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

ANNUAL REPORT FOR 2025

FOR THE RCPSA 2026 AGM

The RCPSA AGM 2026 will take place on

Wednesday 27 May 2026
in the
Teachers Club, 36 Parnell Sq West, Dublin D01 T6V6
Commencing at 11:30

Tea/coffee and sandwiches will be served at 13:00

ALL MEMBERS WELCOME

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APRIL 2026

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NOTE: Regrettably it has been necessary to reduce the font size in much of the text of this Annual Report, in order to keep the size and weight within the limits of the standard postage rate. For ease of use at the AGM, documents will be made available in A4 for those attending the AGM in person. The Annual Report is also available on our website www.rcpsa.ie where the viewing size can be adjusted. If anyone has particular difficulties, they can request an A4 version from the Honorary Secretary (info@rcpsa.ie, 087-1317062 or at the mailing address on the front cover). Any such requests should be made before 14 May please.

A Message from our President

Dear Members

I am looking forward to meeting you at our Annual General Meeting on Wednesday 27th May in the Teacher's Club, Parnell Square, Dublin.

This is a great opportunity for you the members to meet up with former colleagues and find out what the Association has been doing on your behalf since our last AGM as set out in this Annual report.

The increased cost of postage is a huge financial concern for the association and any member that would prefer to get their correspondence online, might let the Honorary Secretary know, so that we can arrange this. The Website is always kept up to date and is the best way for you to keep up to date.

My sincere thanks to those who keep the branches around the country active and updated.

My sincere appreciation goes to Brian Cadogan who took on the role at our last AGM to review the over 80 amendments to the Constitution. He invited participation from all Branches. The Dublin, Cork and Galway branches nominated members to take part and his working group have now completed their task.

I would like to place on record my sincere thanks to my fellow Officers and members of Council for their help and assistance during the year.

My thanks also to the members of the Governance, Risk & Oversight committee and the Standing Orders committee for their help during the year.

We can only look forward to better weather for the summer and a change from the ever- increasing cost of fuel and food on our fixed pensions.

I wish each and every one of you good health.

Take care.

Geraldine Burke Geary
President

Officers, Council, GROC and SOC 2025-2026

Officers and Members of Council

President	Geraldine Burke-Geary (Galway)
Vice-President	Jim O'Connor (Sligo)
Secretary	Cloda Ryan (Dublin)
Treasurer	Anne Mitchell (Galway)
Asst Treasurer	Jim O'Donovan (Cork)
	Joseph Bambrick (Sligo)
	John Brady (North East) – co-opted after AGM 2025
	Dorothy Bowden (Dublin)
	Brian Cadogan (Mid-West)
	Michael Cushion (Teagasc)
	Michael Kearney (Mid-West)
	Kevin Molloy (An Post)
	Brendan Murphy (Dublin)
	Peadar Nugent (Galway) - resigned October 2025
	John O'Keeffe (Teagasc)
	Ann Walsh (Cork)

Governance Risk and Oversight Committee (GROC)

Chairperson:	Sean Hosford (external)
Secretary:	Siobhan Broaders (external)
	Alannah Carey Bates (external)
	Niall Byrne (Dublin)
	Padraig Moloney (Midlands)

Standing Orders Committee (SOC)

Niall McCutcheon (Dublin)
Margaret Kilcommins (Galway) – co-opted during the year
Derry Murphy – co-opted during the year

STANDING ORDERS REPORT NO. 1

General Standing Orders Proposed

General

1. These standing orders shall be read in conjunction with the Constitution of RCPSA. If there is conflict on meaning, then the Constitution shall prevail.

2. The Standing Orders Committee, in its Report No. 2, recommends the timetable for the AGM and the order in which motions submitted shall be taken.

3. A Voting Card will be required for show of hands voting during the AGM and required to receive a ballot paper for election for membership of Council.

4. A person who applies for membership on the day of the AGM may attend the AGM but may not vote.

5. The AGM will be chaired by the President. The President may, during the AGM, hand the Chair over to the Vice President or such other person as may be agreed by vote at the AGM.

6. In order to maximise the efficient running of the AGM, where an item looks like it will run over its allocated time, it is at the discretion of the President to move to the next item on the Order of Business. If time permits, the foreshortened item may be taken up by the President later in the AGM. In the case of motions, which are not reached within the allotted timescale, or are remitted to Council, the President will put a proposal to the AGM to have them referred to the incoming Council at their first meeting.

7. It is recommended that Reports and/or Motions which are printed in the Annual Report should not be read out at the AGM. They should be proposed and/or seconded as appropriate and taken as read. Members will have the text in front of them to facilitate questions.

8. Where an item is completed before its allocated time has been exhausted, the next item on the Order of Business will be taken early.

9. No literature, other than AGM documents – agenda, minutes, and reports – may be circulated in the room without the express advance approval of the AGM by a simple majority of delegates present and voting.

10. Mobile phones may not be used in the room while the AGM is in session.

11. No smoking or vaping is permitted at the AGM.

12. If, in the opinion of the President, grave disorder has arisen, s/he may at her/his discretion, adjourn the meeting for a specified time.

Motions

13. The Constitution requires that each motion should be proposed and seconded. It provides that, if a proposer and seconder are not present when the motion is called, the motion shall be deemed to have fallen. [Please note that it specifies "a" proposer and seconder, not necessarily the original proposer and seconder.] Motions include Policy Motions and Motions to Amend the Constitution.

14. As provided for in the Constitution, the Standing Orders Committee may, with the consent of the proposers, make composite motions on similar topics. The acceptance of any such composition motion for discussion is subject to the approval of the AGM.

15. Where there is more than one motion on a similar topic, the Standing Orders Committee may recommend that there be a common debate on the issue covered by the motions. Where motions are the subject of common debate, each motion should first be proposed and seconded in the normal way. In the subsequent debate, no-one may speak more than once, but each speaker may refer to any of the motions then before the AGM. Proposers of motions taken in common debate shall, subject to the discretion of the President, have the right of reply, but only in respect of the motion proposed by him/her. The right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought. The proposer shall not introduce any new matter into the debate. When the President is satisfied that sufficient time has been allowed for debate, each motion shall be voted on separately in accordance with the relevant Standing Orders Committee report.

16. Unless otherwise decided by the AGM, only one motion may be before the meeting for discussion at any time.

17. As provided for in the Constitution, tellers will be appointed by the President.

Speaking at the AGM

18. Only members of the Association may attend the AGM. Such other persons as the Council may invite may attend and speak at the AGM but may not vote thereat. This rule shall not preclude the Standing Orders Committee from making recommendations to the AGM, which shall be considered immediately by the AGM.

19. Unless otherwise agreed by the AGM, no person shall address the meeting unless s/he is proposing or speaking to a motion or is (i) raising a point of order,

(ii) raising a point of fact or (iii) delivering an official Report or making an official address to the AGM.

20. All speakers should address the AGM from the rostrum or microphone and should announce her/his name and branch or committee. If two or more members at the AGM indicate that they wish to speak, the President will determine the order in which they may speak, except that when a member of the Standing Orders Committee rises, s/he shall be the next to speak.

21. The Constitution provides that the policy of the Association shall be determined by the membership at the AGM. It is important for the effective running of an AGM that each member feels comfortable in participating and that members treat each other with mutual respect.

22. Except as otherwise provided, no member of the Association shall speak to a motion more than once.

23. Subject to the discretion of the President, the proposer of a motion shall have a right to reply immediately before the motion is put to the AGM, provided that opposition has been expressed, or clarification has been requested. However, the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought, and the proposer shall not introduce any new matter into the debate.

24. The Constitution provides that speakers on a motion shall have such time as shall be at the discretion of the chair. The Standing Orders Committee recommends that the proposer of a motion should be allocated no more than three (3) minutes, and that all other speakers should be allowed not more than two (2) minutes.

Special motions

25. The following types of motion may be moved at any time:
    (i) Motion "that the question be now put." The Constitution provides that the President may call for a motion to be now put. Another member may propose such when a motion has been sufficiently discussed. The President shall put the motion to the AGM, giving the proposer the right of reply before doing so.

    (ii) Motion to "refer to the Council." The President will ask the proposer of the motion if s/he agrees. If not, there will be a short debate on the

motion to refer, before the meeting decides the issue by voting. If the motion to refer is defeated, the original debate will continue.

(iii) Motion "that AGM proceeds to next business." After this motion has been moved the proposer of the motion under discussion has the right to speak briefly against the procedural motion, which shall then be put without further discussion. If it is defeated, debate shall continue on the original motion.

(iv) Motion to "suspend standing orders." Such a motion shall state the purpose and period of time for which standing orders shall be suspended.

STANDING ORDERS REPORT NO. 2

Proposed Order of Business

11:30 Opening of the Annual General Meeting by the President and Presentation of Standing Orders Committee Reports 1, 2 and 3

11:45 Update on legal issues

11:50 Minutes of the AGM of 2025 and Report of the Honorary Secretary

12:00 Address by the President

12:10 Annual Report of Council 2025/26

12:15 Report of the Honorary Treasurer / Report of the Auditors for the year ended 31st December 2025

12:30 Report of the Governance, Risk and Oversight Committee

12:35 Standing Orders Committee Reports on Motions

12:40 Election.
Distribution of ballot papers
Appointment of Returning Officer and Tellers
Voting for 11 Ordinary Members of Council
Collection of Ballot Papers

13:00 Break for lunch

14:00 Policy Motions

15:30 Motions to Amend the Constitution

16:30 Results of voting for Council

16:35 Close of meeting

STANDING ORDERS REPORT NO. 3

Proposed election procedures for AGM 2026

1. Provision 19(j) of the Constitution provides that the Standing Orders Committee shall recommend to the AGM the procedure for holding elections to any office at the AGM, including the arrangements for the distribution, collection and counting of ballot papers and for the announcement of the results of the elections. The following are the recommendations of the Standing Orders Committee.

Nominations

2. The Constitution specifies that nominations may only be made by Branches or by Council; shall be on the appropriate form and shall be received by the Honorary Secretary no later than 1 April.

Necessity or otherwise for ballot to take place

3. Where the number of validly nominated candidates equals or is less than the number of positions available, the validly nominated candidate(s) will be deemed to be elected.

4. Where the number of validly nominated candidates exceeds the number of positions available, then a ballot or ballots should take place as recommended below.

Returning Officer

5. Provision 18(m) of the Constitution provides for the appointment of tellers by the President at the AGM. The Standing Orders Committee recommends that the President appoint a Returning Officer, in addition to tellers. The Returning Officer, assisted by the tellers (vote counters), would have responsibility for the

validity of ballots, the correct counting of the ballots and recounts where appropriate and the compiling of the results of the elections.

