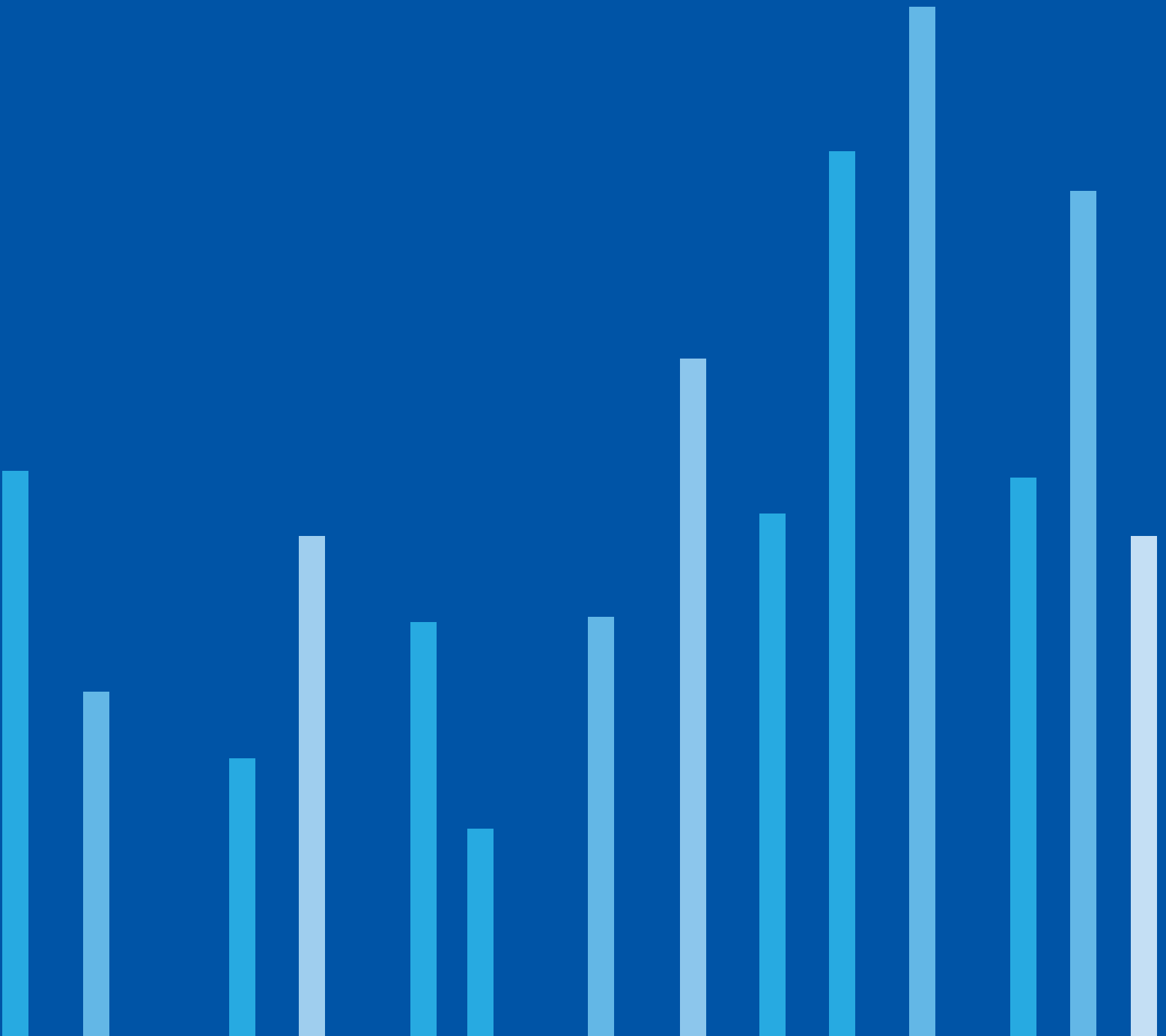


Impact Agenda

Biennial Delegate Conference



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Conference timetable

Wednesday 18th May 2016

- 16.00 Registration and issue of ballot papers
- 19.00 Conference opening ceremony
- 19.20 Appointment of tellers and scrutineers
Adoption of General Standing Orders
Minutes of Conference 2014 and matters arising
- 19.30 President's address
- 19.45 Standing Orders Committee reports
- 20.00 **Biennial report:** All sections
- 20.05 Distinguished service awards
- 20.15 **Four Lives:** IMPACT trade union's roots in the 1916 Rising
- 20.30 Conference adjourns

Thursday 19th May 2016

- 09.15 Conference resumes and election ballot box opens
Briefing on public service pay determination: Shay Cody, General Secretary
- 09.30 **Pay, national agreements and related:** Motions 1, 2 and amendment (to be taken in common debate), 3, 4 (to be taken in common debate), 5, 6, 7, 8, 9, 10, 11 and amendment, 12,13, 14, 15, 16, 17 (to be taken in common debate), 18, and 19 (to be taken in common debate), Motion 20 and amendment, Motion 21, Motion 22, Motion 23, Motion 24, Motion 25, Motion 26 and Motion 27
- 10.15 **Elections:** Ballot box closes – first election
Pay, national agreements and related: Continued
- 11.15 **Pensions and related:** Motions 28, 29 (to be taken in common debate), 30, 31, 32, 33 and amendment, and 34 (to be taken in common debate), Motion 35, Motion 36, Motion 37 and 38, Motions 39, 40, and 41 (to be taken in common debate)
- 12.05 **Leave and related:** Motions 42 and 43 (to be taken in common debate)
- 12.15 **Travel and subsistence:** Motions 44 and 45 (to be taken in common debate)
- 12.25 Address by Gerry McCormack, SIPTU manufacturing divisional organiser on 'Brexit' and the Republic of Ireland
- 13.00 Conference adjourns
- 14.15 Conference resumes
Address by Patricia King General Secretary, Irish Congress of Trade Unions

- 14.45

Conference closed session¹
Action on motions from Conference 2014
Treasurer’s report
Adoption of accounts for 2014 and 2015
- 15.00

Union finances: Motions 119 and 120 (to be taken in common debate) (Motion 120 to fall if Motion 119 is carried), Motion 121 and Motion 122, Motions 123 and 124 (to be taken in common debate)
- 15.25

Rules and related: Motions 116, 117, and 118
- 15.35

Briefing on latest developments on new union project: Shay Cody, General Secretary
- 15.45

Union organisation and development: Motions 125, 126, 127, 128, 129, 130, 131, 132, 133, 134 and 135 (to be taken in common debate. Motions 128, 129, 130, 131, 132, 133,134 , and 135 all to fall if Motion 125 is carried), Motion 136, Motion 137, Motion 138, Motion 139, Motion 140, Motion 141 and Motion 142
- 17.00

Other internal matters: Motions 143, Motion 144 and amendment, Motion 145, Motion 146 and Motion 147, Motions 148 and 149 (to be taken in common debate)
- 17.20

Recruitment and IMPACT staff: Motions 150 and 151
- 17.25

Media and communications: Motion 152
- 17.30

Conference adjourns

Friday 20th May 2016

- 09.15

Conference resumes in open session
- Other conditions of service:** Motion 46 and Motion 47, Motions 48, 49, 50, 51 and 52 (to be taken in common debate), Motions 53, Motions 54, 55, 56, 57, 58, and 59 (to be taken in common debate), Motion 60, Motion 61, Motion 62, Motion 63, Motion 64, Motion 65, Motion 66, Motion 67, Motion 68, Motion 69 and Motion 70
- 10.15

Staffing and related: Motion 71, Motion 72, Motion 73, Motion 74, Motion 75, Motion 76, Motion, 77, Motion 78, Motion 79, and Motion 80
- 10.55

Employment and trade union rights: Motion 81, Motion 82 and Motion 83
- 11.15

Public services: Motion 84 and Motion 85, Motions 86, 87 and amendment, 88 and amendment (to be taken in common debate), Motion 89 and Motion 90
- 12.00

Refugee crisis: Motion 96
- 12.15

Housing and homelessness: Motions 97, 98, 99, and 100 (all to be taken in common debate)
- 12.45

Briefing on One Cork project: Linda Kelly, IRO/Organiser
- 13.00

Conference adjourns
- 14.15

Conference resumes
- Health and Safety:** Motion 95

¹IMPACT members and staff only.

- 14.20

Taxation: Motion 91, Motion 92, Motion 93, and Motion 94
- 14.50

General policy issues: Motion 101 and Motion 102, Motions 103, 104, and 105 (to be taken in common debate), Motions 106 and 107 (to be taken in common debate), Motions 108 and amendment, Motion 109, Motion 110, Motion 111, and Motion 112
- 15.35

Transatlantic Trade and Investment Partnership: Motions 113, 114, and 115 (to be taken in common debate)
- 15.55

Guillotined motions
- 16.00

Closing business
- 16.20

Conference closes

Standing Orders Committee

Civil Service Division

Finbar Meehan
Tom O'Connor (Vice Chairperson)

Education Division

Eileen Coman
Mary Dolan

Health and Welfare Division

Gerry Foley (Chairperson)
Gina McDonald

Local Government and Local Services Division

Kathryn Collins
Rose Conroy

Municipal Employees' Division

John Gaynor
Tom Kavanagh

Services and Enterprises Division

Anna Farrell
Teresa Kearns

General standing orders for Conference (Amended 2012)

- 1
- These standing orders shall be read in conjunction with the constitution of the Union. If there is conflict on meaning then the constitution shall prevail.
- 2
- The Standing Orders Committee shall recommend the timetable for Conference and the order in which motions and amendments submitted shall be taken. When the time allotted to a group of motions has elapsed, the chairperson shall allow the debate in progress to finish. S/he shall then proceed to the next group of motions, thus guillotining any remaining motions in the current section. Such guillotined motions may be taken up by the chairperson later in Conference as time permits. Otherwise they are automatically referred to the appropriate executive committee.
- 3
- Unless otherwise decided by Conference, only one motion may be before Conference for discussion at any time.
- 4
- Individual motions and amendments should be proposed by a speaker from the appropriate executive committee or from the branch which gave notice of the motion or amendment. Where no delegate of that branch is present, the motion may be proposed by any other member of Conference. In the case of motions in common debate, all motions and amendments shall be deemed to be formally proposed, unless the Conference has been given advance notice that the proposer of a motion or amendment does not wish it to be proposed. There is no requirement for any motion or amendment to be seconded. Once the agenda has been adopted, motions may only be withdrawn with the agreement of Conference.
- 5
- Only members of Conference as defined by Rules 15(i) and 19(ii) of the Constitution and

Vocational Group Representatives as defined in Rule 24(ii)(d) of the Constitution may address Conference¹. This rule shall not preclude the Standing Orders Committee from making recommendations to Conference, which shall be considered immediately by Conference.

