

RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheiróhíseach Poiblí Águs Stáit

Established 1945

ANNUAL REPORT NEWSLETTER MAY 2018

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

PRESIDENT: MARY FARRELL
SECRETARY: ANN WALSH
Email: annwalshwtd56@gmail.com
Phone 0871317062

RCPSA ADDRESS
RCPSA
PO Box 908
SOUTH CITY DSU
TOGHER
CORK T12C825



INVITATION TO ALL MEMBERS OF RCPSA

(Retired Civil & Public Servants Association)

**You are invited to attend the AGM on Thursday, 24th May at 2.00 pm in the
Ashling Hotel, Parkgate St Dublin 8 (close to Hueston Station)**

PROPOSED AGENDA:

- 2.00: Opening of AGM by President
&
Adoption of Standing Orders Committee Reports 1, 2 & 3
- 2.15: Report of Honorary Secretary
- 2.25: Minutes of 2017 AGM
- 2.35: President's Address
- 2.40: Annual Report of Council 2017/2018)
- 2.50: Report of Honorary Treasurer

- 2.55: Motions: Rule Changes [4]
- 3.05: Pension Restoration [5]
- 3.15: Association [5]
- 3.25: USC [2]
- 3.35: Misc. [6]

- 3.45: Election of Officers, Trustees & Council
- 3.55: Any Other Business
- 4.00: Close of AGM

Light refreshments will be provided from 12.45pm to 1.45 pm

Ann Walsh (Secretary)
Phone: 087 1317062
2018

RCPSA PO Box 908
South City DSU 1st May
Togher

Cork
T12C825



RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Doiblí Agus Scáir

Established 1945

FROM THE PRESIDENT

This is the final communication before the AGM.

I want to thank members of Council, the Standing Orders Committee and Branches for their participation in the course of the year.

The Secretary has done Trojon work on the organization and communication of this and is appreciated I know by members.

Our Treasurer elected at last the last AGM, Walter McDonagh has stood down. He has made a great contribution to the Association on streaming the process and ensuring that we used more up to date methods of managing our business. He also did a great deal of work on designing new membership forms and the website

I would like to thank him on behalf of the Association. He has been replaced by Anne Mitchell, who was co-opted to fill the vacancy.

I look forward to seeing members in the Ashling Hotel on Thursday May 24th.

Mary Farrell
President.



RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

2018 AGM

STANDING ORDERS REPORT NO. 1

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. Role of the Chairperson

7.1 The Chairperson is responsible for the orderly conduct of meetings, and is entitled to the cooperation of members in ensuring the fair, effective, and expeditious transaction of business, and the observance of the courtesies of debate.

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.



RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

2018 AGM

STANDING ORDERS REPORT NO. 2

2.00 : Opening of AGM by President and Adoption of Standing Orders Committee Reports

2.15 : Report of Honorary Secretary

2.25 : Minutes of 2017 AGM

2.35 : President's Address

2.40 : Annual Report

2.50 : Report of Honorary Treasurer

2.55 : Motions : Rule Changes [6]

3.05 : Pension Restoration [5]

3.15 : Association [3]

3.25 : USC [2]

3.35 : Misc. [6]

3.45 : Election of Officers, Trustees & Council

3.55 : Any Other Business

4.00 : Close of AGM

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

2018 AGM

STANDING ORDERS REPORT NO. 3

Motions to Change the Rules

1. 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

2. 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

AMENDMENT

RULE 7 (E)

AFTER VICE PRESIDENT INPUT "IN THE ABSENCE OF PRESIDENT". **COUNCIL**

3. 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

4. RULE 14:

AMEND 11(A) TO READ "... UNTIL THE CONCLUSION OF THE FOLLOWING AGM"

COUNCIL

5. RULE 7 [C] : THIS AGM DETERMINES THAT THE PERIOD IN OFFICE OF A PRESIDENT OF THIS ASSOCIATION SHALL NOT EXCEED 3 YEARS.

GALWAY

AMENDMENT

ORIGINAL MOTION

THAT THE PERIOD IN OFFICE OF A PRESIDENT OF THIS ASSOCIATION SHALL NOT EXCEED 3 YEARS.

