



RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION
Comhlachas Iar-Sheirbhíseach Poiblí Agus Stáic Established 1945

NEWSLETTER AUTUMN 2021



SEE PAGE 3 AGM 2021 IS POSTPONED

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IMPORTANT NOTICE

ATTENTION ALL MEMBERS

PLEASE BE ADVISED THAT:

**TAKING INTO ACCOUNT THE OBJECTS OF THE RCPSA
(i.e. to promote, safeguard and protect the interests of members)**

THE RCPSA ANNUAL GENERAL MEETING

ARRANGED FOR

30TH SEPTEMBER 2021 HAS BEEN POSTPONED.

COUNCIL DEEMS THAT, NOTWITHSTANDING THE ISSUE OF:

*‘REFRAMING THE CHALLENGE, CONTINUING OUR
RECOVERY AND RECONNECTION’*

(<https://www.gov.ie/en/publication/3361b-public-health-updates/>)

ON THE EASING OF RESTRICTIONS,

IT IS IN THE BEST INTERESTS OF MEMBERS THAT THE

NEXT AGM TAKE PLACE IN MAY 2022.

FURTHER DETAILS WILL FOLLOW IN DUE COURSE.



NOTICE OF CONSULTATIVE FORUM

The Government's plan is to end most COVID Restrictions by 22nd October 2021*

**Council has arranged for the 2021 Consultative Forum
to take place on Thursday 28th October
in the Ashling Hotel, Parkgate St. at 11.00 am.**

Feedback from Branches is always welcome

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 may nominate one of its members to attend in their place.

**SEE: 'REFRAMING THE CHALLENGE, CONTINUING OUR
RECOVERY AND RECONNECTION'*

(<https://www.gov.ie/en/publication/3361b-public-health-updates/>)

REFRAMING THE CHALLENGE, CONTINUING OUR RECOVERY AND RECONNECTING

On 31st August the government agreed Ireland's interim plan for the next phase of our response to the COVID-19 pandemic, COVID-19: Reframing the Challenge, Continuing Our Recovery and Reconnecting.

This phase will see the majority of restrictions lifted and replaced by guidance and advice to enable us to work together to protect ourselves and to live our lives to the fullest extent possible. **The need to continue to monitor the ongoing risk from the disease and take steps individually and collectively in everyday lives to keep this risk under control has been identified.**

During the interim period between 1 September and 22 October the government agreed we will continue our careful and gradual approach to reopening, while supporting maximum reach of the vaccine programme and allowing time to achieve the full benefits for all those currently being vaccinated.

Full details are available at:

<https://www.gov.ie/en/press-release/f5291-post-cabinet-statement-covid-19-reframing-the-challenge-continuing-our-recovery-and-reconnecting/>

On 1st September the Taoiseach Micheal Martin speech announced the phasing out of Covid restrictions when he told the nation of the Government's plan to phase out the remaining Covid-19 restrictions while stressing that while the upcoming changes are welcome "it is important to stress that the pandemic is not over".

He went on to say that over the next two months, the Government said it will continue "our careful and gradual approach to reopening".

It is envisaged that the plan will be phased in with the final restrictions being lifted from October 22. However, after October 22, people are still asked to self-isolate if they have symptoms of Covid-19, while mask wearing in healthcare settings, indoor retail and on public transport will continue.

The importance of sticking to the basics of hand hygiene was emphasised as it will still be needed after October 22 (when the majority of restrictions will be lifted)

Full details of the Taoiseach's speech can be accessed at this link:

<https://merrionstreet.ie/en/news-room/releases/speech-by-the-taoiseach-michel-martin-covid-19-reframing-the-challenge-continuing-our-recovery-reconnecting.html>

Council Update 2020

Officers Meeting with Trustees:

As provided in RCPSA Rules the virtual meeting between the Trustees and Officers meetings was held in March 2021.

RCPSA Council: John Brady, Brian Cadogan and Kevin Molloy were co-opted to Council since AGM May 2019. Welcome to Council and thank you for your contributions at meetings.

