



NOTICE TO ALL MEMBERS OF THE RCPSA

You are invited to attend RCPSA
Annual General Meeting

Tuesday 12th December 2023
in the Gresham Hotel,
23 Upper O'Connell Street Dublin 1
From 12:30 to 17:00.

PLEASE NOTE: the start time which is earlier than originally announced.

Enquiries to:

Phone: 0871317062

email: info@rcpsa.ie

Postal address: RCPSA, PO Box 908, South City DSU, Togher Cork T12 C285

RCPSA Annual Report 2023

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Message from the President

Dear Members

I am very much looking forward to meeting you at our AGM on Tuesday 12 December 2023.

Very sadly our President, Mr Stephen Burns, died in October and I have been appointed as President in his place pending elections at the AGM. Stephen was a friend and colleague and a true gentleman. Sincere condolences are extended to his family. Ar dheis Dé go raibh a anam dílis.

It has been a long time since we had an AGM and I would like to thank the members of Council and in particular the Secretary, Treasurer and Vice President for their ongoing support and efforts on your behalf. You, the members of the Association, are what we are about. Our thanks also to the members of the Standing Orders Committee and the Trustees.

I look forward to welcoming you to the Gresham Hotel on Tuesday 12 December for what I hope will be a productive meeting for all members.

Geraldine Burke Geary
President

Please note the revised starting and finishing times of the AGM as published in this Newsletter.



Invitation to all members of the RCPSA

You are invited to attend RCPSA Annual General Meeting on

Tuesday 12th December 2023

in the Gresham Hotel, 23 Upper O'Connell Street Dublin 1

from 12:30 to 17:00.

PLEASE NOTE the start time which is earlier than originally announced.

Some hot food/refreshments will be made available from 11:30 and during the AGM. RCPSA Council would, for catering purposes, appreciate if you would advise the Secretary in advance of your intention to attend and of any of dietary needs you may have - see contact details below.

Enquiries to:

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email: info@rcpsa.ie

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Proposed Order of Business for Annual General Meeting 2023

- 12.30: Opening of Annual General Meeting by President.
- 12.35: Proposed Order of Business.
- 1.10: Report of Council (to include Q&A session).
- 1.25: Report of Honorary Secretary & Minutes of 2019 AGM. Followed by a Q&A session.
- 1.30: President's Address. Followed by a Q&A session.
- 1.45: Report by the Auditor, for years ended 31 Dec 2018, 31 Dec 2019, 31 Dec 2020 and 31 Dec 2022. Followed by a Q&A session.
- Report by Honorary Treasurer for year ended 31/12/2022. Followed by a Q&A session.
- 2.30: Appointment of Tellers and distribution of ballot papers.
- 2.35: Voting and Collection of ballot papers.
- 2.50: Rules changes and Motions.
- 4.45: Results of voting and Election of Officers & Council members, Trustees, Standing Orders Committee.
- 4.55: Closing address by President.
- 5.00: Close of Annual General Meeting.

Honorary Secretary's Report to RCPSA's 2023 AGM

A Chairde,

RCPSA Annual General Meeting 2019 was held on 30th May 2019.

COUNCIL CO-OPTIONS, FILLING OF VACANCIES AND RESIGNATIONS SINCE AGM 2019:

Trustees: Following the resignation of Pat McDonagh (Trustee) Matt Ryan (Midland/Athlone Branch) was co-opted by Council as a Trustee of the Association in February 2020.

President: Paul Monks (RIP) was elected as President of the RCPSA at AGM 2019. Paul resigned from this position 20th September 2022 and sadly passed on 22nd January 2023.

The vacancy created when Paul stepped down was filled by Stephen Burns (RIP) and the Vice President position was filled by Geraldine - Burke Geary.

Stephen (RIP) passed away on 13th October. The position of President has been filled by Geraldine Burke Geary and Vice-President position by Cloda Ryan.

RCPSA Council:

John Brady, Brian Cadogan and Kevin Molloy were co-opted to Council following AGM 2019

Cloda Ryan was appointed Executive Assistant /Secretary in January 2020. Cloda resigned from this position in September 2021.

Moya Carr, Brian Cadogan, Kevin Greene and Gerry Mac Ruairi have since resigned.

The current Council is as follows:

President: Geraldine Burke Geary; Vice President: Cloda Ryan; Secretary: Ann Walsh; Treasurer: Anne Mitchell; Members of Council: John Brady, Michael Cushion, Shane Donnelly, Benny Dunne, Brian Fitzpatrick. Louie Glancy, Michael Kearney, Kevin Molloy, Nora O'Donovan, Gerry Quinlan and Breda Ryder.

MILE BUIOCHAS to everyone (past and present) who represented the interests of the RCPSA members while working with the association.

Council Meetings:

Since AGM 2019 RCPSA Council met regularly. Government Guidelines and best practice during the COVID 19 epidemic was adhered to. It has not always been practicable for in-person meetings to be held hence arrangements were made Zoom* and/or hybrid

meetings to be held. 60 + Council meetings have taken place in the period from 30th May 2019 to Nov 2023. A quorum was present for all meetings.

*RCPSA has a Zoom account used when holding virtual/hybrid meetings. This facility is also available to Branches and Sub-committees. RCPSA expresses its gratitude to the AHCPS and FORSA who have made their premises available for meetings free of charge.

Meetings with Trustees:

Meetings were held with the Trustees and Officers/Treasurer since AGM 2019.

Meeting with Standing Orders Committee:

Meetings were held/scheduled with Standing Orders Committee to consider the business of AGM's.

