AGM 2018

**Motions 1,2,3,& 4** dealing with Rule changes have been incorporated into RCPSA (AGM 2019) included in this annual report.

**Motion 7** concerned with refund of pension levy deduction requires legislative change requested in writing. No progress to date.

**Motion 8** concerned with private pension funds and is being pursued through the Trustees, ICTU Retired Workers Committee, NFPA, Semi State Retired Staff Group.

**Motions 9,10,11:** concerned with parity. This matter is pursued through the Alliance of Retired Public Servants. Continued lobbying by members to political representatives is encouraged.

**Motion 14:** RCPSA elected representatives work in partnership with Alliance, NFPA, ICTU Retired Workers Committee. A common desire to have an individual (Commissioner for the Aged) and/or umbrella organisation dealing with the mutual interests of pensioners is currently under consideration.

**Motion 15 & 16:** RCPSA papers prepared on USC & HSP have been welcomed by the members of the Alliance of Retired Civil Servants who will be promoting the treatment of public servant pensions /pensioners in the same way pensioners in receipt DSP individuals.

**Motion 17:** No response has been received to requests for a slot for RCPSA on pre-retirement courses.

**Motion 18:** No response from official side with regard to information sheet on entitlements of surviving spouses/partners.

**Motions 19 & 20:** Official responses received from DEPR on Oct 11. While replies are unsatisfactory the issues contained have been taken up elsewhere and are gathering momentum.

**Motion 22:** DEPR have signalled that their communication briefings is via the Alliance of Retired Civil Servants.

### How members interests are represented by RCPSA:

RCPSA has two representatives at the Alliance of Retired Civil Servants. It deals with pension restoration, anomaly issues identified for post 2012 retirees and issues of interest to pensioners. Paul Monks and Ann Walsh (with provision of substitutes) are the RCPSA representatives in this forum.

Irish Congress Trade Unions (ICTU) has a sub-committee for retired workers i.e. Retired Workers Committee. RCPSA are represented by Brian Fitzpatrick and Ann Walsh in this forum who have been nominated by the AHCPS. This is very active at a national level and has close contacts with the Senior Citizens Parliament.

National Federation of Pensioners Association (NFPA) held its AGM May 2<sup>nd</sup> 2019. Guest speaker was Eddie Lynch Commissioner for Older People for Northern Ireland.

Retired Semi State Staff Associations: RCPSA has recently been invited to attend meetings of this association. Paul Monks and Ann Walsh attended meetings (that did not clash with Council meetings)

Representations to Trustees/Administrators of Private Pension Funds.

Ongoing representations to Government Departments.



**Retired Civil and Public Servants Association**  
**Accounts**  
**for the year ended 31 December 2018**





**Retired Civil and Public Servants Association**

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## **Retired Civil and Public Servants Association**

### **Accountants' Report on the Unaudited Accounts to Retired Civil and Public Servants Association**

In accordance with your instructions we have compiled these unaudited accounts from the accounting records and information and explanations supplied to us.

Crowley & Company

Certified Public Accountants  
Hazelwood Centre  
Hazelwood  
Glanmire  
Co Cork







# RCPSA

RETIREE CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Ceanálachas Iao-Sheirbhíoch Dúró Agas Scáil Caisleáid 1915

## Retired Civil and Public Servants Association

### Profit and Loss Account

For Year ending 31<sup>st</sup> December 2018

Notes	2018		2017	
	€	€	€	€
An Post Subscriptions		20,432		19,116
Eircom Subscriptions		35,667		37,208
Individuals Subscriptions		2,236		1,075
PMG Subscriptions		112,690		94,488
An Post Sav Interest Added to New Investment		3,723		2,100
Other Income		<u>1,098</u>		<u>20</u>
		175,846		154,007
<b>Cost of sales</b>				
<b>Expenses</b>				
AGM & Annual Branch	16,792		5,677	
Council Expenses	6,262		8,132	
Branch Expenses	322		117	
Travel & Subsistence	2,055		11,712	
Stationery/Postage/Phone	68,421		24,282	
Honoria	22,350		21,000	
Professional Fees	766		750	
Collector General - Tax Paid on Honoria	18,577		15,393	
Secretarial Expenses	152		2,087	
Insurance	2,710		2,528	
Bank Charges	75		52	
NFPA Affiliation Fee	100		2,574	
Web Upkeep	3,636		1,120	
Miscellaneous			70	
Sundry expenses	725		(1)	
		(142,923)		(96,493)
<b>Net Profit/(Loss)</b>		<u><u>32,923</u></u>		<u><u>57,514</u></u>