- 6
- Unless otherwise agreed by Conference, no member shall address Conference unless s/he is proposing or speaking to a motion or amendment or

(i) is raising a point of order; or

(ii) is raising a point of fact; or

(iii) is delivering the chairperson's address.
- 7
- All speakers should address Conference from the rostrum or microphone, and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant Executive Committee and members of staff will be limited to (3) minutes when clarifying points or answering questions.
- 8
- Where several motions and/or amendments submitted deal with the same topic, Standing Orders Committee may produce a composite or comprehensive motion. If it is not possible to do this, there may be a common debate on the issue covered by the group of motions and/or amendments. The first speaker on behalf of the proposing branch or the first speaker on behalf of the CEC in the case of motions proposed by the CEC shall be deemed to be the proposer of the motion. Each proposer shall have a maximum of four (4) minutes. In the subsequent debate, no-one may speak more than once, but each speaker may refer to any of the motion(s)/amendment(s) then before Conference, up to a maximum of three (3) minutes. Proposers of motions taken in common debate shall, subject to the discretion of the Conference chairperson, have the right of reply but only in respect of the motion proposed by her/him and the right of reply shall be strictly confined to answering previous speakers on that motion and/or where

¹ In accordance with Rules 15(ii) and 19(iii) and with the exception of the casting vote of the Conference chairperson, only delegates may vote at Conference.

clarification has been sought and the proposer shall not introduce any new matter into the debate. When the chairperson is satisfied that sufficient time has been allowed for debate, each motion and/or amendment shall be voted on separately in accordance with the relevant Standing Orders Committee report.

- 9 Amendments to amendments may not be moved, even under the terms of Rules 16(ix) and 20(ix) of the constitution.
- 10 Except as otherwise provided, no member of Conference shall speak to a motion more than once. For the purpose of this standing order, an amendment to a motion and a motion which has been amended shall each be considered to be a new motion.
- 11 Subject to the discretion of the Conference chairperson, the proposer of a substantive motion, not in common debate, shall have a right to reply immediately before the motion is put to Conference, 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. The proposer of an amendment shall not have a right of reply.
- 12 The following types of motion may be moved at any time:
 - (i) Motion to “refer to the Central or Divisional Executive Committee.” The chairperson of Conference will then ask the proposer of the motion or amendment if s/he agrees. If not, there will be a short debate on the motion to refer, before Conference decides the issue by voting. If the motion to refer is defeated, the original debate will continue.
 - (ii) Motion “that the question be now put.” This motion may only be put to Conference if the chairperson is satisfied that a reasonable amount of time for debate has been allowed. If the chairperson is so satisfied, the motion shall be put without discussion.
 - (iii) Motion “that Conference proceeds to next business.” After this motion has been moved the proposer of the motion/ amendment 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/ amendment.

- (iv) Motion to “suspend standing orders.” Such a motion shall state the purpose and period of time for which standing orders shall be suspended. This procedural motion must be passed by three-quarters of the delegates present and voting to be adopted.
- 13 If two or more members of Conference wish to speak, the chairperson will call on the members whom s/he first observes, except that when a member of the Standing Orders Committee rises, s/he shall be the next to speak.
- 14 If, in the opinion of the chairperson, grave disorder has arisen, s/he may at her/his discretion, adjourn the meeting for a specified time.
- 15 Mobile phones may not be used in the Conference Hall while Conference is in session.
- 16 No literature, other than Conference documents - agenda, minutes and reports - may be circulated in the Conference Hall without the express advance approval of Conference by a simple majority of delegates present and voting.

Procedures to be applied in the counting of votes in elections held at union and divisional Conferences, as approved by the union Conference 1998

- 1 The total number of ballot papers shall be counted and spoiled ballot papers set aside - a paper shall be considered spoiled if it does not clearly indicate a first preference by the insertion of a “1”, “/” or “X” for one candidate only. All ballot papers shall be given a value of 1,000.
- 2 All valid (unspoiled) papers shall be arranged in parcels according to the first preferences for each candidate and the value of each parcel shall be calculated.
- 3 The quota required to elect a candidate shall be calculated by dividing the total of the values of valid papers by a number exceeding by one the number of places to be filled and by adding one to the result, ignoring any fraction.
- 4 Any candidate who exceeds this quota, at this or any subsequent stage, shall be elected and the count shall conclude when all places have been so filled or when the number of remaining candidates equals the number of places left to be filled, which candidates shall then be elected.
- 5 Except when a surplus (excess of the value of a candidate over the quota) is to be distributed, the count shall proceed by the successive elimination of the lowest candidate and the distribution of that candidate’s next available preferences. Where two or more candidates are lowest and have equal values, the candidate to be eliminated shall be the candidate who received least first preference votes. Where two or more such candidates received the same number of first preference votes, the candidate to be eliminated shall be the candidate whose value was least at the first count at which they were unequal. If there was no such count, the determination of the candidate to be eliminated shall be by

lot. The lowest two or more candidates may be eliminated in one operation when their total together with the total of the undistributed surpluses of elected candidates do not exceed the value of the next highest candidate.

- 6 A surplus shall be distributed when the total of the undistributed surpluses of elected candidates exceeds the difference between the values of the two lowest candidates, in which case the largest surplus shall be distributed. Where two or more candidates have equal surpluses that are the largest, the surplus to be distributed shall be that which arose on the earliest count. Where two or more such surpluses arose on the same count, the surplus to be distributed shall be that of the candidate who received most first preference votes. Where two or more such candidates received the same number of first preference votes, the surplus to be distributed shall be that of the candidate whose value was greatest at the first count at which they were unequal. If there was no such count, the determination of the surplus to be distributed shall be by lot.
- 7 A surplus which arises on a first count shall be distributed by allocating each paper of the elected candidate to the remaining candidate next in order of preference in an uninterrupted sequence commencing with “1” and ending with the number inserted for that candidate, having multiplied the value of each paper by the ratio of the surplus to the total value of the elected candidate. A paper shall be non transferable if there is no such candidate.

A surplus which arises as a result of a transfer shall be similarly distributed having multiplied the value of each paper in that transfer by the ratio of the surplus to the total value of the papers in that transfer.

Standing Orders Committee Report No.2

This report is a consolidated report including Standing Orders Committee Report No.1.

1. Motions received

One hundred and ninety five (195) motions were received by the deadline set in Rule 20(v) (ie by noon on Wednesday 2nd March 2016). Of these, the same motion in two separate instances was submitted by two branches. This leaves the number of motions on the agenda at 193, including those considered to be out of order. Eleven (11) motions were received after the deadline and do not appear on the preliminary or final agendas.

The number of motions received, even when those considered as out of order (18) are excluded, is very substantial. It is highly unlikely that all of these could be properly discussed at conference given the time available to conference for motions and the other items of conference business. As such, the SOC has considered how best to try deal with all of the conference business. The general approach by the SOC to Conference 2014 business was set out in its note to branches on 15th January 2014. (A copy was attached to the SOC Report No.1 issued on 22nd March 2016.)

Where several motions and/or amendments submitted deal with the same topic, the SOC in accordance with General Standing Order 8, may produce a composite or comprehensive motion. The SOC has done this to the maximum extent possible for the 2016 Conference and has identified three (3) such topics to be covered by composite or comprehensive motions. This has the effect, if agreed by Conference, of reducing the number of motions to be discussed by Conference to 163. Proposing branches at the time of writing have withdrawn a further eleven (11) motions, further reducing the number to 152. The SOC asks, in light of the heavy business load of conference, that branches agree this approach. It will facilitate conference to get through the maximum amount of business without unduly

curtailing the time required for important debates and decisions. It will also allow all proposing branches to have the opportunity to speak to the relevant topic.

2. Motions considered as out of order

Eighteen (18) motions are considered as out of order for the reasons set out below. *(For ease of reference and for numbering purposes these are in the numbering order here and in Appendix 1 as set out in the preliminary agenda issued on 22nd March 2016).*

Motion 161

This is considered to be out of order as it seeks to preclude certain branches from the effect of future rule changes.

Motion 162

This is considered to be out of order as it refers to industrial relations matters exclusively relating to the members of one division only.

Motion 163

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one division only.

Motion 164

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one division only.

Motion 165

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one branch in one division only.

Motion 166

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one division only.

Motion 167

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one branch in one division only.

Motion 168

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one branch in one division only.

Motion 169

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one branch in one division only.

Motion 170

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one branch in one division only.

Motion 171

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one branch in one division only.

Motion 172

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one branch in one division only.

Motion 173

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one branch in one division only.

Motion 174

This is considered to be out of order as it refers to industrial relation matters exclusively relating to the members of one branch in one division only.

Motion 175

The change proposed requires a Rule change. All proposed rule changes must specify the rule to be amended or added, any text within the rule to be replaced and the proposed new or additional

text. The amendment must include all consequential or additional changes required to that rule and/or other rules so that there are no contradictions or gaps within the rules if the proposed rule is agreed. Details of the precise changes required were set out in Motion 167 at Conference 2012.

Motion 176

Rule 40 (vi) states that the Central Executive and not Biennial Delegate Conference shall determine the conditions of employment of employees of the union.

Motion 177

Rule 40 (vi) states that the Central Executive and not Biennial Delegate Conference shall determine the conditions of employment of employees of the union.

Motion 178

Rule 40 (vi) states that the Central Executive and not Biennial Delegate Conference shall determine the conditions of employment of employees of the union.

3. Members of the Standing Orders Committee

Civil Service Division

Finbar Meehan

Tom O'Connor (Vice Chairperson)

Education Division

Eileen Coman

Mary Dolan

Health & Welfare Division

Gerry Foley (Chairperson)

Gina McDonald

Local Government and Local Services Division

Kathryn Collins

Rose Conroy

Municipal Employees' Division

John Gaynor

Tom Kavanagh

Services and Enterprises Division

Anna Farrell

Teresa Kearns

4. Amendments received

A total of 13 amendments were received of which two were identical, leaving 12 which were received by the deadline as set out in rule. No amendments were received late.

5. Amendments considered out of order

The following are deemed to be out of order by the SOC for the reasons stated:

The amendments to Motions 163, 164, and 175 as set out on the preliminary agenda are considered to be out of order as they seek to amend motions considered to be out of order.

6. Common debates

In view of the large number of motions and amendments received, other conference business, and to ensure that the maximum number of motions are considered by conference, the SOC is proposing that the following motions be taken in common debate. Amendments to the individual motions in the common debate must be proposed, discussed and voted upon before the common debate on the motion commences.

Pay, national agreements and related: Motions 1 and 2 and amendment
Motions 3 and 4
Motions 5, 6, 7, 8, 9, 10, 11 and amendment
Motions 12, 13, 14, 15, 16, 17
Motions 18, 19

Pensions and related: Motions 28, 29, 30, 31, 32, 33 and amendment, and Motion 34
Motions 39, 40, and 41

Leave and related: Motions 42 and 43

Travel and subsistence:
Motions 44 and 45

Union finances: Motions 119 and 120
Motions 123 and 124

Union organisation and development: Motions 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, and 135

Other internal matters:
Motions 148 and 149

Other conditions of service: Motions 48, 49, 50, 51, and 52
Motions 53, 54, 55, 56, 57, 58, and 59

Public services: Motions 86, 87 and amendment, 88 and amendment

Housing and homelessness: Motions 97, 98, 99, and 100

General policy issues: Motions 103, 104 and 105
Motions 106 and 107

Transatlantic trade (TTIP): Motions 113, 114, and 115

7. Incompatible motions

Motions 119 and 120: It is recommended that if motion 119 is carried, motion 120 falls.

Motions 125, 126, 127, 128, 129, 130, 131, 132, 133, 134 and 135. It is recommended that if motion 125 is carried, motions 128, 129, 130, 131, 132, 133, 134 and 135 fall.