Working closely with like-minded persons:

RCPSA is affiliated to the Alliance of Retired Public Servants (representing approximately 150,000 individuals who are members nominees of various groups representing retired workers). Since AGM 2019 the 'Alliance' has had two main priorities i.e.

- Parity with serving staff on pensions.
- Having an independent forum where pension related issues arising outside of the six-month statutory time limit can be addressed.

The Alliance has worked closely with the Collective Network within the Irish Senior Citizens Parliament (ISCP) on Industrial Relations Amendment Bill 2021. The network is to consider developing a Grassroot Plan to address concerns with the Bill and engage informally with unions, elected representatives etc. to progress the Bill to the next Stage. The next meeting of the Collective Network is scheduled to take place in January 2024.

The two representatives currently are Ann Walsh and Brian Fitzpatrick.

RWC Retired Workers Committee (RWC) of ICTU:

RCPSA is thankful to the AHCPS for nominating two of its former members to the Retired Workers Committee of ICTU (i.e., Ann Walsh and Brian Fitzpatrick)

This committee was established in 1991 to enable retired workers to be represented by former trade union activists on matters of importance to them.

Updates on Policy Motions passed at AGM 30 May 2019

TAXATION/ Revenue Customer Service

The proposed meeting(s) to be held post November 2019 with Revenue did not take place. This was due to the outbreak of Covid 19 and strict compliance with Government Guidelines (aimed at avoiding the spread of the virus). Revenue ran an Outreach pilot event in April 2022 for its customers aged 65 and over.

COMMUNICATIONS:

Attention to possible tax refunds for deductions for Spouses and Dependents Scheme was highlighted in RCPSA communications.

RCPSA is conscious of the environment that Government departments operate in and the need to comply with GDPR requirements. It seems that access to internal communications department systems needs to be dealt with by individuals prior to retirement.

RCPSA has worked closely with the Alliance, ISCP and via ICTU Retired Workers on raising awareness of pension related issues and advocates on behalf of our members whenever possible.

A limited number of payslips issue to members each year. RCPSA's 2023 Autumn Newsletter (Pages 22 – 24) sets out how to access NSSO Pension Slips online. It is our understanding it has become more 'user friendly' when accessing payslips online.

Feedback from members to date indicates a preference for hard copies of RCPSA Newsletter to continue.

Council has supported the enactment of Industrial Relations Provisions in Respect of Pension Entitlements of Retired Workers Bill 2021. This is a private members Bill that aims at providing a formal mechanism to address pension related matters by representative groups. There are gaps in existing structures and we have worked closely with the Collective Network of retired workers organizations under the aegis of the ISCP to have these filled.

With the restructuring of the Employee Assistance Scheme there has been no success in extending access to this scheme. Proposals on putting in place systems to support member welfare in their retirement have been raised at Branch AGM's/meetings. This needs to be revisited by the incoming Council.

The removal of the anomalies in the USC, Household Benefits Package have been prioritised by the RCPSA in its pre-Budget submissions, via Alliance of Retired Public Servants. Other than what has been dealt with in the Budget there has been no progress.

UPDATE on FEMPI - Pay and Allowance Restoration to Pensioners received from NSSO.

Following on from Pay restoration given to pensioners during the Data Cleanse project, the allowances are the next increases due for Pensioners. These were divided in three groups i.e.

1. Fixed Allowances
2. Variable Allowances
3. Averaging Allowances.

RCPSA's understanding is that work has been completed and payments made in almost all cases. Circular 11/23 NSSO (Section 7) deals specifically with pensions increases due on 1 October 2023 and states that the principle of parity in pension increases for pre-existing schemes has been agreed up to the end of 2023. The Association is working closely with the Alliance of Retired Public Servants on parity. The existing pay deal runs until the end 2023. Talks between trade unions and the Department of Public Expenditure on a possible new public sector pay deal are to commence. The incoming Council will be monitoring developments closely.

RCPSA understands that most Civil Service pension increases have been passed on in line with that policy. RCPSA remains mindful of the cohorts of retired public servants, currently and into the future, who do not have pay-pension parity.

Credits for 'gaps in service' to qualify for State pensions is topical. This impacts on qualifying for DSP pensions and the quantum entitlements. RCPSA recommends that individuals always check the record contributions that DSP has. Feedback is that not all records (particularly older records) are accurate and may need to be amended.

RCPSA's attention has been drawn to issues relating to Superannuation Schemes/Funds and are aware of the matters that have arisen on pension pay increases. Our understanding is that An Post must seek Ministerial approval to increase pensions and proposals to increase pensions require NewERA's views and compliance with per Circular 16/2021. Pension approval requests must be submitted for approval well in advance so that pension increases are not unduly delayed. Specific timeframe on the decision making process need to be put in place.

There are shortfalls in some Superannuation Schemes. How to bridge the funding gap of schemes has received media attention in recent times. Recommendations to bring back full funding include raising the retirement ages of workers, obliging employers to maintain the solvency of the fund etc.

A request for the establishment of a Branch representing an Post pensioners has been received and will be dealt with by the incoming Council.

ICTU has a FERPA representative in Europe and hosts a Retired Workers Seminar North/South. Presentations at meetings/seminars provides RCPSA with insight into developments on income/support systems available to retired individuals.

There has been no progress following representations-on the restoration of full Medical Cards for individuals over seventy years.

Removal of the fee for passports for individuals over 66 years has been followed but there has been no progress to date.

RCPSA understands fully the importance of recruitment of new members.