## Retired Civil and Public Servants Association

### Balance Sheet

as at 31 December 2018

Notes	€	2018 €	€	2017 €
<b>Current Assets</b>				
Bank Accounts	148,449		89,698	
Savings Certificates	76,839		102,667	
Prize Bonds	<u>76</u>		<u>76</u>	
<b>Net Current Assets</b>		<u>225,364</u>		<u>192,441</u>
<b>Total Assets Less Current Liabilities</b>		225,364		192,441
<b>Capital Account</b>		<u>225,364</u>		<u>192,441</u>
Brought Forward at the 1 January 2018		<u>192,441</u>		<u>134,927</u>
Profit/(Loss) for the year		<u>32,923</u>		<u>57,514</u>
		<u>225,364</u>		<u>192,441</u>



## Report of Trustees

### RCPSA

#### 2019

Our primary function is the protection of the assets of the Association including income and expenditure.

#### Assets

The assets are mainly cash assets and are held in low risk investments and in bank deposit and current accounts.

#### Potential Risks to Assets

The potential risk to assets are from external sources.

#### Revenue-Tax Compliance

The Association is tax compliant. The main area of engagement with Revenue relates to PAYE/PRSI and USC charges. Honoraria are paid to officers of the Association. As this is a payment arising from an office (that is a function which can be distinguished from the holder of the office) these payments are governed by the PAYE regulations. PAYE is accounted for as is USC at the appropriate tax rates. PRSI where a factor is similarly accounted for. P35 returns are submitted.

There are no other regular payments to individuals which could create an exposure to liability.

There are no reasons identified which could lead to a risk to assets in terms of a Revenue claim for interest and penalties arising from noncompliance with tax legislation.

Members will also be conscious of the reputational risk to the Association if we were found to be non-tax compliant. The present practice of showing the taxes paid as a separate entry on the income and expenditure account should continue as it makes it clear to any casual reader that taxes are in fact paid.

#### Claims for Negligence

Voluntary organisations as well as business run risks of claims whether well founded or not.

The Association carries insurance but it would be prudent to ensure that it is up to date and that the total amount assured is adequate to avoid any potential loss of assets from a claim.



## **GDPR**

This well intentioned initiative has caused a lot of anxiety to any organisation having custody of personal contact details.

The penalties for non-compliance are severe and would represent a very significant threat to assets if there was a noncompliance issue.

Council is asked to ensure that all service providers have signed the requisite undertakings and that these are up to date as soon as possible after the AGM. Personal details should not be provided to any service provider who has not signed the undertaking.

It can be necessary to make some information available to Branches but this should not include any form of contact information. The Trustees have authorised the purchase of a PC for the Treasurer to be used exclusively for RCPSA matters to protect data.

## **Income**

Income comes mainly from subscription income with a small amount of interest.

### **Potential Risks to Income**

These are loss of members and obstacles to recruitment of new members.

### **Loss of Members**

Some of this is due to death and given our demographic this is understandable. The loss of members to other organisations is no longer significant.

### **Recruitment**

Other organisations are actively seeking recruits from the retired public service cohort.

This should not be seen as a threat as we offer a different “product”. Particularly the development of a local network of Branches enhances our ability to recruit.

The Trustees have recommended that Council appoint a member of Council to focus on recruitment. This could include contact with departments with a view to getting departmental communications to retired members to include details of branch meetings.

It was suggested that the DSP should be approached first as it has an electronic communications facility and has been resistant to carrying advise of our meetings



**Internal Controls**

In general these are appropriate

**Cheque Payments to Council Members and Others**

The practice of two signatories should continue. The claim should be seen by both signatories. The payee and signatory should not be the same. As there are four signatories this should not be an issue

**Payments to Approved Service Providers**

The Trustees see no reason why this cannot be done by bank transfer with the next Council meeting approving. There is a risk of interest charges on late payments as well as a reputational risk for poor payment compliance.

**Branch Accounts**

Whether these are necessary or desirable is a matter for Council. However, where they exist they must be under the control of the Treasurer as the amounts in these accounts are Association funds.

The Treasurer should be a signatory to the accounts and should receive statements on a regular basis. The Trustees have to be mindful of the risk of an account being misused and have to be seen to exercise ultimate control via the Treasurer to protect their own position. Council should put this arrangement in place as soon as possible.

