



# Welcome to IMPACT

# IMPACT

CEARDCHUMANN RIALTAS ÁITÚIL, SHEIRBHÍS PHOIBLÍ AGUS  
STÁTSEIRBHÍS NA hÉIREANN

tural officers, home help organisers, driver-testers, psychologists, clerical officers, librarians, architects, pharmacists, tax inspectors, drivers, stenographers, street cleaners, nurses, land surveyors, phlebotomists, systems analysts, dieticians, botanists, court ushers, housing inspectors, child care workers, legal officers, rent collectors, wildlife rangers, storekeepers, home helps, radiological protection staff, civil engineers, porters, draughtsmen, accountants, meat inspectors, schools psychologists, building inspectors, audiometricians, caterers, trainers, community employment supervisors, revenue collectors, orthoptists, draughtsmen, computer operators, libraries, schools inspectors, occupational therapists, planners, telecom managers, civil defence staff, family support workers, medical photographers, water workers, technical services staff, community care workers, chemists, farm demonstrators, recycling workers, radio officers, sewerage staff, typists, housing welfare officers, health and safety inspectors, finance officers, chiropodists, engineers, storekeepers, meteorologists, medical assessors, biochemists, agricultural officers, environmental health officers, general operatives, patents staff, telecom engineers, community welfare officers, archaeologists, speech & language therapists, wildlife rangers, legal assistants, social workers, systems analysts, fire prevention officers, dail ushers, managers, telecom draughtsmen, physiotherapists, traffic wardens, transcribers, pilots, school secretaries, curators, poultry officers, foresters, tax officials, engineers, supplies officers, botanists, dental staff, aeronautical officers, veterinary officers, cooks, cartographers, food safety officers, computer staff, forensic scientists, refuse collectors, public health nurses, auditors, air traffic controllers, county secretaries, support workers, statisticians, solicitors, laboratory technicians, town clerks, play therapists, tourism staff, development staff, physicists, marine biologists, fire fighters, personnel officers, probation & welfare officers, inspectors, programme managers, administrators, ambulance staff, cleaners, finance officers, secretaries, chemists, agricultural officers, home help organisers, driver-testers, psychologists, clerical officers, librarians, finance officers, agricultural officers, home help organisers, driver-testers, psychologists, clerical officers, community welfare officers, pharmacists, tax inspectors, drivers, stenographers, street cleaners, nurses, land surveyors, social workers, systems analysts, dieticians, botanists, court ushers, housing inspectors, child care workers, physiotherapists, traffic wardens, wildlife rangers, storekeepers, home helps, radiological protection staff, draughtsmen, engineers, supplies officers, accountants, meat inspectors, schools psychologists, building inspectors, cartographers, food safety workers, trainers, community employment supervisors, revenue collectors, orthoptists, air traffic controllers, county secretaries, schools inspectors, occupational therapists, planners, telecom managers, audiometricians, tourism staff, medical photographers, water workers, technical services staff, community care workers, probation & welfare officers, recycling workers, radio officers, sewerage staff, typists, housing welfare officers, secretaries, caretakers, finance officers, chiropodists, engineers, storekeepers, meteorologists, medical assessors, librarians, architects, environmental health officers, general operatives, patents staff, telecom engineers, land surveyors, phlebotomists, scientists, archaeologists, speech & language therapists, wildlife rangers, legal assistants, fire prevention officers, rent collectors, fire prevention officers, dail ushers, managers, telecom draughtsmen, engineers, porters, dail transcribers, pilots, school secretaries, curators, poultry officers, foresters, tax officials,

# Welcome to IMPACT

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**I**MPACT is Ireland's leading public sector trade union with members in health, local authorities, the civil service, education, community and voluntary organisations, semi-state companies and aviation.

This short booklet will help IMPACT members:

- Get full access to the benefits and services that the union provides
- Become more involved in the union and
- Understand a little more about IMPACT's aims, structure and history.

If you have further questions arising from this booklet, you can ask your local IMPACT representative or contact one of IMPACT's offices in Dublin, Sligo, Cork, or Dublin airport.