Ballot papers

6. It is important that the ballot papers are accurate, with candidates listed in alphabetical order (by surname, then first name). While the ballot papers may give instructions as to how to vote the ballot paper may not contain any advice or recommendation as to who to vote for. The ballot papers should have some security feature, such as different coloured ink/paper and/or other features that make them difficult to reproduce. It is essential that the ballot paper cannot identify the voter.

Distribution and collection of ballot papers

7. The system of distribution of ballot papers must ensure that only those eligible to vote receive ballot papers, and that nobody can receive more than one ballot paper. To assist in this, ballot papers will be distributed only to those who are in possession of a valid Voting Card.

8. The ballot papers should be collected and stored safely until the count. The number of ballot papers collected should not exceed the number of members present at the AGM.

Checking of ballots

9. Before the counting of ballots commences, the Returning Officer should identify any spoiled or invalid ballot papers. The latter includes 'forgeries' or any ballot paper that does not meet the security criteria. All photocopies of ballot papers are considered to be invalid. Spoiled votes are those where the ballot paper either does not contain any votes or does not clearly indicate a preference.

Counting of ballots

10. The Standing Orders Committee recommends that a First Past the Post system should be used.

Recounts

11. The Returning Officer may instigate a recount if s/he considers one to be appropriate.

Result of the election

12. The Returning Officer should complete a result sheet for the election showing:
    - *The total number of votes cast.*

- *The number of spoiled votes.*
- *The total valid poll.*
- *The number of seats to be filled.*
- *The list of candidates and their votes*.

The result sheet should be handed to the President who will announce the result. The result sheets should be kept with the records of the AGM.

Minutes of RCPSA Annual General Meeting 2025

The 2025 Annual General Meeting of the RCPSA was held in the Ashling Hotel, Parkgate Street St., on 14th May 2025. The meeting was opened by the President who addressed members, welcomed all present and thanked them for their attendance.

The Chair of Standing Orders Committee addressed the meeting, in accordance with the RCPSA Conflict of Interest policy in place informed the meeting of her relationship with a member of the SOC.

Standing Orders Report No 1 (General Standing Orders) was proposed by the Chair of SOC on behalf of SOC. The appropriateness of Paragraph 9 was raised by a member who proposed to the meeting that the facts of legal issues and actions involving the RCPSA be provided to the AGM. A discussion followed. The Chair of SOC advised the meeting SOC 1 dealt with the general procedures for the conduct of AGM it was being proposed. This was seconded and a vote followed. Members of the GROC acted as tellers. Result:
For: 60 Against: 13 Result: SOC Report No 1 approved.

Standing Orders Report No 2 (Proposed Order of Business) was proposed by the Chair of SOC on behalf of SOC. A point of order was raised with regard the necessity (see Article 12(i) of the Constitution) to bring members at AGM up-to-date on status of any legal action or any legal action threatened against the Association and the resulting potential financial implications. The adoption of SOC Report 2 was seconded.

SOC Report 2: Approved

Standing Orders Report No 3 (Proposed election procedures for AGM 2025) was proposed by the Chair of SOC and seconded. Clarification was given with regard to:

- Declaration of the results of election would be made before the conclusion of the AGM

- Method of election for the Office of Secretary is 'first-past-the-post"
- Method of election for Council membership is 'PR'
- SOC deemed the following elected:
  President: Geraldine Burke Geary
  Vice President: Jim O'Connor
  Treasurer: Anne Mitchell

SOC Report 3: Approved

Minutes of EGM held 29th May 2024 and AGM 2024

- Minutes of EGM held 29th May 2024 as included in Annual Report 2024 were presented by the Secretary and were put to the meeting for approval.

  Proposed by Council Member
  Seconded by Council Member

  Minutes of EGM 2024 as approved by the meeting were signed by the President and Secretary
- Minutes of AGM held 29th May 2024 as included in Annual Report 2024 were presented by the Secretary and were put to the meeting for approval.

  Proposed by the Secretary
  Seconded by Council Member

  Minutes of AGM 2024 as approved were signed by the President and Secretary

Address by the President: The Honorary President read an address to the meeting that included a brief summary of developments since AGM 2024.

Annual Report of Council 2024:

The Secretary's Report covering Council's activities, updates on policy motions carried at AGM 2024 and a report of attendance at RCPSA Council Meetings from May 2024 to December 2024 as published was presented by the Honorary Secretary. These reports were proposed and approved by the AGM.

Report of the Honorary Treasurer/ Report of the Auditors for year ending 31st December 2024:

Reports were presented by the Treasurer. Questions were raised with regard to High Court Settlement dated 6/12/2023 /Bill of Costs. The AGM was advised that legal costs of RCPSA included in the audited accounts and that the costs of the plaintiffs were being dealt with elsewhere. The RCPSA auditor was in attendance at the AGM. No questions were directed to Kilcoyne & Co. A proposal put to meeting

by the Honorary President that the audited accounts and Treasurers Report be adopted by the AGM. The audited accounts and Honorary Treasurer's Report 2024 were adopted by the AGM.

The Report of the Governance Risk and Oversight Committee:
The Secretary of the Committee proposed report, as published. This was approved by the AGM. Apologies were received on behalf of one of the members whose apologies were noted. As the outgoing Chair is not in a position to continue in membership the AGM was advised that the appointment of a Chair is necessary.

Report of the Review Group 2024, as published, was presented and proposed by a member of Council. The Report was approved by the AGM.

Standing Orders Report No 4 dealing with Policy Motions Ruled out of order: The Chair of SOC proposed that the meeting approve the decision by SOC to rule two motions out of order by the meeting be approved. This proposal was carried.

Standing Orders Report No 5 covering two policy motions on the views of a Branch:
The Chair of SOC proposed that the meeting approve the decision by SOC to rule two motions out of order by the meeting be approved for reasons outlined in the report. This proposal was carried.

Standing Orders Report No 6: The Chair of SOC proposed that the meeting approve the order of policy Motions (1-40) as set out in this report be put to the meeting. This proposal was carried**.**

POLICY MOTIONS PUT TO AGM 2025:

AGM Decision

Parity

1. Council to liaise with Oireachtas on retention of parity: Carried
2. Place a parity-based framework on the agenda in union pay/pension negotiations: Carried
3. Campaign for a parity-based framework for public service pensions: Carried

Pension levy deductions:

4. Council to seek a refund of excess pension levy when no benefits apply: Carried

Spouses and Children's Deductions:

5. Council to seek a refund of WOPS at the rate paid in the excess years: Carried

Pension slip information:

6. Council to ask NSSO to include USC paid to date on hard copies of payslips: Carried

Taxation Matters:

USC

7. Council to seek addressing the anomaly in the treatment of pensions with like-minded organisations: Carried
8. Council to seek individuals in receipt of gross income not exceeding €30,000 is exempt from USC: Carried
9. Council to ask Minister for Public Expenditure and Reform to abolish USC that currently applies to all Civil Service Pensions: Carried
10. Council to seek to restore special rate of USC pertaining in 2011 and 2012 for individuals OR increase the threshold of €60,000: Carried
11. Council to seek to have USC deductions from pensions and Public Service and occupational pensions ceased: Carried
12. Request to Council to investigate the unfair imposition of USC on Irish Public Servants pensions: Carried

Tax Credits:

13. Ask to Minister for Finance to increase the Age Tax Credit to €1,000 pa: Carried

Capital Acquisition Tax:

14. Ask the Minister for Finance to restore exemptions and reduce rates: Carried

Other:

15. Ask Minister for Finance to ensure tax payable on the allowance portion to retired civil servants be exempt: Carried

Social Welfare benefits:

Living Alone Allowance:

16. Council to seek the extension of Living Alone Allowance to retired public servants: Carried
17. Council to seek to increase the means test Living Alone Allowance/Fuel Allowance: Carried

State Pension:

18. Council to examine discrimination for state pension entitlements for civil servants who availed of the 'marriage gratuity'. Carried
19. Council to demand full Old Age Pension increases. Carried

Dental and Optical:

20. Council to seek the extension of dental and optical benefits extended to public sector pensioners. Carried

General Benefits:

21. Council directed to address benefit anomalies of retired Civil Servants not in receipt of a State Pension. Carried
22. Establish a sub-committee to explore and simplify benefits for retired civil servants: Carried

Health Benefits:

23. Council to seek an increase in assessed income thresholds: Carried
24. Council to ask Minister for Health to award medical cards to all persons over 70 without being subjected to a means test: Carried
25. Council to prioritise granting everyone over the age of 70 a medical card without a means test: This Motion fell because Motion 24 was carried
26. Council to lobby Minister of Finance and Health to ensure means test for medical cards is based on net pay: Carried

Long Term Illness Scheme:

27. Council to ask Minister for Health to include all long-term illness in the Long-Term Payment Scheme: Carried
28. Council to seek certain long-term illness covered under "Long Term Illness Scheme". Carried

Nursing Home Care:

29. Council to ask Minister for Health with a view to reducing the transfer period. Carried

Access to Services:

30. Call on Council to seek a solution to acceptable forms of Identification. Carried
31. Call on Council to raise cognisance of difficulties for those with mobility problems accessing retail outlets: Carried
32. Council to request that Government Departments/Agencies provide office-based customer service for older service users: Carried

Association Matters:

33. Council to report on actions taken during 2024 on Article 3(e) of the Constitution on the and its plans during 2025 and beyond: Carried
34. Council to provide- a written progress report on its actions during the year to obtain enhanced benefits for members: Carried

35. Call on Council to provide annual updates on policy motions passed at AGM Carried
36. Call on Council to provide technology to enable broadcast facilities for the AGM: Remitted
37. Council to provide Branch Officers with professional training in data protection Carried
38. Request that Council appoint one of its members as the custodian of RCPSA records since its foundation in 1945. Carried
39. Council to progress the feasibility to enhance negotiating capability and provision of benefits to members: Carried
40. Council is to prepare and circulate a complete list names, classified by branch, of members and contact details to Branch Secretaries: Carried

Distribution of Ballot papers, appointment of Returning Officer and Tellers for the positions of Honorary Secretary and Council member took place.

Amended Standing Orders Report No 7 (MOTIONS TO AMEND THE CONSTITUTION – MOTIONS 41 to 127)**: The Chair of SOC proposed that the Standing Orders Committee Report 7 published in the Annual Report be corrected with regard to incorrect references in accordance with the updates of the Standing Orders Report No 7 circulated.**

Proposal approved by AGM (without a vote)

MOTIONS TO AMEND THE CONSTITUTION put to AGM 2025

AGM Decision

41. Withdrawn (with the approval of AGM)
42. Withdrawn (with the approval of AGM)
43. Withdrawn (with the approval of AGM)
44. Amend Article 4 as set out in SOC Report No 7: Carried
45. Amend Article 5(b) as set out SOC Report 7: Carried

Following a discussion the following motion was proposed seconded put to AGM 2025:

This AGM calls on Council to establish a subcommittee with representation from all Branches and independent parties to discuss and review amendments to the Constitution and report back to AGM 2026.