**Bank Cards**

The Treasurer should control a card with a limit of €3000.00 to facilitate payment of bills for printing, AGM and Consultative Council. Other officers should have cards with a limit of €500.00 to facilitate payment for hire of rooms and refreshments for Branch meetings.

The bank should be written to and a record kept advising it of the names of the four officers and the limits on the cards and also advised that no other cards are authorised.



## Investments

A cautious approach should continue and advice should be taken on possible prudent investment. We need to bear in mind that expenses may be incurred on making a public defence of pensioners in the event of a further economic shock which causes reductions in member's income. We were fortunate in that we had the voluntary service of experienced retired trade union officials during recent years. That situation may not be repeated and it would be prudent to keep a fund to deal with the unexpected

## Honoraria

We do not have the financial resources to maintain the type of back room back up that many of us would have had in trade unions. This requires a huge input in terms of time from voluntary effort on the part of Council members. Officers in particular and SOC members

While we could not afford to remunerate the members concerned we should recognise that they sacrifice a lot of their well-earned retirements to serve their colleagues. These members deserve our gratitude and it should be expressed by the payment of an honoraria. The amount is a matter for Council and the Trustees have no issues with Council decisions on this.

### **Trustees:**

Mary Farrell  
Pat McDonagh  
Brian McDonnell  
Frank O'Dwyer





## **Rules Retired Civil and Public Servant's Association (AGM 2018)**

### **NAME OF ASSOCIATION**

1. The name of the Association shall be “ The Retired Civil and Public Servants’ Association”.

### **OBJECTS OF ASSOCIATION**

2. The objects of the Association shall be –
  - (a) To promote, safeguard and protect the interests of members;
  - (b) To advise and help members in regard to matters arising in the areas of superannuation and related matters.

### **MEMBERSHIP OF ASSOCIATION**

3. Membership of the Association shall be open to persons in receipt of Civil Service pensions and to pensioners of such other public service or related organisations as may be nominated by the Association from time to time.

### **ASSOCIATE MEMBERSHIP**

4. Associate Membership of the Association is open to retired staff of the civil service or of such other public service or related organisations as may be nominated by the Council of the Association from time to time under Rule 3 and who are not in receipt of a pension. Associate members have all the rights of membership but do not have voting rights at Association meetings or in ballots of the Association.

### **SUBSCRIPTIONS**

5. The subscription for full membership shall be €20 per annum or such other amount as may be determined by the Annual General Meeting of the Association, payable direct to the Honorary Treasurer of the Association in January (or on the date of joining the Association and subsequently in January) of each year, or by deduction from pension under arrangements made between the Association and the paying authority. The subscription for associate membership shall be €5 per annum payable direct to the Honorary Treasurer of the Association in January (or on the date of joining the Association and subsequently in January) or by direct debit from a bank or similar account.

### **FINANCE**

6. (a) The Council shall have overall responsibility for the financial affairs of the Association.
  - (b) The financial year of the Association shall end on the 31<sup>st</sup> December of each year.
  - (c) The accounts of the Association shall be audited annually by the auditors appointed by the Trustees.





- (d) The subscriptions of an ordinary member shall be deducted from pension by the authorisation of the member or paid otherwise in a manner agreed by the Council.
- (e) All monies received by subscription or otherwise by the Association shall be lodged to a Bank Account or to Bank Accounts opened in the name of the Association as approved by the Council.
- (f) All disbursements on account of the Association shall be drawn on such bank or bank accounts and authorised by two or more of the following, i.e. President, Vice President, Honorary Treasurer, and Honorary Secretary.
- (g) The surplus funds of the Association shall be invested in the joint names of the Trustees in such trusts or securities including real property as the Council may for time to time decide.

### COUNCIL

- 7. (a) The management of the Association shall be vested in a Council consisting of a President, a Vice President, an Honorary Secretary, an Honorary Treasurer, and not fewer than ten and not more than twenty-four other members.
  - (b) The Council shall be assisted by an Executive Assistant/Secretary whose duties will be prescribed by Council.
  - (c) The President, Vice President, Honorary Secretary, Honorary Treasurer, and up to fifteen other Council members shall be elected by members of the Association at the Annual General Meeting. Candidates for election must be nominated and seconded and must signify their willingness to act if elected. All officers and all members of Council shall retire at the Annual General Meeting and shall be eligible for re-election.
  - (d) The Council may, at its discretion, co-opt members in addition to those elected at the Annual General Meeting but not so as to exceed a total membership of twenty-eight. It may also appoint officers to fill vacancies arising.
  - (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.
  - (f) The Council shall be empowered to pay all expenses incurred in conducting of affairs of the Association and to fix the pay of honoraria.
  - (g) The Council may appoint such other staff as may be necessary for the conduct of Council's business and shall be responsible for setting their remuneration and other conditions of employment.