Executive Assistant/Secretary: Council appointed Cloda Ryan as Executive Assistant to assist Council in January 2020. Council wishes to thank Cloda for her contribution and input into association business. Cloda stepped down from this position in September 2020.

Council update:

Council has been active since March 2020 continuing to promote, safeguard to protect the interests and help members on relation to pension and related matters.

From September 2020 arrangements were put in place for holding eight virtual meetings. In July 2021 it was possible to hold a physical meeting in as Government restrictions had eased. It was necessary to revert to hold a virtual meeting in early September at which. A Quorum was present at all Council meetings.

Officers Meetings:

A number Officers meetings were held during 2020 and 2021.

Update(s) on AGM Motions

TAXATION/ Revenue Customer Service:

Since March 2020 most Government Offices have been working remotely from home. Hence, the follow-on meeting(s) that were to be held post November 2019 regarding the Customer Service functions in Revenue haven't taken place. This is due to Government and NPHEG Guidelines.

COMMUNICATIONS:

- Members attention to the possibility of obtaining a tax refund for arrears of superannuation (Spouses and Dependents Scheme) was highlighted in RCPSA communications.
- Feedback is that access to internal email systems may need to be addressed by employees prior to retirements. GDPR consent requirements means strict compliance with procedures is adhered to in all Departments who are on high alert regarding security and hacking.
- RCPSA is affiliated to the Alliance of retired Public Servants and worked closely with them prior to the 2020 General Election on campaigns that would benefit members.
- There has been no progress on the RCPSA's formal request(s) for hard copies of payslips. The associations understanding is that cost factors are an issue. Heretofore, the National Shared Services Office/Payroll Shared Service have engaged fully with the RCPSA in respect of guidance on accessing payslips online. RCPSA has been in contact with them recently and will continue to nourish this arrangement.
- The feedback from members favours communication via the issue of hard copies of the Newsletter.
- See Budget 2022 submissions (Pages 18-22)with regard to the restoration of restoration of access Employee Assistant Service to all retired civil servants.

PAYMENT OF PENSIONS:

The removal of the FEMPI legislation, the achievement of full restoration/ prompt payment of amounts due on restoration/pension increases are the priority aims of the RCPSA. These are pursued through representations made by the RCPSA, input into the policies of Alliance of Retired Public Servants and the Retired Workers Committee of the ICTU.

Please see 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/>

USC ANOMALY: The removal of the anomalies in the USC system has been included in Budget submission 2022. RCPSA considers the manner in which this is applied is inequitable and penalises many of our members.

PARITY: RCPSA's understanding is the Minister for the Department of Public Expenditure and Reform will consider a long-term approach to pension increase policy closer to the end of 2022. The Association is working closely with the Alliance of Retired Public Servants on parity.

DATA PROTECTION:

The GDPR is Europe's new framework for data protection laws. It replaces the previous 1995 data protection directive. The new regulation is applicable with effect from 25 May 2018. This framework changes the method in which individuals and organisations communicate with one another. Breaches with GDPR may result in severe penalties and fined. RCPSA understands that compliance with GDPR is required in relation to dealing with provision of membership lists to Branches has been sought. This necessitates putting in place arrangements that are fully compliant with GDPR with individual consents with regard to the treatment of their personal information. The development of GSuite for the purposes of communicating with Branch Secretaries/members is a matter that requires to be addressed. Further information is available at:

<https://www.dataprotection.ie/>

NOTE: RCPSA is committed to compliance with GDPR requirements and makes every effort it can seeking to ensure the security of IT Systems and personal data.

STEPS TO BE TAKEN ON THE DEATH OF A MEMBER:

A circular on the steps to be taken on the death of a member has not issued notwithstanding request (s) being made. The RCPSA has liaised with the National Shared Services Office to provide relevant contact information to our members. However see Page 25. Further information is available at:

https://www.citizensinformation.ie/en/reference/checklists/checklist_of_things_to_do_following_a_bereavement.html

REPRESENTATION:

Two members of RCPSA Council have been nominated by the AHCPs to the ICTU Retired Workers Committee. The need for formal representation on pension issues and an independent mechanism to address issues relating to occupational pensions was identified here over a decade ago leading to the establishment of the Alliance of Retired Public Servants to which RCPSA is affiliated. Under the aegis of the Irish Senior Citizens Parliament, we working on the Industrial Relations (Provisions in Respect of Pension Entitlements of Retired Workers) Bill 2021. A copy of letter that has issued to the Tanaiste and Minister for Enterprise, Trade and Employment seeking inclusion of retired workers during the proposed consultation process for this Bill.