Proposed: Council Member
Seconded: Wexford Branch Member
Carried

No further discussion on the Motions to amend the Constitution took place.

The following election results for positions at RCPSA Annual General Meeting 2025 were announced by the President:

OFFICERS
President: Geraldine Burke-Geary
Vice-President: Jim O'Connor
Secretary: Cloda Ryan
Treasurer: Anne Mitchell

COUNCIL MEMBERSHIP
Bambrick, Joseph
Cadogan, Brian
Cushion, Michael
Kearney, Michael
Molloy, Kevin
Murphy, Brendan
Nugent, Peadar
O'Donovan, Jim
O'Keeffe, John
Tormey, Dorothy
Walsh, Ann

GOVERNANCE RISK AND OVERSIGHT COMMITTEE
Niall Byrne
Padraig Moloney

STANDING ORDERS COMMITTEE
Niall McCutcheon

Having thanked everyone for their attendance and input the meeting was closed by the President.

Approved:

President:_____ **Secretary:**_____

Date:_____ **Date:**_____

REPORT OF THE HONORARY SECRETARY

I was greatly honoured to be elected as Honorary Secretary at our AGM on 14 May 2025. The year has been a busy one for the Association and has passed quickly. I have enjoyed working with the other Officers and fellow members of Council on behalf of our members. I thank them for their support.

I have a particular interest in developing the Association website and have updated it regularly. It is the main means available for communicating with members between Newsletters. It is a good source of information – for example pay and pensions Circulars - and it has an archive of past Newsletters. Please try it out!

I have enjoyed the contact with Branches and members over the year, mostly by email, but also by phone and letter. I hope to see many of you at the AGM on 27 May.

Cloda Ryan, Honorary Secretary, April 2026

REPORT OF COUNCIL TO AGM 2026

Council

The Council met on 11 occasions between June 2025 and the time of going to print. A list of attendees at Council meetings is included in this report.

A number of subcommittees were set up for a variety of purposes – the 80th anniversary, membership, insurance, printing, pensions, information for members. Each member of Council took an active role on at least one subcommittee. As agreed at the 2025 AGM, a subgroup was set up to look at the amendments to the Constitution which had not been reached at the AGM. The report of that subgroup will be before the forthcoming AGM.

Branches

The Branch structure is an invaluable asset of the Association. Council has and is taking steps to facilitate Branches in communicating with members at a local level. A training session in GDPR for Branch officers was held in October 2025 as part of this process.

A Consultative Forum was held in September 2025 in Athlone. Athlone was chosen as the venue to meet requests which had been made for meetings to be held outside

Dublin on occasion. The consensus of the meeting was that, because of the structure of the national transport system, Dublin was a more practical venue in future. A second Consultative Forum was held in March 2026, in Dublin. It was decided to use a facilitator on this occasion and to examine the role of Branches. A full report from the facilitator was circulated to all Branches and there is plenty for Council and Branches to follow up on, including encouraging and assisting Branches to greater participation in the working of the Association.

We have 13 Branches and each Branch can send two people to each Consultative Forum (in addition to any Branch member who might be serving on Council) - giving a maximum attendance of 26 members from Branches plus the members of Council (16 at the time of the September Forum and 15 at the time of the March Forum). Attendance at the September Forum was 10 from Branches and 12 from Council. Only one Branch had no representation from either Branch or Council. Attendance at the March Forum was 14 from Branches and 11 from Council. Two Branches had no representation.

Attendance at Branch AGMs was lower than hoped in January and February 2026. Much of this can probably be attributed to the particularly stormy and wet weather conditions which prevailed during those months.

Some Branches (most notably the Mayo Branch), arranged regular activities locally for members – walks, outings, social engagement.

80th Anniversary

2025 saw the 80th anniversary of the foundation of the Association. A celebration meal, attended by 67 members and guests, was held in the Teachers Club in Dublin on 18 November 2025 to mark the occasion. The meal was preceded by a Mass for deceased members and their families. Our Vice President, Jim O'Connor, compiled an excellent history of our first 40 years. This was distributed on the day and published in our January Newsletter. We were honoured to receive a letter from the then President of Ireland, Michael D Higgins, which is reproduced after this Report.

Information talks for members

Two information sessions, open to all members, were given on the afternoon of the September 2025 Consultative Forum – one on Social Welfare Benefits by Benny Dunne and one on the Fair Deal by our Honorary Treasurer, Anne Mitchell.

A talk on Assisted Decision Making and the services offered by Sage was given on the afternoon of the March 2026 Consultative Forum. Unfortunately, due to the need to

change the venue after the event had been advertised in the January Newsletter, some members missed the talk.

Report on Motions passed at AGM 2025

(Motions 1-3) The retention of pay parity
(Motions 7, 8 and 10) USC anomaly and USC income limits
(Motions 13-14) Taxation issues
(Motions 16-19) Social welfare benefits
(Motions 20-21, 23-24, 27-29) Health benefits and Fair Deal
(Motions 30-32) Access to services

All of the above were included in the pre Budget submission made to the Ministers for Finance, Public Expenditure and Reform, Health, Social Protection and the Minster of State with responsibility for Older People. Social welfare and health issues were also raised in the Association's contribution to the consultation on the Successor to the Roadmap for Social Inclusion.

Motions 4 and 5 - Refund of certain deductions. No action taken to date.

Motion 6 – for technical reasons, the NSSO cannot include USC Year to Date on the physical pension slips which issue at least twice a year. They said that, if asked, they will send the pensioner a print out of the digital pension slip (which does show that figure). The maximum number of such requests is 3 per year.

Motions 9 and 11 – cease application of USC. No action taken to date.

Motion 12 – investigate re USC. No action taken to date.

Motion 15 - taxation of certain allowances. Clarification was sought from the Branch; further technical research by Council is required.

Motion 22 – simplify range of benefits. A subcommittee was set up and is still working on this issue.

Motion 26 - Use of gross pay in assessment. No action taken to date.

Motions 33-34 - Enhanced benefits for members. The first step in seeking discounts etc is the provision of membership cards to members. This is nearing completion.

Motion 35 – update on motions. Provided in this report and can be expanded on orally at the AGM if required.

Motion 36 – live streaming of AGM. This was researched by Council but the decision was not to proceed at this time. The reasons for this decision will be given orally at the AGM.

Motion 37 – GDPR training for Branch officers. Provided.

Motion 38 – custodian of records. This is in progress.

Motion 39 – look at feasibility of an alliance with other similar bodies. No action taken to date.

Motion 40 – provision of list of members to Branches. This will be dealt with orally at the AGM.

ATTENDANCE AT COUNCIL MEETINGS JUN 2025 to 14 APRIL 2026

COUNCIL MEETINGS - ATTENDANCE LIST JUNE 2025 to APRIL 2026

It should be noted that in addition to attending Council meetings, all members of Council participated in subcommittees outside of those meetings

	2025					2026					
	18-Jun	02-Jul	02-Sept	23-Sept	21-Oct	18-Nov	16-Dec	13-Jan	17-Feb	11-Mar	14-Apr
Geraldine Burke Geary	1	1	1	1	1	1	1	1	1	1	1
Jim O'Connor	1	Ap	1	1	Ap	1	1	1	1	1	1
Anne Mitchell	1	1	Ap	1	1	1	1	1	1	1	1
Cloda Ryan	1	1	1	1	1	1	1	1	1	1	1
Joseph Bambrick	1	1	1	1	1	Ap	Ap	1	1	1	1
Dorothy Bowden	1	1	Ap	1	1	1	Ap	1	1	Ap	1
John Brady	n/a	1	Ap	1	1	Ap	1	1	Ap	1	1
Brian Cadogan	1	Ap	1	Ap	1	1	Ap	1	Ap	1	1
Michael Cushion	1	1	1	Ap	1	1	1	1	1	1	1
Michael Kearney	1	Ap	1	1	Ap	Ap	1	1	Ap	1	1
Kevin Molloy	Ap	1	1	1	Ap	1	Ap	Ap	Ap	1	1
Brendan Murphy	1	1	1	1	1	1	1	Ap	1	1	1
Jim O'Donovan	1	1	Ap	Ap	1	1	1	1	1	1	1
John O'Keeffe	1	Ap	1	1	1	1	1	1	1	Ap	1
Ann Walsh	Ap	1	1	Ap	1	1	1	1	1	1	1
Peadar Nugent	1	1	1	1	1	*resigned 22/10/2025*					
	13	12	12	12	13	12	11	13	11	13	15

UACHTARÁN NA hÉIREANN
PRESIDENT OF IRELAND

Message from President Michael D. Higgins
Retired Civil and Public Servants Association – 80th Anniversary
6th November 2025

Mar Uachtarán na hÉireann, is mian liom comhghairdeas a sheoladh do chách atá bainte le Comhlachas Iar-Sheirbhíseach Poiblí agus Stáit agus sibh ag comóradh 80 bliain suntasach de sheirbhís díograiseach.

As President of Ireland, may I extend my warmest congratulations to all those involved in the Retired Civil and Public Servants Association as you mark this remarkable milestone, 80 years of dedicated service. Traoslaím libh.

When the Retired Civil and Public Servants Association was founded in 1945, Ireland was emerging from the years of the Emergency. The young State was still shaping its institutions, consolidating its independence, and facing the challenge of building a fair society grounded in equality, solidarity and the pursuit of the common good.

The establishment of the Association in those circumstances was an affirmation of community, of collective responsibility, and of a determination to ensure that those who had given their working lives to the public service would be supported and valued.

Over the course of the eight decades since, the RCPSA has remained true to those founding principles, in representing with dignity and integrity and offering support to the countless women and men who dedicated their working lives to the service of the Irish people.

/...

That service, often carried out quietly and without public recognition, was and remains essential in building, maintaining and renewing the structures upon which our modern democratic society depends.

This anniversary is therefore an occasion to pay tribute to the solidarity, compassion and sense of community that has been the hallmark of your Association. These qualities, nurtured over generations, exemplify the best traditions of public service, while also serving as a source of inspiration for a society seeking to embody the highest ideals of our shared and inclusive Republic.

May I take this opportunity to thank all of the members, past and present, of the Retired Civil and Public Servants Association for the generosity of spirit that you have shown, and for the important role that you have played and continue to play in sustaining bonds of friendship, solidarity, understanding and care. Molaim sibh.

May I extend to you all my warmest congratulations and my best wishes as you celebrate this important anniversary.

Traoslaím libh is beir gach beannacht d'on todchaí.

