



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION  
Comitácaí na-Síobhálaíoch (Dáiríre) Acaí Seálaí      Cionstitiúid 1963

## NEWSLETTER SUMMER 2021

SEE PAGE 4 WITH REGARD TO  
(PROVISIONAL) AGM ARRANGEMENTS 2021

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# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáit

Established 1945

## FROM THE SECRETARIAT

On behalf of the Council of the RCPSA we would like to thank each of you for your ongoing support during these difficult times. In the light of Government and NPHEG Guidelines in place earlier this year, the Council of the RCPSA decided to postpone the 2021 AGM which had been scheduled for 27th May. Council actively considered the holding of a Virtual AGM. While detailed discussions and positive suggestions were put forward at Council meetings, the decision was to aim to hold a 'traditional' style AGM in the Autumn. The date of Thursday 30<sup>th</sup> September 2021 has been arranged for the 2021 AGM (subject to Government and NPHEG Guidelines). We look forward to your input into the policy/future of the RCPSA and seeing you in the Ashling Hotel on 30<sup>th</sup> September 2021.

Sadly, since the issue of the last Newsletter, the RCPSA has lost two very active members of the Association.

Michael Organ (RIP) former Chairman of the Galway Branch died on February 3<sup>rd</sup> 2021. The Association's sincere condolences go to Michael's family and close circle of friends. (See Page 34 for Michael's appreciation)

Eoin Faherty (RIP) Chairman of the Dublin Branch died on March 4<sup>th</sup> 2021. The Association's sincere condolences go to Eoin's family and close circle of friends. An appreciation for Eoin will be included in a future edition of the Newsletter. For now please see the President's reflections on Eoin.

*The sudden death of Eoin Faherty came as a shock to many members of the Retired Civil and Public Servants Association. Eoin was a stalwart member of the Association and also Chairman of the Dublin Branch, its biggest. During his career he was a staunch trade unionist and he continued in this vein when he retired by joining the RCPSA. He advocated for and worked for the rights of pensioners. On behalf of the Association's members and myself I wish to extend our condolences to Eoin's wife Carmel, his children and extended family*

***Paul Monks President RCPSA***

***Ann Walsh***  
***RCPSA Secretary***

***Cloda Ryan***  
***Executive Assistant/Secretary***



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheiróhiseach Doibí Agus Stáir

Established 1945

## **Notice of RCPSA Annual General Meeting 2021**

**The RCPSA 2021 AGM has been provisionally\* arranged for**

**Thursday 30<sup>th</sup> September 2021 in the Ashling Hotel, Parkgate St., Dublin 8**

**at 2.00 pm**

*\*Kindly be advised that these arrangements may be subject to change dependent on Government and NPHEG Guidelines.*

Council wishes to thank Branches and members that have submitted Nominations, proposed Rule changes and Motions for consideration at AGM.

**NOTE:** As the deadline for issue of the final Agenda, Standing Orders Report and Annual Report to each member of the RCPSA is two weeks prior to the AGM (i.e. 16<sup>th</sup> September 2021) proposed amendments etc. for consideration by AGM are welcome on/before 1<sup>st</sup> September 2021 (as this will facilitate their inclusion in the Annual Report and allow all members to consider the details in advance of the AGM).

Míle Buíochas for all your support in these difficult times.

*Slán,*

***Ann Walsh***  
***RCPSA Secretary***  
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## DRAFT AGENDA\* RCPSA ANNUAL GENERAL MEETING 2021

The order of business at the AGM shall be determined by the Standing Orders Committee.

- i. Adoption of Standing Orders and Standing Orders Committee Reports;
- 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;

### Notes in relation to elections:

Ballot papers for elections shall be issued to each member and to each of the members of the Council.

A candidate for any elective office at an AGM may not be appointed a teller at that meeting.

Ordinary members attending including members of the Council shall have the right to vote.

Save as may otherwise be provided for voting at an AGM shall be decided by a simple majority.

Decisions at an AGM to amend the rules shall be decided by a two-thirds majority.

**\*Further details in relation to Final Agenda, system of elections and order of business will follow in due course.**



## Rule Changes/ Motions for 2021 AGM

### RULE CHANGES PROPOSED BY COUNCIL

Amend Rule 3

Insert “Council of the” between “nominated by the” and “Association”.

The Rule would then read:

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 Council of the Association from time to time.

Amend Rule 5

Delete the two references to “in January or on the date of joining the Association and subsequently in January) of each year”. Reorder the methods of payment by placing the deduction from pension option before that of direct payment to the Honorary Treasurer. Add payment by standing order as an additional payment method.

The Rule would then read:

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

Amend Rule 6 (c)

Replace the word “audited” with the word “certified”.

The Rule would then read:

6. (c) The accounts of the Association shall be certified annually by the auditor appointed by the Trustees.

Amend Rule 7 and a consequential amendment to Rule 8(f)

Rule 7 (a)

Insert “an Honorary Assistant Secretary – whose duties will be as prescribed by Council from time to time –” after “an Honorary Treasurer,”

The Rule would then read:

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, an Honorary Assistant Secretary – whose duties will be as prescribed by Council from time to time – and not fewer than ten and not more than twenty-four other members.

Rule 7(b)

Delete in its entirety.

Rule 7(c)

Insert “Honorary Assistant Secretary” after “Honorary Treasurer,” and renumber as 7(b).

The Rule would then read:

7. (b) The President, Vice President, Honorary Secretary, Honorary Treasurer, Honorary Assistant Secretary and up to fifteen other Council members shall be elected by the members of the Association at the AGM. Candidates for election must be nominated and seconded and must signify their willingness to act if elected. All officers and all members of the Council shall retire at the AGM and shall be eligible for re-election.

Rules 7(d), 7(e), 7(f) and 7(g)

Renumber as Rules 7(c), 7(d), 7(e) and 7(f).

Rule 8(f)

Insert “Honorary Assistant Secretary,” after “Honorary Treasurer,”

The Rule would then read:

8. (f) The Honorary Secretary, not later than fifteen weeks prior to the date of the AGM, shall advise members and Branch Secretaries of the date time and venue of the AGM 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, Honorary Assistant Secretary, for membership of the Council, the Standing Orders Committee, and the Trustees to be elected at the AGM.

Amend Rule 12

In the second sentence, Insert “, together with the Trustees and members of the Standing Orders Committee,” between “and Secretaries” and “will be entitled to attend”.

The Rule would then read:

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 Council and Branch Chairpersons and Secretaries, together with the Trustees and members of the Standing Orders Committee, will be entitled to attend the Consultative Forum. In the event that either or both Branch Officers are unable to attend, the Branch Committee may nominate one of its members to attend in their place. 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.

### **MOTION PROPOSED BY COUNCIL**

That this AGM calls on Council to seek a change in the provisions of the Nursing Homes Support Scheme (the Fair Deal), to provide that the contribution assessment in respect of the principal private residence of the person availing of the scheme is capped at 3 years, even if the principal private residence is sold, and that the proceeds of the sale are not treated as a cash asset. As the Scheme currently operates, thousands of family homes remain vacant, while there is a severe shortage of houses for sale.

## **RULE CHANGE PROPOSED BY DUBLIN BRANCH**

Amend rule 8(g) to read

Proposed rule changes, nominations and motions shall be submitted to and received by the Honorary Secretary by 5.30pm on 1st March.

## **MOTIONS PROPOSED BY DUBLIN BRANCH**

Motion1

That this AGM on the basis of policy passed at previous AGMs, instructs the RCPSA Council to take immediate steps, both directly with the Minister for Public Expenditure and Reform and via the Alliance of Retired Public Servants, to seek to have a restoration process put in place in relation to the substantial reduction suffered by post 29 February 2012 public sector pensioners in their retirement lump sum due to it being computed on the basis of reduced salaries

Motion 2

This AGM instructs the incoming Council to call on the Minister for Finance to increase the tax credit for medical insurance.