AMENDMENT

INSERT AFTER PRESIDENT THE WORDS OR A VICE PRESIDENT

AMENDED MOTION TO READ

THAT THE PERIOD IN OFFICE OF A PRESIDENT OR A VICE PRESIDENT SHALL NOT EXCEED 3 YEARS.

DUBLIN

- 6. RULE 11 [B] : THIS AGM DETERMINES THAT THE PERIOD IN OFFICE OF A BRANCH CHAIRPERSON, BRANCH SECRETARY AND BRANCH TREASURER SHALL NOT EXCEED 3 YEARS.**

GALWAY

OTHER MOTIONS

PENSIONS :

- 7. THIS AGM DIRECTS COUNCIL TO REQUEST THE MINISTER FOR FINANCE 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

AMENDMENT :

DELETE WORD “ILLEGAL”.

COUNCIL

- 8. 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

- 9. THIS AGM INSTRUCTS COUNCIL TO PURSUE PARITY AS A RIGHT FOR MEMBERS POST 2020**

NORTH EAST



10. 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

11. THIS AGM REGARDS THE RESTORATION OF CUSTOMARY PENSION PAY PARITY ON A PERMANENT BASIS AS ESSENTIAL AND DIRECTS COUNCIL TO PURSUE THIS AIM.

COUNCIL

ASSOCIATION

12. THIS AGM ASKS THE COUNCIL OF THE RCPSA TO CONSIDER HOLDING FUTURE ANNUAL GENERAL MEETING(S) OF THE ASSOCIATION IN CORK.

CORK

13. THIS AGM RECOGNISES THE RIGHT FOR ANY MEMBER OF THE RCPSA TO ATTEND ANY BRANCH MEETING WITHOUT THE RIGHT TO VOTE.

COUNCIL

AMENDMENT

ORIGINAL MOTION

THIS AGM RECOGNISES THE RIGHT FOR ANY MEMBER OF THE RCPSA TO ATTEND ANY BRANCH MEETING WITHOUT THE RIGHT TO VOTE.

AMENDMENT

INSERT AFTER BRANCH THE WORD ANNUAL

AMENDED MOTION TO READ

THIS AGM RECOGNISES THE RIGHT FOR ANY MEMBER OF THE RCPSA TO ATTEND ANY BRANCH ANNUAL MEETING WITHOUT THE RIGHT TO VOTE.

DUBLIN

14. IN THE LIGHT OF THE NEW AMALGAMATED CIVIL AND PUBLIC SERVICE UNION FORSA THIS AGM 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

USC :

15. 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

16. 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

MISC. :

17. THIS AGM REQUESTS THAT:

THAT PRE-RETIREMENT COURSES BE EXTENDED TO 2 DAYS, TO ENABLE PRE-RETIRES TO BECOME MORE FULLY CONVERSANT WITH PRE-RETIREMENT AND POST-RETIREMENT ISSUES. THAT THE COURSES BE MORE WIDELY PUBLICISED TO ENSURE THAT ALL WHO ARE ENTITLED TO ATTEND ARE MADE FULLY AWARE OF THEM. 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



18. 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

19. 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 THIS AGM INSTRUCTS COUNCIL TO REQUEST THE MINISTER FOR FINANCE, PUBLIC EXPENDITURE AND REFORM TO ESTABLISH THOSE WHO ARE AFFECTED AND PUT A SYSTEM IN PLACE TO CORRECT THIS INEQUALITY.

WEXFORD

20. 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. THIS AGM INSTRUCTS COUNCIL TO REQUEST THE RELEVANT AUTHORITIES TO GIVE TO MAKING AN ALLOWANCE FOR THIS IN A SIMILAR WAY TO SOCIAL WELFARE LEGISLATION.

WEXFORD

21. 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

22. 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

THE FOLLOWING AMENDMENT FROM DUBLIN WAS NOT ACCEPTED AS THE SOC DETERMINED THAT IT CHANGED THE THRUST OF THE ORIGINAL MOTION RATHER THAN SIMPLY AMENDING IT.