8. Withdrawal/remission of motions

The proposing branches have withdrawn the following numbered motions from the preliminary agenda issued on 22 March 2016. Due to the very high number of these, and the potential confusion if left on, they are not published in the final agenda:

Motions 48, 55, 65, 85, 101, 102, 125, 128, 134, 157 and Motion (ii) mentioned in the additional report issued on 31 March 2016 have been withdrawn by the proposing branches.

No branches have agreed to the remission of any motion to date.

9. Emergency motions

The Union rules provide that motions or amendments not included in the final agenda cannot be considered at conference other than where two-thirds of the delegates agree to add

a motion of which timely notice could not have been given (ie, where it refers to events that have occurred since the final date for receipt of motions -11 weeks before Conference).

One emergency motion has been received to date from the NEPS branch on 21 march 2016.

“Conference welcomes the publication of “The Way Forward: A School Psychological Service for ALL Children and Young People” by the IMPACT NEPS Branch. Whilst the commitment to recruit additional educational psychologists made by some political parties in their recent election manifestos is welcome, the numbers suggested fall well short of the increase in posts required to provide a quality NEPS School Psychological Service for all children as laid out in the IMPACT publication. In light of the recent general election, conference calls on all political parties to urgently prioritise the provision of adequate educational supports for all children and young people and to include such commitments within the new programme for government.”

It is recommended that this motion not be admitted as an emergency motion as the SOC are not satisfied that it could not have been submitted prior to the final date for receipt of motions.

In view of the extremely large number of motions even when account is taken of motions composited, withdrawn, and remitted, any emergency motions added to the agenda are likely to have the effect of pushing other motions off the agenda. Branches are asked not to propose emergency motions other than where the subject matter is vital to the union and/or its members and a conference decision is required. Given the time restraints there is no guarantee that any emergency motion added to the Conference agenda will in fact be discussed at Conference.

10. Conference timetable

The foregoing timetable for Conference is recommended.

It is recommended that any guillotined motions:

- (i) Be taken during conference if time permits at the end of other sections, with the balance, if any, of guillotined motions being

taken at the end of conference.

- (ii) Be taken in the order they were guillotined, with all guillotined motions in a section being completed before moving to the next set of guillotined motions.

11. Distinguished service awards

The CEC has approved the following Distinguished Service Awards which will be presented at the Conference session on Wednesday 18th May:

Seamus Hogan, Kilkenny Branch
Gerard Kelly, Agriculture No1 Branch
Vera Lodge, Dublin South HSE Branch
Máire Ní Chléirigh, Cabin Crew Branch
Angela McNeela, Cabin Crew Branch.

12. General Standing Orders

The SOC recommends that the same General Standing Orders that applied at Divisional Conferences 2013, Union Conference 2014 and Divisional Conferences 2015 will apply at the Union Conference 2016. These are broadly in line with the previous General Standing Orders that applied up to Conference 2012 with the addition of an extra Section 16 that reads as follows:

16.No literature, other than conference documents - agenda, minutes and reports - may be circulated in the Conference Hall without the express advance approval of Conference by a simple majority of delegates present and voting.”

The 2012 General Standing Orders were similar to those agreed for previous Conferences with the following differences:

- To delete the reference in SO No.3 to taking sections of the biennial report at different times at conference as it is proposed, this year, to take it as one item and not as individual sections
- To provide that motions and amendments in common debate do not need to be formally proposed (SO Nos.4 and 7)
- To clarify that motions or amendments at

conference do not require a seconder (SO No.4)

- To provide that the first speaker from the CEC or a branch in a common debate is deemed to be proposer of the relevant motion from that branch etc (this is relevant to the right of reply if it arises) (SO No.8)
- To make the right of reply subject to the discretion of the conference chairperson (eg he/she may consider that any points raised have been adequately addressed by speakers other than the proposer and that in such cases a right of reply is not necessary) (SO Nos.8 and 11)
- To clarify that the right of reply is confined to answering previous speakers etc whether motions are in common debate or being considered individually (SO No.11)

The purpose of these changes is to try assist in the smoother running of conference where there are an exceptionally large number of motions.

13. Officer elections and votes

Officer elections will commence in the morning of Thursday 19th May at 9.15 am. The elections to be held in the following order: President, Vice Presidents, Honorary Secretary, Honorary Treasurer, Honorary Equal Opportunities Officer and Honorary Health and Safety Officer. The ballot box for the first election will close at 10.15am.

It is recommended that Anna Farrell, SOC, be appointed as Returning Officer. It is recommended that Conference appoints at least eight scrutineers to count ballot papers.

14. Conference votes

It is recommended that Conference appoints at least 10 tellers to count any votes at Conference.

15. Standing orders queries

Where branches or the CEC have queries, or wish to seek changes to General Standing Orders or to SOC reports, they are asked to raise these in writing with the SOC as soon as possible and in any event not later than one week prior to conference. As stated in SOC Report No.1 issued on 22nd March 2016, the SOC will be available to deal with last minute conference issues in the conference venue between 3.30pm and 4.30pm on Wednesday 18th May 2016.

Appendix 1

Motions considered as out of order

(Numbering as set out in preliminary agenda issued on 22nd March 2016)

Motion 161 - Agriculture No.1 Branch

That this Conference instructs the CEC to protect the resources, rights, and any special or existing arrangements of all individual branches in any talks on new structures which may occur and to ensure that these arrangements are protected by all rule changes proposed in the future.

Motion 162 - Agriculture No.1 Branch

This Conference welcomes the long sought after access to the state industrial relations bodies set down in the Workplace relations legislation and calls upon IMPACT to ensure that timely discussions are held with DPER in order to effect such changes to dispute referral procedures and the C&A scheme as a matter of urgency.

Motion 163 - Architectural, Engineering and Heritage Services Branch

That IMPACT will actively pursue early access to the appropriate industrial relations and employment rights bodies to progress claims that serving civil servants appointed to civil service posts are not treated less favourably in terms of salary on appointment than persons appointed from the private sector.

Motion 164 - Architectural, Engineering and Heritage Services Branch

That IMPACT will as a matter of urgency:

- (i) provide information on, and clarity in regard to, the pension entitlements of civil servants appointed after 1995 who wish to retire between age 50 and 65, and
- (ii) seek to ensure they are not disadvantaged financially.

Motion 165 - Agriculture No.1 Branch

As part of negotiations at the LRC in 2014, an Independent Commission was set up to identify duties which could revert to the membership of our branch. This body finally presented its report on April 1st 2015. We ask this Conference that the fees/remuneration of the members of this Commission and who paid same are published within two weeks of the completion of their report.

Motion 166 - Dún Laoghaire Rathdown Branch

That this Conference condemns the unilateral imposition, without union consultation, of a dysfunctional and wholly inadequate Library Management System. The new LMS makes the jobs of all library staff members unnecessarily more difficult and time-consuming, independent of declining staff numbers in libraries.

Motion 167 - Dún Laoghaire Rathdown Branch

That this Conference considers the Libraries Development Unit of the LGMA as an unsatisfactory replacement for the National Library Council.

Motion 168 - Dún Laoghaire Rathdown Branch

That this Conference condemns management's approach to the implementation of the new Library Management System which takes no account of the additional difficulties faced by frontline library staff members. Management has adopted a confrontational approach of enforcing the new procedures by fiat regardless of the consequences for staff in terms of increased workload and decreased system functionality.

Motion 169 - Dublin Hospitals Branch

This union will monitor internal job advertisements, and challenge every advertisement where a job designated clerical/admin has a nursing requirement either in the required or desired criteria.

Motion 170 - Cabin Crew Branch

Conference recognises the unique challenges faced by IMPACT members in transnational employments where decisions can be made by management outside this country.

- recognises the importance of an effective transnational response by trade unions in such employments
- supports the full involvement of workers in enterprise level transnational structures such as European Works Councils
- supports changes in national and EU legislation to remove obstacles to trade unions taking co-ordinated industrial action in multiple EU countries.

In particular, Conference urges the incoming Central Executive to support the Cabin Crew, IALPA and IAESA branches in developing and participating in an effective transnational response to the challenges arising from the takeover of Aer Lingus by the International Airlines Group.

Motion 171 - Cabin Crew Branch

Conference notes the proposal for changes to EU Regulations on Flight and Duty Time Limitations (FTL Regulations) for Mobile Workers in Civil Aviation. Conference directs the incoming Central Executive to lobby the Irish Government to adopt the position that all such limits should be based on objective scientific and medical research rather than airline driven commercial considerations.

Motion 172 - Special Educational Needs Organiser Branch

That this Conference calls upon IMPACT to negotiate with the Government to align the civil service leave year to the prevailing tax year, and change the annual leave entitlement from the 12 month period of April to March, so that annual leave entitlement relates to January to

December of any given year. That this realignment of the annual leave year with the tax year should commence in January 2017, and annual leave would be applied on a pro-rata basis from April to December 2016 in order to facilitate this change in January 2017.

Motion 173 - Forensic Science Branch

That this Conference agrees that impartial investigation of matters involving criminal activity should be resourced to an adequate level. We request that the incoming CEC through interventions with Government representation seek the prioritisation of fit-for-purpose accommodation and resources for Forensic Science Ireland in light of the implementation of the National DNA Database System. With the increasing prevalence of the use of forensic evidence in the fight against crime, demands on staff and facilities are at an all-time high. New accommodation and personnel are urgently needed to maximise the efficient use of the laboratory's resources and expertise.

Motion 174 - Civil Service No.1 Branch

That this Conference seeks to have "the most recent recommendations of the Garda Inspectorate in relation to civilianisation fully implemented immediately in order to ensure that Garda resources are utilised appropriately in the interest of society."

Motion 175 - Institutes of Technology Branch

That this Conference calls on IMPACT to act in accordance with Rule 6 of the IMPACT Rule Book, particularly to ensure that no subscriptions are either sought or taken from applicants or membership cards issued to applicants in advance of the membership application being approved by the relevant/appropriate branch. The IOT Branch affirms that applications for IMPACT membership must be approved by the relevant/appropriate branch.

Motion 176 - Agriculture No.1 Branch

That any staff of IMPACT at National Secretary or higher are not allowed serve on the boards of directors of companies or semi state bodies.

Motion 177 - Agriculture No.1 Branch

That retired IMPACT staff at National Secretary level or higher do not serve on boards of companies or semi state bodies for two years from the date of their retirement from IMPACT. This is in line with civil service policy.

Motion 178 - Agriculture No.1 Branch

That members of future independent bodies/commissions formed by the WRC come from private HR companies and not from retired civil/public servants or union officials.

Appendix 2

Motions covered by composite motions

(Numbering as set out in preliminary agenda issued on 22nd March 2016)

The following motions are deemed to be covered by Comprehensive/Composite Motion 3.

Motion 3.1 - Municipal Employees' Branch

That this Conference supports the campaign to establish a living wage in Ireland. It is estimated that in order to earn a living income from full time work - taking account of taxes and welfare - it would be necessary for a single adult to earn at least €11.50 per hour. Conference calls on the Central Executive Committee to develop a comprehensive plan within six months to promote the campaign's objectives.

Motion 3.2 - Dublin Hospitals Branch

That motion calls on IMPACT to engage with public sector employers to ensure that all contractors working for the public sector and their employees are earning the living wage of €11.50 per hour.