Motion 3

That this AGM on the basis of policy passed at a previous AGM, instructs the RCPSA Council to make an early examination of the issue of contribution paid under the purchase of added years scheme and make prompt representations, both directly with the Minister for Public Expenditure and Reform and via the Alliance of Retired Public Servants, with a view to addressing the losses suffered by those who have purchased added years especially post 29 February 2012 public service pensioners, and who have, in many cases, paid very substantial amounts for a benefit on which they have been/ are being short changed given pensions/lump sums cuts and the absence of real pension increases over many years.

Motion 4

That this Annual General Meeting agrees that in future, each motion, submitted to the AGM be individually and separately proposed ,seconded, debated and voted on. Where a number of similar worded motions are submitted for debate, they may be, subject to the agreement of the proposing branches, be amalgamated into a composite motion by the Standing Orders Committee and subject to the agreement of the AGM be proposed and seconded by one of the proposing branches.

Motion 5

That this Annual General Meeting agrees that an additional officer- a Public Relations Officer- be included among the Association Officers, this officer to have responsibility for the Website the RCPSA Newsletter and any Social Media that may be used in the future.

Motion 6

Because retired public servants are excluded from the Employment Assistant Service, this Annual General Meeting instructs the incoming Council to examine the feasibility of providing a similar, limited, professional service or subsidising to some extent the cost to members who require such a service.

## **RULE CHANGES PROPOSE BY GALWAY BRANCH**

### **Rule 7(a)**

Amend Rule 7(a) by inserting the words “Honorary Executive Assistant/Secretary” after the words “Honorary Secretary” and by substituting the words “twenty-three” in lieu of the words “twenty-four”; the amended Rule to read “The management of the Association shall be vested in a Council consisting of a President, a Vice President, an Honorary Secretary, an Honorary Executive Assistant/Secretary, an Honorary Treasurer, and not fewer than ten and not more than twenty-three other members”.

### **Rule 7(b)**

Delete Rule 7(b) in its entirety and re-number subsections 7(c), 7(d), 7(e), 7(f) and 7(g) accordingly.

### **Rule 7(c)**

Replace Rule 7(c) in its entirety so as to read “The President, Vice President, Honorary Secretary, Honorary Executive Assistant/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.

### **Rule 7(f)**

Amend Rule 7(f) by deleting the words “fix and pay honoraria” and by inserting in lieu thereof the words “award honoraria not exceeding an annual sum of €1,000.00 to any one person in any one year”; the amended Rule to read “The Council shall be empowered to pay all expenses incurred in conducting the affairs of the Association and to award honoraria not exceeding an annual sum of €1,000.00 to any one person in any one year”.

### **Rule 8(b)**

Delete Rule 8(b) in its entirety and insert in lieu thereof the following:

8(b) “For the purpose of these Rules the term ‘AGM’ means Annual General Meeting and the term ‘EGM’ means Extraordinary General Meeting”.

### **Rule 13 (c)**

Amend Rule 13(c) by inserting after the word “Council” the words “or a Trustee”; the amended Rule to read “A member of the Council or a Trustee may not at the same time be a member of the Standing Orders Committee”.

### **Rule 14(g)**

Amend Rule 14(g) by inserting after the word “Council” the words “Standing Orders Committee” and by inserting after the word “not” the words “at the same time”; the amended Rule to read “A Trustee may not at the same time be a member of the Council, Standing Orders Committee or Auditor to the Association.

### **MOTIONS PROPOSED BY GALWAY BRANCH**

1. This AGM instructs Council to ask the Government to implement the new changes in the Fair Deal Scheme as agreed in early 2018 as a matter of urgency.
2. This AGM instructs Council to ask the Government to restore the exemptions from Capital Acquisitions Tax to the levels which pertained from 01 January 2009 through 07 April 2009.
3. This AGM instructs Council to refuse authorisation to pay expenses claimed by members which have not been approved in advance by Council.
4. This AGM instructs Council to pay only such Tax/USC/PRSI for which Revenue assesses the Association to be liable.
5. This AGM instructs Council to comply forthwith with Rule 11(d) requiring it to meet Branch expenses within limits laid down by it from time to time.
6. This AGM instructs Council to discontinue the use of the PO Box address for the Secretary and Treasurer because of its annual cost.
7. This AGM instructs Council to ask the PSSC to include USC YTD in payslips.
8. This AGM instructs Council to prepare and publish a Complaints Procedure.
9. This AGM instructs Council to appoint a Bulletin Committee from within its members.
10. This AGM instructs Council to deem it necessary to call a Special Consultative Forum in early course as provided for in Rule 12.
11. That Council be directed to fix a date for and hold an AGM at the earliest opportunity without further procrastination.

### **MOTIONS PROPOSED BY LIMERICK BRANCH**

#### **Pay**

This AGM notes that it is Council policy to ensure that the parity-based framework, whereby pensions increase in line with pay, is continually maintained. In this regard this AGM directs the incoming Council to request that the parity-based framework be continually placed on the agenda of the Public Service Unions in future Pay/Pension negotiations.

#### **Pensions**

This AGM directs the incoming Council to redouble its efforts to fully secure the restoration of pensions reduced under the Financial Emergency Measures in the Public Interest (FEMPI) Acts before the Government's proposed date of 2021.

### **Official negotiating rights**

This AGM directs the incoming Council to enter into discussions with the Alliance to secure access to negotiating machinery for pensioner representatives so that

- anomalies in relation to the treatment of retired public servants can be addressed
- formal access can be facilitated in Pay/Pension negotiations.

### **Economic Impact of Pandemic**

This AGM directs the incoming Council to devise a strategy to protect the pensions of members to ensure that they are not subject to reductions or levies when the Government seeks to recoup the cost of the pandemic.

### **Dispute resolution**

This AGM instructs the incoming Council to establish a dispute resolution process for all Members, Branches, Standing Orders and Council whereby disputes or difficulties can be referred to an independent person or persons so that the matter can be investigated and an expert determination is made. The determination will be invoked where a dispute or difference is submitted by agreement of the relevant parties. The determination will be binding, unless the parties have agreed otherwise.

### **MOTIONS PROPOSED BY MAYO BRANCH**

1. This AGM directs the incoming Council to use all means at their disposal to ensure that the parity based framework whereby public service pensions are increased in line with pay is restored and maintained.
2. This AGM instructs the incoming Council to renew their campaign for the restoration of full medical cards for everyone aged seventy or more.
3. This AGM calls on the incoming Council to petition the Government to make funding available to ensure that all who qualify for the Fair Deal Scheme can avail of it.

### **MOTIONS PROPOSED AND SECONDED BY INDIVIDUALS**

#### **Medical Cards:**

This AGM instructs Council to negotiate entitlement to full medical cards for all civil servants who retire early on ill -health grounds.

#### **Healthcare:**

Care support includes informal carers, homecare packages, community supports, housing, housing grants/supports and long-term nursing care. This AGM mandates Council to call on Government to prioritise care supports based on need and put in place arrangements:

- i. Increase the resources available assisting people who need medium to high level support with a view to facilitating them continuing to live at home for as long as possible.
- ii. Review the Fair Deal Scheme with a view to having a seamless transfer from living at home to full time nursing care.

- iii. Identify gaps in prevailing care support practices and, with the approval of Council, highlight and follow up these with like-minded persons.
- iv. Support people who have a preference to remain in their own homes for as long as possible.
- v. Conduct ongoing review(s) of care support.

**Fixed Allowances:**

This AGM notes that the restoration of fixed allowances under FEMPI was to be dealt with in accordance with Circ 19/2019 and 12/2020.