AMENDMENT

ORIGINAL MOTION

THIS AGM ASKS THE COUNCIL OF THE RCPSA TO CONSIDER HOLDING FUTURE ANNUAL GENERAL MEETING(S) OF THE ASSOCIATION IN CORK.

AMENDMENT

INSERT AFTER ASSOCIATION THE WORDS IN ALTERNATIVE VENUES BETWEEN DUBLIN AND THE PROVINCES.

AMENDED MOTION TO READ

THIS AGM ASKS THE COUNCIL OF THE RCPSA TO CONSIDER HOLDING FUTURE ANNUAL GENERAL MEETING(S) OF THE ASSOCIATION IN ALTERNATIVE VENUES BETWEEN DUBLIN AND THE PROVINCES.

DUBLIN



Minutes of 2017 AGM held 25th May 2017

Meeting was formally opened by the President at 2.00 pm

Attendance: 161 members registered.

1. **Standing Order Reports 1, 2 & 3** adopted as presented.
2. **Presidents Address:** Mary Farrell addressed the meeting and dealt with the challenges facing the Association and members. These include restoration of pension cuts, recruitment, representation, access to independent means of calculating pension entitlements for members in an equitable, fair and reasonable way.
3. **Minutes of 2016 AGM** were presented by Brian Fitzpatrick proposed seconded and approved by the meeting.
4. **Annual Report** was presented by Brian Fitzpatrick. This was approved by the meeting.
5. **Treasurers Report:** Accounts for the year to 31st December 2016 presented by the Treasurer, Walter McDonagh. Accounts were proposed seconded approved by the meeting.
6. **Report on Pension Restoration** was given by Brian Fitzpatrick.
7. **Motions for Conference:** A number of amendments to the motion to replace the existing Rules of the RCPSA were received prior to AGM. These were circulated to members in attendance. The meeting agreed that each proposed amendment be taken on an individual basis. Following discussion the meeting agreed that proposed amendments to proposed new Rules changes be dealt with as motions. A vote on approval of proposed new Rules to follow.

MOTION 1 (Change the Rules) AMENDMENTS

Amendment 1 *Insert rule 2(c)* **LOST**

Amendment 2 *Delete rule 6(d)* **LOST**

Amendment 3 *Amend Rule 6 (e) as follows:*

Delete the word Banking where it appears the rule and replace it with the word Bank **CARRIED**

Amendment 4 *Insert rule 7(g) as follows:* **CARRIED**

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.

Amendment 5 *Amend rule 8(e)* **CARRIED**

The annual General Meeting shall be held before 31st May each year on a date and time and at a venue to be decided by Council.

Amendment 6 *Amend Rule 8 (f)* **CARRIED**

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.

Amendment 7 Delete Rule 10 in its entirety and insert new rule 10 as follows. **LOST**

Amendment 8 Proposed Rule 11(a) as amended **CARRIED**

Amend Rule 11 (a) as follows: Delete or sharing any other common interest **CARRIED**

Amendment 9 Rule 12 **CARRIED**

Insert after Forum the following

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.

Amendment 10 Delete 13(f) in its entirety **LOST**

Amendment 11 Amend Rule 13(h) **CARRIED**

Delete Council

Insert Annual General Meeting

Amendment 12 Insert Rule 13(j) **CARRIED**

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.

Amendment 13 Amend rule 14(a) to read **CARRIED**

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 following Annual General meeting.

Subject to inclusion of the amendments the Motion to change Rules was approved by the meeting.

Pension Restoration [12] motions:

MOTION

DEALING WITH

Pension Restoration [12]:

- | | | |
|-------------|---|----------------|
| i. | Consultative Forum policy – amended motion
NOTE: amendment to Motion 2 to include lump sum shortfall carried | CARRIED |
| ii. | Approval of Council’s submission to PSPC | CARRIED |
| iii. | Restoration of Public Service Pensions | CARRIED |
| iv. | Improved Pension Terms for retired Public Servants | CARRIED |
| v. | Restoration of FEMPI pension cuts: original motion
NOTE: amendment to motion 5 not carried | CARRIED |
| vi. | Negotiation of Pension increases- amended motion
NOTE: amendment to Motion 5 carried | CARRIED |