Michael D. Higgins
Uachtarán na hÉireann
President of Ireland

REPORT OF THE HONORARY TREASURER

The Accounts of the Association for the year ended 31st December 2025 have been Audited by Tony Kilcoyne & Co. Dublin and will be presented at our AGM on 27th May.

Income: -
The Income has remained steady for the past twelve months, with membership also holding its own.

Expenditure:
The main expenditure incurred during the period was Printing, postage of Newsletter, for 2 Newsletters and the Annual Report. At over €73,000 it accounts for almost 50% of the Association's expenditure. Almost €49,000 of that figure was for postage and unfortunately postage costs have increased again recently. Members were given an option during the year to receive their Newsletter via email but the uptake was very low.

Thanks
I take this opportunity to extend my sincere gratitude to the Officers and Council Members who supported me during the past twelve months.

I look forward to meeting members at the AGM on 27th May in the Teachers Club, Parnell Square

Anne Mitchell, Hon Treasurer RCPSA

Retired Civil and Public Servant's Association
Financial Statements

for the financial year ended 31 December 2025

Retired Civil and Public Servant's Association
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Retired Civil and Public Servant's Association
ADDRESS AND OTHER INFORMATION

Name	Retired Civil and Public Servant's Association
President	Geraldine Burke Geary
Vice President	Jim O'Connor
Secretary	Cloda Ryan
Treasurer	Anne Mitchell
Council Members	Ann Walsh Kevin Molloy Brian Cadogan James F O'Donovan Michael Cushion John Brady John O' Keeffe Mick Kearney Joseph Bambrick Brendan Murphy Dorothy Bowden
Address	Cross Menlough Ballinasloe Co. Galway
Auditors	Kilcoyne & Co Accountants Chartered Accountants Ireland and Statutory Auditors Unit 9 The Dargan Building Heuston South Quarter Dublin 8
Bankers	Bank of Ireland Dundrum, Dublin 14 Ireland AIB 100/101 Grafton Street Dublin 2 Ireland St Columbas Credit Union Limited Walter Macken Road, Mervue Co. Galway Permanent TSB 23 Main Street, Gorey Wexford

Retired Civil and Public Servant's Association
STATEMENT OF ASSOCIATION'S RESPONSIBILITIES
for the financial year ended 31 December 2025

The Association present their report and the audited financial statements for the financial year ended 31 December 2025.
The constitution of the association requires the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association and of its income & expenditure for that period.

In preparing the financial statements the Council is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue in business.

The Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association and to help them to ensure that the financial statements comply with the association's constitution. They are also responsible for safeguarding the assets of the association and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Association on 24 March 2026 and signed on their behalf by:

Geraldine Burke Geary
President

Anne Mitchell
Treasurer

INDEPENDENT AUDITOR'S REPORT
to the Members of Retired Civil and Public Servant's Association for the financial year ended 31 December 2025

Report on the audit of the financial statements

Opinion
We have audited the financial statements of Retired Civil and Public Servant's Association for the financial year ended 31 December 2025, which comprise the Income and Expenditure Account, the Balance Sheet and the related notes, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:
- give a true and fair view of the state of affairs of the Association as at 31 December 2025 and of its profit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the constitution of the Association.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the association in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the Association use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Association's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Association with respect to going concern are described in the relevant sections of this report.

Other Information
The Association are responsible for the other information. The other information comprises the information included in the Council Report and financial statements other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters
Based solely on the work undertaken in the course of the audit, we report that in our opinion:
- we have obtained all the information and explanations that we consider necessary for the purposes of our audit,
- proper books of account have been kept by the Association,
- the financial statements are in agreement with the books of account and
- the information given in the Council Report is consistent with the financial statements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purpose of our audit.

INDEPENDENT AUDITOR'S REPORT
to the Members of Retired Civil and Public Servant's Association for the financial year ended 31 December 2025

Respective responsibilities

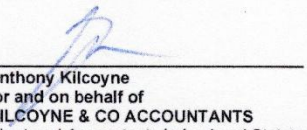
Responsibilities of the Association for the financial statements
As explained more fully in the Statement of Association Responsibilities, the Association are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council are responsible for assessing the Association's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intends to liquidate the Association or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: www.iaasa.ie/wp-content/uploads/2022/10/Description_of_auditors_responsibilities_for_audit.pdf. The description forms part of our Auditor's Report.

The purpose of our audit work and to whom we owe our responsibilities
Our report is made solely to the Association's members, as a body. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the Association and the Association's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Anthony Kilcoyne
for and on behalf of
KILCOYNE & CO ACCOUNTANTS
Chartered Accountants Ireland and Statutory Auditors
Unit 9 The Dargan Building
Heuston South Quarter
Dublin 8

24 March 2026

Retired Civil and Public Servant's Association
INCOME AND EXPENDITURE ACCOUNT
for the financial year ended 31 December 2025

	2025 €	2024 €
Income		
An Post Subs	**14,243**	13,005
Eircom Subs	**26,977**	27,344
PSSC Subscriptions	**98,878**	95,887
Cash Payers	**2,950**	3,290
Other Income	**2,550**	126
	145,598	139,652
Gross Profit	**145,598**	139,652
Miscellaneous Income		
Unlisted investment interest receivable	**546**	-
Bank interest received	**6**	-
Other interest receivable accrued	**1,904**	-
	2,456	-
	148,054	139,652
Expenditure		
PRSI er	**39**	-
Postage & PO Box	**360**	325
Branch AGM Costs	**15,350**	23,888
Insurance	**1,989**	1,962
Honoraria	**19,500**	25,000
Vouchers	**6,356**	2,207
Trustees Expenses	**-**	614
Standing Orders Committee Exp -SOC	**435**	468
Printing, postage of Newsletter	**73,031**	37,003
Council Expenses	**11,698**	10,126
Other meeting expenditure	**6,224**	6,943
Web Development	**886**	3,624
Computer Cost	**133**	131
Consultative Forum	**4,703**	2,184
CBS Database	**1,302**	2,026
Association AGM Costs	**7,288**	7,783
Alliance Membership fee	**91**	100
GDPR Expenses	**450**	892
Association Administration Costs	**3,960**	3,802
Branch Expenses	**4,604**	1,665
Legal and professional fees	**4,723**	7,515
Audit Fee	**13,559**	16,347
Bank charges	**416**	337
General expenses	**507**	153
Charitable donations - other	**370**	188
Depreciation on fixtures, fittings and equipment	**1,826**	343
	179,800	155,626
Excess of Expenditure Over Income	**(31,746)**	(15,974)

Retired Civil and Public Servant's Association
BALANCE SHEET
as at 31 December 2025

	Notes	2025 €	2024 €
Fixed Assets			
Tangible assets	2	6,893	1,304
Investments	3	50,546	1
		57,439	1,304
Current Assets			
Debtors	4	7,364	447
Cash at Bank and in hand	5	252,592	352,604
		259,956	353,051
Current Liabilities			
Amounts falling due within one year			
Accruals	6	40,766	45,980
Net Current Assets		219,190	307,071
Total Assets Less Current Liabilities		276,629	308,375
Financed By			
Previous balance		308,375	324,349
Excess of Expenditure Over Income		(31,746)	(15,974)
Members' Fund		276,629	308,375

Retired Civil and Public Servant's Association
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

1. ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the association's financial statements.

Basis of preparation
The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention on an accruals basis. Historical cost is generally based on the fair value of the consideration given in exchange for assets.

Tangible fixed assets and depreciation
The cost of tangible fixed assets is their purchase cost, together with any incidental cost of acquisition.
Depreciation is calculated to write off the cost of tangible fixed assets, less their estimated residual values, over the expected useful economic lives of the assets concerned. The principal annual rates used for this purpose are

Fixtures, fittings and equipment - 20% Straight Line

Investments
Fixed asset investments are stated at cost less provision for permanent diminution in value.
Income from other investments is recognized in the Income and Expenditure Account in the year in which it is receivable.

Statement of compliance
The financial statements of the Association for the financial year ended 31 December 2025 have been prepared on the going concern basis and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

Travel Expenditure
Expenses of Governance and Oversight Committee, Standing Order Committee and Council members have been included under these headings where an expense claim submitted to the Treasurer for reimbursement. Expenses of the organization that were paid directly to a supplier or venue have been included in Other Meeting Expenses.

2. TANGIBLE ASSETS

	Fixtures, fittings and equipment	Total
	€	€
Cost		
At 1 January 2025	2,588	2,588
Additions	7,415	7,415
At 31 December 2025	10,003	10,003
Accumulated Depreciation		
At 1 January 2025	1,284	1,284
Charge for the financial year	1,826	1,826
At 31 December 2025	3,110	3,110
Net book value		
At 31 December 2025	**6,893**	**6,893**
At 31 December 2024	1,304	1,304

3. INVESTMENTS

	Other unlisted investments
	€
Cost	
Additions	50,546
At 31 December 2025	50,546
Net book value	
At 31 December 2025	**50,546**

In the opinion of the proprietor the value to the business of the above investments is not less than the book amounts shown above.

4. DEBTORS

	2025	2024
	€	€
Trade debtors	**6,917**	-
Prepayments and accrued income	**447**	447
	7,364	447

5. CASH AND CASH EQUIVALENTS

	2025	2024
	€	€
Cash and bank balances	**251,797**	352,259
Cash equivalents	**795**	345
	252,592	352,604

6. ACCRUALS

	2025	2024
	€	€
Accruals	**40,766**	**45,980**

7. CAPITAL COMMITMENTS

The Association had no material capital commitments at the financial year-ended 31 December 2025.

8. OTHER MEETING EXPENSES

Other meeting expenses relate to meetings with 3rd parties i.e PSSO/NSSO/Audit/RCPSA Business.

9. CONTINGENCIES

1. Litigation was instituted by three individuals, then trustees (all 3 are now former trustees) of the Association in earlier period.

   These proceedings were resolved on 6 December 2023 through negotiation and it was agreed that the Association would bear the legal costs incurred by the three trustees in taking the proceedings.

   This Bill of Costs is currently being negotiated by Legal Cost Accountants retained to act on behalf of the Association and have not yet been determined.

2. High Court proceedings have been initiated by two former trustees against the current President of the Association. Presently these litigations remain ongoing; therefore, it is not yet possible to quantify the Association's potential financial exposure.

10. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Association since the financial year-end.

11. APPROVAL OF FINANCIAL STATEMENTS

On behalf of the Association of Retired Civil and Public Servant's Association, we approve the above financial information which comprise the Income and Expenditure Account, the Balance Sheet and the related notes, including the summary of significant accounting policies set out in note 1 as at 31 December 2025. We confirm we have made available all relevant records and information.