- Circ 19/2019 dated 14th Aug 2019, note 2 Page 2 states: "Fixed periodic allowances were cut by 5% or 8% in 2010 under section 2(3) of the FEMPI (No 2) Act 2009: the Public Service Pay and Pensions Act 2017 provides that that cut will be reversed on 1 October 2020".
- Circ 12/2020 on the application of 1 October 2020 Pay Adjustments No 2.4. states "This circular also provides for restoration of fixed allowances".

Feedback from RCPSA members is that colleagues working have had allowances restored. Pensioners have not benefited from allowance restoration. This AGM mandates Council to pursue this issue in the appropriate forum.



**ASSISTED DECISION MAKING**

The [Assisted Decision Making \(Capacity\) Act 2015](#) was signed into law on the 30 December 2015. This Act applies to everyone and is relevant to all health and social care services. The Act is about supporting decision-making and maximising a person's capacity to make decisions.

The Act has not yet been commenced. However the HSE is doing a number of things to prepare staff and services for commencement, including providing an explainer video on the Act. The video is available on the HSE website; also a link to it is provided on our website.

The National Shared Services Office has also provided us with some material on the Act which may be of interest to our members. The information has been posted to our website.

*In preparation for the 2020 AGM, Council had ratified the correction of some minor typos and omissions and standardised the use of AGM and Annual General Meeting in the Rules. The result was the Rules as published in our April 2020 Newsletter (and on the website at the same time). As the 2020 AGM was cancelled due to force majeure, Council agrees that the Rules as published in April 2020 (reproduced here below for ease of reference), along with any amendments proposed and passed at the 2021 AGM, will be put to Members at the 2021 AGM.*



## **RETIRED CIVIL AND PUBLIC SERVANT'S ASSOCIATION**

*Established 1945*

### **RULES** **(as at March 2020)**

#### **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 (AGM) 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 auditor appointed by the Trustees.
- (d) The subscription of an ordinary member shall be deducted from pension by authorisation of the member or paid otherwise in a manner agreed by the Council.
- (e) All monies received as subscriptions 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 banks and authorised by any two 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 from 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 as prescribed by the Council.
- (c) The President, Vice President, Honorary Secretary, Honorary Treasurer, and up to fifteen other Council members shall be elected by the members of the Association at the AGM. Candidates for election must be nominated and seconded and must signify their willingness to act if elected. All officers and all members of the Council shall retire at the AGM and shall be eligible for re-election.
- (d) The Council may, at its discretion, co-opt members in addition to those elected at the AGM 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 other interval as the President, or the Vice-President in the absence of the 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 the affairs of the Association and to fix and pay honoraria.
- (g) The Council may appoint such other staff as may be necessary for the conduct of the Council's business and shall be responsible for setting their remuneration and other conditions of employment.

## ANNUAL GENERAL MEETING

8. (a) The AGM 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 AGM 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 AGM shall be held before 31<sup>st</sup> May 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 AGM, shall advise members and Branch Secretaries of the date time and venue of the AGM 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 AGM.
- (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 power to put down motions.
- (i) All motions received by the Honorary Secretary by the due dates shall be circulated to members with the notice of the AGM.
- (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 AGM.
- (k) Motions may be proposed by the Council, Branch Committees 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 days' notice of an Extraordinary General Meeting shall be given to members.

## **CONDUCT OF ANNUAL GENERAL MEETING**

10. The business of the AGM shall include:
  - i. Adoption of Standing Orders and Standing Orders Committee Reports;
  - 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 any elective office at an AGM may not be appointed a teller at that meeting;
  - x. Ordinary members attending including members of the Council shall have the right to vote;
  - xi. (a) Save as may otherwise be provided for in these rules voting at an AGM shall be decided by a simple majority;  
(b) Decisions at an AGM to amend the rules shall be decided by a two-thirds majority;
  - xii. The order of business at the AGM shall be determined by the Standing Orders Committee.

## **BRANCHES**

11. (a) Members residing within convenient reach of each other may be constituted 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 it appropriate.

- (b) Each Branch shall elect annually a Chairperson, Vice Chairperson, an Honorary Secretary, an Honorary Treasurer (or alternatively, an Honorary Secretary/Treasurer) and a Branch Committee, and shall notify their contact details to the Council.
- (c) The Honorary Secretary/Treasurer shall maintain liaison with the Council on behalf of the members of the Branch.
- (d) The Council shall meet Branch expenses within 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 of the 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 limits 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 Council and Branch Chairpersons and Secretaries will be entitled to attend the Consultative Forum. In the event that either or both Branch Officers are unable to attend, the Branch Committee may nominate one of its members to attend in their place. 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 the AGM.
- (b) Members of the Standing Orders Committee shall hold office until the end of the AGM 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 among its members and shall regulate its own procedures. Two shall constitute a quorum at meetings of the Standing Orders Committee.

- (e) The Standing Orders Committee shall meet with the President prior to each AGM on a day to be decided by its Chairperson and the President to consider the business proposed for 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 the 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 for discussion will be subject to the approval of the AGM.
- (g) The Standing Orders Committee may also meet during each AGM and make such recommendations, 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 AGMs generally. Its recommendation shall be considered by the AGM and decided on by a simple majority of the members voting at the meeting. If adopted they shall become part of the Standing Orders of the Association.
- (i) The order of business at the AGM shall be determined by the Standing Orders Committee.
- (j) The Standing Orders Committee shall also recommend to the AGM the procedure for holding elections to any office at the AGM. 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 the 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 AGM at which they are elected until the conclusion of the following AGM.
- (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 attendees voting at a general meeting.

# APPLICATION FORM



RETIRED CIVIL AND PUBLIC SERVANTS' ASSOCIATION  
COMHLACHAS IAR-SHEIRBHISEACH POIBLÍ AGUS STAIR    Established 1945

**I am in receipt of a public service pension and I wish to apply for membership of the RCPSA**

Official Name/Ainm: (Block caps)

Home Address/Seoladh: (Block caps)  
(include Eircode)

  
  
  

Email Address:

Mobile:

Landline:

I am applying as a retired public servant or member of eir and my former Department/employing Body was:

I am applying as the widow/widower of a former public servant

**General Data Protection Regulation (GDPR)**

**RCPSA Membership Application Form**

**Payment Methods**

***Deduction from Pension*** – Payroll Shared Services (PSS), An Post, eir – Panel 1.

***Direct Payment*** – Coillte, Teagasc and other members for whom direct deduction from pension is not an option – Panel 2.

**IN ALL CASES THE APPLICATION FORM SHOULD BE RETURNED, SIGNED, TO**

**Membership Application, The Hon. Secretary RCPSA, An Post Box 908, South City Delivery Office, Toghher Industrial Estate, Cork, T12C825**

**PANEL 1**

**To: RCPSA**

I authorise the deduction from my pension the sum of €20 annually to be deducted by being spread evenly over my pension payments throughout the year, until further notice, in respect of my subscription to the Retired Civil and Public Servants' Association.

**Pension number:**

**Group number:**

***If you have not yet retired and have not yet been allocated a Pension number, please leave that box blank and we will follow up after you retire. Expected retirement date is .....***

**Signed/Síniú .....** **Date/Dáta .....**

---

**To: An Post Pensions Section**

I authorise the deduction from my pension the sum of €20 annually to be deducted by being spread evenly over my pension payments throughout the year, until further notice, in respect of my subscription to the Retired Civil and Public Servants' Association.

Pension number:

Group number:

Signed/Síniú ..... Date/Dáta .....

**To: eir Superannuation Division**

I authorise the deduction from my pension the sum of €20 annually to be deducted by being spread evenly over my pension payments throughout the year, until further notice, in respect of my subscription to the Retired Civil and Public Servants' Association.