Motion 3.3 - FGE Branch

That this Conference endorses the concept of a minimum living wage of €11.50 per hour for all employed in the public service and that while

opposing the privatisation of public service jobs, impact insists that the living wage be a condition as a minimum for all contracts entered into to supply services where work pertinent to the public service is privatised.

The following motions are deemed to be covered by Comprehensive/Composite Motion 18.

Motion 18.1 - South Tipperary Health Branch

That this Conference calls on IMPACT to vigorously seek to have the pre-Haddington Road hours re-instated. This must be a stand alone issue at the next public service pay deal talks.

Motion 18.2 - Dublin Care Services Branch

The Dublin Care Services Branch calls on the incoming Central Executive Committee to engage in negotiations to restore the changes to our pay, working hours and terms and conditions of employment implemented since 2008.

Motion 18.3 - Special Educational Needs Organiser Branch

That this Conference calls on IMPACT to issue an instruction to all members that the two additional hours worked under the Public Service Stability Agreement 2013-2016 (Haddington Road Agreement) cease once the Public Service Stability Agreement 2013-2016 ends in 2016.

Motion 18.4

Was restored to the final agenda by the SOC and now appears on the agenda as a stand-alone motion.

Motion 18.5 - Road Safety Authority Branch

That this Conference instruct the incoming CEC to have the extra hours under Haddington Road reversed before the end of 2016. If this is not achieved members will be consulted through the first Consultative Council meeting in 2017 to see what action may be necessary to achieve this.

Motion 18.6 - Forensic Science Branch

That this Conference seeks the immediate and unequivocal restoration of pre-crisis working hours and flexitime arrangements for all employments where such arrangements have been reduced.

Motion 18.7 - Cork Branch

That this Conference calls on the Central Executive to include in the next public service pay deal negotiations that the working week for all affected staff be reduced by the additional hours per week that were imposed on us since 1st July 2013, or alternatively that the Central Executive seek payment for the additional hours worked per week.

The following motions are deemed to be covered by Comprehensive/Composite Motion 108.

Motion 108.1 - Sligo Branch

That this Conference calls upon IMPACT to support a referendum to repeal the eighth amendment of the constitution.

Motion 108.2 - Dún Laoghaire Rathdown Branch

That this Conference calls upon IMPACT to support a referendum to repeal the eighth amendment of the constitution.

Nominations

President (one position)

Name	Nominated By
Barry, Michael	Cork
Fallon, Pat	Agri-Labs, Ballinasloe, Civil Service No1, Clare, Dublin City, Galway, Kerry, Limerick Health & Welfare, Mayo, NETB, Roscommon, Sligo, SNAs Connacht/Ulster
Quinn, Paddy	Community Employment Supervisors
Smyth, Michael	School Completion Programme

Vice-presidents (four positions)

Name	Nominated By
Barry, Michael	Cork, Kerry, Sligo
Coughlan, Margaret	Galway, Kerry, Sligo, Wicklow Health
Davis, Michael	Dublin North Health & Welfare
Duffy, Alan	Agri-Labs
O'Halloran, Paul	Clare, Dublin City, Dún Laoghaire/Rathdown, Fingal, Galway, Kerry, Longford, National Library, Sligo, South Dublin
Quinn, Paddy	Ballinasloe, Civil Service No1, Clare, Community Employment Supervisors, Galway, Kerry, Laois, Mayo, Offaly, Ordnance Survey, School Secretaries, Sligo, SNAs Connacht/Ulster, SNAs South Dublin/South Leinster
Smyth, Michael	School Completion Programme

Honorary Secretary (one position)

Name	Nominated By
Barry, Michael	Cork
Coughlan, Margaret	Wicklow Health
Davis, Michael	Dublin North Health & Welfare
Duffy, Alan	Civil Service No1, CLME, Forensic Science, Kerry, Sligo, Special Educational Needs Organisers
Smyth, Michael	School Completion Programme

Honorary Treasurer (one position)

Name	Nominated By
Barry, Michael	Cork
Coughlan, Margaret	Wicklow Health
Davis, Michael	Dublin North Health & Welfare
O'Malley, Kevin	Community Employment Supervisors, Dublin City, Galway, Kerry, Sligo, SNAs Connacht/Ulster, SNAs North Dublin/North Leinster.
Smyth, Michael	School Completion Programme

Honorary Equal Opportunities Officer (one position)

Name	Nominated By
Barry, Michael	Cork
Coughlan, Margaret	Wicklow Health
Davis, Michael	Dublin North Health & Welfare
Fanning, Patricia	Kerry, Sligo, SNAs Connacht/Ulster, SNAs North Dublin/North Leinster, SNAs South Dublin/South Leinster
Savage, Vincent	Clare, Community Employment, Supervisors, Longford, North Tipperary, Health & Community, Tipperary Local Government
Smyth, Michael	School Completion Programme

Honorary Health and Safety Officer (one position)

Name	Nominated By
Barry, Michael	Cork
Coughlan, Margaret	Wicklow Health
Davis, Michael	Dublin North Health & Welfare
Savage, Vincent	Limerick Health & Welfare
Smyth, Michael	School Completion Programme
Wynne, Mark	Galway, Kerry, Municipal Employees, Sligo

Motions

Pay, national agreements and related

Motion 1 - Central Executive Committee

Conference notes paragraph 5.5 of the Lansdowne Road Agreement which confirms that Government will engage with public service unions during the lifetime of the agreement in advance of it deciding on any alternative public service pay determination structure. Conference mandates IMPACT to engage with other public service union representatives in order to seek to secure:

- Collectively bargained public service pay rounds in line with the norm in continental European countries
- A single body to conduct periodic reviews of the pay of grades, groups or categories in the light of changing levels of responsibility, productivity or labour market developments
- A facility to evaluate individual public service jobs to ensure that posts are graded correctly.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 2 - Central Executive Committee

Conference mandates the CEC, in conjunction with other ICTU unions, to prepare and pursue a strategy on continuing income recovery for IMPACT members in the public, private, community and commercial sectors. The CEC strategy should include the full unwinding of the FEMPI legislation and be informed by the views of Conference, and there should be updates and liaison with branches at the Consultative Council. The strategy should have regard to improved public and commercial finances in the period up to Conference 2018.

Amendment to Motion 2 - Dún Laoghaire Rathdown Branch

Insert “immediate” before “full unwinding” and delete final sentence.

Amended motion to read:

Conference mandates the CEC, in conjunction with other ICTU unions, to prepare and pursue a strategy on continuing income recovery for IMPACT members in the public, private, community and commercial sectors. The CEC strategy should include the immediate full unwinding of the FEMPI legislation and be informed by the views of Conference, and there should be updates and liaison with branches at the Consultative Council.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 3 - Central Executive Committee

That IMPACT endorses the recommendations of the Living Wage Technical Group and seeks the application of its findings. That it become the policy of IMPACT that no one employed in the public service should receive a salary of less than €11.50 per hour.

Motion 3 is a composite motion and is deemed to cover the substance of Motions 3.1 to 3.3 inclusive (See Appendix 2, page 46 for details).

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 4 - Central Executive Committee

That, while opposing the privatisation of work in the public service, IMPACT seeks the application of the living wage €11.50 per hour, as the minimum pay for those employed, in all contracts for service provision entered into by the state with private sector service providers, where services normally provided by the state are outsourced.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 5 - Dublin City Branch

That this Conference calls on IMPACT through all its divisions to ensure that management live up to its responsibilities and obligations under all the public service agreements. Failure by management

to honour the PSAs should be met by a default position of non-cooperation.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 6 - Oireachtas Ushers Branch

We call on the delegates to instruct our Central Executive not to enter into any future national agreement unless the issue of pay restoration is central to that agreement.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 7 - Oireachtas Ushers Branch

We propose that the IMPACT trade union should under no circumstances allow any non strike clause be inserted into any future pay agreements

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 8 - Oireachtas Ushers Branch

We call on IMPACT to resist further productivity being considered or forming part of any future agreements.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 9 - Dún Laoghaire Rathdown Branch

That this Conference notes that the Consultative Council of IMPACT has functioned as an effective forum for allowing branch representatives to gather and discuss the important issues affecting their members.

This Conference recognises that the decision to recommend acceptance or rejection of national agreements is made by the CEC. However, this Conference agrees that the Consultative Council should be utilised as a mechanism for allowing branch representatives to provide views in advance of any decision taken by the CEC.

This Conference resolves that any meeting of the Consultative Council called to discuss national agreements, should, where possible, take place in advance of the decision being made by the CEC.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 10 - Ordnance Survey Branch

That this Conference calls on IMPACT to engage with the new government with a view to further income recovery, repeal of FEMPI legislation, and recovery of those terms and conditions which were so badly eroded by the Croke Park and Haddington Road agreements.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 11 - Limerick Health and Welfare Branch

That this Conference instructs CEC that the next agreement with government must target a restoration pathway to reverse all cuts in hourly pay rates and conditions of employment imposed on members under emergency legislation and threat of redundancies, without reference to additional productivity concessions. Furthermore, strategically targeted industrial action shall be costed and authorised by IMPACT before any future agreement which materially disadvantages members is put to a vote.

Amendment to Motion 11 - Central Executive Committee and Dublin Hospitals Branch

Delete final sentence.

Amended motion to read:

That this Conference instructs CEC that the next agreement with government must target a restoration pathway to reverse all cuts in hourly pay rates and conditions of employment imposed on members under emergency legislation and threat of redundancies, without reference to additional productivity concessions.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 12 - Architectural, Engineering and Heritage Services Branch

That IMPACT pursue as a matter of urgency the need to resolve equitably anomalies in the operation of pay reductions under the public service agreements as between those on pre and post 1995 payscales.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 13 - Carlow Branch

Carlow Branch of IMPACT calls upon this Conference to pursue a claim that all lower grades of clerical admin with a minimum of 20 years’ service in the public service be acknowledged with a senior grade and an appropriate salary/ increment relevant to their job, consistent with what happens within other departments in the public service, eg senior staff nurses.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 14 - Cavan Branch

That this Conference mandates the CEC to seek a review of the provisions for redeployment, as stated in the Lansdowne Road Agreement, in order to eliminate its misuse and with a view to providing for tighter restrictions, providing for full transparency and for providing for new oversight mechanisms, which are easily accessible.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 15 - Wicklow Local Authorities Branch

That this Conference calls on IMPACT to review the need for redeployment across government sectors now that the moratorium has ended.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 16 - Wexford Branch

That this Conference calls for the immediate removal of the pension levy under the FEMPI legislation and that the deductions be ceased with immediate effect as the Minister of Finance has indicated that the financial emergency is over.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 17 - Cork Branch

That this Conference calls on the Central Executive to negotiate with the Department of Public Expenditure and Reform in the next national wage agreement for the abolition of the pension levy from the salaries of public servants.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 18 - Ordnance Survey Branch

That this Conference mandates the CEC to begin the process of negotiation with the new government, to result in the recovery of the hours given under successive national agreements. Hours of attendance should be restored to pre-Croke Park levels or alternatively the Central Executive seek payment for the additional hours worked per week.

Motion 18 is a composite motion and is deemed to cover the substance of Motions 18.1 to 18.7 inclusive (See Appendix 2, page 47 for details).