Geraldine Burke Geary
Geraldine Burke Geary
President

24 March 2026

Anne Mitchell
Anne Mitchell
Treasurer

24 March 2026

REPORT OF THE GOVERNANCE, RISK and OVERSIGHT COMMITTEE

The Governance Risk and Oversight Committee was established under Article 10 of the RCPSA constitution as approved by the members in May 2024. Our role is to advise and support the council on matters such as governance, compliance, risk & finance.

The members of the committee are, Niall Byrne (Member), Padraig Maloney (Member), Siobhan Broaders (Indep) & Sean Hosford (Indep). During the year Sean Hosford (Indep) was appointed chair of the committee.

The committee held a number of meetings during the year with officers of the Council to discuss issues relevant to the association. The committee have made advisory recommendations to the council in relation to key risks identified, financial matters and governance in line with the terms of reference set out in the constitution.

We are happy to report that the council have been open to discussion and to our recommendations. We have no matters that we wish to bring to the attention of the AGM and we would like to thank the council for their co-operation during the year.

Governance Risk & Oversight Committee RCPSA
April 2026

STANDING ORDERS REPORT No. 4

POLICY MOTIONS TO BE PUT TO AGM 2026
(Motions 1 to 34)

Motions have been grouped together by topic to facilitate discussion. Each motion has been proposed by a Branch or by Council as indicated below.

PENSION PARITY

Standing Orders Committee: recommends Motions 1 to 3 be taken in Common Debate

MOTION 1

That Council does all within its power to ensure that parity with Civil Service pay rates is not lost in all future Public Service Pay agreements. **MAYO**

MOTION 2
This AGM notes that its RCPSA policy to ensure that the pay parity framework, whereby pensions increase in line with pay, is maintained.
In this regard, this AGM directs the incoming Council to request that the pay parity framework be placed on the agenda of the Public Service Unions in upcoming future Pay/Pension negotiations. **MID-WEST**

MOTION 3
The incoming council and other members of the association liaise with members of the Oireachtas to ensure that the retention of parity of public service pensions is a key element of the next pay agreement. **MIDLANDS**

SOCIAL WELFARE
Standing Orders Committee: recommends Motions 4 and 5 be taken in Common Debate

MOTION 4
That this AGM requests Council to ask the Minister for Social Protection to investigate the discrimination in PRSI benefits between the pre 1995 employees and the post 6th April 1995 employees.
Pre 1995 employees paid Class B PRSI contributions at the lower rate. No optional Dental/Optical benefits or state pension supports are payable from Class B Contributions.
Post April 1995 employees paid Class A PRSI Contributions giving them the advantage of dental & optical benefits and also a State Contributory Pension.
In addition, the salary scale was increased to compensate the post April 1995 employees for the cost difference between Class A & Class B PRSI rate of contributions. **GALWAY**

MOTION 5
The incoming Council pursue the elimination of the anomaly that exists between pre 1995 civil servants who paid a modified PRSI rate and post 1995 payees who paid a full rate PRSI. The post 1995 civil servants were paid a higher annual rate of pay to offset the additional cost of the PRSI and the lump sum and their pension retirement value is based on this rate. In addition USC is not payable on the state portion of their pension **MIDLANDS**

MOTION 6
This AGM directs the Council to seek annual increases in income thresholds for means tested benefits, ensuring modest pension rises do not inadvertently disqualify recipients from receiving essential supports **DONEGAL/ NORTH WEST**

HEALTH MATTERS

MOTION 7
That this AGM requests Council to ask the Minister for Health to revisit the Nursing Home Care Scheme (Fair Deal) to have the 80% pension calculation of State Pension for Fair Deal calculated on a Net basis rather than a Gross basis. **GALWAY**

MOTION 8
This AGM requests Council to ask the Minister for Health to request Private Health Insurance Companies to allow customers examine their medical bills for errors, inclusions and omissions before they process the claim for payment. **GALWAY**

ALLIANCE

MOTION 9
This AGM direct the incoming Council to conjunction with the Alliance to formulate a strategy whereby the pensions of members are: -
Represented at the pay talks that commence.
That pay parity for pensioners is built into any new agreement.
Where a significant element of local bargaining is negotiated as part of any agreement that pensioners benefit from the headline increases. **MID-WEST**

MOTION 10
The incoming Council seek to have the rate bands for USC deductions increased and the rates charged reduced in Budget 2027. It is suggested that this action be pursued in consultation with other associations representing retired public sector workers. **MIDLANDS**

NSSO

MOTION 11
This Branch proposes that the NSSO clarify the position in relation to the workshare pension review, if it has been completed and to whom it applies. **NORTH EAST**

MOTION 12
This Branch proposes that NSSO communicate with retirees regarding changes in their pensions as and when they occur. **NORTH EAST**

TAX CREDITS

MOTION 13
The incoming Council in the Budget 2027 submission to the Department of Finance and Department of Public Expenditure and Reform and in discussions with the Departments prior to the Budget seek to have the Age Tax Credit increased to five hundred euros for single/widowed persons and one thousand euros for married couples or civil partners. **MIDLANDS**

MEDICAL CARDS

MOTION 14
That this Annual General Meeting calls on the Council to lobby the Ministers for Finance and Health to ensure that the means tested assessment for medical cards for those over 66 years of age is taken at net pay similar to anyone under 66 years of age. **SLIGO**

ACCESS TO SERVICES

Standing Orders Committee: recommends Motions 15 and 16 be taken in Common Debate

MOTION 15
This Branch proposes access to the public for a walk in service to be provided by Revenue. **NORTH EAST**

MOTION 16
That this Annual General Meeting calls on the Council to liaise with all relevant Government Departments and agencies to request the provision of an office based customer service for older service users in addition to the online services. Some retired staff do not have access to online facilities and are continuously told to use the online services when they make contact with any Government Department. It is noted that the European Regulation of Freedom of Choice should apply. **SLIGO**

INFLATION

Standing Orders Committee: recommends Motions 17 and 18 be taken in Common Debate

MOTION 17
This AGM directs the Council to explore, if possible, the potential pros and cons of maintaining current parity versus linking adjustments to CPI inflation, using data from the past 10-15, years to inform the decision. **DONEGAL/ NORTH WEST**

MOTION 18
The incoming council arrange for data to be obtained, analysed and considered for inclusion in Budget 2027 submission on the impact of inflation in the last seven years on the actual value of the pensions of members. **MIDLANDS**

HOUSING

MOTION 19
We propose that this AGM urges the Government to impose an immediate ban on evictions of persons 50 years+ in Ireland to arrest the crisis in housing and homelessness for the aged. **AN POST**

ANNUAL ACCOUNT

Standing Orders Committee: recommends Motions 20 and 21 be taken in Common Debate

MOTION 20
That the substantial expenses of Branch AGMs in the Annual Account - listed for consideration at the RCPSA -AGM under Article 18(b) - be subdivided into the following headings:-

(a) Hire of venues,
(b) Refreshments, and
(c) Travel and Subsistence

GALWAY

MOTION 21
That the substantial expenses of Council in the Annual Account - listed for consideration at the AGM under Article 18(b) - be subdivided into the following headings:-

(a) Honoraria,
(b) Hire of venue,
(c) Refreshments and
(d) Travel and Subsistence

GALWAY

BRANCH FINANCES

Standing Orders Committee: recommends Motions 23 and 24 be taken in Common Debate

MOTION 22
That this AGM directs Council to revoke its September 2025 decision, ordering the closure of the Galway Branch Account. **GALWAY**

MOTION 23
That this AGM directs Council at the earliest opportunity to lay down limits to meet Branch operating expenses, as mandated by Article 15(d) of our Constitution. **GALWAY**

MOTION 24
That this AGM directs Council to set out at the earliest opportunity financial limits within which a Branch may organise social functions for members, as mandated by Article 15(i) of our Constitution **GALWAY**

ASSOCIATION MATTERS

Standing Orders Committee: recommends Motions 25, 26 and 27 be taken in Common Debate

MOTION 25
That this AGM requests Council to issue Membership cards to all members. **GALWAY**

MOTION 26
That this AGM requests Council to enter negotiations on behalf of RCPSA members with companies such as Heating Oil, Car and House Insurance, and other businesses with a view to seeking some discount arrangements as soon as membership cards are issued. **GALWAY**

MOTION 27
The incoming Council establish a sub committee to investigate the feasibility of establishing an arrangement with an insurance brokerage whereby members of RCPSA could avail of enhanced discounts for car and health insurance, and report on the findings at the 2027 AGM. **MIDLANDS**

MOTION 28
That this AGM requests Council to explore the possibility of the RCPSA being allocated a slot at Pre-Retirement Courses to promote the Association and encourage new membership **GALWAY**

MOTION 29
We propose that our association AGM, 2026, asks Council to run a death notice service for deceased members of the RCPSA on our website. **AN POST**

MOTION 30
Association Duty of Care to Members: Access to Terms of Settlement
This AGM directs that the Terms of Settlement agreed in the High Court between the Trustees and the Association be circulated by Council to the members

The Terms of Settlement are an independent and objective statement of what was agreed at the High Court and should be made available by Council to the Membership as a matter of urgency. **WEXFORD**

MOTION 31
Association Duty of Care to Members: Circulation of Trustees' Report
(1) This AGM recognises that the Association owes a duty of care to members and especially to the overwhelming majority of members (over 95% of the membership?) who for reasons of old age, increasing infirmity of either themselves or theirs spouses or partners, inability to travel or for other personal reasons cannot or do not attend genera! meetings, and

(2) that this duty of care requires that all members are advised, in Association Newsletters and other publications of the Association, of major financial and other major issues affecting the rights of members of the Association. There should not be a situation where crucial information affecting members interests is available at general meetings but withheld from members who do not attend.

(3) This AGM directs that the Trustees' Report and the Trustees' Motions together with a statement confirming that the Trustees' Report was adopted by the AGM on

12th December, 2023 be circulated to the membership as soon as possible. These documents are of critical importance for an informed understanding by the members, who are jointly and severally liable for the debts of the Association, of the issues at the heart of the legal dispute between the Trustees and the Association.
WEXFORD

MOTION 32
Association Duty of Care to Members: Legal Costs
(1) This AGM recognises that the Association owes a duty of care to members, and especially to the overwhelming majority of members (over 95% of the membership?) who for reasons of old age, increasing infirmity of either themselves or theirs spouses or partners, inability to travel or for other personal reasons cannot or do not attend general meetings, and

(2) that this duty of care requires that all members are advised, in Association Newsletters and other publications of the Association, of major financial and other major issues affecting the rights of members of the Association. There should not be a situation where crucial information affecting members interests is available at general meetings but withheld from rnernbers who do not attend.

(3) This AGM direct the Council to advise members, as a matter of urgency, of the substantial legal costs set out in the Trustees' Bills of Cost submitted to the Association. Additional legal costs may arise in processing the Trustees Bills of Costs and further costs may arise from personal legal actions, all of which may stretch over a number of years into the future and potentially render the Association unviable unless fully covered by insurance.