Pension number:

Group number:

Signed/Síniú ..... Date/Dáta .....

**PANEL 2**

My pension is not paid by the PSS, An Post or eir (or I do not wish to opt for deduction at source) and I wish to pay the annual amount of €20 as my subscription on an annual basis.

Signed/Síniú ..... Date/Dáta .....

Please note: The Hon Treasurer will contact you to arrange your annual payment.

- I consent to the RCPSA sharing my information with my pension provider to process/update my personal information
  - I consent to the RCPSA issuing its Newsletter to the address that I have provided. I understand and accept that, in order to facilitate delivery of the Newsletter to me, it may be necessary to share my name and address with a professional company/companies solely for that purpose.
  - I consent to the use of email for email communications from the RCPSA. I understand and accept that, in order to communicate with me by email, it may be necessary to share my name and email address with a professional company/companies solely for that purpose.
  - I consent to the use of bulk texting services and/or webtext for communications from the RCPSA. I understand and accept that, in order to communicate with me by this means, it may be necessary to share my name and mobile phone number with a professional company/companies solely for that purpose.
  - 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 (eg end of membership of the Association)
- I wish to receive no communication from the RCPSA, with the exception of communications essential to my continued membership of the RCPSA (ie regarding payment of subscription).

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

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



## HOUSEHOLD BENEFITS PACKAGE

The Household Benefits Package (HHB) comprises an electricity or gas allowance (currently €35 a month), and a free television licence (currently €160 a year). In general, anyone who is **aged 70 or over** and who is resident in Ireland can qualify for the HHB (max one HHB per household). **It is necessary to apply for the HHB** and it is advisable to do so some months in advance of your 70<sup>th</sup> birthday. The application form can be requested from the Department of Social Protection or downloaded from their website.

People who are **aged 66 to 70**, may qualify for the HHB on certain conditions, or by means testing. In order to qualify if aged 66 to 70, you should be receiving one of the following payments from the Department of Social Protection:

- State Pension (Contributory)
- State Pension (Non-Contributory)
- Widow's/Widower's/Surviving Civil Partner's Contributory or Non-Contributory Pension
- One-Parent Family Payment, Deserted Wife's Benefit / Allowance or Prisoner's Wife's Allowance  
**Or**
- an ORDINARY Garda Widow's Pension (from Department of Justice)
- a Social Security Pension/Benefit from a country covered by EU Regulations, or from a country with which Ireland has a Bilateral Social Security Agreement.

In addition, there are specific requirements in respect of the other people, if any, in your household.

As with all schemes, there are specific conditions and some concessions. Full details can be found at <https://www.gov.ie/en/publication/3bacea-operational-guidelines-household-benefits-package/> and <https://www.gov.ie/en/service/e87d27-household-benefits-package/>

The **means testing** broadly follows the format of the means testing for Fuel Allowance. Information on the Means Testing for Fuel Allowance can be found at <https://www.gov.ie/en/publication/e7fcaa-operational-guidelines-fuel-allowance-scheme/>. As with all means testing, there are quite specific conditions which vary depending on whether a person is single, or living with a spouse or civil partner. As a very rough guide, a single person with a gross weekly income equal to or less €348.30, or a couple with a weekly income equal to or less than €570.80, might qualify for the HHB on the basis of means testing. Saving over €20,000 are taken into account. In the case of a couple, the age of both parties is taken into account.

**If you are aged 66 to 70 and think you may qualify on any grounds, it is worthwhile applying.**

As you are probably aware, the RCPSA has been campaigning for some time to have “*public service pension*” added to the list of qualifying payments for those aged 66-70 – see latest letter overleaf.

28<sup>th</sup> May 2021

Minister Heather Humphreys, TD  
Minister for Social Protection  
Áras Mhic Dhiarmada  
Store Street  
Dublin D01 WY03

Dear Minister

I am writing to you again on behalf of the members of the Retired Civil and Public Servants Association (RCPSA) who are aged between 66 and 70, requesting an amendment to the qualifying conditions for the Household Benefits Package and with reference to your reply to me in September last year – ref REPS-2020-2231.

In your reply, you say that any decision to further broaden the HHB package qualifying conditions for those aged between 66 and 70 would have budgetary consequences. The amendment which we are looking for is one that adds “*a public service pension*” to the list of qualifying payments as shown on the Government website:

**Retired and Older People**

You can qualify for the Household Benefits Package if you meet one of the following conditions:

- You are over 70 years of age
- You are getting Carer's Allowance. You must be providing full-time care and living with the person you are caring for
- **You are between 66 and 70 and are getting one of the following:**
- State Pension (Contributory)
- State Pension (Non-contributory)
- Widow's, Widower's or Surviving Civil Partner's (Contributory) Pension
- Deserted Wife's Benefit
- an ordinary Garda Widow's Pension from the Department of Justice and Equality
- an equivalent Social Security Pension or Benefit from a country covered by EU Regulations, or from a country with which Ireland has a Bilateral Social Security Agreement
- Incapacity Supplement (for at least 12 months) with Disablement Benefit
- **A public service pension.**

This would limit the additional claimants to public service pensioners who are not in receipt of a State Pension or one of the other pensions/benefits mentioned in the existing list, or who do not qualify by means

testing. It is our understanding that the scheme is non statutory and can be amended by administrative decision.

As mentioned before, the overall cohort which is disadvantaged was, in general, recruited before 6 April 1995, so the size of the cohort will not increase. The particular cohort which is disadvantaged at any one time is not stationary – a person joins the cohort when they reach the age of 66 and leave the cohort when they reach the age of 70. In addition, the numbers are reduced by those who are in receipt of one of the other qualifying pensions (such as a Widow’s Pension) at any time between age 66 and 70 and those who qualify for the HHB on the basis of means testing.

It is not clear why public service pensioners who cannot qualify for a State Pension (Contributory) can only qualify for the HHB if they satisfy a means test. There is no indication that the HHB is linked to social insurance contribution record and, given that most recipients can qualify for it without means test, it is not per se a means tested benefit.

The current qualifying conditions result in somewhat arbitrary effects which are lacking in equity. It is not only the fact that a person who is in receipt of a State Pension (Contributory) can qualify regardless of overall income, while a person on a non-coordinated public service pension must undergo a means test, but also the fact that a person, who would otherwise qualify, will not do so if their spouse is in receipt of a non-coordinated public service pension, but will qualify if they are widowed and living with one or more adult offspring.

The RCPSA would appreciate if you advise the number(s) of public service pensioners who are currently aged between 66 and 70 and who are not on a pension which is co-ordinated with the State Pension. That would give an estimate at the higher end of the potential additional recipients if our request was granted; it would not include those on other qualifying pensions or those qualifying by means test.

You mentioned in your reply a figure of €264 million as the estimated cost of the HHB for 2020. From looking at the Revised Estimates for 2020, it appears that this is an increase of around €16.5 million in the provision for HHB compared to 2019. That implies an increase of almost 30,000 recipients between 2019 and 2020. Was that attributable solely to the change in Budget 2020 whereby eligibility for the HHB package was broadened for people under 70 to allow for another adult to reside in the household? If not, what was the additional cost of that change please?

Our members accept that there are competing demands for resources, but this is an issue that they feel very strongly about. Their frustration and sense of injustice is fuelled by knowing that so many people (including those on much higher incomes) can qualify and they cannot. We strongly urge you to give active consideration to our request and ask your officials to draw up an estimate of the full year cost of adding “a public service pension” to the list of qualifying payments in respect of the HHB for people aged 66 to 70. We hope that the resulting figure will encourage you to look favourably on our request.