**RCPSA**

RETIREE CIVIL AND PUBLIC SERVANTS ASSOCIATION  
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**ANNUAL GENERAL MEETING**

8. (a) The Annual General Meeting shall be the supreme policy making instrument of the Association. The policy of the Association shall be determined by the AGM, which shall have the power to rescind or vary any decision taken previously by the Association.
  
- (b) For the purpose of these Rules the term “AGM” includes, Annual and Extraordinary General Meetings.
  
- (c) The Annual General Meeting shall consist of the Council, the Standing Orders Committee and members.
  
- (d) Such other persons as the Council invite may attend an AGM but may not vote thereat.
  
- (e) The Annual General Meeting shall be held before 31<sup>st</sup> May in each year on a date and time and at a venue to be decided by the Council.
  
- (f) The Honorary Secretary not later than fifteen weeks prior to the date of the Annual General Meeting shall advise members and Branch Secretaries of the date time and venue of the Annual General Meeting, and invite Branches/members to submit nominations and motions to form part of the agenda. A Branch/member may make nominations for the offices of President, Vice President, Honorary Secretary, Honorary Treasurer, for membership of the Council, the Standing Orders Committee, and the Trustees to be elected at the Annual General Meeting.
  
- (g) Proposed Rule changes, nominations and motions shall be submitted to and received by the Honorary Secretary, in the case of a rule change by 1<sup>st</sup> March and for other motions and nominations by 1<sup>st</sup> April .
  
- (h) The Council shall have the power to make nominations and shall have the power to put down motions.
  
- (i) All motions received by the Honorary Secretary by the due dates shall be circulated to members with notice of the Annual General Meeting.
  
- (j) The President, with the advice of the Standing Orders Committee may accept other motions from members, other than those proposing a change in Rules including an alteration in the amount of annual subscription, provided the motions are given, in writing, to the Honorary Secretary before the commencement of the Annual General Meeting.
  
- (k) Motions may be proposed by the Council, Branch Committee and by individual members of the Association. (A motion proposed by an individual member must be formally seconded by another member of the Association.)





- (l) A final agenda, together with the recommendations of the Standing Orders Committee and a copy of the annual report, shall be issued by the Honorary Secretary to all members not later than two weeks prior to the meeting.
  
- (m) Once the meeting has commenced, additions to the final agenda may be accepted by the Standing Orders Committee only when it receives a motion deemed by it to be of such extreme urgency and importance to the interest of the members that the matter warrants inclusion on the agenda for the AGM.

### **EXTRAORDINARY GENERAL MEETING**

- 9. (a) An Extraordinary General Meeting of the Association may be convened by the Council at any time at its discretion.
- (b) An Extraordinary General Meeting of the Association shall be convened by the Council at any time on receipt of a request signed by not fewer than fifty members, who are drawn from at least five branches, stating clearly the purpose for which the meeting is being requested. Discussion at an Extraordinary General Meeting shall be confined to the purpose for which the meeting is sought. At least ten day's notice of an Extraordinary General Meeting shall be given to members.

### **CONDUCT OF AGM**

10. The business of AGM shall include:

- (i) Adoption of Standing Orders and Standing Orders Committee Report.
- (ii) Consideration of Annual Report and accounts of the Association.
- (iii) Election of officers.
- (iv) Election of 15 ordinary members of Council.
- (v) Election of Standing Orders Committee.
- (vi) Consideration of motions including rule change motions and amendments thereto.
- (vii) Consideration of any other business as may be submitted by the Council and allowed by Standing Orders Committee.
- (viii) Ballot papers for elections shall be issued to each member and to each of the members of the Council.
- (ix) A candidate for elective office at an AGM may not be appointed a teller at that meeting.
- (x) Ordinary members attending including Council members shall have a right to vote.
- (xi) Save as may otherwise be provided for in these rules voting at a meeting shall be determined by single majority.
- (xii) The order of business at the Annual General Meeting shall be determined by the Standing Orders Committee.