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 19 - Dún Laoghaire Rathdown Branch

That this Conference affirms that one of the central pillars of anti-austerity economics is a planned and co-ordinated reduction of the number of hours in the working week. Therefore IMPACT commits itself to campaign for a 30 hour week in the medium term on the grounds of political economy, social justice and sustainability.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 20 - Communications Branch

We call on the incoming CEC to ensure it does everything in its power to not only fight for pay restoration, but also address the underhand methodology some employers are awarding what would appear to be reasonable group pay rises, but which are in fact selective, piecemeal and often unfair.

Amendment to Motion 20 - Cork Branch
Insert the word ‘whereby’ between the words ‘methodology’ and “some”.

Amended motion to read:
We call on the incoming CEC to ensure it does everything in its power to not only fight for pay restoration, but also address the underhand methodology whereby some employers are awarding what would appear to be reasonable group pay rises, but which are in fact selective, piecemeal and often unfair.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 21 - Agriculture No.1 Branch

That this Conference instructs IMPACT to secure the regularisation of acting up positions as laid out in the Haddington Road Agreement.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 22 - Agriculture No.1 Branch

For all future national agreements that when IMPACT holds a ballot on any such agreement, the result of the IMPACT ballot determines the way IMPACT votes at ICTU. i.e. if 55% of members vote in favour then the IMPACT casts its votes at ICTU relative to the members wishes. The numbers of votes to be rounded up/down to the nearest full vote.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 23 - Dún Laoghaire Rathdown Branch

That this Conference agrees that IMPACT should pursue the introduction of a Dublin area weighting allowance, the exact parameters for which to be agreed by the CEC.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 24 - Forensic Science Branch

That this Conference directs the incoming executive to get our employers in the civil and public services to address the issues of staff retention by immediately seeking the restoration of pay and allowances to pre Croke Park Agreement levels. Following the erosion of terms and conditions during the downturn, with the economy now in a state of recovery, the public and civil service now face difficulties retaining and recruiting staff in the face of private sector opportunities. We ask that this Conference seek to maximise the potential for staff retention through the restoration of pay and allowances to pre Croke Park Agreement levels. We seek the elimination of reduced pay or conditions for new or recently recruited members of staff, that is a full restoration of fair conditions of employment and pay for all government employees. Developmental and promotional opportunities must also be a priority in recognition of the contribution and flexibility of the workforce in the face of economic adversity.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 25 - Cork Branch

That this Conference ensures that the Central Executive continue to pursue pay increases for the community and voluntary sector at all levels and use the IMPACT commissioned report ‘Caring at What Cost’ prepared by Dr Chris McInerney to inform, advocate and justify a rebalancing for this sector.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 26 - FGE Branch

That this Conference seeks IMPACT to remove all anomalies which have arisen through its efforts to deliver on its commitments on pay recovery and that its efforts, particularly dealing with issues of low pay are continued.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 27 - FGE Branch

That this Conference seeks a common divisor for the calculation of the hourly rate of pay based on the net worked hours in their employments.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Pensions and related

Motion 28 - Institutes of Technology Branch

That this Conference seeks restoration of pay for grade IIIs across the public service to enable it to be fully reckonable for pension, at the moment grade IIIs entering the public service who are admitted to the single pension scheme are not earning enough to pay full pension, it is not until they reach point four that pension can be deducted from their salary.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 29 - SNA Munster Branch

That this Conference proposes that IMPACT negotiate with the DPER in relation to low paid workers throughout the public service, who will find themselves receiving a very poor pension pot at the end of a long and committed service. We would suggest some form of gratuity in recognition of their valuable service.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 30 - Central Executive Committee

Conference welcomes the establishment of an interdepartmental group, led by the Department of Public Expenditure and Reform, to examine the issues arising from prevailing retirement ages for workers in the context of the increase in the state pension age from 65 to 66 in 2014, to 67 in 2021 and to 68 in 2028. Conference considers that there is a need to develop a coherent policy approach around the conflict between contractual retirement ages and the increases in the age when the state pension applies. Conference demands that the age for payment of the state pension be restored to 65 and, as an immediate step, Conference demands that the increase to age 68 for the state pension in 2028 should be cancelled.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 31 - Wexford Branch

That this Conference calls on the Government to provide a standard social welfare pension to all persons when they reach the age of 66 regardless of their work experience and without any means test so as to have regard for persons who for whatever reason may have not been working continuously. This would apply to for example home makers and others who may have had to leave work for personal reasons.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 32 - FGE Branch

That this Conference adopts the policy that the retirement age in Ireland be set at a maximum of 65 years of age and that this progressive measure be pursued by IMPACT as a policy priority in all fora.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 33 - Dublin Care Services Branch

The Dublin Care Services Branch proposes that retirement age is linked to the age at which the state pension becomes payable, where the employee has the option to continue past 65 years and work up to pension age without loss of pay, increments or position.

Amendment to Motion 33 - Dublin Care Services Branch

Remove ‘The Dublin Care Services Branch proposes that’ and replace with ‘That this Conference proposes’.

Amended motion to read:

That this Conference proposes that retirement age is linked to the age at which the state pension becomes payable, where the employee has the option to continue past 65 years and work up to pension age without loss of pay, increments or position.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 34 - Laois Branch

That this Conference, in recognising the anomalies that have been created for our members following the increase in the retirement age, we call on the incoming CEC to seek discussions with the appropriate departments in order to find a solution whereby our members are not forced to retire at 65 but yet have to wait until 66 to receive their statutory pension.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 35 - Architectural, Engineering and Heritage Services Branch

That this union vigorously opposes any attempt to change public service pensions from the defined benefit model that has adequately served as the norm to date.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 36 - Carlow Branch

The Carlow Branch propose that the inequity in workers’ payment rates (PRSI), where people who joined the public services from 1995 can only get a pension with a combination of both state pension and public service pension to the total of half their finishing public service salary (pro rata depending on service) despite them paying both full PRSI and full public service pension rates, be abolished.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 37 - Ordnance Survey Branch

That this Conference believes that all workers in the state sector deserve adequate recompense for their labour, and that this means in retirement as much as in work. Conference calls on IMPACT to press the case for pensions for all state employees that currently do not have one, and to redress the balance between compulsory retirement ages and commencement age of state contributory old age pension entitlement.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 38 - FGE Branch

That this Conference prioritises its efforts to address the chronically low pensions of its low paid members in the public service and pursues the aim of creating a “living pension” for all those who have worked their lives for the state.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 39 - Communications Branch

We call on the incoming CEC to engage with the new government to negotiate relief for the recently imposed pension levy.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 40 - Clare Branch

The Clare Branch asks Conference to instruct the union to pursue an initiative to protect current and future public service pensions entitlements including the full application of post retirement increases in line with pay movements along with the complete removal of the public service pension reduction (PSPR) within a short timeframe.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 41 - NETB Branch

The NETB Branch calls on Conference to seek the abolition of the pension related deduction.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Leave and related

Motion 42 - Institutes of Technology Branch

That this Conference seeks the retention of annual leave conditions for public servants who achieve promotional grades by way of recruitment competitions as part of public service negotiations with government.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 43 - NETB Branch

The NETB Branch calls on Conference to ensure that members, on promotion, suffer no reduction of annual leave.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Travel and subsistence

Motion 44 - Mayo Branch

That this Conference instructs the incoming CEC to have the present 6,437 kilometres travel allowance extended upwards of 12,000 km.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 45 - Special Educational Needs Organiser Branch

That this Conference calls on IMPACT to negotiate with the Department of Finance for an increase to the current inadequate rates of defrayment of public service travel and subsistence expenses.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Other conditions of service, job evaluations, redeployment, and sick leave scheme

Motion 46 - Wicklow Local Authorities Branch

That this Conference calls on IMPACT to highlight how the measures have impacted negatively on the availability of job sharing and career break applications in the public service, especially for working parents and the lack of any appeals mechanisms for these schemes beyond the employers.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 47 - Wicklow Local Authorities Branch

That this Conference calls on IMPACT to ensure that for jobs/professions in the public service that are viewed as outside the mainstream, a proper job description, remuneration and career path are in place.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 48 - Wicklow Local Authorities Branch

That this Conference calls on IMPACT to consider scoping and engaging with relevant management and unions to introduce a job evaluation scheme across the whole public sector and not solely for the health sector.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 49 - Dublin North Health and Welfare Branch

That this Conference calls on IMPACT to ensure all staff, not exclusive to but including clerical and admin staff, doing the same work in different locations are graded at the same level and are afforded the same rates of pay. In addition that the staff currently carrying out the same workload as those a grade above them in other locations are granted the higher grade and rate of pay not vice versa.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 50 - Longford Branch

That this Conference calls on the incoming Central Executive Committee to engage with the employers to agree a system whereby individuals can have their roles/responsibilities evaluated due to the grade drift caused by the moratorium on recruitment.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 51 - School Secretaries Branch

We call on Conference to seek an introduction of a job evaluation scheme for all public servants.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 52 - NETB Branch

The NETB Branch calls on Conference to seek that the job evaluation scheme currently in place for higher education and the health service is extended to include all public servants.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 53 - School Secretaries Branch

We call on Conference to seek negotiations with the Department of Social Protection for a compulsory sick pay scheme for all employees.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 54 - South Dublin (Local Government) Branch

That this Conference notes with concern that post-natal depression fails to be recognised as a pregnancy related illness under the new public service sick leave regulations and as such is not afforded the same treatment as pregnancy related illness. We feel this is unjust, unfair and entirely unacceptable. We ask that IMPACT through the CEC take all necessary steps to rectify the matter and ensure post-natal depression, an illness that can only occur at a time of pregnancy, is afforded the same concessions as any other pregnancy related illness.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 55 - Road Safety Authority Branch

That this Conference instructs the incoming CEC to have the reduction in sick leave restored to six months before the end of 2016. If this is not achieved members will be consulted through the first Consultative Council meeting in 2017 to see what action may be necessary to achieve this.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 56 - Roscommon Branch

That this union review the current sick leave scheme. The reduction in paid sick leave over the four year period is putting pressure on members, both financially and from a health point of view, if a member feels pressurised to return to work too soon.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 57 - Agriculture No.1 Branch

That this Conference instructs the union to use all resources available to reverse the draconian cuts imposed on the sick leave scheme introduced in recent years.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 58 - Clare Branch

The Clare Branch asks Conference to support in the strongest possible terms their endeavours to improve the terms of the sick pay scheme and the removal of the anomalies in the current scheme.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 59 - Dublin Hospitals Branch

We ask IMPACT to engage with management on the reduction of sick pay for public sector workers again another failure of the employer management

and all members are penalised and are struggling to cope with this.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 60 - SNA Munster Branch

That this Conference requests that the Department of Social Protection would be obliged to let people know what their entitlements are. This is of particular importance to staff when applying for sick leave due to injury at work. Form SW 31/disablement benefit should be sent immediately to applicant on receipt of first certificate.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 61 - Sligo Branch

That this Conference instructs the CEC to seek to have compassionate/bereavement leave increased and standardised across the public service.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 62 - Dublin Hospitals Branch