Yours sincerely

---

***Ann Walsh***  
***Honorary Secretary***  
***0871317062***



# RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION

Comhlachas Iar-Sheiróhíseach Doibí Agus Stáir

Established 1945

PO Box 908  
South City DSU  
Togher Cork  
T12 C825  
28<sup>th</sup> January 2021

Risk Equalisation Scheme Consultation,  
Health Insurance Authority  
Beaux Lane House  
Mercer Street  
Lower Saint Peter's  
Dublin 2

**Re: Public Consultation on Community-rated health insurance market in Ireland and proposed changes to the Risk Equalisation Scheme**

**Submission on behalf of the Retired Civil and Public Servants Association (RCPSA)**

The RCPSA 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 public service pension. We currently represent over 8,000 members.

As the vast majority of our members are in the older cohort of the population, we strongly support the continued use of community-rating and Risk Equalisation in the health insurance market in Ireland. We also support the reduction of market segmentation, where it operates to the detriment of older customers. On the basis of the information provided in the consultation document (Department of Health and Health Insurance Authority, 4 January 2020 (*sic*)), the RCPSA supports the proposed changes to the Risk Equalisation Scheme.

We would appreciate being kept informed of developments with regard to the proposed changes.

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**Ann Walsh**  
**Honorary Secretary, RCPSA**  
**0871317062**

## **Message to members in receipt of pensions from eir Superannuation Funds**

RCPSA would like to provide the following update to members in receipt of pensions from eir Superannuation Funds. Please be advised that the final assessment for each Fund is not available at present. However the following information may be of interest to you:

- Details of the 2020 Trustee Annual Reports have been uploaded to the RCPSA website.
- The No 2 Fund successfully moved to Pay As You Go in 2020 and the first payment was received in January 2021. The Minister will now make quarterly payments to the No. 2 Fund to meet benefit payments in the future.
- Pension increases for 2015, 2018 and 2019 were implemented in October (including arrears due). While there was an issue with the arrears calculation when it was originally processed in October, all arrears were corrected in the December payroll. The Trustees of both Funds were very appreciative of members' understanding on this matter.
- Ministerial approval has now been received to allow payment of a discretionary pension increase of 0.9% effective from 1 July 2020.
- The member helpline (1800 492 492) and the dedicated email: [eirpensions@aon.ie](mailto:eirpensions@aon.ie) is being actively used.
- As with previous years, the Trustees intend to carry out an exercise to check pension entitlements. This is an important governance exercise for the Scheme and member cooperation is appreciated.
- Please keep your personal details up to date (such as a change of address, or other family circumstances).
- A Scheme Newsletter will be issued in the summer.

NOTE: see below for links to Dáil debates in relation to eircom pensions

<https://www.oireachtas.ie/en/debates/question/2021-03-24/522/#pq-answers-522>

[https://www.oireachtas.ie/en/debates/question/2021-01-20/46/#pq\\_46](https://www.oireachtas.ie/en/debates/question/2021-01-20/46/#pq_46)

## UPDATE: Alliance of Retired Public Servants

- The Alliance has responded to the Health Insurance Authority.
- Welcomes the ICTU submission to the Pension Commission but notes that it refers to State Pensions as opposed to Public Sector Pensions. (See link)  
[file:///Users/annwalsh/Downloads/Pensions%20Commission%20Submission%20\(ICTU\)\(March%202021\).pdf](file:///Users/annwalsh/Downloads/Pensions%20Commission%20Submission%20(ICTU)(March%202021).pdf)
- The Society of Actuaries in Ireland commented on existing state pensions. (See link)  
<file:///Users/annwalsh/Downloads/210304%20SAI%20Submission%20to%20Pensions%20Commission%20consultation.pdf>
- Supports the Industrial Relations (Provisions in Respect of Pension Entitlements of Retired Workers) Bill 2021 (see link below) ICTU has been asked to support this Bill.  
the [file:///Users/annwalsh/Downloads/IndustrialRelations\(ProvInRofPEofRW\)Memo2021\\_v1.pdf](file:///Users/annwalsh/Downloads/IndustrialRelations(ProvInRofPEofRW)Memo2021_v1.pdf)

**NOTE:** This matter is presently under consideration by the GPC of ICTU.

- The Alliance of Retired Civil Servants has agreed to supply a statement proposing an amendment to the Bill as follows:  
*The Council of the Alliance of Retired Public Servants has given its endorsement to the proposed amendments to the Industrial Relations Acts and Pensions Acts currently being tabled in Dáil Eireann by Deputy Brid Smith, PbP.*  
**NOTE:** *Since the formation of the Alliance, statutory representation of Pensioners has been one of its core priorities, given that the right to representation is enshrined in the European Convention on Human Rights/Lisbon Treaty. The Alliance commends this legislative initiative, and urges all Political Parties and Oireachtas members to support the proposed amendments.*
- RCPSA will be asking members to lobby support from TD's and Senators for this Bill and proposed amendments. The most opportune time for lobbying is mid- June 2021.
- Current industrial relations legislation was enacted when life expectancy was shorter it dealt specifically with workers.
- Pensioners have no input into matters that affect their pensions and no redress mechanism.  
**It is time for change.**
- It is the considered view of the Alliance that enacting this type of legislation that gives representation rights to pensioners will not interfere in any way with the rights of Trade Unions.
- A meeting with Minister McGrath is being arranged.
- The following resolution has been passed with regard to Building Momentum:  
*The Alliance of Retired Public Servant calls on the Public Service Committee of Congress to insist that the pay/pension parity link with serving peers and equivalent grades be retained*

for all pay increases under Building Momentum including the Sectoral Bargaining Fund and in future Pay/Pension Agreements.

- Because of the ongoing Pandemic emergency the following motion has been adopted to facilitate the operation of the Alliance without a BGM:  
*“The Council of the Alliance agrees that the five Officers (Chair, Vice-Chair, Treasurer, and two Joint Secretaries) are hereby empowered to continue to act for the Council for the duration of the Covid-19 emergency, and they shall continue in their roles until the deferred BGM can be held, this provision will be subject to review and will expire not later than 30th June 2022.”*
- A request has issued to Department of Public Expenditure and Reform to instruct Employers/Pension Managers in the public sector to comply with Circulars on pension payments in a timely fashion by providing the necessary data to payment offices such as PSSC and NSSO.



## FREE TRAVEL – REMINDER

Everyone aged 66 and over, legally living permanently in the State, is entitled to the Free Travel Scheme. Some people under 66 also qualify.

The Department of Social Protection will automatically send you the Free Travel Card if you:

- are aged 66 or over
- are getting a social welfare pension
- have confirmed your identity through the SAFE registration process when asked to do so. If you have not SAFE registered, the Department will ask you to do so, and then it will send you your Free Travel Card.

**If you are not in receipt of a social welfare pension, you must apply for the Free Travel Card.** The application form can be requested from the Department of Social Protection or downloaded from their website. You can indicate on the form whether you wish to apply to have your spouse, civil partner or cohabitant travel for free with you when you travel, or whether you wish to apply for a Free Travel Pass Companion for medical reasons. **If you do not already have a Public Services Card, you will need to register for one before your Public Services Card Free Travel is issued to you.**

To avail of free travel within Northern Ireland, you must apply for a **Senior SmartPass** card. Application forms (FTNI1) for Senior SmartPass cards are available at your local Social Welfare Office or at your local Citizens Information Centre.

Full details of the scheme are available at <https://www.gov.ie/en/service/9bba61-free-travel-scheme/>.



## **Updates on Policy Motions passed at AGM 30 May 2019 and earlier years.**

### TAXATION/ Revenue Customer Service (Motion 1)

Meeting(s) to be held following post November 2019 haven't taken place to date due to Government/HSE Guidelines.

### COMMUNICATIONS: (Motions 3, 4, 6, 8 and 9):

Work has commenced on the Pre-Budget submission for Budget 2022.