## BRANCHES

11. (a) Members residing within convenient reach of each other may be constituted as a Branch of the Association by the Council, on receipt of a request signed by not fewer than ten such members. Council may also constitute a branch of the association of not less than 10 members where it considers appropriate.
  - (b) Each Branch shall elect annually a Chairperson, an Honorary Secretary, an Honorary Treasurer (or alternatively, an Honorary Secretary/Treasurer) and a Branch Committee, and shall notify their contact details to Council.
  - (c) The Honorary Secretary/Treasurer shall maintain liaison with the Council on behalf of the Branch.
  - (d) The Council shall meet Branch expenses within the limits laid down by the Council from time to time.
  - (e) The frequency of and the procedure at Branch meetings shall be a matter for arrangement by each Branch.
  - (f) A Branch may not communicate on Association business with any Government Minister or Minister of State, Public Representative, Government Department, or with the media, without prior agreement by Council.
  - (g) The main function of the Branch shall be to recruit, within its area, new members for the Association, to keep its members informed of Association activities and to report to the Council on Branch activities.
  - (h) The Council shall keep the Branch informed at regular intervals regarding the activities of the Association.
  - (i) A Branch may organize social functions for members within the limit set out by Council.

## CONSULTATIVE FORUM

12. A Consultative Forum meeting will take place each year between 1<sup>st</sup> September and 31<sup>st</sup> December, the date to be decided by Council. Members of the Council and Branch Chairpersons and Secretaries will be entitled to attend the Consultative Forum. In the event of either or both Branch Officers are unable to attend the Branch Committee may nominate one of its members to attend in place of the Officer entitled to attend. The Honorary Secretary will issue notification of the date, time and venue of the Consultative Forum meetings to each Branch Secretary 14 days in advance of the meeting. Where Council deems it necessary a Special Consultative Forum meeting may be called. In the case of a special meeting of the Consultative Forum the notice to be given is reduced to 7 days.



## STANDING ORDERS COMMITTEE

13. (a) A Standing Orders Committee which shall consist of not more than three members shall be elected at Annual General Meeting.
- (b) Members of Standing Orders Committee shall hold office until the end of the Annual General Meeting at which their successors are elected. Any vacancy arising between meetings shall be filled by a member of the Association appointed by the Council.
- (c) A member of the Council may not at the same time be a member of the Standing Orders Committee.
- (d) The Standing Orders Committee shall elect a Chairperson from amongst its members and shall regulate its own procedures. Two shall constitute a quorum at meetings of Standing Orders Committee.
- (e) The Standing Orders Committee shall meet with the President prior to each Annual General Meeting on a day to be decided by its Chairperson and the President to consider the business proposed by the AGM.
- (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 purposes of 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 for discussion will be subject to the approval of the Annual General Meeting.
- (g) The Standing Orders Committee may also meet during each AGM and make such recommendation, as it deems necessary from time to time to facilitate the business of the meeting.
- (h) The Standing Orders Committee may also recommend procedures for the better conduct of AGM's generally. Its recommendations shall be considered by the Annual General Meeting and decided by a simple majority of the members voting at the meeting. If adopted they shall be part of the Standing Orders of the Association.
- (i) The order of business at the Annual General Meeting shall be determined by the Standing Orders Committee.





# RCPSA

RETIREE CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Cathachán, Ias-Sheinníneach, Dúroí, Agus Seálaí Caisleán 1985

- (j) The Standing Orders Committee shall also recommend to the Annual General Meeting the procedure for holding elections to any office at the Annual General Meeting. Such procedure shall include the arrangements for the distribution of the ballot papers, the arrangement for the collection of the ballot papers, the arrangements for the counting of ballot papers and the arrangements for the announcement of the results of the elections.

## TRUSTEES

- 14. (a) There shall be four trustees of the Association who shall be elected at the Annual General Meeting. The Trustees shall hold office from the Annual General Meeting at which they are elected until the conclusion of the following Annual General meeting.
- (b) All property of the Association will be vested in the Trustees.
- (c) The Trustees will meet with the Treasurer at least twice a year to exchange information.
- (d) The Trustees will meet with the officers at least once a year.
- (e) The Trustees will appoint the Auditor.
- (f) Where a vacancy arises for a Trustee before an AGM, Council will appoint a person to fill the vacancy.
- (g) A Trustee may not be a member of Council or Auditor to the Association.

## RULE CHANGE

- 15. The Rules of the Association may be amended only by a motion tabled in accordance with the rules for motions at general meetings, and passed by not less than a two-thirds vote of the ordinary members attending and voting at general meeting.