IRISH
SENIOR CITIZENS
PARLIAMENT

VOICE OF OLDER PEOPLE.

Drumcondra House
DCU All Hallows Campus
Grace Park Road
Drumcondra
Dublin D09 N920
Tel: 01 700 8433
Email: ceo@seniors.ie

Dear Minister Varadkar,

Introduction: The Network¹ of retired workers organisations working under the aegis of the Irish Senior Citizens Parliament, represents the collective thinking of six organisations working on the proposed Bill relating to Industrial Relations (Provisions in Respect of Pension Entitlements of Retired Workers) Bill 2021. The network unites our learning from working as individual organisations. This experience is gained over many years, from working with the diversity of older people with occupational pensions and the issues that they face in respect of same. We believe working collectively will ensure the voice of retired workers is heard on this crucial Bill and the issues it addresses.

Why a network of six organisations: Retired workers in receipt of occupational pension do not have an independent mechanism, such as the Workplace Relations Commission, to address issues arising from the provision of their occupational pension. The organisations, recognising a shared interest and common ground, have come together to seek to address the gap that exists. We support the Bill as it addresses the rights of retired workers in relation to their occupational pension.

Collectively, we represent a significant number of retired people, over 500,000. Yet we are not recognised as key stakeholders for any consultation process to address this gap in workers' rights provision for pensioners or to input on the Bill.

We offer our collective experience and knowledge of the issues for retired workers with occupational pensions and would like to present to you, what we have identified as key, practical actions which can make a real difference in the months and years ahead. "We believe older pensioners **voices must be heard** and their experience **recognised.**"

We would welcome the opportunity to meet with you and to hear your priorities for the inclusion of retired workers during the proposed consultation process for this Bill.

We look forward to meeting with you.

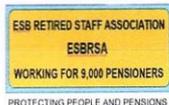
Yours sincerely,

Sue Shaw CEO

Irish Senior Citizens Parliament

On behalf of Network of Retired Workers Organisations.

¹ The network comprises: Irish Senior Citizens Parliament; ESB Retired Staff Ass; Alliance of Retired Public Servants; Retired Semi State Staff Ass; National Federation of Pensioners Ass; Retired Civil & Public Servants Ass; Retired Aviation Staff Ass.



MEDICAL CARDS:

Access to full medical cards for people over 70 is one of the policies of the RCPSA that has been included in Budget 2020 submission which should be a universal benefit for older people. While there has been an increase in the weekly income limit for people over 70 years the assessment process guidelines that include age, income, investments properties has identified the need for streamlining the process so that older people have the comfort of knowing that they are not facing enormous bills for medicines at a vulnerable time in their lives.

FAIR DEAL SCHEME:

“Fair Deal”, provides financial support for people who need long term nursing. Individuals ordinarily resident in the State and need long-term nursing home care can apply for the scheme. On application the individual needs are assessed to establish the most appropriate care required. The individuals’ financial situation is also assessed to establish the contribution required towards nursing home fees. This involves an assessment of savings and property that can be extremely challenging. Facilitating living at home for as long as possible is what everyone wants. However, when this is no longer feasible a seamless transfer from living at home to full time nursing care needs to a seamless process.

See link for the recent press release for details of the Nursing Homes Support Amendment Bill (2021)

<https://www.gov.ie/en/press-release/8184d-minister-butler-welcomes-signing-into-law-of-the-nursing-homes-support-scheme-amendment-bill-2021/>

HOUSEHOLD BENEFITS PACKAGE:

The response (Page 11) received to representations regarding access to HHB for retired civil servants in the age group 66-70 is disappointing. However, RCPSA’s Budget submission 2022 has incorporated a request for an extension of this scheme. Member feedback on individual representations is awaited and updates will be provided to you on developments.