RCPSA is committed to improving its governance structures and complying with its obligations under GDPR.

MINUTES OF RCPSA AGM 2019

The 2019 Annual General Meeting was opened by the President at 1.30 pm. Members in attendance were welcomed and thanked for their attendance.

Standing Orders Committee Reports 1,2, and 3 as circulated were discussed and adopted.

Honorary Secretary's Report was presented and approved.

Minutes of the 2018 Annual General Meeting were presented to members, approved by the meeting, and signed by the President.

President's address was made by the late Paul Monks (RIP).

Annual Report 2018/2019 as issued to members was presented by Secretary.

Annual accounts to 31st December 2018 had been circulated to members with the Annual Report. The Honorary Treasurer presented her report. Accounts and report were approved.

As the number nominees did not exceed vacancies for each position the appointment of Tellers was deemed unnecessary.

Results of Rule Changes before AGM 2019:

Amend Rule 4(g): Withdrawn

Amend Rule 11(b): Carried.

Results of Policy Motions before AGM 2019:

- 1. Taxation/Revenue Customer Service:** Carried.
- 2. Deductions for arrears of superannuation.** Remitted.
- 3. Communications** Carried.
- 4. Election Leaflet:** Carried.
- 5. Statement re FEMPI deductions:** Remitted
- 6. Issue of Payslips twice yearly:** Carried.
- 7. Newsletters to members:** Remitted.
- 8. Formal negotiation mechanism:** Carried.
- 9. Employee Assistance Service:** Carried.
- 10. Timely payment of pension increases:** Carried
- 11. Availability of Resources to NSSO:** Carried
- 12. USC:** Carried.
- 13. Parity:** Carried
- 14. Household Benefit Package:** Carried.
- 15. Credit for gaps in Service:** Remitted
- 16. Work with representative groups on USC anomaly:** Carried
- 17. Removal of USC from pensions:** Remitted
- 18. Parity:** Carried.
- 19. Restoration of pension reduction(s) under FEMPI.** Carried
- 20. Clarification on linkages between serving grades and pensions:** Carried.

- 21. Withdrawn.
- 22. Withdrawn.
- 23: 2.5% increase between an Post pensioners and general pay increases: Carried.
- 24: Updates on changes in services from DEPR: Carried.
- 25. Pension Levy on eir Pension Funds: Carried.
- 26. Removal of FEMPI cuts: Carried.
- 27: FEMPI and BREXIT: Carried.
- 28. Restoration of full medical Card for over 70's: Carried.
- 29. VAT on service bills for pensioners: Remitted
- 30. Exemption on Passports for individuals over 66: Carried.
- 31. Corporate Purchasing Power: Lost
- 32. Withdrawn.
- 33. Withdrawn.
- 34. Branch Members list: Carried.
- 35. Merger of Public Service retirement bodies: Carried.

Result of RCPSA Elections at AGM 2019

Trustees:

There were four nominations for Trustees and four positions to be filled. Each nominee was deemed elected. These were:

Trustees are: Mary Farrell, Brian McDonnell, Pat McDonagh and Frank O'Dwyer.

Officers:

There was one nominee for each officer post. Each nominee was deemed elected.

Officers deemed elected were:

President	Paul Monks (RIP)
Vice President	Stephen Burns (RIP)
Secretary	Ann Walsh
Treasurer	Ann Mitchell

Standing Orders Committee:

There were three nominations for Standing Orders Committee. Each nominee was deemed elected by the meeting.

Members of SOC deemed elected were: Peter Dockery, Joe O'Donnell and Frank O'Dwyer.

Council Members:

As the nominees for election did not exceed 15 each nominee was deemed elected.

Members of RCPSA Council: Moya Carr, Michael Cushion, Shane Donnelly, Benny Dunne, Brian Fitzpatrick, Geraldine Burke-Geary, Louie Glancy, Kevin Greene, Mick Kearney, Gerry MacRuairi, Nora O'Donovan, Gerry Quinlan, Cloda Ryan, Breda Ryder.

Approved: _____

Date: _____



RCPSA

RETIRED CIVIL AND PUBLIC SERVANTS ASSOCIATION
Comhachas Iar-Sheirbhíseach Dóibhí Agus Stáit Éstábláidh 1945

Report of Honorary Treasurer 2018 to 2022

The Audited Accounts for the years ended 31st December 2018 to 2021 were already distributed to all members in January 2023. It has not been possible to have the 2022 Accounts Audited as yet. Management Accounts (which are prepared on a cash basis- the audited Accounts for 2018 -2021 were prepared on an accrual basis) show annual income for 2022 as €145,331.14 and outlay as €124,718.82. Credit Balance €360,723.27 at year end 2022.

Membership

Membership has fallen over the past four year from **8,100** members to **7,541** at the end of 2022

Many thanks is extended to the Service who continue to deduct the annual membership subscription from pensioners on our behalf. New members from Coillte Teo, TEAGASC and those who do not wish to avail of the deduction facility pay the annual subscription (€20) directly to the Honorary Treasurer. We are always delighted to accept new members and an ongoing drive is underway for such recruitment.

Branch Structure

There are now twelve branches of the Association nationally - Cork, Dublin, Limerick (Inc. Clare & Tipperary), Galway, Sligo (Inc. Leitrim/North Roscommon), Donegal, North East (Inc. Louth/Cavan/Monaghan/Meath), Mayo, Kildare, Midlands (Inc. Westmeath/Longford/South Roscommon) Wexford and TEAGASC branch. Members residing within convenient reach of each other, or sharing any other common interest, may get the approval to form a Branch of the Association from Council, on receipt of a request signed by not fewer than ten such members. New branches continue to be formed. There is always a need to recruit new members in order to strengthen the organisation and also by developing new branches, revitalising existing branches and improving communications.