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáic

Established 1945

## RETIRED CIVIL and PUBLIC SERVANTS ASSOCIATION

### Consent Form for Activists/Nominees/Committee Members/Officers

To: Trustees, Council Members, Standing Orders Committee/Branch Officers  
2018-2019

I, the undersigned have agreed to be nominated by the RCPSA to participate in activity on behalf of the Retired Civil and Public Servants Association.

I agree to be contacted by the Retired Civil and public Servants Association for this purpose and for the RCPSA to hold my personal information as supplied by me for that purpose. I understand that my personal data will be retained for this purpose and will be deleted when the specific activity has ceased/come to an end (i.e. end of term of office within the Association or end of campaign etc)

NAME:

Email

PHONE/MOBILE:

SIGNATURE







**RCPSA**

RETIREE CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Comhachas Iar-Sheirbhíseach Poiblí Agus Stáit Established 1945



**RCPSA**

RETIREE CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhachas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

### RCPSA MEMBER CONSENT FORM

In addition to receiving the Newsletter please let us know how else you would like to hear from us by ticking the appropriate boxes below.

- I consent to sharing my information with my pension provider to process/update my personal information
- I consent to the use of Gmail for email communications.
- I consent to the use of bulk texting services for scheduled texting communications.
- I consent to the use of webtext for ad-hoc text communications.
- I understand that my personal data will be retained for the achievement of the purposes of the association and will be deleted when the specific activity has ceased/come to an end (i.e. end of membership of the Association or etc.)

NAME:

Email

PHONE

MOBILE:

SIGNATURE



## GDPR (GENERAL DATA PROTECTION ASSOCIATION)

RCPSA accountable to the DATA Protection Commissioner and is obliged to comply with GDPR which comes into effect on May 25<sup>th</sup> 2018. The Association is required to ensure procedures cover all the rights of members as well as obtaining and recording your consent (as members) for grounds for processing your personal data. Every effort has been made to make an inventory of all personal data held, determine why it is held, whether it safe.

Data Protection arrangements are in place with regard to RCPSA databases with service provider, printer and distributors.

Going forward a privacy statement (or fair processing notice) will be contained in forms used by RCPSA to collect data.

The changes that come into effect on 25<sup>th</sup> May requires a thorough review of all procedures and processes around data protection. The increased rights of members transparency requirements and accountability will need to be reflected in the association's data protection policies and procedures. Hence, your consent is being sought to communicate with you via email, telephone or electronically is/will be continuously sought. All data provided will be used for the purposes of communicating with members only and held while you are a member of the association.

**Council wants to thanks all members who have completed and returned GDPR Forms and are asking those, who have not completed relevant consents, to do so at an early date.**

Four Newsletters issue annually. Notices of Branches notices of Meetings, Branch events etc. can be placed in the Newsletters by forwarding them to:

RCPSA  
PO Box 908  
South City DSU  
Togher  
Cork

email to: [www.rcpsa.ie](http://www.rcpsa.ie)

Phone 0871317062





# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Cathachán, Ias-Sheinníneach, Dúnú, Agus Scáil, Caisleán 1995

Tuesday, 5 March 2019

Questions (154)

Question:

154. Deputy Sean Haughey asked the Minister for Public Expenditure and Reform his plans to abolish parity-based public service pension schemes and replace them with pension schemes linked to the consumer price Index; and if he will make a statement on the matter. [10419/19]

Written answers (Question to Public)

Minister for Public Expenditure and Reform

I have no plans to abolish existing public service pension schemes. In accordance with the policy adopted when the Single Pension Scheme (SPS) was introduced for new entrants to the public service from 1 January 2013 onwards, pre-existing pension schemes will continue to apply to public servants who are not members of the SPS.

As the member may be aware, the SPS is a career average pension scheme which provides that both the referable amounts that are accrued by serving staff while in employment, as well as pensions in payment, are uprated in line with changes in the consumer price index.

The legislation that introduced the SPS includes a provision that allows for the extension to the pre-existing pension schemes of the policy of uprating pensions in line with changes in the consumer price index.

As part of the Government's commitment under the Public Service Stability Agreement 2018-2020, the pension increase policy that is currently in place in respect of the pre-existing pension schemes represents a time-limited (expires end-2020), conditions-bound return to the non-statutory, pay-linked method of pension adjustment which prevailed until the onset of the financial emergency.