Ms. Ann Walsh,
RCPSA Honorary Secretary,
PO BOX 908,
South City DSU,
Togher,
Cork.
T12C825

Email: info@rcpsa.ie

Ref: REPS – 2021 – 25929

June 2021

Dear Ms. Walsh,

Mrs. Heather Humphreys, T.D, Minister for Social Protection, has asked me to reply to your further letter on behalf of the RCPSA, regarding the Household Benefits package (HHB) qualifying criteria for those aged between 66 and 70 years of age.

The Household Benefits Package (HHB) comprises the electricity or gas allowance, and the free television licence. The Department will spend approximately €265.5 million this year on HHB for over 476,000 customers.

To qualify for the HHB package an applicant must satisfy the qualifying conditions for the scheme and like many of the Department's primary and secondary benefits the qualification criteria vary depending on an applicant's circumstances.

While acknowledging that you members feel very strongly about this issue, as previously stated any expansion of the qualifying criteria for HHB would have budgetary consequences and would have to be considered in the context of budget negotiations and taking into account the available resources.

In your letter you request figures for the number of public service pensioners aged between 66-70 who are not in receipt of a pension coordinated with the State pension. Unfortunately these figures are not held by this Department and any request of this information should be made to the Department of Public Expenditure and Reform. Costing of the measure proposed by the RCPSA would need to include all Public servants who may retire on a pension that is not coordinated with the State pension to give a true reflection of the overall cost increase of the measure.

With regards to the estimated cost of the HHB package for 2020, the reason for the additional provision of €16.5 million is twofold. Firstly due to Ireland's aging population there is a year on year increase in the number of households qualifying for the package. Secondly the broadening of the HHB criteria for people under 70 to allow for another adult to reside in the household. The cost of this criteria change was expected to cost an additional €7m in 2020.

Finally you acknowledge in your letter that your members accept that there are competing demands for resources and this is especially true at this time with the ongoing COVID-19 emergency and the resulting significant increase in spending by this Department. Any available resources will have to be targeted at those who need it the most and while the Department keeps all aspects of the

household benefits package under review there are no plans at this time to include Public Service Pensions as a qualifying payment for the HHB.

I hope this clarifies the position.

Yours sincerely,

David O'Callaghan
Pensions Policy and Free Scheme Unit



RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION
Comhlachas Iar-Sheirbhíseach Poiblí Agus Scáil Established 1945

RCPSA Trustees, Officers/Council, Standing Orders Committee as at 1/9/2021

Trustees:

Mary Farrell (North West)
Brian McDonnell (Dublin)
Frank O'Dwyer (Dublin)
Mathew Ryan (Midlands)

Officers:

President	Paul Monks (Dublin)
Vice President	Stephen Burns (Mayo)
Secretary	Ann Walsh (Cork)
Treasurer	Anne Mitchell (Galway)

Standing Orders Committee:

Peter Dockery (Dublin)
Joe O'Donnell (Mayo)
Frank O'Dwyer (Dublin)

Members of Council:

John Brady	North East
Brian Cadogan	Limerick
Moya Carr	North West
Michael Cushion	Teagasc
Shane Donnelly	Sligo
Benny Dunne	Midlands
Brain Fitzpatrick	Dublin
Geraldine Burke-Geary	Galway
Louie Glancy	Dublin
Kevin Greene	Kildare
Mick Kearney	Limerick
Kevin Molloy	Wexford
Nora O'Donovan	Cork
Gerry Quinlan	Teagasc
Cloda Ryan	Dublin
Breda Ryder	Dublin

APPLICATION FORM



RETIRED CIVIL AND PUBLIC SERVANTS' ASSOCIATION
COMHLACHAS IAR-SHEIRBHISEACH POIBLI AGUS STAIT 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, Toghre 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 RCPA sharing my information with my pension provider to process/update my personal information
- I consent to the RCPA 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 RCPA. 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 RCPA. 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 RCPA, with the exception of communications essential to my continued membership of the RCPA (ie regarding payment of subscription).