Organisation

The maintenance of the PSSC and An Post Database has been outsourced; Eir supply names and addresses to the distributors in order to issue newsletters. Every effort is made to keep the Database up to date to ensure that all members are fully informed.

Thanks

Sincere thanks to my loyal fellow officers and Council members for their on-going support.

Anne Mitchell
Hon Treasurer
RCPSA

Annual General Meeting 2023

RULE CHANGES

Rule Changes received from individuals.

Rule Change Number 1.

Rule 8

Replace Honorary Secretary in Rule 8 (F) Rule 8 (i) Rule 8 (g)

With “Chair of Standing Orders Committee. (SOC) ”

Add new sentence at the end of Rule 8 (L)

“The Standing Orders Committee will be provided with the funds to advise all members in accordance with this rule, which funds will be placed in a separate bank account in the names of the Treasurer and the members of the Standing Orders Committee no later than the 1st March preceding the AGM

The Honorary Secretary will advise printers and distributors that an order may be accepted on behalf of the RCPSA from the Chair of the SOC to facilitate the distribution of AGM material.”

Proposer: Individual

Seconded: Individuals x 3 and Trustees

Rule change number 2

Existing Rule 2

OBJECTS OF ASSOCIATION

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

Proposed amendment

Add

- (c) Promote positive ageing initiatives for the betterment of the health and wellbeing of members.
- (D) Promote social interaction amongst members
- (e) Promote the use of RCPSA collective purchasing power to secure economic advantages for members.

Amended Rule to Read

2. OBJECTS OF ASSOCIATION

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
- (c) Promote positive ageing initiatives for the betterment of the health and wellbeing of members.
- (D) Promote social interaction amongst members
- (e) Promote the use of RCPSA collective purchasing power to secure economic advantages for members

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 3

Finance

Existing Rue 6 C

c. The accounts of the Association shall be audited annually by the auditor appointed by the trustees

Proposed Amendment

Add before “accounts”

“financial records, back up verification material, including council minutes setting rates of travel, subsistence, exceptional payments and honoraria and the “

Amended Rule to read

c. The financial records, back up verification material, including council minutes setting rates of travel, subsistence, exceptional payments and honoraria and the accounts of the Association shall be audited annually by the auditor appointed by the trustees

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 4

Existing Rule 6G

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.

Proposed Amendment

Add after “decide” in final line

“Surplus Funds will be lodged to a bank account in the names of the Trustees pending any investment decision. Surplus funds are funds in excess of one year’s operating costs excluding honoraria as shown by the most recent audited accounts of the Association approved by a general meeting”

Amended Rule to read

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

Surplus Funds will be lodged to a bank account in the names of the Trustees pending any investment decision. Surplus funds are funds in excess of one year's operating costs excluding honoraria as shown by the most recent audited accounts of the Association approved by a general meeting

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 5

Council

Existing Rule 7b

b. The Council shall be assisted by an Executive Assistant/Secretary whose duties will be as prescribed by the Council.

Proposed Amendment

Delete existing (B) in totality

Replace with

“Members of Council, once elected, are representatives of the Association and must act primarily in that capacity. Where a Council member holds a position as a Branch Officer or Branch Committee member, that Council member is obliged to declare an interest where any issue specifically concerning that Branch is before Council. It is at the discretion of Council if that member is allowed remain for discussion /voting on the matter.”

Amended Rule to read

(b) Members of Council, once elected, are representatives of the Association and must act primarily in that capacity. Where a Council member holds a position as a Branch Officer or Branch Committee member, that Council member is obliged to declare an interest where any issue specifically concerning that Branch is before Council. It is at the discretion of Council if that member is allowed remain for discussion /voting on the matter.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 6

Existing Rule 7 (e)

The Council shall normally meet once each month, or at such other interval as the President or the Vice-President may direct. The quorum for a Council meeting shall be eight, one of whom must be an officer.

Proposed Amendment

“Add after last line “A schedule of meetings held in the previous twelve months will be published as part of the Annual Report showing the list of attendees.”

Amended Rule to read

The Council shall normally meet once each month, or at such other interval as the President or the Vice-President may direct. The quorum for a Council meeting shall be eight, one of whom must be an officer. A schedule of meetings held in the previous twelve months will be published as part of the Annual Report showing the list of attendees

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 7

Existing Rule 7 (f)

f. The Council shall be empowered to pay all expenses incurred in conducting the affairs of the Association and to fix the pay of honoraria.

Proposed Amendment

Delete “the” in final line and relace with “and”. Delete “of” in final line,

After “honoraria” in final line delete full stop and Add “to officers and Standing Orders Committee members. The cost of such honoraria, and any gift vouchers, and travel and subsistence will not exceed 30% of the subscription income of the Association based on the most recent audited accounts approved at an AGM. The honoraria and gift vouchers to SOC members will be set at 10% of the honoraria to officers – the aggregate of both not to exceed the 30% limit.