(4) This AGM notes that the subscriptions (€20 per annum) of members of the Association who do not attend general meetings pay over 95% of all Association costs and that there is apparently no indication at present that the Trustee legal costs will be met by the Association's insurers.

(5) This AGM notes that all members of this Association are jointly and severally liable for the debts of the Association - jointly and severally liability means that the parties to whom the debt is owed may opt for payment from a number of members or from just one member.

(6) The indication by Council in the January 2026 Newsletter to the effect that "Members will appreciate that Council cannot comment further on these issues" is so wide as to be unreasonable. The members, all of whom may be personally liable

for debts, are entitled to ask reasonable questions and have them answered and this AGM supports that view **WEXFORD**

MOTION 33
Trustees' Accumulated Legal Costs
That this AGM
Noting the provisions of constitutional Article 12(i) that the Treasurer or an Officer nominated by the Council shall bring members at Annual General Meetings up-to-date on:
(a) the status of any legal action taken by the Association or any legal action threatened or initiated against the Association, and
(b) the resulting potential financial implications for the Association

Directs
(1) that information for the financial years 2019 to 2024 be provided in summary form for those years [in respect the financial costs arising from legal action taken or threatened by Trustees and in respect of any costs incurred by the Association in relation to the personal actions taken by former Trustees of the Association.
(2) that financial information for financial year 2O25 and subsequent financial years be provided in a composite and accumulated form on yearly basis going forward.

The purpose of the proposed procedure is to ensure that this financial information is provided in a composite statement, which will not require members to have to thrall through various accounts or account headings, since legal costs were incurred by the Association in respect of legal action taken or threatened by the Trustees in an official or personal capacity, and that this financial information is kept up to date until the relevant legal costs are no longer outstanding.

It is important that members don't lose sight of the overall costs to the Association.
WEXFORD

MOTION 34
Wexford Branch Revised Constitution Motion
This AGM Notes that

1 The Council's decision set out in the January 2026 Newsletter provides that the report of the Subgroup, if approved by Council, will be circulated in advance and presented to the AGM as a Revised Constitution in a comprehensive document, to be voted on as a whole, at the AGM {i.e. not Article by Article) and that the Standing

Orders Committee will be asked to advise on how Motions to Amend the Constitution should be treated if the report is adopted.

2 The Subgroup, while acknowledging that its terms of reference required it to further consider the 82 proposed Amendments to the Constitution not dealt with and report back to the AGM in 2026, have materially exceeded its remit by purporting to change Articles of the Constitution already adopted by the AGM and deciding instead to produce a Revised Constitution. ln inviting participation in the work of the Subgroup, branches or members were not told that the Subgroup intended to unilaterally change provisions already debated and agreed over two years at AGMs or to prepare a revised Constitution, subject to the approval of Council.

3 Recognises the importance of the work done by the Subgroup and appreciates the considerable extent to which amendments proposed are welcome, the expectation being that they would be widely supported when being debated in the normal way, along with any amendments Branches or members would submit on the same subjects.

4 There are, however, still serious issues of substance and of compliance with prescribed requirements for changing the constitutional provisions which have to be addressed. There is no clarification at present as to how discussions are to be facilitated or restricted, or what time will be allowed for discussions on individual Articles of the "Revised Constitution", or Amendments to it, and this needs to be clarified urgently.

5 The AGM, and not the Council, is the only body which can approve Constitutional change and the Subgroup's Report in fact, contains only proposed Amendments to the Constitution and will only become a Revised Constitution if those proposals are approved by the AGM in accordance with the provisions for constitutional change adopted by the Association.

6 Both the Rules of the Association and the draft Constitution as approved at the EGM on 12th December, 2O23 and amended at the AGM on 14th May, 2025 provide that the only way to bring about constitutional change is in accordance with the RULE CHANGE [Rules 15 and 8 (g)] and CHANGING THIS CONSTITUTION [Articles 25 and 17 (h)] provisions.

7 The necessary constitutional provisions for valid changes require that proposed Rule Change Motions/Motions to Amend the Constitution must be submitted in good time and must be individually passed Article by Article at an AGM by a two third majority open vote. There is no other way to change/amend /revise constitutional

provisions. The proposal to adopt this Revised Constitution en mass with a single vote (not Article by Article) is in fundamental breach of constitutional provisions which the Council, the AGM, the Standing Orders Committee and membership are bound to uphold.

8 This is the second draft Constitution to be brought by Council for approval in the last two years. Then, only 8 of 25 Articles were debated and the remaining 17 were adopted adopted by guillotine in a single morning. lt led to a multiplicity of problems. The present proposal goes further – one draft Revised Constitution, one vote.

9 The Association needs legal certainty this time, and the adoption of a Council approved Revised Constitution on a single vote will increase rather than reduce risk, especially at a time in which there is no certainty about legal costs or insurance cover, and members are jointly and severally liable for Association debt. That means that, in the event of default the creditors can normally sue all parties together or any one party for the full amount. Most likely in a members based organisation it would be the members of the Executive or an individual named member of the Executive who would be sued, and they, in turn, could sue the other members for contribution

10 Any member of the Association reading the provisions of either or both the Rules/Constitution will come to the conclusion that the only way to change them is to follow their provisions. lt only requires common sense not a legal qualification. The Council and the Standing Orders Committee should be in a position to advice the AGM before proceeding with the Council's proposal to adopt a "Revised Constitution" that the Association's solicitor agrees or disagrees with the the proposition that there are unspecified extra constitutional right which allows a "Revised Constitution" to be adopted in a single vote. The Council/Standing Orders Committee should advise the AGM of the tenor of the advice.
11 As in 2024, there is no immediate urgency requiring the approval of the draft Revised Constitution on the day of the AGM. Time out should be taken out to allow a framework to be developed in which Amendments proposed in the draft Revised Constitution could be dealt with at the same time as Amendments proposed by Branches and members in respect of the same subject matter could be discussed.

This AGM agrees with
(a) The need, as outlined at 9 and 10 for the Association to have, this time, clearly certified legal certainty from the Association’s solicitor or, if that is not available, independent legal advice should sought and made available before an AGM is asked to approve a Revised Constitution as proposed.

(b) The proposal that time out to allow a framework to be developed towards an agreed approach as proposed in 11, be adopted, and

Directs the Council to proceed to seek legal advice and to take time out to enable an agreed framework to be developed as proposed. **WEXFORD**

STANDING ORDERS REPORT NO 5

MOTIONS TO AMEND THE CONSTITUTION

The SOC notes that the current Constitution provides that the Constitution may be amended at an AGM only by a motion passed by a two-thirds majority of the members voting at such meeting. Motion 35 proposes to replace the current Constitution by a new text appended to the Report of the Subgroup on Amendments to the Constitution attached below. In the absence of any provision to the contrary, the SOC advises that the new Constitution, if passed, should be deemed to come into effect immediately. The SOC notes that motions 36 to 62, in the name of the Wexford branch propose amendments to the text of the Constitution as proposed in Motion 35. Therefore, if the new Constitution is approved the amendments suggested in motions 36 to 62 can be considered. If the new Constitution is not passed amendments 36 to 62 fall.

The SOC recommend that the discussion of Motion 35 be facilitated by grouping the Articles of the proposed Constitution for consideration, as follows:

Group 1: Articles 1 to 4 – Name, Objects and Values
Group 2: Articles 5 and 6 – Membership
Group 3: Articles 7 to 9 – Council
Group 4: Articles 10 to 12 – Oversight Committee, Records and Finance
Group 5: Articles 13 and 14 – Branches and Consultative Forum
Group 6: Articles 15 to 18 – AGM, SOC and EGM
Group 7: Articles 19 to 21 – Privacy, Dissolution and Amendment.

MOTION 35

For the 2025 AGM, there were 87 Motions to Amend the Constitution. Three were withdrawn, two were adopted. There was insufficient time to deal with the remaining 82 on the day. They were referred to a subgroup for further consideration and to review the Constitution, and to report back to the AGM in 2026. Council now calls on this AGM to adopt the Report of the Subgroup and to

approve the amended/revised text of the Constitution as presented to this AGM.
COUNCIL

Subgroup on Amendments to the Constitution
Report for Council – 4 March 2026

For the 2025 AGM, there were 87 Motions to Amend the Constitution. Three were withdrawn, two were adopted. There was insufficient time to deal with the remaining 82 on the day. They were referred to a subgroup for further consideration and review, to report back to the AGM in 2026.

The members of the subgroup were Brian Cadogan (Mid-West), Margaret Kilcommins (Galway), Brendan Murphy (Dublin), Ann Walsh (Cork) and Niall McCutcheon (SOC). The President, Geraldine Burke Geary was an ex officio member of the subgroup and the subgroup was assisted by the Association Honorary Secretary, Cloda Ryan.

The subgroup was established by decision of the Council on 18 June 2025, where it was agreed that Brian Cadogan (Mid-West) and Brendan Murphy (Dublin) would serve on the group, along with a representative of the SOC, and that all Branches would be asked if they would like to nominate someone to participate in the subgroup.

The invitation to Branches issued on 25 June 2025. Ms Margaret Kilcommins was nominated by the Galway Branch on 11 July. Preliminary work was carried out in August by Brian Cadogan (the convenor of the subgroup) to incorporate into the text of the Constitution the amendments which had been proposed at the AGM. The group (Brian, Brendan, Margaret, Cloda) met in person on 2 September. It was agreed that Brian, Brendan and Margaret would each look at a certain number of Articles of the Constitution and the amendments proposed for those Articles and report back. The group agreed that the Honorary Secretary, Cloda Ryan, should provide secretarial services to the group and that Niall McCutcheon (the only serving member of the SOC at the time) would provide an overview.

Ms Ann Walsh was nominated by the Cork Branch on 17 September and joined the group.

The subgroup met in person on four occasions from 3 December 2025 to 25 February 2026. The length of the meetings were from 3.5 hours to 5 hours. This was in addition to the work done by the members of the group at home and the travel time involved for the members not based in Dublin. In view of the detailed nature of the

work, the subgroup considered that physical in person meetings were preferable to online ones.

The subgroup considered all the amendments which had been submitted for AGM 2025 and carried out an overall review of the Constitution.

The subgroup has completed its work and presents to Council a proposed amended Constitution to be put before members at AGM 2026.

The amended Constitution includes textual changes arising from motions and/or a desire to simplify or improve the clarity of the Articles.