- vii. Post 2012 retiree anomalies *CARRIED*
- viii. Removal of anomalies for post 2012 retirees *CARRIED*
- ix. Alliance of Retired Public Servant and parity. *CARRIED*
- x. Restoration of parity *CARRIED*
- xi. Independent research (actuarial report) *LOST*
- xii. Refund of levies on superannuation funds *CARRIED*

Association [6]:

- xiii. Recruitment campaign *CARRIED*
- xiv. Recognition *CARRIED*
- xv. Compliment on Autumn Newsletter 2016 *NO ACTION*
- xvi. Recruitment & PR campaign *CARRIED*
- xvii. Unions/membership/voting rights *REMITTED*
- xix. Lobbying leaflet

Health [5]:

- xix. Public Hospital practice *CARRIED*
- xx. Expert on Health Insurance *CARRIED*
- xxi. Full Medical Cards for over 70 years of age *CARRIED*
- xxii. Discounts for Medical Insurance *CARRIED*
- xxiii. Fair Deal structure *CARRIED*

Conditions [3]:

- xxiv. Explanatory Leaflet *CARRIED*
- xxv. Restoration of Payslips *CARRIED*
- xxvi. Revised Spouses and Children's Scheme *CARRIED*

Levy/USC [3]:

- xxii. USC Rates *CARRIED*
- xxiii. Pension Levy *CARRIED*
- xxix. USC & reinstatement of pensions *CARRIED*

8. Results of election of Officers and Council:

Officers: President: Mary Farrell, Vice President: Brian McDonnell, Secretary: Ann Walsh, Treasurer: Walter McDonagh, Executive Assistant: B Ryder were elected.

Council Members:

Stephen Burns, Brian Cadogan, Brian Doherty, Shane Donnelly, Pat McDonagh, Michael Gunning, Seamus McGinley, Brian Murnane, Nora O'Donovan, Sean O'Riordan, Dave Thomas, Paddy Terry, Paul Monks, Gerry McRory, Benny Dunne were elected to Council.

9. AOB

Annual Report of RCPSA Council 2018 (Secretary's Report)

AGM 2017 was held 25th May 2017. Since then Council who members has met on seven occasions to follow up on Motions from Conference. All meetings were well attended and the quorum required by rule was always exceeded.

Following the **AGM Council business** involved:

- Co-option of C Ryan, A Mitchell, L Glancy and B Fitzpatrick to its membership.
- Appointed auditor.
- Worked with the Alliance of Retired Civil Servants to deal with pension restoration, the anomaly issues identified for post 2012 retirees and endeavoured to make representations to determine a fair and reasonable method of calculating future pensions.
- Established sub committees to deal with pensions and employment matters.
- Membership of NFPA & Retired Workers Committee of ICTU
- Attendance at meetings dealing interests Eircom Pensioners arranged by Trustees of pension funds.
- Representing interests of an Post pensioners.
- Upgrading RCPSA website.
- Development of online banking.
- Dedicated mobile number and PO Box address.
- Developing communication network with unions.
- Compliance with GDPR (Data Protection).
- Publication of four Newsletters.
- Pre Budget submission.

Consultative Forum of Branch Representatives was held on 15th November. The issues dealt with were set out in the Newsletter that issued in January 2018. Since November

Council has been working on recruitment by:

- Establishing new Branches and strengthening the existing branch structure.
- Communicating with relevant persons with a view to having a presence at pre-retirement courses.
- Updating the RCPSA website.
- Representing members interests in forums whose share mutual interests of RCPSA.
- Pursuing recognition and independent third party mechanism to address pension related issues of our members.
- Clarity on Public Service Stability Agreement 2018-2020 and future pension entitlements of members.
- AGM 2018.

Presentation by Dermot Good (Total HealthCare)

This presentation was warmly received by members and was followed by an informative Questions & Answer session.

Feedback to Council is that members would like a further presentation on this subject



Treasurer's Report

The role of Treasurer was taken from Walter McDonagh by Anne Mitchell In January 2018. Anne Now deals with all correspondence relating to membership deductions and direct payments. All queries in relation to these matters should be addressed to:

Ms Anne Mitchell
Honorary Treasurer
RCPSA
PO Box 908
South City DSU
Togher
Cork
T12C825

A special word of thanks to Walter McDonagh on behalf of the Council and membership of the Retired Civil and Public Servants Association for the stewardship of the associations monies and assets during his term of Office.