Amended Rule to read

The Council shall be empowered to pay all expenses incurred in conducting the affairs of the Association and to fix and pay honoraria to officers and Standing Orders Committee members. The cost of such honoraria, and any gift vouchers, will not exceed 30% of the subscription income of the Association based on the most recent audited accounts approved at an AGM. The honoraria and gift vouchers to SOC members will be set at 10% of the honoraria to officers – the aggregate of both not to exceed the 25 % limit.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 8

Insert new rule 7h

“The Council shall be empowered to make an “exceptional payment” not exceeding a cost of €2000.00 to a member of the Council or Association, not otherwise in receipt of an honorarium, where that person has made an identifiable, exceptional and time-consuming contribution in the course of the year”

Amended Rule to read

h. The Council shall be empowered to make an “exceptional payment” not exceeding a cost of €2000.00 to a member of the Council or Association, not otherwise in receipt of an honorarium, where that person has made an identifiable, exceptional and time-consuming contribution in the course of the year

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 9

Insert new rule 7i

“The Council shall be empowered to set the rate of travel and subsistence on necessary Association business.”

Amended Rule to read

I “The Council shall be empowered to set the rate of travel and subsistence for travel on necessary Association business.”

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 10

Insert new rule 7j

The names of recipients of honoraria, exceptional payments, vouchers, travel and subsistence and the amounts received will be published in the notes to the annual accounts and acceptance of the payment is acceptance of publication.

Amended Rule to read

The names of recipients of honoraria, exceptional payments, vouchers, travel and subsistence and the amounts received will be published in the notes to the annual accounts and acceptance of the payment is deemed to be acceptance of publication by the recipient.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 11

Insert new rule 7k

“Any person elected or appointed to office under the provisions of rule 7 may be removed from office only by a decision of a general meeting and pursuant to a motion of which a minimum of 14 days’ notice is given.”

Amended Rule to read

K .Any person elected or appointed to office under the provisions of Rule 7 may be removed from office only by a decision of an AGM or EGM and pursuant to a motion of which a minimum of 14 days’ notice is given.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

AGM

Rule 8

Rule change number 12

Existing Rule 8C

c. The Annual General Meeting shall consist of the Council, the Standing Orders Committee and members.

Proposed Amendment

Add after "Committee" in Line 1 comma and "Trustees"

Amended Rule to read

c. The Annual General Meeting shall consist of the Council, the Standing Orders Committee, Trustees and members.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 13

Existing Rule 8e

The Annual General Meeting shall be held before the 31st May in each year on a date and at a venue to be determined by the Council.

Proposed Amendment

Insert "normally" after "shall" in Line 1.

Add after Council.

"where circumstances arise , beyond the control of Council, on meeting this date Council will urgently engage with the following stakeholders

The Standing Orders Committee

The Trustees

The Branch Chairpersons and Branch Secretaries

To agree a venue and a date within the same calendar year for the holding of the AGM

Nothing in rule prevents the holding of a virtual AGM where this is the only option."

Amended Rule to read

The Annual General Meeting shall normally be held before the 31st May in each year on a date and at a venue to be determined by the Council.

where circumstances arise , beyond the control of Council, on meeting this date Council will urgently engage with the following stakeholders

The Standing Orders Committee

The Trustees

The Branch Chairpersons and Branch Secretaries

To agree a venue and a date within the same calendar year for the holding of the AGM

Nothing in rule prevents the holding of a virtual AGM where this is the only option

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 14

Existing Rule 8h

h. The Council shall have power to make nominations and shall have power to put down motions

Proposed Amendment

Add after “motions” in Line 2.

“Trustees may put down motions pursuant to their own business and the financial management of Association funds.”

Amended Rule to read

h. The Council shall have power to make nominations and shall have power to put down motions. Trustees may put down motions pursuant to their own business and the financial management of Association funds

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 15

Existing Rule 8i

1A 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

Proposed Amendment

Add after “annual report” in line 2 “and Treasurers Report including the audited accounts to the previous 31st Dec with all notes thereto from the auditors , the auditors report and management letter and showing the auditors certification”

Amended Rule to read

1A final agenda, together with the recommendations of the Standing Orders Committee and a copy of the annual report, and Treasurers Report including the audited accounts to the previous 31st Dec with all notes thereto from the auditors, the auditors report and management letter and showing the auditors certification shall be issued by the Honorary Secretary to all members not later than two weeks prior to the meeting

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Extraordinary General Meeting

Rule change number 16

Rule 9

Proposed Amendment

Add new rule 9 c immediately after “requested “ in Rule 9b. Renumber as required.

An Extraordinary General Meeting of the Association shall be convened by the Council within 14 days on receipt of a request signed by three of the four Trustees where the request specifies Trustee concerns regarding the management or security of Association funds, or compliance with tax or banking law.

Amended Rule to read.

D An Extraordinary General Meeting of the Association shall be convened by the Council within 14 days on receipt of a request signed by three of the four Trustees where the request specifies Trustee concerns regarding the management or security of Association funds, or compliance with tax or banking law.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 17

Conduct of AGM

Existing Rule 10 (ii)

(ii) Consideration of the annual report and accounts of the Association;

Proposed Amendment

Add after “Association” “including the Auditors Report and the Report of the Trustees”

Amended Rule to read

ii) Consideration of the annual report and accounts of the Association including the Auditors Report and the Report of the Trustees

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 18

Rule 10

“Add New Rule 10 (V) to state “Election of Trustees”

Renumber all following parts of Rule 10”

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 19

Consultative Council

Existing Rule 12

Consultative Council Meeting will take place each year between the 1st September and 31st December, the date to be decided by Council. Members of Council and Branch Chairpersons and Secretaries will be entitled to attend the Consultative Council. 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 Secretary will issue notification of the date, time and venue of Consultative Council meetings to each Branch Secretary 14 days in advance of the meeting. Where Council deem it necessary a special Consultative Council meeting may be called. In the case of a special meeting of the Consultative Council the notice to be given is reduced to 7 days.