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# Benefits and services

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**I**MFACT members are entitled to a wide range of benefits and services.

## Representation at work

Most of us hope to get through our working lives without any major problems or difficulties. But sometimes problems do come up. It might be a relatively simple matter like clarifying entitlements to maternity leave or holiday pay. Or it could be a more serious problem like unfair dismissal or discrimination.

Whatever the problem, you can call on your local IMFACT representative who is trained to handle a wide range of workplace issues. Your local representative can also call on the union's professional officials for advice and assistance.

Usually, workplace problems can be sorted out quite easily. But, in some circumstances, IMFACT represents its members in the various courts and tribunals that deal with disputes and disagreements at work. In certain cases, IMFACT's legal assistance scheme helps members with the financial costs of taking legal cases like personal injury claims.

IMFACT also takes up collective disputes on behalf of members in the formal process of conciliation and arbitration, and in the Labour Relations Commission and Labour Court.

## Negotiations

IMFACT has a national network of professional negotiators who work to maintain and improve pay and working conditions. Through the Irish Congress of Trade Unions (ICTU), IMFACT members are represented in negotiations for national pay deals. As well as pay, these national agreements cover broader issues which affect IMFACT members; things like tax and benefits, education and social policy, equal opportunities, and measures to tackle unemployment.

IMFACT also negotiates directly with employers to improve pay and working conditions and on other issues that affect working life. This might include upgradings and promotions, work organisation, technological change, or policies on matters as diverse as overtime, equality or smoking.

In fact, IMFACT is there to help you with anything that affects your working life.

## Campaigning

IMPACT members are proud of the services they provide and are keen to see improvements in the quality and efficiency of public services. As the main union representing public sector workers, IMPACT is committed to promoting excellence and effectiveness throughout the public sector.

The union is also proud to campaign for full employment, social justice, and equality in the workplace and the community, and to work for improvements in the legislation covering employment rights.

IMPACT also has a practical commitment to solidarity between working people throughout the world. That's why the union sets aside three per cent of its annual income to promote and assist projects in the developing world.

## Individual benefits and discounts

Most people join IMPACT for the collective protection and bargaining power that comes with membership of Ireland's largest public sector union. But IMPACT members are also entitled to discounts on a wide range of products and services from financial services to holidays. Further information is available on our website and in the union's paper, *IMPACT News*. A number of IMPACT branches have also arranged discounts from local shops and services - ask your branch secretary for details.



# Getting involved

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## Getting involved

**T**here are many good reasons for getting involved in the life of the union.

- IMPACT is a democratic organisation where ordinary members decide policies on local and national issues. But you can only make your voice count by becoming involved.
- IMPACT offers its members a professional service. But the union also depends on its members to enhance its effectiveness in the workplace and community, and to introduce the union to colleagues.
- Joining in IMPACT activities is a good way of getting to know other people at work and sharing your problems and experiences.

Members can get involved at a number of levels, but the most important is the IMPACT branch.

## The IMPACT branch

The IMPACT branch is the basic unit of organisation in the union, the place where every IMPACT member has the right to get involved and make their views heard. Going to a branch meeting is also the easiest way to find out more about your union.

Every IMPACT member is a member of a local branch. There are over 100 branches, which vary in size. Some have over 2,000 members, others less than 50. Some branches draw all their members from one workplace, employer or occupation (these are often called 'vocational' branches). Others have members from a variety of workplaces and employers within a particular county or geographical area (these are often called 'geographical' branches).

Branches deal with important day-to-day business like workplace problems and negotiations, union training, equality, recruitment, campaigning and social events. Branch members also discuss and collectively decide branch policy. Branches can then feed their views into the national structures of the union.

## Branch annual general meetings

Every branch holds an annual general meeting (AGM) or branch delegate conference to discuss policy and elect branch officers (such as the chairperson, branch secretary, treasurer and equal opportunities officer) and a branch executive committee. These look after the day-to-day business of the branch. The AGM can also elect a training officer and a health and safety officer to specialise in these important areas of branch business. The AGM can also nominate individuals to stand for election to the appropriate divisional executive committee (see 'divisions' on page 11).