This motion calls on IMPACT to seek the formation of panels for promotion posts in the clerical/admin/management grades rather than the current practice of continual individual interviews, which are extremely wasteful both of the time of staff attending and managers sitting on panels, and also give unfair advantage to people in particular areas.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 63 - Kerry Branch

That this Conference resolves to take all necessary steps to ensure that, where new organisations are created, staff transferred to

such organisations retain the right to compete for posts in the original organisation as well as the new organisation.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 64 - Dublin City Branch

That this Conference calls on IMPACT to ensure that IMPACT members’ terms and conditions are upheld and defended in local authority water service SLAs and Irish Water.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 65 - Fingal Branch

That this Conference backs the continuous retention of public sector family friendly policies and the protection of same.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 66 - Laois Branch

That this Conference calls on the incoming Central Executive Committee to seek engagement with the relevant departments and/or agencies to find a mechanism for our members across the various divisions which would facilitate more flexible transfer arrangements between departments and agencies to facilitate adequate work/life balance and family friendly initiatives.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 67 - Dublin Hospitals Branch

We call on IMPACT to demand that six month contracts not to be renewed continually, all workers should have the right after a trial period to be made permanent. Workers are finding themselves in very perilous conditions with these contracts. They are unable to plan for their futures as they cannot borrow from banks

with temporary contracts, this type of contract is becoming more prevalent and IMPACT needs to be more to the forefront in lobbying to have these contracts stopped after six months and for workers to be made permanent.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 68 - Dublin Hospitals Branch

This motion calls on IMPACT to seek Saturday premium to be paid at time and quarter as a minimum. Some of our members who work Saturdays as part of their working week receive a shift allowance of €15 only per day in comparison to other grades and disciplines who receive a much higher premium.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 69 - Dublin Hospitals Branch

We ask IMPACT to look at the introduction of overtime paid on the basis of the first point of scale as this equates to overtime on Saturdays being paid at time and a quarter rather than time and a half.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 70 - Cork Branch

That this Conference requests the Central Executive to seek the awarding of incremental credit for all previous relevant experience, whether private sector or public sector, to staff who are appointed to clerical/administrative positions in the public sector. Other categories of staff who work in the public sector have their previous relevant private sector experience taken into account to determine starting pay. Incremental credit for previous private sector experience is not awarded to clerical/admin staff on appointment.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Staffing and related

Motion 71 - NETB Branch

The NETB Branch calls on Conference to seek the immediate filling of current and future long term absences including maternity leave across the public sector.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 72 - NETB Branch

The NETB Branch calls on Conference to demand that the use of agency staff ceases in the public sector and are replaced by legitimate grade III panels.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 73 - NETB Branch

The NETB Branch calls on Conference to ensure that the government policy on shared services is not selectively used to avoid addressing long standing staffing resource issues, or to delay the introduction of previously announced additional functionality.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 74 - Offaly Branch

That this Conference calls on the Biennial Conference to protect promotional opportunities for existing clerical admin staff at grade III to Grade VII level, with the lifting of the recruitment moratorium. The appointment to panels should reflect the service that staff have given during a period of pay and promotional restraint.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 75 - Carlow Branch

Carlow Branch calls on all our members’ employers to adopt interview marking schemes and assessment procedures of candidates at interview which are fair and equitable. In particular the branch should seek to avoid the creation of marking schemes involving marks for particular experience which would be difficult or impossible for some or all candidates to attain qualifying or high scores. IMPACT should seek fair procedures for the selection process that doesn’t deny access to suitable persons wishing to apply for the post. Equity and fairness should be the concerns of all.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 76 - Kerry Branch

That this Conference deplores the lack of recruitment in the public service and particularly the depletion of support staff at a time when the recruitment of professional staff continues to grow.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 77 - Cork Branch

That this Conference ensures that IMPACT union continues to put pressure on employers and government to ensure that with the improvement in the economy the erosion of a career path for our members is reversed so that we will have the opportunity to fulfil our full potential through career advancement.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 78 - Dublin Hospitals Branch

We call on IMPACT to conduct a survey into members’ experience of job training and funding allocation, to be sure resources are spread across all grades and disciplines

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 79 - Kerry Branch and Cork Branch

That this Conference calls on the CEC to take whatever measures are necessary to ensure that the number of ICT contract staff employed in the public service is kept to an absolute minimum and that the necessary training be provided to upskill existing staff to undertake specialised ICT work.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 80 - NETB Branch

The NETB Branch calls on Conference to seek that the entry level for clerical and admin staff is at grade IV level.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Employment and trade union rights

Motion 81 - Cavan Branch

That this Conference calls on the CEC to organise a campaign in support of seeking the enactment of legislation to give unions a legally recognised role in representing retired members.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 82 - Communications Branch

We call on the incoming CEC to establish a standard for the ethical operation of any enterprise or state body. This standard would assure all those dealing with the organisation that its employees are treated fairly and their business dealings meet what we believe to be a basic standard.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 83 - Ordnance Survey Branch

That this Conference asks the incoming CEC to seek to have precarious work contracts outlawed. It is the established position of IMPACT that work should be fair and our notion of fairness includes a fair understanding of what working hours are expected, what wages can be expected, and that these are required elements of a contract of employment. Furthermore, attempts by employers to undermine workers’ rights and legitimate expectations of providing for themselves and their families must be resisted.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Public services

Motion 84 - School Completion Programme Branch

That this Conference supports the call that public sector status is sought for all workers paid through public funding.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 85 - FGE Branch

That this Conference calls on the CEC to resists all efforts to privatise functions delivered by IMPACT members in the public service and, where these functions have been privatised, to seek a reversal of measures to defend the continuity of provision of public services by publicly accountable direct employment.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 86 - Oireachtas Ushers Branch

We call on IMPACT to continue its stance that water should be a human right and protected under law, and resist any attempts to privatise our national supply.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 87 - Kerry Branch

That this Conference calls on IMPACT to vehemently oppose any attempts to privatise Irish Water.

Amendment to Motion 87 - Central Executive Committee

Insert the following after ‘Water’ ‘and calls for the constitutional amendment that ensures that water remains in the ownership of the Irish people’.

Amended motion to read:

That this Conference calls on IMPACT to vehemently oppose any attempts to privatise Irish Water and calls for the constitutional amendment that ensures that water remains in the ownership of the Irish people.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 88 - South Tipperary Health Branch

That this Conference calls on IMPACT to reject the imposition of water charges on the Irish people and call for the constitutional amendment that ensures that water remains in the ownership of the Irish people.

Amendment to Motion 88 - Central Executive Committee

Delete the words ‘on IMPACT to reject the imposition of water charges on the Irish people and call’.

Amended motion to read:

That this Conference calls for the constitutional amendment that ensures that water remains in the ownership of the Irish people.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 89 - Institutes of Technology Branch

That this Conference directs the Government to invest in services supporting mental health awareness for all stakeholders within the public service system.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 90 - Special Educational Needs Organiser Branch

That this Conference deplores the deferment of the implementation of the Education for Persons with Special Educational Needs (EPSEN) Act, which has been deferred indefinitely. We ask for the EPSEN Act to be implemented in full on a time bound basis. We ask that IMPACT, through the ICTU, call on Government for the early and full implementation of the EPSEN Act 2004.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Taxation

Motion 91 - Tipperary Local Government Branch

That this Conference calls on the incoming CEC to ensure that the PAYE allowance is maintained as an allowance for PAYE workers only.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 92 - Communications Branch

We call on the incoming CEC to engage with the new government and make every effort to restore the unfairly withdrawn tax relief for union subscriptions.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 93 - Forensic Science Branch

That this Conference seeks the full restoration of tax relief for union subscriptions. We seek this in light of the unequal contributions that all civil and public servants have and continue to make to the fragile economic recovery.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 94 - Dublin City Branch

That this Conference calls on IMPACT, through its local government and municipal divisions, to seek a review of the effect of the local property tax in terms of its effectiveness as a funding stream for local government.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Health and safety

Motion 95 - Wexford Branch

That this Conference calls on all employers to provide adequate work stations, work space, computer and other equipment necessary for newly appointed or re-assigned staff to carry out their duties properly.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Refugee crisis

Motion 96 - Special Educational Needs Organiser Branch

That this Conference calls on IMPACT to ask the Irish government to increase the number of refugees accepted under the Irish Refugee Protection Programme, the EU Relocation Programme and other refugee relocation and resettlement programmes, and to work towards repeal of Regulation No. 604/2013 (also known as Dublin III Regulation, and previously as Dublin II Regulation or Dublin Convention) which places

an unfair burden on vulnerable persons accessing refuge.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Housing and homelessness

Motion 97 - Civil Service No.1 Branch

That this Conference recognises the significant hardship that is being caused to members as a result of the ever increasing, penal and unaffordable domestic accommodation rents that are being charged by private landlords particularly in larger urban centres.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 98 - Kerry Branch

That this Conference calls on IMPACT to lobby Government to resolve the current housing crisis and tackle homelessness through a progressive housing policy.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 99 - North Dublin North Leinster SNA Branch

In the light of the ongoing and deepening homeless crisis and the profoundly negative effect homelessness has on children’s education, we call on IMPACT to demand that the Government take immediate steps to halt this affront to the children affected.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 100 - Municipal Employees’ Branch

That this Conference seeks to mobilise all of the influence that IMPACT trade union can mobilise to ensure a speedy solution to the problem of homelessness. While the union acknowledges

the significant role played by voluntary bodies in the social housing sector, it calls for a restoration of direct involvement of the state sector, in particular local authorities, in the construction of housing for the most needy in Irish society.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

General policy issues

Motion 101 - Community Employment Supervisors Branch

That this Conference calls for the restoration of grants to the community/voluntary sector to at least the levels prior to the downturn in the economy in 2008/2009.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 102 - Cavan Branch

That this Conference mandates the CEC to review and set out a policy on union participation in campaigns, relating to constitutional referenda, on matters of conscience and on societal issues.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 103 - Dublin North Health and Welfare Branch

The Dublin North Health and Welfare branch calls upon Conference 2016 and the incoming CEC to pursue in this centenary year of proclamation, the promise of equal rights and equal opportunities to all people in this Republic, beginning with the basic right to a home and access to a quality health service based on need.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 104 - Institutes of Technology Branch

That this Conference calls for the repeal of the eighth amendment to the constitution by holding a referendum in 2016 to repeal the eighth amendment.

Motion 104 is a composite motion and is deemed to cover the substance of Motions 104.1 to 104. 2 inclusive (See Appendix 2, page 48 for details).

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 105 - Probation Officers Branch

That this Conference recognises the harmful effect to many women of the eighth amendment to the Irish constitution and the broad potential for further harm now and in the future. IMPACT calls upon government to put proposals for referendum on the repeal of the eighth amendment to the Dáil and to do so as a matter of urgency.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 106 - Tipperary Local Government Branch

That this Conference calls on IMPACT to cease the JobBridge and Gateway programs as a means for maintaining staffing levels within local government, ensuring that recruitment to fill vacant posts is commenced and that participants of schemes are not exploited to carry out roles and tasks of permanent fully paid staff.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 107 - Dún Laoghaire Rathdown Branch

That this Conference agrees that IMPACT will withdraw co-operation from labour activation schemes in areas where management breaches the terms of these schemes.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 108 - Dublin Care Services Branch

IMPACT notes the move toward an environment of commissioning of services across the public services in Ireland. IMPACT notes that there are potential risks and benefits for members according to the approach taken to commissioning.