Proposed Amendment

Add after "Secretaries" in line 3 "and members of the Standing Orders Committee and Trustees"

Amended Rule to read

Consultative Council Meeting will take place each year between the 1st September and 31st December, the date to be decided by Council. Members of Council and Branch Chairpersons and Secretaries and members of the Standing Orders Committee and Trustees will be entitled to attend the Consultative Council. 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 Secretary will issue notification of the date, time and venue of Consultative Council meetings to each Branch Secretary 14 days in advance of the meeting. Where Council deems it necessary a special Consultative Council meeting may be called. In the case of a special meeting of the Consultative Council the notice to be given is reduced to 7 days.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 20

Trustees

Rule 14

Add new rule 14 h

Proposed Amendment

Where three out of the four Trustees agree that there are good grounds for concern regarding the management or security of Association funds or compliance with tax or banking law, the Trustees will request an Emergency General Meeting to deal with these concerns.

Amended Rule to read

h. Where three out of the four Trustees agree that there are good grounds for concern regarding the management or security of Association funds or compliance with tax or banking law, the Trustees will request an Emergency General Meeting to deal with these concerns.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 21

Add new rule 14 i

Proposed Amendment

A bank account in the names of the Treasurer and the four Trustees will be maintained having no greater balance than €10,000.00. This will be described as the Trustees Contingency Account and may be used to fund urgent and necessary action to protect Association funds.

Any three signatories may authorise payments. This rule is not in conflict with Rule 6F. Travel and subsistence payments may not be made out of these funds.

Amended Rule to read

i. A bank account in the names of the Treasurer and the four trustees will be maintained at a balance of €10,000.00 in the account .This will be described as the Trustees Contingency Account and may be used to fund urgent and necessary action to protect Association funds.

Any three signatories may authorise payments. This rule is not in conflict with Rule 6F. Travel and subsistence payments may not be made out of these funds.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 22

Add new rule 14 j

Proposed Amendment

“The Trustees will provide a Report to each member of the Association two week prior to AGM. Council will facilitate the publication of this report by providing the funds to print and circulate and the authorisation to the service providers under GDPR to so circulate. This report will include a full analysis of expenses paid to each trustee for the period of the report. Any travel and subsistence payments to Trustees will be paid at the same rates as those set for Council members and Standing Orders Committee members.

The Standing Orders Committee will provide time at the AGM for members to consider, discuss and adopt this Report”

Amended Rule to read

J “The Trustees will provide a Report to each member of the Association two week prior to AGM. Council will facilitate the publication of this report by providing the funds to print and circulate and the authorisation to the service providers under GDPR to so circulate. This report will include a full analysis of expenses paid to each trustee for the period of the report. Any travel and subsistence payments to Trustees will be paid at the same rates as those set for Council members and Standing Orders Committee members. The Standing Orders Committee will provide time at the AGM for members to consider, discuss and adopt this Report”

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 23

Add new rule 14 k

“Any person elected or appointed to office under the provisions of rule 14 may be removed from office only by a decision of a General meeting and pursuant to a motion of which a minimum of 14 days’ notice is given.”

Amended Rule to read

k. Any person elected or appointed to office under the provisions of Rule 14 may be removed from office only by a decision of an AGM or EGM and pursuant to a motion of which a minimum of 14 days' notice is given

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 24

New Rule 15

Communications

Proposed Amendment

New Rule to read

1-All communications, written and oral, will be conducted with civility, courtesy and consideration in terms of content, tone and timing and particularly will not expose the Association to any legal action on the basis of defamatory comment.

Renumber existing rules as required.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 25

New Rule 16

Complaints about fellow members

Council may consider a complaint about the actions of a member subject to the following

1- At least seven days' notice of a pending complaint hearing will be sent to each member of Council. At the same time the person who is the subject of the complaint will be advised of the complaint, the substance of the complaint and the name of the complainant and will be advised that he or she has the right to be heard by Council in his or her own defence and to be represented if that person so wishes.

2- Council members will hear the complainant who will then immediately withdraw before any discussion on the matter. This is the position even where the complainant is a member of Council.

3- If the subject of the complaint (the respondent) is a member of Council that person will withdraw before the complaint is heard and will remain outside the meeting for any discussion.

4- The respondent will be heard by Council, if he or she wishes to be so heard, but only those members of Council present to hear the complaint may hear the response. The respondent will then immediately withdraw before any discussion on the matter. This is the position even where the respondent is a member of Council.

5- Any discussion and voting on the matter will be confined to the members of council who heard both the complainant and the respondent. Any vote required will be by secret vote only.

6- Under no circumstances may the complainant or the respondent be present for the discussion and /or vote on the matter.

7- A sanction may be imposed if the complaint is upheld which sanction is subject to the approval of a general meeting should the person so sanctioned express that wish.

8- If the person sanctioned requests an AGM hearing any sanction will be suspended until that hearing takes place.

Proposer: Individual. Seconded: Individual x 3/All Trustees of RCPSA

Rule change number 26 to 31 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 change number 27

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 change number 28

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 the members of the Association at the Annual General Meeting. Candidates for election must be members, nominated and seconded and nominees shall inform the Honorary Secretary at least two weeks before the AGM whether or not they are standing for election. All officers and all members of Council shall retire at the AGM and shall be eligible for re-election save and except that the President shall not hold office for more than three consecutive years.

Rule change number 29

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 change number 30

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 change number 31

Rule 14(g)

Amend Rule 14(g) by inserting after the word “Council” the words “Standing Orders Committee” and 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.