SIGNATURE: _____ **DATE:** _____



RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION
Comhlachas Iar-Sheirbhíseach Poiblí Agus Scáil Established 1945

PO Box 908,
South City DSU
Togher
Cork
T12C825
29 August 2021

Minister Heather Humphreys
Department of Social Protection
Aras Mhic Dhiarmada
Dublin 1

RCPSA Submission for Budget 2022 - Summary

Issues Specific to Retired Public Servants

1. FEMPI
2. Pension Increases
3. Household Benefits Package for those aged 66-70
4. Universal Social Charge anomaly
5. Hard copy of Pension slips or alternative
6. Restoration of the Employee Assistance Service to retired civil servants.

General

7. Appointment of a Minister for Older People / Commissioner for Older People
8. Formal representation for and consultation with Older People
9. Full Medical Cards for over 70s/abolish Prescription Charges
10. Improve Home Care Supports/access to Residential Care
11. Speedy Access to Health Care
12. Dental Benefit Scheme
13. More appropriate arrangements by banks/financial institutions regarding acceptable ID, access to electronic services and provision of alternative non-electronic services
14. Reinstate free Passports for the over 65s
15. Adequate staffing for Customer Service Function in Government Departments
16. Age Exemption-Income Tax
17. Restoration of threshold of Inheritance Tax (Category A) to 2008 and 2009 levels
18. Retention of Capital Gains Tax Exemption for disposal of Principal Private Residence
19. Climate Change/Energy Conservation

Explanatory details are attached.

Ann Walsh,
RCPSA Secretary

PO Box 908,
South City DSU
Togher
Cork
T12C825
29 August 2021

Minister Paschal Donohoe
Department of Finance
Upper Merrion St.,
Dublin 2

RCPSA Submission for Budget 2022 - Summary

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Explanatory details are attached.

Ann Walsh,
RCPSA Secretary

RCPSA SUBMISSION FOR BUDGET 2022 – DETAILS

The RCPSA (Retired Civil and Public Servants Association) represents approximately 8,000 retired civil and public servants on behalf of whom this pre-Budget submission is being made. The Association also has strong links with a number of organisations, including the Alliance of Retired Public Servants, the ICTU Public Services Committee, Trade Unions, Irish Senior Citizens Parliament and other organisations that representing the interests of pensioners and older people.

ISSUES OF PARTICULAR INTEREST TO PUBLIC SERVICE PENSIONERS

1 FEMPI

The FEMPI legislation has done what it set out to do. RCPSA position is it should now be removed from the Statute books. The remaining unwinding of FEMPI reductions should be completed without further delay.

2 Pension Increases

The RCPSA calls on the Government to ensure parity/linkage with salaries of serving grades and pensions continues.

3 Household Benefits Package for those aged 66-70

The Household Benefits Package is paid to those aged 66 and over who are in receipt of certain benefits, including the State Pension (Contributory). Public service pensioners who were recruited before April 1995 do not qualify for the Household Benefits Package until they reach the age of 70 unless certain conditions are met. In the interests of equity, the RCPSA is seeking that the Household Benefits Package be paid to all public service pensioners on reaching the age of 66. The value of the Package is currently €580 a year. As the only source of income for many members of the RCPSA is their public service pension. Granting access to the Household Benefit Package will ensure the quality of their lives is enhanced.

4 Universal Social Charge Anomaly

RCPSA has noted that USC is not payable on the State Pension (Contributory) or the State Pension (Non-Contributory). This anomaly together with the income limit below which USC is not payable disproportionately affects public service pensioners. The RCPSA calls on the Government to address this iniquitous anomaly in Budget 2022.

5 Hard Copy of Pension Slips or alternative

Members of the RCPSA has repeatedly sought access to hard copies of pension slips when needed for proof of income purposes. The RCPSA understands that there are cost factors involved but are seeking hard copies of pension slips be made available if required. We also consider that a seamless arrangements acceptable to financial and State institutions should be put in place for the purposes of providing evidence of income and that access to online pension slips be made more user friendly.