Tuesday, 26 March 2019

## Questions (253)

Question:

253. Deputy Peter Burke asked the Minister for Public Expenditure and Reform the reason some retired civil servants have not yet received pension increments as per the public sector pay deal; and if he will make a statement on the matter. [13086/191]

### Written answers (Question to Public)

Minister for Public Expenditure and Reform

I have administrative responsibility for the Civil Service Pension Schemes and exercise a central policy/authorisation role in relation to all other public service pension schemes. Insofar as pension increases are concerned, the main function of my Department is to determine, subject to appropriate Ministerial and Government approval, the pensions increase policy to apply, and to issue Circulars to Departments and public service bodies to authorise and give guidance on the application of the relevant increases. It is then a matter for each pension paying authority to ensure that effect is given to the pension increases authorised in the relevant Circulars, in the present instance, those set out in Circular 02/2018 with respect to pre-existing public service pension scheme members.

The principle of pay parity underlies the pension increases sanctioned in this Circular. This means that pay increases, agreed as part of the Public Service Stability Agreement 2018-2020 (PSSA), are to be passed on to qualifying pensions of pre-existing public service pension scheme members, to bring the salary on which their pension is based up to the current salary of those still serving after the pay increases are applied.

Consequently, not all pension recipients will be due increases. If the salary on which the pension is based is lower than that of a serving staff member in the same grade and on the same scale point, then no increase will be due. For example, protections in place (known as 'grace periods') for public servants retiring after the application of pay cuts under the FEMPI legislation meant that their pensions were calculated using the higher pay rates that were in effect prior to the application of the pay cuts. If the current salaries of serving staff in the same grade and on the same scale point are not yet greater than those higher pay rates used in the pension calculation, even after the relevant pay increases under the PSSA have been applied to serving staff, no pension increase will be due. The same is true of any pensions that commenced prior to the FEMPI legislation that are linked to pay rates that have not yet been exceeded by the current salary rates of the relevant serving public service cohorts.





# RCPSA

RETIREE CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Cinnbóthas, Ias-Sheinníneach, Dúnú, Agus Scáil, Cúasbáthad 1995

Thursday, 18 April 2019

## Questions (21)

### Question:

21. Deputy Willie Penrose asked the Minister for Public Expenditure and Reform his plans in respect of outstanding public sector pay restoration; his further plans for public sector dialogue between workers, trade unions and his Department; and if he will make a statement on the matter. [18022/19]

## Written answers (Question to Public)

### Minister for Public Expenditure and Reform

The process of unwinding the Financial Emergency (FEMPI) legislation commenced under the Lansdowne Road Agreement 2016-2018 and will be completed under the Public Service Stability Agreement 2018-2020 (PSSA).

The PSSA, which was negotiated in 2017, and the provisions of which were statutorily provided for under the terms of the Public Service Pay and Pensions Act 2017, allows for a continued, controlled unwinding of the FEMPI legislation. The unwinding process is progressively weighted towards those at the lower levels of pay (who will see their salaries increase relative to 2008), and is implemented on a phased basis.

By end 2019 salary rates up to €50,000 will be fully restored. By end 2020 salary rates up to €70,000 (over 90% of the public service) will be fully restored.

For public servants who have not achieved full restoration of the FEMPI reductions by October 2020 (i.e. the date of the last PSSA increase), restoration of the amount must be completed by way of Ministerial order. This order must be made on the following dates:

For those with a post-PSSA salary of under €150,000:

- Covered public servants: a date after 1 October 2020 but before 1 July 2021.
- Non-covered public servants: on 1 July 2021.

For those with a post-PSSA salary in excess of €150,000:

- Covered public servants: a date after 1 October 2020 but before 1 July 2022.
- Non-covered public servants: a date after 1 July 2021 but before 1 July 2022.

Officials of my Department are in regular, ongoing, contact with trade unions and staff representatives in relation to Industrial Relations matters including through the auspices of the Oversight Body of the Public Service Stability Agreement.



Question 65, 5 March 2019

**Question:**

65. Deputy Barry Cowen asked the Minister for Public Expenditure and Reform the efforts that have been made to incorporate retired public servants into the wider public pay discussions; if there are legislative reasons trade unions cannot represent retired public servants; and if he will make a statement on the matter. [10567/19]

**Written answers (Question to Public)**

Minister for Public Expenditure and Reform

As I informed the Deputy in my response to his written question of 27 November 2018 (PO Ref: 49185/18), there is no formal mechanism to include recipients of public service pensions within the industrial relations framework and pay determination processes in the public service, and I understand that under employment and trade union law, trade unions can only represent workers in employment in negotiations on pay and conditions.