### PENSION INCREASES:

The date for the final phase of PSPR has been fixed as 01/07/21.

Under the provisions of PSSA the preservation of 'parity' is secure until the end of 2022 – see letter from Minister McGrath in this Newsletter.

BUILDING MOMENTUM– A new Public Service Pay Agreement 2021-22. Full details are available at <https://www.gov.ie/en/publication/e9d23-building-momentum-a-new-public-service-agreement-2021-2022/>

FEMPI: The policy on pension increases which has been in place since 2017 which was designed to deal with the complexities caused by the unwinding of FEMPI pay related provisions will remain ongoing for the next two years (i.e. for the period to the end of 2022) as per sections 19 and 20 of the Public Service Pay and Pensions Act 2017.

PARITY: RCPSA's understanding is the Minister for the Department of Public Expenditure and Reform is to give detailed consideration to the long term approach to pension increase policy closer to the end of 2022.

### HARD COPIES OF PAYSLEIPS:

The RCPSA's formal request for hard copies of payslips has been consistently refused for cost reasons. However, the National Shared Services Office/Payroll Shared Service have engaged fully with the RCPSA in respect of guidance on accessing payslips online – see updated details elsewhere in this Newsletter.

### PAYMENT OF PENSIONS (Motions 10, 11,12, 13, 14, 16, 18, 19, 20, 23, 24, 25, 26, 27 from AGM 2019)

The removal of the FEMPI legislation, the achievement of full restoration and the prompt payment of such restoration and of pension increases, the removal of the anomalies in the USC system/Household Benefits Package are among our priority aims. These have been pursued through representations made by the RCPSA, Alliance of Retired Public Servants and the Retired Workers Committee of the ICTU.

FORMAL RECOGNITION/CONSULTATION WITH PENSIONER GROUPS: Please see the update on the Alliance of Retired Public Servants. Council will be asking members to lobby the support of TD's and Senators Industrial Relations (Provisions in Respect of Pension Entitlements of Retired Workers ) Bill 2021.

RESTORATION OF ACCESS TO THE EMPLOYEE ASSISTANCE SERVICE: There has been no progress since the issue of the January Newsletter but the RCPSA continues to follow this up through every forum available. This will also be included in the 2022 Pre Budget submission.

#### BENEFITS (Motion 28)

Restoration of full medical cards for people aged 70 will be included in the RCPSA 2022 pre-Budget submission. It was announced in Budget 2020 that the medical card weekly income limit for people over 70 would be increased. From November 1 2020 the weekly income limit for a single person over the age of 70 is €550. The weekly limit for a couple is €1,050. As advised, there are different guidelines for means testing depending on the applicant(s) age. The assessment of a couple is based on the age of the older person. Income, investments and some properties are taken into account in the means test. Further details are available on [citizensinformation.ie](http://citizensinformation.ie)

#### ASSOCIATION (Motions 34 and 35)

The GDPR is Europe's new framework for data protection laws. It replaces the previous 1995 data protection directive. The new regulation started on 25 May 2018. Compliance with GDPR is required in relation to dealing with provision of membership lists to Branches. Arrangements are required to be put in place with regard to the protection of members personal data that complies fully with GDPR.

NOTE: The RCPSA has Data Protection Protocols in place in relation to:

- Membership lists for the purposes of the Newsletter
- Distribution Lists for the purposes of postage of the Newsletter
- Distribution list for eir pensioners.

A bit 'thank you' to the Executive Assistant Secretary for the work done in the development of GSuite for the purposes of communicating with Branch Secretaries. With developments in technology and your co-operation it is envisaged that communication to Branch members may be dealt with centrally.

#### **RCPSA is committed to compliance with GDPR requirements.**

Motion passed at AGM of the RCPSA on 24 May 2018 requesting an Official Side circular on the steps to be taken on the death of a member:

Although no Circular has issued, the RCPSA has liaised with the National Shared Services Office to provide relevant contact information to our members – see update elsewhere in this Newsletter. Further information is available at:

[https://www.citizensinformation.ie/en/reference/checklists/checklist\\_of\\_things\\_to\\_do\\_following\\_a\\_bereavement.html](https://www.citizensinformation.ie/en/reference/checklists/checklist_of_things_to_do_following_a_bereavement.html)

Motion passed at AGM of the RCPSA on 25 May 2017:

Circular 18/20 deals with the implementation of Part V11A of the Pension Act 1990 and deals with the recognition of same sex marriages/civil partnerships under the Public Service 'Original' Spouses' and Children's Contributory Pension Schemes.

<https://www.gov.ie/en/circular/e6511-circular-182020-recognition-of-same-sex-marriages-civil-partnerships-under-public-service-original-spouses-and-childrens-contributory-pension-schemes/>

**NOTE: the more favourable provision in respect of calculation of interest due (reference Para 19 of Circular 18/20) expires at the end of November 2021.**



Our ref: PER-MO-00254-2020

22 March 2021

Ms Ann Walsh  
Secretary  
Retired Civil and Public Servants Association  
PO Box 908  
South City DSU  
Togher  
Cork  
T12 C8252

Dear Ms Walsh

I refer to your letter regarding pension increase policy under the pre-existing public service pension schemes (i.e. all public service schemes with the exception of the Single Pension Scheme), and the treatment of fixed and variable allowances for pension increase purposes.

Firstly, I must apologise for the delay in responding to your communication. Unfortunately, your correspondence addressed to the previous Minister got lost amongst the new representations coming in for the current Minister. I regret very much the inconvenience this has caused you and your Association.

Second, I should advise that the most recent guidance issued by the Department on this matter is Circular 19/2019, which gives further advice to public service pension administrators on the application of the pension increase policy agreed by the Government as part of the Public Service Stability Agreement (PSSA) 2018-2020. The Circular can be accessed electronically at: <https://www.gov.ie/en/circular/b5d982-circular-192019-further-instruction-on-the-pension-increase-policy-i/>

Under this policy, which applied for the duration of the PSSA, pay increases granted to serving staff over the course of the PSSA were passed on to those pensions awarded under pre-existing public service schemes where the salary on which the pension was based did not exceed the salary of serving staff with the same grade and scale point, after the pay increase had been applied. If it qualified, the pension was eligible for an increase to the extent that this would ensure alignment with the pay of serving staff.

In relation to the establishing of a 'pension salary' for pension increase purposes, it appears that you may be referring to the process which has been followed by pension paying authorities such as the Payroll Shared Service Centre (PSSC) of separating out the figure for pension on the payroll systems into pension based on salary and pension based on allowances.

Under the pension increase policy outlined above, when a pay increase was passed on to pensions, the part of pension (if any) that was related to pensionable variable/percentage of pay allowances was also increased. However, fixed periodic allowances were treated differently. These were reduced by 5% or 8% in 2010 under section 2(3) of the FEMPI (No.2) Act 2009, and have only recently been restored for serving staff (with effect from 1 October 2020). As a result, the PSSA kept fixed allowances separate from the pay increases awarded under the Agreement. Thus, the part of pension that was related to fixed allowances (where in payment to any pensioner who qualified for a pension increase) was not increased when general pay increases were granted.

Finally, I should mention the following by way of update on the pension increase policy. In the context of the new draft pay agreement, Building Momentum – A New Public Service Agreement 2021-2022, which is subject to ratification by the Public Service Trade Unions, the Minister has given approval for continuation of the above pension increase policy for the period to the end of 2022; relevant guidance will be issued to pension administrators in due course.

I hope this has addressed the concerns that you have raised.