6 Restoration of the Employee Assistance Service to retired civil servants

When the Civil Service Employee Assistance Service was restructured as the CSEAS in 2012, retired civil servants were removed from its remit, without any consultation or notification.

The EAS was of particular assistance to retired civil servants and bereaved spouses. The RCPSA is mandated to seek the resumption of this service to retired civil servants.

ISSUES OF INTEREST TO OLDER, RETIRED PEOPLE IN GENERAL

7 & 8 Appointment of a Minister for Older People / Commissioner for Older People

Formal representation for and consultation with Older People

People over the age of 65 represent over 13% of the population and number well over half a million people. RCPSA notes that while older people's interests are under the remit of the Minister for Health and Older People it considers that members need a voice/advocate on all matters of public policy that affects. RCPSA members consider that appointment of a Minister for Older People and a Commissioner for Older People is appropriate and request Government to put in place the relevant appointments.

The RCPSA considers that the overall issue of representation/consultation could be addressed by:

- Appointing a Minister for Older People and/or a Commissioner for Older People
- Putting in place formal mechanism(s) for consultation on matters affecting pensions and on policies affecting older people (directly or indirectly)
- Establish a process/mechanism that will allow pensioners address issues relating to their occupational pension
- Re-defining the definition of worker to include retired workers.
- Seek to be included in all negotiations involving income and benefits for older people.

9 Full Medical Cards for over 70s/abolish Prescription Charges

The RCPSA has been mandated by its members to seek the immediate restoration of Full Medical Cards for pensioners over 70 years of age and the abolition of prescription charges.

10 Improve Home Care Supports/access to Residential Care

The RCPSA calls on the Government to address the inadequacies found in the provision of home care supports for older people. This includes increasing the funding available for Housing Adaptation grants and mobility grants and increasing the funding for Home Care Packages to enable people to stay in their own home if they so wish. If it is necessary for an older person to move to residential care, RCPSA calls on the Government to simplify the application process for the Fair Deal Scheme.

11 Speedy Access to Health Care

The RCPSA calls on the Government to prioritise the reduction of hospital waiting lists and improve the services in public hospitals, particularly for older people who may require frequent attendance.

RCPSA members find that many available plans in private health insurance have the effect of over insurance and cover for situations not applicable to pensioners and is of the view that Government regulation is required to facilitate coverage suitable to needs.

12 Dental Benefit Scheme

Many older people cannot afford essential dental treatment resulting in their general health suffering. The RCPSA is seeking the full restoration of benefits previously provided under the Dental Benefit Scheme to include routine dental care (such as cleaning and check-ups).

13 Acceptable Proof of Identification and address.

Forms ML 10 are issued in certain circumstances by a Garda. This form in itself is not acceptable as evidence identity for all purposes. As RCPSA members and older persons may not have the required documentation for the Proof of ID and address difficulties and

unnecessary delays can arise. The RCPSA is seeking a review of the requirements with regard to proof of identification and address requirements.

The introduction of Second Payment Services Directive (PSD2) authentication older people has posed a difficulty for many older people who have found that access to online services is no longer available. The RCPSA now calls upon the Government to require financial institutions to retain telephone and counter access for customer services for older people.

14 Reinstatement free Passports for the over 65s

The availability of free passports for all those over the age of 65 was withdrawn in 2011. In addition to travel purposes passports are now required as proof of identification when dealing with financial and other institutions. The RCPSA calls on the Government to reintroduce free passports for those over 65.

15 Adequate Staffing for Customer Service Function in Government Departments

Many older people may be losing out on entitlements due to difficulties in accessing Government Departments (i.e. location mobility, IT) The RCPSA is requesting the restoration of a personalised Customer Service in all departments.

16 Age Exemption - Income Tax

The RCPSA supports the use of exemptions from tax for the purposes of redistribution. The association sees exemptions for older people as recognising the additional financial demands of advancing years and financial hardships from increased healthcare. RCPSA considers that exemption figures should be increased in Budget 2022.