However, I can assure the Deputy that the interests and concerns of public service pensioners have been regularly articulated in meetings between the Alliance of Retired Public Servants, myself and my Department, including at a meeting between the Alliance and officials from my Department which took place last Thursday 28th February. Through this process of engagement, I believe that public service pensioners have had, and continue to be afforded, a meaningful and direct means of articulating their concerns in relation to pensions and related issues.

I would again emphasise that over the past number of years there have been notable pension improvements for many public service pensioners.

First, pensions in payment are benefiting significantly from the substantial reversal of the cuts to public service pensions above specified thresholds which were originally imposed by way of the Public Service Pension Reduction (PSPR) under the FEMPI legislation.





Second, as part of the Public Service Stability Agreement 2018 – 2020, the Government agreed a time-limited, conditions bound, return to the non-statutory, pay-linked method of pension adjustment which prevailed until the onset of the financial emergency. To that end, in January last year, my Department issued a Circular authorising pension increases to qualifying public service pensions on foot of the pay increases covering the 2018 to 2020 period under the PSSA, as legislated for in the Public Service Pay and Pensions Act 2017.

In conclusion, both I and my Department are fully committed to maintaining the well-established dialogue with the Alliance of Retired Public Servants. Through ongoing recourse to that dialogue process, I believe that retired public servants and their representatives can be confident that their pension concerns will receive full and proper consideration, as they have done in the past.





## Invitation to Join the Retired & Civil Public Servants' Association

*There is strength in numbers  
Ní neart go cur le chéile*

The Retired Civil and Public Servants Association was founded in 1945. Membership is open to all retired Civil Servants and Public Servants, including P & T members from An Post, Eircom, Irish Aviation Authority, Coillte, Teagasc and professional groups approved in accordance with Rules. This includes widowed persons in receipt of a pension.

### **What do we do?**

Our mission is to defend and promote the interests of members.

### **How do we do this?**

We engage on our own and with other organisations representing retired public servants, seeking full pension restoration, protection of pensions entitlements, improvements and better services for members. We engage directly with Government representatives, making submissions on relevant Annual Budget issues. We have representation on the Alliance of Retired Public Servants, the ICTU Retired Workers Committee and the National Federation of Pensioner Associations.

### **General Data Protection Regulation (GDPR)**

For the purposes of complying with GDPR the RCPSA is seeking your consent with regard to:

- I consent to RCPSA issuing its Newsletter to the private address that I have provided.
- I consent to sharing my information with my pension provider to process/update my personal information
- I consent to the use of Gmail for email communications.
- I consent to the use of bulk texting services for scheduled texting communications.
- I consent to the use of webtext for ad-hoc text communications.
- I understand that my personal data will be retained for the achievement of the purposes of the association and will be deleted when the specific activity has ceased/come to an end (i.e. end of membership of the Association or etc.)

SIGNATURE: \_\_\_\_\_

DATE: \_\_\_\_\_

### **Organisation**

We are governed by the Rules of the RCPSA that have been adopted by members and subject to change by the democratic agreement of the membership. We inform members on issues of interest through publication of regular Newsletters (currently 4 per year), use of our website, [www.rcpsa.ie](http://www.rcpsa.ie), Facebook and attendance by Council members at Branch AGMs.

### **Invitation:**

We would like to invite retired colleagues to join the Association. A strong membership is needed to ensure an authoritative voice. The annual membership subscription is €20. An Post and PSSC will deduct this in fortnightly instalments of 77c; Eir will deduct €1.67 in monthly instalments. Members from other professional groups can pay the Hon. Treasurer directly as outlined in the attached membership form. If you wish to become a member, please complete the application form and GDPR consent(s) and return it to the address shown below. Payment methods are outlined on the form.

### **Contact/Tagairtí**

Address: The Hon. Treasurer RCPSA, An Post Box 908, South City Delivery Office, Tigher Industrial Estate, Cork, T12C825.

Email - [info@rcpsa.ie](mailto:info@rcpsa.ie)

Irish RCPSA [www.rcpsa.ie](http://www.rcpsa.ie)

Mobile 087 1317062  
[info@rcpsa.ie](mailto:info@rcpsa.ie)

Issued by RCPSA February 2019

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