## Branch sections

Some larger branches are organised into 'sections', which are usually based on specific workplaces or occupations. Branch sections are subject to the authority of the branch executive and often hold annual section meetings along similar lines to the branch AGM.



# IMPACT's national structure

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## Biennial delegate conference

**I**MPECT holds a delegate conference every second year. This is the union's main decision-making forum. It is here that union policy is debated and decided by representatives from all branches. The conference also elects the union's executive officers (see 'central executive committee' below).

Every IMPACT branch is entitled to send one or more delegates to conference, with larger branches entitled to send proportionately more delegates. The union's central executive committee is empowered to call special delegate conferences in exceptional circumstances.

## Central executive committee

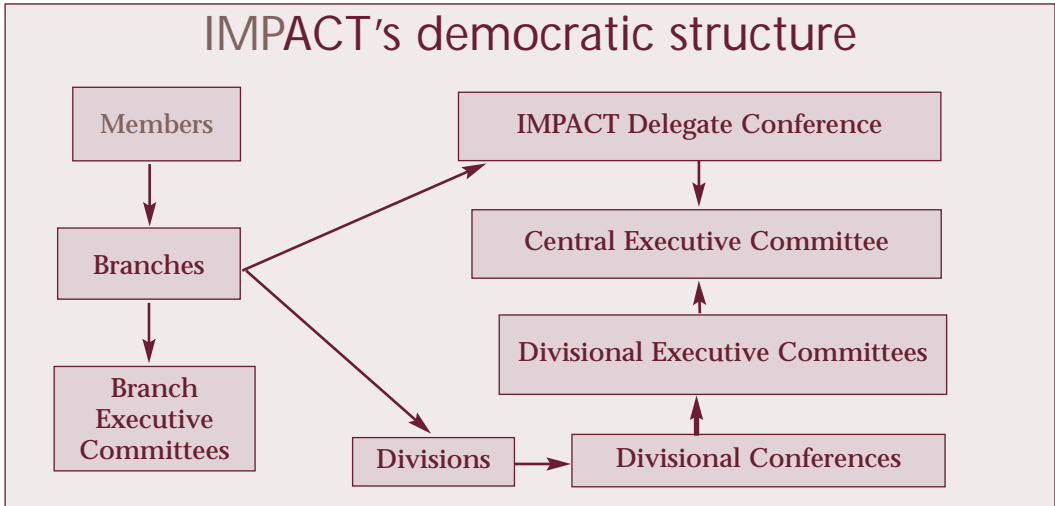
IMPACT's central executive committee (CEC) is elected to manage and conduct the union's affairs, subject to the policy agreed by the delegate conference. It meets monthly and is the most senior body of the union apart from the delegate conference.

The union's biennial conference elects a president, four vice-presidents, a secretary, treasurer and equal opportunities officer, all of whom sit on the central executive committee. These are joined by representatives of each IMPACT division (see page 11). The CEC also has a number of sub-committees, responsible for key areas like finance, equal opportunities, training, health and safety, and membership services.

Central executive committee members	
Elected by IMPACT confer-	Elected by each division
1 President	3 Health division
4 Vice-presidents	3 Local government division
1 Secretary	3 Civil service division
1 Equal Opportunities officer	3 Services and enterprises division
1 Treasurer	2 Municipal employees division



## IMPACT's democratic structure



### IMPACT's divisions

IMPACT believes that members in each sector should have full control over the policies and decisions that affect them in the workplace. To this end, IMPACT is divided into five divisions responsible for union business in their areas.

The five divisions reflect both the origins of the union and the diverse nature of its membership. Each IMPACT branch is allocated to the division most appropriate to its members' occupations. In branches that have members in more than one sector, each separate group of members is assigned to the appropriate division.

Each division holds a conference every two years. Here, branch delegates decide divisional policy and elect a divisional executive (which meets monthly) and a consultative divisional council (which may meet at least three times a year) to oversee divisional affairs.



### Vocational groups

Within IMPACT's divisions, a number of vocational groups provide forums for discussing pay claims and other issues of relevance to specific occupational groups. These groups provide a forum to advise on and promote the interests of particular professions, grades or occupations. A full list of vocational groups is published in the IMPACT annual report.