The subgroup would like to draw Council's attention to some substantive amendments in particular:

1. The inclusion of the Honorary Assistant Treasurer position as an Officer to be elected at AGM
2. The inclusion of the two representatives to the Alliance as positions to be elected at AGM
3. The change of name from the Governance, Risk and Oversight Committee to the Oversight Committee
4. The reduction in the size of the Oversight Committee
5. The removal of the obligation to have the accounts audited formally each year
6. The removal of the requirement on Branches to have a Vice Chairperson
7. The inclusion of a requirement on Branches to have a minimum of three people on their Branch committee
8. The removal of mention of Branches organising social functions within specified financial limits
9. The inclusion of a statement that a person can only be a member of one Branch (but can attend meetings and activities in other Branches)
10. Reverting to only one Consultative Forum each year
11. Bringing forward the deadline for receipt of nominations and motions for AGM
12. Changing the SOC meeting with the President from an obligation to being at the discretion of the SOC
13. The removal of certain Articles which it was considered were not appropriate to a Constitution – Article 13 on Indemnity Insurance, Article 14 on Use of Private Cars, Article 21 on Conduct, Article 23 on Emails Policy
14. The removal of specific reference to formal policies, in particular the Financial Procedures Manual. This was done because it was considered

that, if it was directly referenced in the Constitution, it could mean that the Manual could be changed only at an AGM.

If the Constitution is approved as amended by the subgroup, it would be advisable for Council to review all its formal policies, in particular the Financial Procedures Manual, to ensure that they are in accord with the new Constitution.

The subgroup considered the requirement that nominations and motions for AGM must be channelled through Branches. There were many good arguments as to why the previous arrangements should be reintroduced, whereby an individual member could make a nomination or put forward a motion provided it was seconded. Nonetheless, the subgroup felt that, on balance, the existing requirement should remain in place but recommends that Council review the position in the future.

It is recommended that, if the text of the amended Constitution is approved by Council,

(a) Council should consider how best to present/deal with the amendments at the AGM in May;

(b) Council should, taking account of any decision taken under (a) above, bear in mind that the deadline for receipt of motions (including one/ones to amend the Constitution) is 1 April 2026.

(c) The proposed amended Constitution should be circulated to Branches as early as possible to allow time for them to consider it before the AGM in May.

Constitution of the Retired Civil and Public Servants Association
For consideration at AGM 2026

1. Name of the Association

The name of the Association shall be The Retired Civil and Public Servants' Association (RCPSA) or Comhlachas Iar-Sheirbhíseach Poiblí agus Stáit.

2. Main Objects of the Association

The Main Objects of the Association shall be:

(a) To promote and safeguard the pensions of members, and

(b) To support and represent the interests of members in relation to financial, health, welfare and other matters impacting on them.

3. Subsidiary Objects

To help achieve its main aims, the Association will also:

(a) Engage with Departments, Government and relevant agencies on issues affecting members.

(b) Provide a forum for discussion, analysis and preparation for developments that may affect members' lives and wellbeing.

(c) Work with public service and public sector unions/associations.

(d) Liaise with similar organisations to advance shared interests.

(e) Where possible, offer additional benefits to members, such as insurance options and discount schemes.

(f) Encourage mutual support, social and networking events among members.

(g) Issue public statements on matters related to the Association.

(h) Carry out any actions necessary or helpful to achieve the Association's aims.

(i) Use The Association's funds to achieve its objects and cover administrative costs.

4. Core Values

The core values of the Association are:

(a) Governance,

(b) Transparency and Accountability

(c) Integrity,

(d) Confidentiality and

(e) Equality and Fairness

5. Membership of the Association

Membership of the Association shall be open to:

(a) Persons in receipt of civil and public service pensions and to pensioners of such other current or former public service / semi state companies as may be determined by the Association from time to time.

(b) The spouses of deceased members of the Association.

(c) New members receiving pensions from Public Service and Semi State companies shall be assigned to the Branch representing those organisations, where such a Branch exists. If not, assignment shall follow (d).

(d) Except as applies under (c), new members will be assigned to the Branch in the area where they live, or if no such Branch exists, they will be assigned to another Branch.

(e) The Association shall maintain a Register of Members.

6. Membership Subscriptions

(a) The annual membership subscription shall be as determined by the Annual General Meeting (AGM).

(b) The subscription for spouses of deceased members shall be half the rate set out under 6(a).

(c) Subscriptions shall be paid by deduction from pension, standing order or bank transfer. In exceptional cases, cash may be accepted by the Honorary Treasurer.

7. Governance of the Association

(a) The AGM is the supreme decision-making authority of the Association.

(b) The Association shall be managed by a Council elected by the members at the AGM.

(c) The Council shall carry out its mandate in accordance with this Constitution.

8. The Council

(a) The Council shall have overall responsibility for the financial affairs of the Association.

(b) The Council shall consist of the following Officers: President, Vice President, Honorary Secretary, Honorary Treasurer, Honorary Assistant Treasurer and not more than ten ordinary members.

(c) Council Members shall be elected at the AGM. Candidates must be nominated and seconded and must confirm in writing their willingness to serve.

(d) Officers and Members serve for one year and may be re-elected.

(e) An Officer may not serve more than five consecutive years in the same role.

(f) The Council may co-opt additional members, not exceeding a total Council membership of seventeen. It may also appoint Officers to fill vacancies during the year.

(g) The Council shall regulate its meetings as it sees fit. Decisions should preferably be made by consensus; failing that, by vote. In the event of a tie, the President shall have a second and casting vote.

(h) The Council shall normally meet monthly, or as determined by the President (or Vice-President in their absence). The quorum shall be eight members, including at least one Officer. Members must notify the Honorary Secretary if unable to attend; missing three consecutive meetings without due cause is deemed a resignation. The Annual Report shall include a schedule of meetings and attendees.

(i) The Council may pay expenses incurred in conducting Association business.

(j) Council, at its discretion, may fix and pay appropriate honoraria. Council, at its discretion, may make appropriate non-cash gifts. All honoraria and/or gifts shall be reported in the Association's financial statements.

(k) The Council may engage persons as necessary and shall set their remuneration.

9. Committees of the Council

The Council may create committees to help with its work. No decision or recommendation from any committee is valid unless the Council approves it.

10. Oversight Committee

(a) The Oversight Committee will have three members, two elected at the AGM, and an independent Chairperson appointed by the Council.

(b) The Oversight Committee shall act independently of the Council and shall hold office until the end of the next AGM at which their successors are elected or appointed. Its role shall be advisory and it shall:

i. consider and review compliance with the provisions in the Constitution and other governance policies and procedures of the Association.

ii. monitor the financial affairs of the Association.

iii. recommend auditors to the Council, and

iv. identify risks to the Association.

(c) The Council shall fill any vacancy that arises on the Oversight Committee between AGMs of the Association.

(d) The Oversight Committee shall meet at least twice a year, or more often if needed, and shall submit a report to the Council after each meeting. It will also meet with the Council whenever either party thinks it is necessary.

(e) Any issues or concerns raised by the Oversight Committee shall be addressed by the Council.

(f) A member of the Oversight Committee shall not be a member of the Council or of the Standing Orders Committee (SOC).

(g) The Oversight Committee shall submit an Annual Report to the AGM.

11. Records of the Council

(a) The Association shall keep records of the members present at each Council meeting and decisions made.

(b) If a person is present for only part of a meeting, the minutes shall indicate the item(s) for which a member was present.

(c) Once the minutes are signed and dated by the Honorary Secretary and Chairperson, they will be kept by the Honorary Secretary and passed on to their successor as official records of the Association.

(d) Minutes of the meetings of the Council are confidential unless otherwise agreed by the Council.

12. Finances

(a) The Council shall have overall responsibility for the financial affairs of the Association.

(b) The financial year of the Association shall be from 1st January to 31st December.

(c) All monies received as subscriptions or otherwise by the Association shall be lodged to a bank account(s) in the name of the Association as approved by the Council.

(d) All disbursements by the Association shall be drawn on such bank or banks and authorised by any two of the following: President, Vice President, Honorary Treasurer and Honorary Secretary.

(e) The surplus funds of the Association may be invested in the Association's name in trusts, securities or real property, as decided by the Council.

(f) The Association is an unincorporated not-for-profit association. The accounts of the Association shall be independently verified on an annual basis. The Council, in consultation with the Oversight Committee, will decide each year as to whether or not a formal audit is required.

(g) Legal action by or on behalf of the Association or any constitutional body within the Association shall only be taken by the Council.

(h) Legal costs shall only be incurred with the agreement of the Council.

(i) The President (or an Officer of the Association nominated by the Council) shall bring members at AGMs up to date on:

  i. the status of any legal action taken by the Association or any legal action threatened or initiated against the Association, and

  ii. the potential financial implication for the Association.

13. Branches of the Association

(a) Members residing within convenient reach of each other, or having a shared employment history, may be constituted a Branch of the Association by the Council, on receipt of a request signed by not fewer than fifteen such members.

(b) Each Branch shall hold an AGM before the end of February each year and shall elect a Chairperson, a Secretary, and a Branch Committee of no fewer than three other members, to serve in a voluntary capacity and shall notify their contact details to the Honorary Secretary.

(c) The Chairperson or Secretary shall liaise with the Council on behalf of the members of the Branch.

(d) The Council shall meet Branch operating 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 determination by each Branch.

(f) A Branch may not communicate on Association business with any Government Minister, Public Representative, Government Department, or with the media, without the prior written 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 at regular intervals 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 member may not be a member of more than one Branch at the same time but may attend meetings or activities in other Branches.

14. Consultative Forum

(a) A Consultative Forum meeting will be held annually, on a date set by the Council. Council members, as well as Branch Chairpersons and Secretaries, may attend the Forum. If either Branch Officer cannot attend, the Branch Committee may nominate another Branch representative to attend in their place.

(b) The Honorary Secretary will issue notification of the date, time and venue of the Consultative Forum meeting to each Branch Secretary at least 14 days in advance of the meeting. Where the 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 shall be 7 days.

15. Annual General Meeting

(a) As stated in Article 7(a), the AGM is the supreme decision-making authority of the Association.

(b) The AGM shall consist of the Council, the SOC, members of the Association and such other persons as the Council may invite to attend. Only members may vote at an AGM.

(c) The AGM shall be held not later than 31 May each year on a date and time and at a venue to be decided by the Council.

(d) The Honorary Secretary, shall not later than twelve weeks prior to the date of the AGM, advise members and Branch Secretaries of the date, time and venue of the AGM and invite Branches to submit nominations and motions (including policy motions and motions to amend the Constitution) to form part of the agenda.

(e) Individual members may submit nominations and motions to their Branch for consideration and, if accepted, they shall be submitted by the Branch to the Honorary Secretary of the Association. Nominations and motions may also be submitted by Council.

(f) A Branch may make nominations for the following to be elected at the AGM

- the offices of President, Vice President, Honorary Secretary, Honorary Treasurer and Honorary Assistant Treasurer
- members of the Council
- members of the SOC
- members of the Oversight Committee
- and members to represent the Association at the Alliance of Retired Public Servants

(g) Nominations and motions shall be received, on the appropriate form by the Honorary Secretary not later than 15th March.