Yours sincerely



Niamh Collins  
Private Secretary to the Minister for Public Expenditure and Reform

*A Member of the Minister for Public Expenditure and Reform staff. The Minister is a Designated Public Official under the Regulation of Lobbying Act, 2015 (details available on [www.lobbying.ie](http://www.lobbying.ie))*

## **An appreciation Michael Organ**

Michael Organ, former Chairperson of Galway Branch RCPSA passed away peacefully on 3<sup>rd</sup> February 2021 and is now at peace in God's grace.

All of us who knew Michael are saddened by his untimely passing, but we are enriched and proud to have known him and to be associated with him. Michael's sustained influence on every one he interacted with, in his home in Ballinderreen, his native Ennistymon, his parish, his work colleagues, his RCPSA friends and the wider community has been clearly acknowledged as important and positive. He was a great facilitator in community and parish activities. His involvement with pirate Radio in Dublin and the licensed Kinvara Radio Station, provided hours of enjoyment to many listeners; he was every involved in drama and took to the stage for a number of different productions where he again brought light hearted entertainment to a full audience every night he performed. He was a keen Golfer until his aneurysm in 1995 and a member of Gort Golf Club. Michael also sat on the Board of Management of both Ballinderreen School and Seamount College Kinvara where his three children, Alan, Claire and Emer went to school.

He was an avid reader, particularly of autobiographies; loved local history: engaged with everyone he met. He had the great skill to blend in effortlessly with everyone and everyone could relate to him. He was both approachable and knowledgeable; when straight talking was called for he had the knack of finding the right words and at the same time he had a great sense of humour; this humorous nature had the knack of lighting up our lives often with an unexpected funny interjection that made him so endearing and entertaining to all. Michael was always a pleasure to meet; he was content, light-hearted, good natured and an unfailing helpful friend. Whether he met acquaintance or friend in his local area they were always invited back home for tea and refreshments.

During the three year period he chaired the Galway RCPSA branch; meetings were very entertaining while at the same time all business was conducted thoroughly. Frequently, when the business of the RCPSA was concluded, Michael never rushed away and enjoyed in engaging in the banter and chat.

His passing has been an irreplaceable loss to his family, the local community and beyond. If one were to pick an ideal family man Michael would be the No 1 choice - a caring father; a loving husband; a dutiful son. Michael was always devoted to Anne, to his family and church. He will be missed by his many friends especially in the RCPSA world where he worked tirelessly for its cause and gave unstintingly of his time and energy and made many valued contributions to its affairs.

May the soil of your beloved Clare rest gently upon you Michael as you rest for evermore with your beloved dad.

Ní bheidh a leithéid arís.

## **NEW!!! ACCESS TO PAYSLEIPS FOR RETIREES PAID BY THE PAYROLL SHARED SERVICE**

The Payroll Shared Service (PSS) of the National Shared Services Office (NSSO) has updated their online CORE Portal system in **March 2021** and access to online payslips is more user friendly as a result. The following is a guide to viewing payslips online on the Payroll Shared Services (PSS) website. **Thank you to the staff of PSS for their assistance in compiling this information and providing sample screenshots. The version with the screenshots is too long to reproduce here and will be made available on our website [www.rcpsa.ie](http://www.rcpsa.ie).**

1. Go to the website <https://pssc.gov.ie/>.  
(Please Note: do not put www before it; you just type pssc.gov.ie)
2. Select the Option '**View Retiree Online Payslips**'.
3. Select your option from the list. Unless you are a retired Garda Síochána or a Military Retiree, click on **Civil and Public Service Retirees**.  
**(Please note: this update is for payees who are paid by PSS only)**
4. Enter your User Name, that is, your **Pension Number** – which is called Personnel Number on your payslip - and your Password and click **Sign In**.
  - a. If you have forgotten your password, contact [helpdesk@pssc.gov.ie](mailto:helpdesk@pssc.gov.ie).
    - i. Ensure to provide two pieces of data protection information when doing so. In line with Data Protection, the PSS requires **two** of the following to verify your account: **PPS Number, Personnel Number, or Date of Birth**. You should also state which retiree cohort you belong to.
    - b. You will be required to change your password every 6 months, so keep a note of your latest password and information on how to change your password can be found on the PSS website <https://pssc.gov.ie>
      - i. Select Password/Registration guide from the green boxes at the bottom of the landing page.
      - ii. Select **Why is the system asking me to change my password retirees** from the **Password/Registration Guide for Retirees**.

If you are required to change your password, you will be asked to enter your current password, then enter your new password and confirm it. Your new password must be a minimum of 5 characters, consisting of a combination of numeric and letter values. The password must vary from any password set previously for the account.

5. When you have successfully logged in, you will automatically be directed to the **Employee Dashboard**. You will see a **My Payslips** section which will show summary of your six most recent payslips (or five most recent and your forthcoming payslip, depending on the timing)
6. In the **My Payslips** section, if you click on **Full Payslip**, your detailed payslip will open, showing the amounts of deductions, including cumulative Year to Date figures.

7. You will see **Select Language Options**, where you can select to have the payslip displayed in Irish or English.
8. **To print your payslip** – select **Download PDF** located on the bottom right hand side of the screen shot.
9. To View **Historic Payslips**, click on **View All** on the All My Payslips page. This will display previous payslips available on the system. Click on the ‘view’ icon to the right of the required payslip to open it. Older payslips can be viewed by selecting the right arrow at the bottom of the page.
10. The **P60 Documents** section is below **My Payslips**. The more recent P60s can be viewed by clicking on **View** beside the relevant year. Earlier years can be viewed by clicking **View All** to the right of P60 documents and then clicking View for the relevant year.

To **print a P60**, click on View to the right of the relevant year and the detailed P60 will be displayed. To print the Standard P60 document click on the **Generate P60** and the document will be displayed and may be printed.

The language in which the P60 is displayed may be changed by clicking on the **globe symbol** (which is between P60 documents and View All).

#### **Important Information on P60s:**

**P60s** from 2013 to 2018 inclusive are available on the system. From 1 January 2019, Revenue as part of their PAYE modernisation scheme have replaced the P60 with the **Employee Detail Summary**. This will be available to every person on their **Revenue Online Account**.

The Employee Detail Summary will display payments made to the employee from all employments/relevant pensions in addition to their statutory deductions. Assistance in viewing your Employee Detail Summary can be received from Revenue by contacting them through your account or by emailing [roshelp@revenue.ie](mailto:roshelp@revenue.ie)

**Top Tip!** Your week 52 (end of year payslip) is useful as it will contain cumulative year to date figures for deductions taken from your payroll during the year.

11. When you have finished using the system, please **Log Out** by clicking on your initials at the top right-hand corner of your screen and click Log Out.

#### **RCPSA May 2021**

The PSS has asked us to encourage members to visit the PSSC website regularly for useful updates <https://pssc.gov.ie/>. The website has **Core Portal step by step Guides, FAQs, Important Information and Updates on Pay Related Matters**. Many queries can be resolved from referencing the guides and information on their website. If a query needs to progress further, email is the preferred means of contact. The main contact email address is [helpdesk@pssc.gov.ie](mailto:helpdesk@pssc.gov.ie) and the phone number is 076-100-2702. In line with Data Protection, the email should include **two** of the following to verify account details: **PPS Number, Personnel Number, or Date of Birth**. You should also state which retiree cohort you belong to.



## WHOM TO CONTACT REGARDING PENSION IF A MEMBER DIES

If a pensioner dies, the next of kin should, as soon as is practicable, notify the pension provider of the death.

The Payroll Shared Service (PSS) pays the pensions of civil servants and several other retired public service groups. Once advised of the death, the PSS will issue information to the next of kin about the steps to be taken and, in particular, details of how to apply for an occupational **Spouses' and/or Children's Pension**, if eligible.

If the person who died was in receipt of a pension from the Department of Social Protection (eg State Pension or Widow's Pension), the next of kin should, as soon as is practicable, notify that Department of the death.