17 Restoration of higher threshold of Capital Acquisitions Tax (CAT) for Group A

The threshold for paying CAT for people Group A (e.g. child inheriting from parent) was over €500,000 in 2008 and 2009. The RCPSA calls on the Government to restore the threshold to this higher threshold.

18 Retention of Exemption to Capital Gains Tax on disposal PPR.

The RCPSA supports the retention of the exemption to Capital Gains Tax when an individual transfers/sells their main residence including grounds of up to one acre.

19 Climate Change/Energy Conservation

The RCPSA supports the efforts to deal with Climate Change and to promote recycling and energy conservation. Information regarding the sorting of waste is proving challenging for older people. The RCPSA calls on the Government to have consistent guidelines on waste disposal. In this regard the collection of domestic glass for recycling needs to be readily available to all.

The current costs of lawfully disposing of waste can be high. RCPSA calls on the Government to reintroduce the waiver for refuse collection fees for those on low incomes together with the reintroduction of individual tax credits for payments to authorised refuse collection contractors.

The RCPSA also calls on the Government to continue to give supports to tackle energy conservation in older housing stock. This can be achieved by the provision of a free advisory service to older people who want to improve the energy efficiency of their homes.

Tribute to Eoin Faherty (RIP)

Eoin was a loyal dedicated and active trade unionist all his working life, and on being appointed a Post Office Clerk he joined the Post Office Workers Union and was elected on to the Branch Committee. On his promotion to Clerical Officer Eoin was assigned to the Engineering Branch of the Department of Posts and Telegraphs. He served as Branch Secretary before his appointment as Staff Officer to the Department of Social Welfare. He was elected to the Executive Committee of the Civil and Public Services Union but was promoted before he could take his seat on the Executive Committee.

On his promotion to Executive Officer Eoin was elected on to the Branch Committee of the Department of the Environment Branch of the Public Service Executive Union, and subsequently was elected Chairperson of the Branch. He was also elected to the Executive Committee and served as both Vice President and President of the Union. While serving as President of the Union he represented the union as a fraternal delegate to the Annual Delegate Conference of the Northern Ireland Public Service Alliance where he met Mike Grindley Chairperson of the GCHQ Trade Unions who were in dispute with the Conservative Government at the time over the right to trade union membership. Eoin and Mike became lifelong friends and the PSEU took an active part in the campaign for the restoration of trade union rights at GCHQ. Eoin attended along with other colleagues the annual march and rally which was held in Cheltenham every year during the duration of the dispute. Mike also attended the Annual Delegate Conference of the PSEU during the same period. Eoin was also elected to the Standing Orders Committee of the union.

On his promotion to Higher Executive Officer Eoin was assigned to the Department of Fisheries and Forestry and subsequently was transferred to the House of the Oireachtas where he served as a Senior Clerk. He was later promoted to Assistant Principal and at his retirement function several fine tributes were paid to him by both the staff and the elected members of the Oireachtas. He was also a member of the Association of Higher and Civil Public Servants and was elected to both the Executive Committee and the Standing Orders Committee of the Association.

On his retirement from the Public Service, Eoin was awarded Honorary Life Membership of the Public Service Executive Union in recognition of his work on behalf of the membership.

On the formation of the Dublin Branch of the RCPSA Eoin agreed to serve on the branch committee and when Tom McKeivitt stepped down as chairperson of the branch Eoin was elected to succeed him. He served in this post until his untimely death.

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.**

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.
 - 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

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.

NOTE: If 'Week 53' occurs there is an extra pay day in the year. On review of an employee's income tax liability expanded tax credits and rate band for week 53 will be granted. See <https://www.revenue.ie/en/tax-professionals/tdm/income-tax-capital-gains-tax-corporation-tax/part-42/42-04-07.pdf>

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.

PSS encourages individuals 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 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 (e.g. 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

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 or by phoning 087-131-7062.

Contact information for the PSS

Email	All Retirees (except military)	helpdesk@pssc.gov.ie
	Military Retirees	militarypensions@pssc.gov.ie
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 THIRD PARTY 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 (i.e. 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 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 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, or at 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. 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 info@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 (e.g. 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.**