(h) All nominations and motions received by the due date shall be forwarded by the Honorary Secretary, to the SOC and the Council as soon as is practicable.

(i) The final agenda, nominations and motions, together with the recommendations of the SOC 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 AGM.

(j) The Chairperson, in consultation with the SOC, may accept emergency motions (except those proposing changes to the Constitution and/or annual subscription fees) from Branches, provided these motions are submitted in writing to the Honorary Secretary before the meeting

starts. The motions may only address urgent issues that have arisen after the deadline for the receipt of motions.

(k) Once the meeting begins, additions to the final agenda may be accepted by the SOC only if it receives an emergency motion deemed by it to be of extreme urgency and importance.

16. Conduct of Annual General Meetings

(a) Voting on any item at the AGM shall be by simple majority, except a motion to amend an article of the Constitution, which shall require a two thirds majority of those voting.

(b) A candidate for any elective office at an AGM shall not be appointed a teller or scrutineer.

(c) Each motion shall be proposed and seconded. If a proposer and seconder are not present when the motion is called, the motion shall be deemed to have fallen.

(d) The Chairperson may call for a 'motion be now put'. The Chairperson shall give the proposer the right of reply before putting the motion to the meeting.

(e) The agenda for the AGM shall include the following:

- The President's Address
- The appointment of Tellers.
- SOC Report(s)
- Annual Report of Council
- Report on the Accounts of the Association
- Report of the Oversight Committee
- Motions, including motions to amend the Constitution
- Appointment of scrutineers
- Distribution of ballot papers as required
- Election of
  - Officers
  - Ten ordinary members of the Council
  - Three members of the SOC
  - Two members of the Oversight Committee
    and
  - Two members to represent the Association at the Alliance of Retired Public Servants
- Consideration of any other business as may be submitted by the Council and approved by the SOC and the members present at the AGM.

17. Standing Orders Committee

(a) An SOC consisting of not more than three members shall be elected at the AGM. They shall act independently of the Council and the Branches.

(b) Members of the SOC 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 or the Oversight Committee may not at the same time be a member of the SOC.

(d) The SOC shall elect a Chairperson from among its members and shall regulate its own procedures.

(e) Two shall constitute a quorum at meetings of the SOC.

(f) The SOC may consult with the President to consider the business proposed for the AGM.

(g) The SOC may with the consent of the proposers, 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.

(h) The SOC shall make recommendations on the order of business at the AGM and on such other matters, as it deems necessary for the purpose of the efficient conduct of the meeting.

(i) The SOC shall recommend to the AGM the procedure for holding elections to any office at the AGM. Such procedure shall include the arrangements for the distribution and collection of ballot papers by the scrutineers, the arrangements for the counting of ballot papers by the scrutineers, and the arrangements for the announcement of the results of the elections. All such elections shall be held by simple majority.

(j) The adoption of Reports of the SOC shall be subject to the approval of the AGM.

(k) The SOC may meet during each AGM and make such recommendations, as it deems necessary from time to time to facilitate the business of the meeting.

(l) The SOC may recommend procedures for the better conduct of AGMs. Its recommendation shall be considered by the AGM and decided on by the members voting at the meeting. If adopted, they shall become part of the Standing Orders of the Association.

18. Extraordinary General Meeting (EGM)

(a) An EGM of the Association may be convened at any time by the Council at its discretion.

(b) An EGM of the Association shall be convened by the Council within two months of 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.

(c) Discussion and decisions at an EGM shall be confined to the purpose for which the meeting is convened. At least ten days' notice of an EGM shall be given to members.

19. Privacy Notice

The Privacy Policy of the Association shall be updated regularly.

20. Dissolution or Winding-up

The Association may be dissolved or wound up by a vote of two thirds of the members present at an EGM or AGM If upon the dissolution of the Association there remains, after the satisfaction of all debts and liabilities, any assets whatsoever they shall be dealt with as agreed by the members at an EGM or AGM, subject to good legal practice.

21. Amendment of the Constitution

This Constitution may be amended only by a motion tabled at an AGM and passed by a two-thirds majority of the members voting at such meeting, as provided in Article 16(a).

MOTIONS TO AMEND THE PROPOSED CONSTITUTION

All these motions were submitted by the WEXFORD branch.

MOTION 36

<u>Article 4 Core Values</u>

Delete

MOTION 37

<u>7 Governance of the Association</u>

Delete "decision-making authority" and insert "policy-making instrument"

MOTION 38

<u>Article 8 The Council</u>

Article 8 (j)

Rephrase “Council, at its discretion, may” on the two occasions in which it occurs to read
“The Council, may, at its discretion,”

See proposed repositioning of Article 9 if it is not deleted.

MOTION 39
Article 9 Committees of Council
Delete.

If not deleted, insert as Article 8 (l).

MOTION 40
Article 10 Oversight Committee
Article 10 (a)
Reword as follows.
“Article 10 (a) An Oversight Committee consisting of a Chairperson and two members shall be elected at the AGM.

MOTION 41
Article 10 Oversight Committee
Insert new Article 10 (c) as follows
“Article 10 (c) The Oversight Committee will appoint the Auditor.”

Re-number remaining sub Articles.

MOTION 42
Article 11 Records of the Council
Rename title as “Article 11. Records of the Association.”

MOTION 43
Insert new Article 11 as follows
“Article 11 (a) The Association will retain all important administrative, financial and legal records of the Association and its activities and provide for secure retention and appropriate access.”

“Article 11 (b) The Council will keep this under review and will advise the AGM of progress from time to time.”

The SOC recommends that motion 43 be ruled out of order because it has the effect of removing the obligation and power to keep minutes of Council meetings, record attendance and record decisions made.

MOTION 44
Article 12 (f) Finances
Delete Article and reinsert its place
"The accounts of the Association shall be audited annually by an external Auditor."

MOTION 45
Article 13 Branches of the Association
Delete "of the Association" from title.
Amend Article 13 (f) as follows

Delete "Public Representative"
Delete "written"

MOTION 46
Re-insert existing Article 15 (i) as Article 13 (h) as follows

"Article 13 (h) A branch may organise social functions for members within financial limits set out by the Council.

If passed, renumbering required.

The SOC recommends that Motion 46 be ruled out of order because it is unclear if the sub-paragraph proposed is in place of or additional to the existing Article 13 (h).

MOTION 47
Article 14 Consultative Forum
Delete the first sentence of Article 14 (a) and insert the following in its place
"A Consultative Forum meeting will take place each year between 1st September and 31st December, the date to be decided by Council. Branch Chairpersons and Secretaries can attend the Consultative Forum. Branch members may also attend.

MOTION 48
Article 15 Annual General Meeting
Replace the description "SOC" where it occurs in this Article with "Standing Orders Committee"

MOTION 49
Article 15 Annual General Meeting

Article 15 (a)
Delete and insert the following in its place
"15 (a) The AGM shall be the supreme policy–making instrument of the Association."

MOTION 50
Article 15 Annual General Meeting
Article 15(b)
Delete Article and insert the following in its place
"Article 15(b)(i) The AGM shall consist of the Council, the Standing Orders Committee and the members of the Association."

"Article 15 (b) (ii) Such other persons as the Council invite may attend an AGM but may not vote thereat."

A renumbering of sub Articles will be necessary if these amendments are accepted

MOTION 51
Article 15 Annual General Meeting
Article 15 (e)
Delete Article and insert following in its place
"15 (e) Nominations and motions may be submitted by the Council and by Branches to the Honorary Secretary of the Association. Nominations and motions may also be proposed and submitted by an individual member of the Association, in which case the motion must be seconded by another member of the Association."

In the event that this proposed amendment not being accepted it is proposed that the wording of the Article 15(e) be amended as follows

"15(e) Nominations and motions may be submitted by the Council and by Branches to the Honorary Secretary of the Association. Individual members may submit nominations and motions to their Branch for consideration and, if accepted, they shall be submitted by the Branch."

MOTION 52
Article 15 Annual General Meeting

Article 15 (g)
Delete ", on the appropriate form"

MOTION 53
Article 15 Annual General Meeting
Article 15 (h)
Delete

The SOC recommends that this motion be ruled out of order because it removes the mechanism for dealing with motions and nominations once the Honorary Secretary has received them.

MOTION 54
Article 15 Annual General Meeting
Article 15 (j)
Delete "in consultation with the SOC" and replace it with" with the advice of the Standing Orders Committee"

MOTION 55
Article 15 Annual General Meeting

Article 15 (k)
Amend article to read
"15 (k) Once the meeting has commenced, additions to the final agenda may be accepted by the Standing Orders Committee only when it receives an emergency motion, deemed by it to be of such extreme urgency and importance to the interest of the members that it be included"

MOTION 56
Article 16 Conduct of Annual General Meeting
Article 16 (e)
Amendments proposed
Replace the description "SOC" where it occurs in this Article with "Standing Orders Committee"
Provide numbers for indents and sub indents

MOTION 57
Article 16 Conduct of Annual General Meeting
Reword indent No 7 to read
"Motions to amend the Constitution and other motions"

MOTION 58
Article 16 Conduct of Annual General Meeting
Amend final indent to delete ""and the members present at the AGM"

MOTION 59
Article 17 Standing Orders Committee
Replace the description "SOC" where it occurs in this Article with "Standing Orders Committee"

MOTION 60
Article 17 Standing Orders Committee
Delete Article 17(j)
In the event that this is not accepted, a further amendment is proposed as follows
Delete the words after "approval" and insert "of two-thirds of the members voting at the AGM."

The SOC recommends that this motion to delete Article 17 (j) be ruled out of order because it removes the mechanism for accepting or rejecting the procedures to be followed during the AGM.

The SOC recommends that the alternative suggested, namely, to require a two-thirds majority for the adoption of SOC reports, be ruled out of order because it would enable a minority of one-third or more to effectively block the work of the AGM.

MOTION 61
Article 19 Privacy Notice
Delete

MOTION 62
Order of Constitution Motion

Revise Order of Constitution as follows
Articles
1. Name of Association
2. Objects of Association
3. Membership of Association
4. Subscriptions
5. Finance
6. Council

7. Annual General Meeting
8. Extraordinary General Meeting
9. Conduct of Annual General Meetings
10. Branches
11. Consultative Forum
12. Standing Orders Committee
13. Oversight Committee
14. Association Records
15. Dissolution or winding up
16. Amendment of the Constitution

The SOC recommends that this motion be ruled out of order because the list is incomplete.

A peaceful, enjoyable summer to all our members. As you can see, we have much to discuss at our AGM on 27 May 2026. Please come along to share your views and to participate.