Galway Branch:

Rule change number 32

Motion to amend the rules

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.

Dublin Branch

Rule change number 33

This AGM directs the incoming Council to carry out a full review of the Rules of the Association, in consultation with the Trustees, the members of the SOC and Branches, and to present the review for consideration and approval to the 2024 AGM, or to an EGM held for that purpose in advance of the 2024 AGM; that Rule changes proposed for the 2023 AGM be referred to the incoming Council for consideration as part of the review and that no discussion or voting take place on proposed amendments at the 2023 AGM.

Rule change number 34

This AGM directs Council to arrange for the consideration of proposals for the revision of current rules to address the need for enhanced membership organisational and procedural provisions and the incorporation of fit for purpose governance arrangements with a view to the preparation of rule amendments and related measures for consideration at the 2023 AGM

The Council is directed to establish a suitable Association-wide Working Group comprising nominees of elected stakeholders consisting of 3 Council members, 3 members of Branch Committees and 1 member each nominated by the Trustees and the Standing Orders Committee. Where a member of the Working Group is unable to attend a Group meeting a reserve nominated by the stakeholder category involved may attend in lieu.

The AGM calls on the Working Group to maximise consensus in its conclusions and recommendations in the best interests of the membership. The Working Group may request the Council for the provision of suitable expertise to assist it fulfil this mandate.

Council RCPSA

MOTIONS

Motion 23

We propose mandatory simultaneous payment of simultaneous pension increases with wage increases – in other words, the withholding of simultaneously awarded pension increases after the payment of those awarded wage increases in our former employments would be illegal.

**Motion proposed by individual member of the RCPSA
Seconded individual member of the RCPSA**

Motion 24

Could the meeting clarify what happens to back monies due to members in the event of the death of a members. Are the immediate family of spouse awarded these monies, or do they fall and are they contacted?

**Motion proposed by individual member of the RCPSA
Seconded individual member of the RCPSA**

Motion 25

We the undersigned members of the RCPSA propose that the RCPSA write to an Post Pensions Bboard to enquire as to why “pension increases awarded, with back money, have not yet been paid out, to members.

**Motion proposed by individual member of the RCPSA
Seconded individual member of the RCPSA**

Motion 26

This association urges the Minister for Finance to provide similar personal tax credits for all unmarried persons ie widows/ers, single persons, divorced persons

**Motion proposed by individual member of the RCPSA
Seconded individual member of the RCPSA**

Motion 36

“The Branch requests that Council investigate the unfair imposition of Universal Social Charge on Irish Public Servants pensions and if necessary, seek legal advice to challenge same.” **North East Branch**

Motion 37

“That Council continues to ensure that the parity-based framework whereby public service pension increase in line with pay is maintained.”

North East Branch

Motion 38

“The Branch instructs Council to demand that full Old Age Pension increases be given to Old Age Pension recipients who for differing reasons do not receive full Old Age Pension Benefit. “

North East Branch

Motion 39

This AGM directs the incoming Council, to pursue all reasonable avenues to increase recruitment of newly retired staff as members of the RCPSA, including engagement with the National Shared Services Office and all Government Departments and the agencies under their aegis, in providing relevant information concerning the RCPSA to those nearing or considering retirement. **RCPSA (Midland Branch)**

Motion 40

This AGM directs the incoming Council to take all necessary actions to modernize the Association and raise the profile of the RCPSA, including engagement with public service trade unions, and to consider the employment, on a full or part-time basis, of an administrative staff member and securing appropriate accommodation. **RCPSA (Midland Branch)**

Motion 41

In view of the significant cost of the printing and distribution of the RCPSA Newsletter, this AGM directs the incoming Council to engage with all members of the Association to ascertain their contact details to enable a digital copy of the Newsletter to be provided to each member, from a date to be advised by Council. Members who wish to continue to receive a hard copy by post should be given the option if they indicate that that is their preference. In the absence of a request for a hard copy the default position will be that they wish to receive the Newsletter in digital format- **RCPSA (Midland Branch)**

Motion 42

Pay

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

Motion 43

Official negotiating rights

This AGM directs the incoming Council to continue discussions, in association with the Alliance of Retired Public Servants, 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

Mid-West Branch

Motion 44

Resolving disputes/disagreements

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.

Mid-West Branch

Motion 45

Decision not to hold AGM

This AGM supports the decision by the Council of the RCPSA to postpone the AGM's of 2020 and 2021.

Mid-West Branch

Motion 46

That the organisation seeks to structure itself in a manner that better supports the democratic processes, transparent reporting and the principals of good governance.

Wexford Branch

Motion 47

That we seek to increase the membership by asking people who are known to members and are retired to join the association and by attending preretirement courses to encourage retirees to join the association.

Wexford Branch

Motion 48

That we seek to maintain parity between the pay of Civil and Public Servants and the pensions of public servants retirees.

Wexford Branch

Motion 48A

That the incoming Council establish a representative Review Group of the Association (including Council, Trustees, Association Committees and ordinary members) which, in the light of issues facing public service pensioners, will conduct a fundamental review of the Association's Constitution, Rules, objectives, organization, structures, finances and communications having regard to good governance practice and procedures and report progress at an Extraordinary General Meeting to be convened before their next AGM.