The Dublin Care Services Branch proposes that in 2016 IMPACT will convene an internal conference of members working in the community and voluntary sectors and members working in service commissioning roles to explore the impact of commissioning on the delivery of quality services to the public as well as on the ensuring of good terms and conditions of employment for members. The conference will lead to the production within six months of a proactive policy to guide and inform how IMPACT responds to commissioning.

Amendment to motion 108 - Dublin Care Service Branch

Remove ‘The Dublin Care Services Branch’ and replace with ‘This Conference.

Amended motion to read:
IMPACT notes the move toward an environment of commissioning of services across the public services in Ireland. IMPACT notes that there are potential risks and benefits for members according to the approach taken to commissioning.

This Conference proposes that in 2016 IMPACT will convene an internal conference of members working in the community and voluntary sectors and members working in service commissioning roles to explore the impact of commissioning on the delivery of quality services to the public as well as on the ensuring of good terms and conditions of employment for members.

The conference will lead to the production within six months of a proactive policy to guide and inform how IMPACT responds to commissioning.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 109 - Connacht/Ulster SNA Branch

We ask that Conference seek a reduction in the amount of hours that qualifies part-time and zero hour contract workers for Family Income Supplement (FIS).

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 110 - Dublin City Branch

That this Conference calls on IMPACT through its divisions to protect IMPACT technical grades, their function, numbers and future structure across their employments.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 111 - Fingal Branch

Because of the heavy financial burden of childcare costs for working parents on modest incomes, this Conference calls on the Central Executive Committee to campaign for the introduction of affordable childcare for working families; by exploring the best options available to Government to assist families, including through tax relief irrespective of taxable income or through a direct subsidy, to make approved childcare affordable.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 112 - Fingal Branch

That this Conference seeks to ensure that all Irish and EU nationals with voting rights in the UK European Union membership referendum are made aware of the benefits of EU membership for workers’ rights and in-work benefits, and also of the significant negative economic impact that ‘Brexit’ would have on all citizens in both North and South of this island.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Transatlantic Trade and Investment Partnership (TTIP)

Motion 113 - Ordnance Survey Branch

That this Conference mandates IMPACT to lobby the government regarding the forthcoming TTIP proposed agreement, to defend workers’ rights. Some of the principal areas of grave concern are workers’ rights, investor-state dispute settlement, food security and the detrimental effect of all these on the economies in Europe.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 114 - Louth Branch

That this Conference calls upon IMPACT trade union to continue to oppose the ratification and implementation of the Transatlantic Trade and Investment Partnership (TTIP) at all forums in which it participates, and inform the relevant government agencies of our opposition to TTIP.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 115 - Louth Branch

That this Conference calls for a sustained and public campaign against the implementation of the Transatlantic Trade and Investment Partnership, the Trade in Service Agreement and the Canadian Europe Trade Agreement, and to this end make use of all available resources to fight this threat against democracy, including social media, radio stations and national newspapers and national television stations.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Rules and related

Motion 116 - Central Executive Committee

That this Conference agrees that Rule 5 be amended as follows:

Rule 5 Eligibility for membership

Any employee, including a temporary employee, of an appropriate employer, as determined by the Central Executive, who accepts the objects and rules of the Union shall be eligible for membership.

be replaced by:

Rule 5 Eligibility for membership

Any person who is employed by an appropriate employer, as determined by the Central Executive, whatever the nature of the employment relationship, who accepts the objects and rules of the Union shall be eligible for membership, subject to such conditions as may be determined by the Central Executive.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 117 - Central Executive Committee

That this Conference agrees that Rule 7 be amended as follows:

Rule 7 Membership of an organised body

The Union, through the Central Executive, may receive into membership all or any of the members of an organised body of the employees of any employer on such terms as may be mutually agreed, subject to the approval of the Union Conference.

be replaced by:

Rule 7 Membership of an organised body

The Union, through the Central Executive, may receive into membership all or any of the members of an organised body of employees on such terms as may be mutually agreed, subject to the approval of the Union Conference.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 118 - Kerry Branch

- That this Conference resolve that Rule 22 (iii) 4

“The immediate past President”

be amended by the addition of the words “who shall also be a Union Officer”

The amended Rule to read “The immediate past President, who shall also be a Union Officer”

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Union finances

Motion 119 - Central Executive Committee

That this Conference appoints Gerry Monaghan, Tom Murray and Alice Hennessy as union trustees from the close of this Conference until the close of Conference 2018 and appoints the following to the panel provided for in Rule 32 (iii): Paul Carey, Michael Clarke, Pierce Dillon and Willie Gorman.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 120 - Agriculture No.1 Branch

That this Conference appoints Liam Kelly as union trustee from the close of this Conference until the close of Conference 2018.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 121 - Kilkenny Branch

That this Conference notes that retired members with in excess of ten years’ membership should be allowed to continue as members of IMPACT with no membership fee.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 122 - Limerick Health and Welfare Branch

That this Conference calls for a review of the current subscription policy of IMPACT whereby the salary cap applied results in higher earners paying proportionately less of their salary than their hard pressed lower paid colleagues and to put forward a fairer proposal that reflects a more progressive subscription structure that is commensurate with union position adopted in recent agreements of protecting lower paid workers and end the effective subsidising the cost of membership for higher earners by lower earners.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 123 - IALPA Branch

That this Conference directs an independent investigation into the failure of this union to purchase a suitable site or office accommodation in the vicinity of Dublin Airport. The investigation should have due regard for previous motions of Conference on this matter and the fact that property prices have risen considerably in the intervening period.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 124 - Cabin Crew Branch

That this Conference directs that an independent investigation be set up in the matter of sourcing and purchasing an IMPACT premises at Dublin Airport. Conference does so, recognising that it was the subject of motions in the past and, bearing in mind the volatile nature of the property market, are demanding timely action.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Union organisation and development

Motion 125 - Central Executive Committee

This Conference notes the progress made in the New Union Project, broadly as set out in the document published by all unions, and resolves that the union shall continue to participate in these discussions, with a view to proposals being put to the members on whether the union should join with other unions to form a new union. This ballot of members should take place in 2017.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 126 - Civil Service No.1 Branch

That this Conference recognises the continued input by IMPACT on amalgamation talks and welcomes the CEC motion on trade union unity.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 127 - Fingal Branch

This this Conference supports the strategy of the union to pursue a policy of trade union amalgamation, which will strengthen the bargaining power of public servants in future negotiations with government. The Fingal Branch calls on the union to ensure that the structure of any new union will enhance union democracy and deliver an improved level of service to members and branches.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 128 - Oireachtas, Courts and Foreign Affairs Branch

That the Conference calls on IMPACT to support current members of IMPACT represented by the Civil Service Division and, in the context of current discussions on the possible new union entity, calls for the establishment of two separately elected civil service divisions viz:

1. Representing professional, technical and support staff and
2. Representing administrative general service grades each having its own separate representation on the CEC. This structure to also include an overarching committee to deal with common issues.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 129 - Probation Officers Branch

That this Conference notes with concern the developments regarding the proposed amalgamation of IMPACT and other unions. This branch shares concerns expressed by the CSDEC in terms of representation and influence of the professional, technical and services CS grades in the structures of a new union as currently proposed. We are concerned that a proposed solution put forward by the DEC has not as yet been accepted as the policy that would best protect interests of the members currently represented by IMPACT in the CS. In light of these concerns Conference instructs the Central Executive and paid employees not to proceed with this project without having made provision for adequate representation and influence for those workers currently represented in the CS Division of IMPACT.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 130 - Aviation and Marine Radio Officers Branch

That this Conference oppose the proposed new entity as it is currently defined as it is not in the interests of IMPACT members. AMRO call on this Conference to support the creating of a new model where all divisions are treated equally.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 131 - Agriculture No.1 Branch

That this Conference asserts the principle that the primary responsibility of the union is the protection of existing members and the structures in place to ensure this protection and not for the comfort or convenience of outside parties. It instructs the CEC to ensure that no proposal is offered to the membership for approval which does not protect existing divisional structures.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 132 - Agriculture No.1 Branch

That this Conference instructs the CEC to ensure that parity of esteem is shown towards all existing divisions in any new union project. Conference asserts that no existing division be treated differently than any other existing division in any new union structures.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 133 - Agriculture No.1 Branch

That this Conference notes that there has been little organisational change in the structure initially proposed for the new union project by the general secretary despite the concerns and suggestions offered by the civil service division. It instructs the CEC to ensure that any proposal which targets one division for unfavourable treatment be modified to account for the genuine concerns of members or not be proceeded with.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 134 - Agriculture No.1 Branch

Because of IMPACT’s failure to protect its current members working conditions vis-a-vis other IMPACT members, This Conference instructs the CEC to stop the push for the amalgamation with other civil service unions.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 135 - FGE Branch

That this Conference supports its fellow IMPACT members in the Civil Service Division who are all non-general service grades, in their proposal that like all other divisions within IMPACT they maintain their current status, in any new union formation. It is a basic tenet of negotiation that the conditions in any new entity are no less favourable and that the prime duty of care is to those who are currently IMPACT members. The unanimous position expressed by the Civil Service divisional conference is that the current version of the “new union project” does not protect the identity or representational rights of your fellow members in the Civil Service Division, and should negotiations continue the FGE Branch requests that this Conference calls on the incoming CEC to find a better way that protects the identity and representational rights of the IMPACT members in the Civil Service Division.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 136 - Agriculture No.1 Branch

That in light of developments in other civil society organisations recently that this Conference instructs that full disclosure of all financial implications of any proposed union amalgamation be released to the membership. This detail to include the salary and complete benefits package including pensions of all existing industrial grades of all relevant unions. Furthermore Conference instructs that any concerns raised be addressed by the CEC in detail.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 137 - Agriculture No.1 Branch

That this Conference salutes the contribution of its branch executives across the union. It recognises the time and efforts expended by voluntary and seconded staff in these roles. It further recognises that this union could not perform effectively without such dedication. It instructs the incoming CEC to ensure that they are supported fully at the highest level of the

organisation in discharging their functions. It instructs the highest levels of this organisation not to blithely accept the excuses offered by rogue employers in attempting to circumvent long standing arrangements.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 138 - Agriculture No.1 Branch

That this Conference instructs the incoming CEC to put a stop to the increasing efforts by employers in all employments represented by IMPACT to attempt to alter the democratic methods used to select branch officers and to restrict certain grades from holding seconded posts in IMPACT.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 139 - Agriculture No.1 Branch

That this Conference deplores the union busting activities of certain employers across all divisions in IMPACT, it notes the motions on these matters already passed by union conferences and the appalling increase in this activity. It instructs the CEC to set up a standing committee to identify such rogue employers and practices across the union and to establish an action plan for dealing with such activity in all grades represented by IMPACT.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 140 - Cabin Crew Branch

Conference notes the difficulties faced by branch representatives in obtaining releases for union activities and calls on the incoming Central Executive to prioritise the securing of release arrangements to allow branches to function at a high level of effectiveness.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 141 - Central Executive Committee

Conference authorises the CEC to engage with branches and divisions with a view to examining the appropriate model of union organisation on an ongoing basis to best represent members in the light of the significant reconfiguration of employments.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 142 - Dublin City Branch

That this Conference calls on the CEC to take appropriate organisation measures to attend to the ongoing matter of maintaining substantial density of membership in the employments represented by the union.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Other internal matters

Motion 143 - Cavan Branch

That this Conference instructs the CEC to review membership application procedures, requiring all new members joining and all former member rejoining the union, to make their applications directly to their local branch.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 144 - Offaly Branch

That this Conference calls on the incoming executive to ensure Rule 6 - Entry into Membership is implemented in full as recorded in the Rule Book. Difficulties are been encountered where the applicant is having their subscription deducted from their salary prior to their membership being approved by their branch.