# Subscriptions

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**M**ost of IMPACT's work is funded by members' subscriptions. All IMPACT members pay a small proportion of their basic salary (0.8 per cent up to a maximum figure) in contributions. This is usually deducted from pay at source and the income received from subscriptions is allocated to three separate funds:

- The central fund is used for branch funding, divisional funding, administrative costs and services like training, publications, travelling expenses and conferences, as well as paying the salaries of IMPACT staff.
- The dispute fund is used, when necessary, to finance industrial action and strike pay.
- The developing world fund, made up of three per cent of membership subscriptions, is used to finance education and development projects in the developing world.

IMPACT branches receive 10 per cent of their branch members' subscriptions and a fixed annual payment from central funds, which is related to the size of the branch. Some branches and vocational groups levy an additional sum to cover the costs of their activities.



# IMPACT staff

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**I**MPACT is committed to:

- Delivering a first class service to members
- Representing members professionally in the trade union movement and the corridors of power
- Promoting understanding of IMPACT's policies and activities to the outside world
- Campaigning in defence of members' interests in the workplace and the community and
- The effective management of the union's resources.

IMPACT employs over 60 staff to deliver services to members in an efficient and effective way. These include:

- The general secretary, who is answerable to the central executive committee for the stewardship of all the union's affairs, and a deputy general secretary.
- National secretaries who lead the IMPACT divisions.
- Assistant general secretaries, who are trained negotiators and industrial relations experts.
- Information staff who produce union publications, deal with the media and provide research and information services to negotiating staff.
- Finance staff who handle the union's budgeting and accounts.
- Administrative, secretarial and housekeeping staff who ensure the smooth running of the union's administration.

# Further information

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## Joining IMPACT

**I**MPECT welcomes membership applications from all eligible workers regardless of gender, marital or family status, age, disability, race, religion, sexual orientation or membership of the Traveller community, subject to the rules of the Irish Congress of Trade Unions. You can get an application form from your local IMPACT representative, from any IMPACT office, or from our website.

## Problems at work

If you have a query or problem regarding your pay and conditions, or anything related to your working life, you should contact your local IMPACT representative. Most likely, the person who gave you this booklet will be able to help or point you in the right direction.

## Information about IMPACT

You can find up-to-date information about IMPACT and its activities by visiting the union's website - [www.impact.ie](http://www.impact.ie) is the address.

IMPACT members should also receive copies of *IMPACT News*, which carries news and views from around the union. If you are not receiving a copy, your local representative or branch secretary should be able to help. You are also entitled to receive an annual report, the relevant divisional report and a union rule book.

You will find out a lot about the union, particularly local union affairs, by attending your branch meeting. Find out when meetings take place from the union notice board or your local representative.





# A short history of IMPACT

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**I**MFACT stands for the Irish Municipal Public and Civil Trade Union, which was formed in 1991 through the amalgamation of three unions, all with long traditions in the service of working people.

## Local Government and Public Services Union (LGPSU)

The Local Government and Public Services Union was formed in 1919 as the Irish Local Government Officials' Trade Union, and changed its name to the Local Government and Public Services Union in 1971. At the time of amalgamation the LGPSU represented 15,000 members in the health services, local government and in a broad range of state and voluntary bodies.

## Union of Professional and Technical Civil Servants (UPTCS)

The Union of Professional and Technical Civil Servants started life in 1919 as the Institution of Professional Civil Servants. It changed its name to the Union of Professional and Technical Civil Servants in 1979 to reflect its changing membership profile. At the time of amalgamation UPTCS had 7,000 members working in the civil service and semi-state sector.

## Irish Municipal Employees Trade union (IMETU)

The Irish Municipal Employees' Trade Union was formed in 1888 as the United Corporation Workmen of Dublin Trade Union. There were variations to the name until it became the IMETU in 1918. When the IMETU joined IMPACT in 1991 it represented 2,500 municipal employees.



IMETU HISTORY



LGPSU history

IMPACT has published the first two in a trilogy of union histories. Work is underway on the history of the UPTCS





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