Wexford Branch

Motion 49

Refund of Pension Fund Levies

That this AGM notes that members whose pensions are paid from pension funds have been deprived of pension increases post the recent financial crisis as a result of the levies applied on their pension funds by the Government during crisis years. It also notes the consequent determinations of Pension Fund Trustees to declare their funds inadequate to apply increases that could have been applied had the funds not been raided by the levies. In the circumstances this AGM instructs the incoming Council to take up with other interested pensioner associations and trade unions and press the Minister for Finance to refund to the pension funds the levies inflicted on those schemes during the financial crisis years.

**Motion proposed by individual member of the RCPSA
Seconded individual member of the RCPSA**

Motion 50

The incoming Council is instructed to campaign to have the income limit for medical cards abolished for people over 70.

Mayo Branch:

Motion 51

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

Dublin Branch

Motion 52

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

Dublin Branch

Motion 53

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.

Dublin Branch

Motion 54

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.

Dublin Branch

Motion 55

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.

Dublin Branch

Motion 56

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.

Dublin Branch

Motion 57

Noting the particular importance of health services to our members, as to all others in our age ranges, that in and from 2023 RCPSA give due priority to working both as a body and also in collaboration with other bodies including ICTU relevant Trade Unions the Alliance as well as other pensioners bodies to support and campaign for (1) increased resources and (2) long-term planning for the Health Service in both funding and staffing, to ensure a service that is among the best in the E.U

Dublin Branch

Motion 58

This AGM instructs the Council to request the Government to restore the exemption from Capital Acquisition Tax to the levels which pertained from 01 January 2009 to 07 April 2009 and reduce the rate applied from 33% to 30%.

Galway Branch

Motion 59

This AGM instructs Council to ask NSSO to include USC year to date in payslips.

Galway Branch

Motion 60

This AGM instructs Council to request the Government to increase the Age Tax Credit from €245 to €1000.00 P.A. per individual.

Galway Branch

Motion 61

This AGM instructs Council to ask the Minister for Finance to restore the special USC treatment which pertained in 2011 and 2012 for individuals over 70, as older people, in that they paid it at the reduced rate, irrespective of the level of their income, OR, at least, to increase the threshold of €60,000 which has been in place since the beginning of 2013, in line with the Consumer Price Index.

Galway Branch

Motion 62

Report on recommendations of the Commission on Pensions

That this AGM notes the recent publication of the Report of the Commission on Pensions which dealt with the sustainability of State Pensions and the Social Insurance Fund and is concerned about proposals to inflict PRSI contributions on the pensions of existing and future pensioners.

The recommendations in this Report provide for wide-ranging increases in PRSI and include the introduction of a % PRSI charge on all non-State Pension income which would represent a significant cut on the incomes of retired civil and public servants. This would bring public service, public sector and private sector pensions into the PRSI net while also removing the age exemption for PRSI.

AGM 2022 calls on the incoming Council to urgently review the recommendations of this Report and discern their potential impact on our members

RCPSA Council

Motion 63

Access to third party resolution on pension issues for current pensioners and their representatives.

That this AGM supports the efforts of the Alliance of Retired Public Servants and organisations working within the umbrella group that is facilitated by the Irish Senior Citizens Parliament of other retired workers including wider public sector and private sector pensioners in receipt of occupational pensions, to secure access to a forum where disputes with former employers and pension providers on pension related issues can be raised.

The Association supports the pensioner wide nature of this cause encompassing the interests of members from the civil service scheme (including survivor pensioners) and those from the funded model scheme pension schemes of. An Post, Eir and other non-civil service pensioner members

RCPSA Council

Motion 64

Living Alone Allowance:

That this AGM instructs the incoming Council to pursue with the Minister for Social Protection the extension of the Living Alone Allowance to retired public and civil servants who are single and currently ineligible for that allowance. Given the predominantly low public service pension incomes on which these pensioners are dependent, it is high time, especially in this era of high inflation, that their exclusion from this allowance be removed immediately and that they should be afforded a very basic application of equal treatment in respect of this entitlement.

RCPSA Council

Motion 65

This AGM directs the Secretary to provide a schedule of meetings of Council which took place since May 2019 (the date of the last AGM) and show clearly the list of attendees at these meetings. As this information is to hand/readily available it should be made available within the next 4 (four) weeks. This information is also to be shown on the RCPSA website.

Proposed: Individual
Seconded: Individuals

Motion 66

This AGM directs the Secretary to provide the Communications policy adopted by Council in relation to communications to members, Trustees and Standing Orders Committee.

This information to be made available within the next 4 (four) weeks. This information is also to be shown on the RCPSA website.

Proposed: Individual
Seconded: Individuals

Motion 67

This AGM directs the Treasurer to provide an analysis of all travel and subsistence paid out of Association funds since May 2019 (the date of the last AGM) and show clearly the list of recipients and the amounts received. As this information is to hand it must be made available within the next 4 (four) weeks. This information is also to be shown on the RCPSA website.

This AGM urges all recipients of travel and subsistence to sign any necessary waiver of GDPR rights to facilitate such publication.

Proposed: Individual
Seconded: Individuals

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 and Summer 2021 Newsletters. The forthcoming AGM in December 2023 is the first AGM to be held since May 2019. The Council of the RCPSA has agreed that the Rules as published in April 2020 and Summer 2021 (reproduced here below for ease of reference), along with any amendments proposed and passed at the 2023 AGM, will be put to Members at the 2023 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 31st 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 31st 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 1st March and for other motions and nominations by 1st 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 1st September and 31st 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.



RCPSA

RETIREED CIVIL AND PUBLIC SERVANTS' ASSOCIATION
COMHLACHAS IAR-SHEIRBHÍSEACH POIBLÍ AGUS STÁIT 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)

- 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:** _____

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.