Amendment to Motion 144 - Cork Branch

Insert the word ‘being’ between the words ‘are’ and “encountered”.

Amended motion to read:

That this Conference calls on the incoming

Executive to ensure Rule 6 – Entry into Membership is implemented in full as recorded in the Rule Book. Difficulties are being encountered where the applicant is having their subscription deducted from their salary prior to their membership being approved by their branch.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 145 - Kilkenny Branch

That this Conference notes that a nominated person from each branch should have access to a soft copy of the members affiliated to their branch for the purposes of validating the membership.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 146 - Dublin Hospitals Branch

Bullying is an occupational hazard and affects many people in all sectors. It is too costly to the employer and detrimental to the health of those who may be a victim of such behaviour within their workplaces. This motion calls on IMPACT to conduct a survey of its members of the effects of bullying in their workplace.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 147 - Kerry Branch

That this Conference calls on the CEC to take immediate steps, including the employment of specialist staff, if necessary, to create an archive of union material - particularly material currently held by branches and branch members.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 148 - Waterford Branch

That this Conference ensures that all information pertaining to common issues that are spread across various branches is circulated to all affected branches in a timely manner.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 149 - Waterford Branch and South Tipperary Health Branch

That this Conference ensures that any legal advice received by IMPACT affecting members is circulated to the affected members.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Recruitment and IMPACT staff

Motion 150 - Ballinasloe Branch

We request that the Central Executive of IMPACT commit to forming panels for all vacancies within the organisation. This will ensure that as vacancies arise, that they can be filled in a timely manner.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Motion 151 - Ballinasloe Branch

We call on the Central Executive to look at implementing personal development plans for all employees. This should enable us to retain our employees and act as an incentive for future employees.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Media and communications

Motion 152 - Communications Branch

We call on the incoming CEC to review its public relations budget to ensure that sufficient allowance has been made to initiate an above-the-line recruitment campaign in the national media.

Withdrawn		Amended	
Carried		Not Carried	
Remitted			

Appendix 1

Motions considered as out of order

(Numbering as set out in preliminary agenda issued on 22nd March 2016)

Motion 161 - Agriculture No.1 Branch

That this Conference instructs the CEC to protect the resources, rights, and any special or existing arrangements of all individual branches in any talks on new structures which may occur and to ensure that these arrangements are protected by all rule changes proposed in the future.

Motion 162 - Agriculture No.1 Branch

This Conference welcomes the long sought after access to the state industrial relations bodies set down in the Workplace relations legislation and calls upon IMPACT to ensure that timely discussions are held with DPER in order to effect such changes to dispute referral procedures and the C&A scheme as a matter of urgency.

Motion 163 - Architectural, Engineering and Heritage Services Branch

That IMPACT will actively pursue early access to the appropriate industrial relations and employment rights bodies to progress claims that serving civil servants appointed to civil service posts are not treated less favourably in terms of salary on appointment than persons appointed from the private sector.

Motion 164 - Architectural, Engineering and Heritage Services Branch

That IMPACT will as a matter of urgency:

- (i) provide information on, and clarity in regard to, the pension entitlements of civil servants appointed after 1995 who wish to retire between age 50 and 65, and
- (ii) seek to ensure they are not disadvantaged financially.

Motion 165 - Agriculture No.1 Branch

As part of negotiations at the LRC in 2014, an Independent Commission was set up to identify duties which could revert to the membership of our branch. This body finally presented its report on April 1st 2015. We ask this Conference that the fees/remuneration of the members of this Commission and who paid same are published within two weeks of the completion of their report.

Motion 166 - Dún Laoghaire Rathdown Branch

That this Conference condemns the unilateral imposition, without union consultation, of a dysfunctional and wholly inadequate Library Management System. The new LMS makes the jobs of all library staff members unnecessarily more difficult and time-consuming, independent of declining staff numbers in libraries.

Motion 167 - Dún Laoghaire Rathdown Branch

That this Conference considers the Libraries Development Unit of the LGMA as an unsatisfactory replacement for the National Library Council.

Motion 168 - Dún Laoghaire Rathdown Branch

That this Conference condemns management's approach to the implementation of the new Library Management System which takes no account of the additional difficulties faced by frontline library staff members. Management has adopted a confrontational approach of enforcing the new procedures by fiat regardless of the consequences for staff in terms of increased workload and decreased system functionality.

Motion 169 - Dublin Hospitals Branch

This union will monitor internal job advertisements, and challenge every advertisement where a job designated clerical/admin has a nursing requirement either in the required or desired criteria.

Motion 170 - Cabin Crew Branch

Conference recognises the unique challenges faced by IMPACT members in transnational employments where decisions can be made by management outside this country.

- recognises the importance of an effective transnational response by trade unions in such employments
- supports the full involvement of workers in enterprise level transnational structures such as European Works Councils
- supports changes in national and EU legislation to remove obstacles to trade unions taking co-ordinated industrial action in multiple EU countries.

In particular, Conference urges the incoming Central Executive to support the Cabin Crew, IALPA and IAESA branches in developing and participating in an effective transnational response to the challenges arising from the takeover of Aer Lingus by the International Airlines Group.

Motion 171 - Cabin Crew Branch

Conference notes the proposal for changes to EU Regulations on Flight and Duty Time Limitations (FTL Regulations) for Mobile Workers in Civil Aviation. Conference directs the incoming Central Executive to lobby the Irish Government to adopt the position that all such limits should be based on objective scientific and medical research rather than airline driven commercial considerations.

Motion 172 - Special Educational Needs Organiser Branch

That this Conference calls upon IMPACT to negotiate with the Government to align the civil service leave year to the prevailing tax year, and change the annual leave entitlement from the 12 month period of April to March, so that annual leave entitlement relates to January to December of any given year. That this realignment of the annual leave year with the tax year should commence in January 2017, and annual leave would be applied on a pro-rata basis from April to December 2016 in order to facilitate this change in January 2017.

Motion 173 - Forensic Science Branch

That this Conference agrees that impartial investigation of matters involving criminal activity should be resourced to an adequate level. We request that the incoming CEC through interventions with Government representation seek the prioritisation of fit-for-purpose accommodation and resources for Forensic Science Ireland in light of the implementation of the National DNA Database System. With the increasing prevalence of the use of forensic evidence in the fight against crime, demands on staff and facilities are at an all-time high. New accommodation and personnel are urgently needed to maximise the efficient use of the laboratory's resources and expertise.

Motion 174 - Civil Service No.1 Branch

That this Conference seeks to have "the most recent recommendations of the Garda Inspectorate in relation to civilianisation fully implemented immediately in order to ensure that Garda resources are utilised appropriately in the interest of society."

Motion 175 - Institutes of Technology Branch

That this Conference calls on IMPACT to act in accordance with Rule 6 of the IMPACT Rule Book, particularly to ensure that no subscriptions are either sought or taken from applicants or membership cards issued to applicants in advance of the membership application being approved by the relevant/appropriate branch. The IOT Branch affirms that applications for IMPACT membership must be approved by the relevant/appropriate branch.

Motion 176 - Agriculture No.1 Branch

That any staff of IMPACT at National Secretary or higher are not allowed serve on the boards of directors of companies or semi state bodies.

Motion 177 - Agriculture No.1 Branch

That retired IMPACT staff at National Secretary level or higher do not serve on boards of companies or semi state bodies for two years from the date of their retirement from IMPACT. This is in line with civil service policy.

Motion 178 - Agriculture No.1 Branch

That members of future independent bodies/ commissions formed by the WRC come from private HR companies and not from retired civil/ public servants or union officials.

Appendix 2

Motions covered by comprehensive/ composite motions

The following motions are deemed to be covered by Comprehensive/Composite Motion 3.
(Numbering as set out in preliminary agenda issued on 22nd March 2016)

Motion 3.1 - Municipal Employees’ Branch

That this Conference supports the campaign to establish a living wage in Ireland. It is estimated that in order to earn a living income from full time work - taking account of taxes and welfare - it would be necessary for a single adult to earn at least €11.50 per hour. Conference calls on the Central Executive Committee to develop a comprehensive plan within six months to promote the campaign’s objectives.

Motion 3.2 - Dublin Hospitals Branch

That motion calls on IMPACT to engage with public sector employers to ensure that all contractors working for the public sector and their employees are earning the living wage of €11.50 per hour.

Motion 3.3 - FGE Branch

That this Conference endorses the concept of a minimum living wage of €11.50 per hour for all employed in the public service and that while opposing the privatisation of public service jobs, impact insists that the living wage be a condition as a minimum for all contracts entered into to supply services where work pertinent to the public service is privatised.

The following motions are deemed to be covered by Comprehensive/Composite Motion 18.

Motion 18.1 - South Tipperary Health Branch

That this Conference calls on IMPACT to vigorously seek to have the pre-Haddington Road hours re-instated. This must be a stand alone issue at the next public service pay deal talks.

Motion 18.2 - Dublin Care Services Branch

The Dublin Care Services Branch calls on the incoming Central Executive Committee to engage in negotiations to restore the changes to our pay, working hours and terms and conditions of employment implemented since 2008.

Motion 18.3 - Special Educational Needs Organiser Branch

That this Conference calls on IMPACT to issue an instruction to all members that the two additional hours worked under the Public Service Stability Agreement 2013-2016 (Haddington Road Agreement) cease once the Public Service Stability Agreement 2013-2016 ends in 2016.

Motion 18.4

Was restored to the final agenda by the SOC and now appears on the agenda as a stand-alone motion.

Motion 18.5 - Road Safety Authority Branch

That this Conference instruct the incoming CEC to have the extra hours under Haddington Road reversed before the end of 2016. If this is not achieved members will be consulted through the first Consultative Council meeting in 2017 to see what action may be necessary to achieve this.

Motion 18.6 - Forensic Science Branch

That this Conference seeks the immediate and unequivocal restoration of pre-crisis working hours and flexitime arrangements for all employments where such arrangements have been reduced.

Motion 18.7 - Cork Branch

That this Conference calls on the Central Executive to include in the next public service pay deal negotiations that the working week for all affected staff be reduced by the additional hours per week that were imposed on us since 1st July 2013, or alternatively that the Central Executive seek payment for the additional hours worked per week.

The following motions are deemed to be covered by Comprehensive/Composite Motion 108.

Motion 108.1 - Sligo Branch

That this Conference calls upon IMPACT to support a referendum to repeal the eighth amendment of the constitution.

Motion 108.2 - Dún Laoghaire Rathdown Branch

That this Conference calls upon IMPACT to support a referendum to repeal the eighth amendment of the constitution.

1. Introduction

2. Background

3. Methodology

4. Results

5. Discussion

6. Conclusion

7. References

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