### **Widow's, Widower's or Surviving Civil Partner's Pension (Dept of Social Protection)**

If there is a surviving spouse, he or she may qualify for a Widow's, Widower's or Surviving Civil Partner's Pension. This is separate to the Spouses' and Children's Pension mentioned above. It is advisable to write to the Department of Social Protection as early as possible or to contact a Citizens Information Centre. There is a Citizens Information Centre in each county in Ireland.

The Citizens Information website has a lot of very useful information to help members through the very difficult time following the death of a family member - see [https://www.citizensinformation.ie/en/death/when someone dies in ireland.html](https://www.citizensinformation.ie/en/death/when_someone_dies_in_ireland.html)

**Newsletter:** To enable us to remove a deceased member from our mailing list, it would be appreciated if the next of kin could inform the RCPSA of the death, when convenient, on [info@rcpsa.ie](mailto:info@rcpsa.ie) or by phoning 087-131-7062.

### **Contact information for the PSS**

Email	All Retirees (except military)	<a href="mailto:helpdesk@pssc.gov.ie">helpdesk@pssc.gov.ie</a>
	Military Retirees	<a href="mailto:militarypensions@pssc.gov.ie">militarypensions@pssc.gov.ie</a>
Phone	All Retirees (except military)	076 100 2702
	Military Retirees	076 100 2703

### **Other organisations**

If the pension of the deceased person was not paid by the PSS, you are advised to contact the organisation which was paying the pension (i.e. An Post, Coillte, Teagasc, etc).



## NSSO/PSS CHANGE RE VOLUNTARY DEDUCTIONS

The Payroll Shared Service (PSS) has advised us of the change to the current process in place in relation to the processing of voluntary deductions from pensions (i.e. membership subscription for RCPSA, payments to insurance companies, deductions for Credit Unions). There is an ongoing project whereby the deductions will be centralised to a team within the National Shared Services Office (NSSO). The team will receive information directly from the deduction companies and no longer directly from the pensioner. As a consequence, forms to set up voluntary deductions from pension are no longer included in the retirement packs now being issued. It will be up to each new pensioner to contact each organisation in respect of which s/he wants deductions to be made. This is particularly important to ensure continuity of payments for insurance or Credit Union loans or savings.

The change in process applies only to pensioners whose pensions are paid by the PSS (mainly civil servants). The change will affect only those newly retiring, or existing retirees who are making a change to their deductions or service supplier (e.g. moving from one health insurer to another).

There are two main aspects of the change in process that pensioners need to be aware of:

- 1 The key reference that the NSSO requires in order to process a request for deductions (or a change in deductions) is the person's pension number. Everyone who is in receipt of a pension has a pension number. People will be allocated a pension number when they retire. The number will be included in the starter letter which they will receive from the PSS.
- 2 All requests relating to membership of the RCPSA (e.g. application to join) must be sent to the RCPSA directly – see details below.

**Please note that similar arrangements will apply in respect of any other voluntary deduction from pension** (ie starting, amending or ceasing an insurance payment etc), namely that the pensioner should contact the relevant company directly and quote their pension number. The process is evolving and the timeframe may not be the same for all companies.

In summary, if you have any query about the deduction from your pension for the payment of your membership subscription to the RCPSA (i.e. starting, amending, ceasing membership etc) you should contact the RCPSA directly at [info@rcpsa.ie](mailto:info@rcpsa.ie) or by post to Membership, The Hon. Secretary RCPSA, An Post Box 908, South City Delivery Office, Togher Industrial Estate, Cork, T12C825 or by phone on 087-131 7062. For queries about your pension, see contact details below.

### **Pension Queries**

Queries about pension entitlement (e.g. pensionable service, reckonable remuneration, or calculation of lump sum or pension), should be directed to HRSS (Human Resources Shared Service) at [pensions@nssso.gov.ie](mailto:pensions@nssso.gov.ie) or by phone on 076-107-1000.

Any other queries about your pension (e.g. explanation of a change in amount or changing the bank account into which it is paid), should be directed to PSS at [helpdesk@pssc.gov.ie](mailto:helpdesk@pssc.gov.ie), or at [militarypensions@pssc.gov.ie](mailto:militarypensions@pssc.gov.ie) for military retirees, or by phone on 076-100-2702.



## **BUILDING MOMENTUM**

The new pay agreement, **Building Momentum**, was overwhelmingly endorsed by the public service unions affiliated to the Irish Congress of Trade Unions. The deal will deliver pay rises of up to 3% over two years and unwind some cuts and additional hours imposed during the financial crisis.

A brief outline of the pay increases proposed in Building Momentum is:

1% on 1 October 2021 and

1% on 1 October 2022.

*There is also provision for the equivalent of a 1% increase in annualised basic salaries to be used as a Sectoral Bargaining Fund, for payment on 1 February 2022 to alleviate/settle sectoral anomalies.*

The application to pensions of the increases proposed in the agreement will depend on a number of factors (for example, date of retirement or level of pay on which the pension is based). Details will be published on our website when the information becomes available.



## **AGE FRIENDLY IRELAND**

Age Friendly Ireland was established in 2018 as a shared service function of the local government sector. Age Friendly Ireland coordinates the national Age Friendly Cities and Counties Programme. As a shared service function, Age Friendly Ireland brings together, supports and provides technical guidance to the 31-local authority-led, multi-agency Age Friendly City and County Programmes. It reports to a National Advisory Group comprising senior representatives from Government Departments and agencies, the local authority and business sectors. Age Friendly Ireland publish a weekly newsletter which provides information which you might find useful. Their newsletter can be accessed on their website <https://agefriendlyireland.ie/news/>.



## **CONTINUING EDUCATION AND LEARNING**

There is a wide variety of online opportunities for continuing education and learning. For example, you may like to explore the DCU Age Friendly University website <https://www.dcu.ie/agefriendly>. It provides information about courses being offered and events taking place. The AFU programme provides access to educational, social, cultural and wellness opportunities.



## YOUR WEBSITE

In order to keep our members abreast of developments between issues of our Newsletter and to give notice of Branch and other meetings, the website is updated regularly – see [www.rcpsa.ie](http://www.rcpsa.ie). The intention is that, over time, the website will become a valuable resource for members. Back copies of our Newsletter are available on the website. If you have any suggestions regarding the development of the website, please email them to RCPSA Admin at [techadmin@rcpsa.ie](mailto:techadmin@rcpsa.ie) and put Website in the subject title.

### **General Data Protection Regulation (GDPR) Statement by the RCPSA**

RCPSA takes data privacy seriously. We are committed to keeping your personal data secure and taking all reasonable precautions to do so.

#### **What are Your Rights?**

- You have the right of access to personal data we hold about you.
- You have the right to have incorrect or incomplete personal data we hold about you updated.
- You have the right to request that we erase the data we hold about you.

For the purposes of complying with GDPR the RCPSA confirms that the personal data supplied by our members (eg name, address, contact details) will be used only for the following purposes:

- The issuing of the RCPSA Newsletter.
- Making contact, by mail, email, text or webtext (individual or bulk messaging) as appropriate, about matters relating to or of relevance to membership of the RCPSA.
- Sharing information with the relevant pension provider in order to process/update the personal information of members.

We do our best to protect your data. The personal data of members will be retained securely for the abovementioned purposes and will be deleted when the specific activity has ceased/come to an end (i.e. end of membership of the Association or etc.)

If you do not wish to receive publications or to be contacted by the Association generally, or have any other queries about the use of your personal data, please contact **the Hon. Secretary RCPSA (GDPR issue) at An Post Box 908, South City Delivery Office, Togher Industrial Estate, Cork, T12C825 or at [info@rcpsa.ie](mailto:info@rcpsa.ie).**