Following the retirement of auditors for a number of years up to 2016 the appointment of new auditors was approved i.e.

Crowley & Company
Certified Public Accountants
Hazelwood Centre
Hazelwood
Glanmire
Co Cork

were appointed.

A copy of the Association Accounts for the year 2017 follow.

Retired Civil and Public Servants Association

Accounts

for the year ended 31 December 2017



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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 & Co.
Certified Public Accountants
Hazelwood Centre
Hazelwood
Glanmire
Co Cork



Retired Civil and Public Servants Association

Profit and Loss Account
for year year ended 31 December 2017

	2017		2016	
	€	€	€	€
An Post Subscriptions		19,116		12,065
Eircom Subscriptions		37,208		20,000
Individuals Subscriptions		1,075		560
PMG Subscriptions		94,488		49,740
An Post Sav Interest Added to New Investment		2,100		-
Other Income		20		1,103
		<u>154,007</u>		<u>83,468</u>
Cost of sales				
Expenses				
AGM & Annual Branch	5,677		7,200	
Council Expenses	8,132		3,631	
Branch Expenses	1,117		1,750	
Travel & Subsistence	11,712		10,459	
Stationery/Postage/Phone	24,282		26,985	
Honoria	21,000		21,000	
Professional Fees	750		750	
Collector General - Tax Paid on Honoria	15,393		6,975	
Secretarial Expenses	2,087		3,252	
Insurance	2,528		2,279	
Bank Charges	52		92	
NFPA Affiliation Fee	2,574		1,674	
Web Upkeep	1,120		795	
Miscellaneous	70		1,125	
Sundry expenses	<u>(1)</u>		<u>(1)</u>	
		<u>96,493</u>		<u>(87,966)</u>
Net Profit/Loss		<u>57,514</u>		<u>(4,498)</u>

Retired Civil and Public Servants Association

Balance Sheet

as at 31 December 2017

Notes	2017		2016	
	€	€	€	€
Current Assets				
Bank Account	89,698		22,184	
Savings Certificates	102,667		112,667	
Prize Bonds	76		76	
	<u>192,441</u>		<u>134,927</u>	
Net Current Assets		<u>192,441</u>		<u>134,927</u>
Total Assets Less Current Liabilities		<u><u>192,441</u></u>		<u><u>134,927</u></u>
Capital Account				
Brought forward at 1 January 2017		134,927		139,425
Profit /Loss for the year		<u>57,514</u>		(4,498)
		192,441		<u>134,927</u>



RETIRED CIVIL AND PUBLIC SERVANT'S ASSOCIATION

RULES (AGM 2017)

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 31st 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 and 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.

(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.

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 31st 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 1st March and for other motions and nominations by 1st 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 requests 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.
- (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 1st September and 31st 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.
- (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.
- (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 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.



GDPR (GENERAL DATA PROTECTION ASSOCIATION)

RCPSA is accountable to the DATA Protection Commissioner and is obliged to comply with GDPR which comes into effect on May 25th 2018. The Association is required to ensure procedures cover all the rights of members as well as obtaining and recording your consent (as members) as 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 is safe.

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

The Secretary has been reviewing internal organisational arrangements in place with a view to identifying problem areas that may exist and arranging, where appropriate, for the confidential disposal of personal data held that is no longer needed. With the introduction of GDPR there are increased penalties for Data Protection breaches (and fines for not reporting breaches)

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 25th May require 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 and your colleagues in the RCPSA are seeking your co-operation on compliance with GDPR is sought.

Currently 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

Or to the temporary email address being used by the association
i.e. annwalshwtd56@gmail.com (NOTE: this email address will be adjusted following launch of upgraded website)

NOTICE of BRANCH MEETING

THE NEXT MEETING OF THE DONEGL BRANCH WILL BE HELD

ON JUNE 28TH

IN ORCHARD INN, LETTERKENNY AT 11.30 AM

AS USUAL THIS WILL BE FOLLOWED BY LUNCH.

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.