



IMPACT

Local
Government,
Education
and
Local Services
Division

AGENDA

**Public
Servants**

Frontline Quality
Backroom Dedication

www.qualitypublicservices.ie

Front cover photo
Almost a third of IMPACT's entire membership attended the Irish Congress of Trade Unions' massive demonstration against the Government's handling of the recession in February 2009.

Photo courtesy of the Sunday Tribune.





Serving those who serve the public

2009

Local Government
Education and Local Services
Division Conference

AGENDA

Breaffy House Hotel, Castlebar, County Mayo

6th-8th May 2009

Contents

| | |
|--|---------|
| Conference timetable | page 5 |
| Standing orders committee | page 7 |
| General standing orders for conference | page 8 |
| Voting procedures for elections | page 10 |
| Standing orders committee report No.1 | page 11 |
| Standing orders committee report No.2 | page 11 |
| Nominations | page 13 |
| Motions | page 15 |

Conference timetable

Wednesday 6th May

- 17.30 Opening ceremony
 Guest and union speakers
 Appointment of Scrutineers and Tellers
 Adoption of General Standing Orders for Conference
 Minutes of Conference 2007
- 18.00 Standing Orders Committee Reports
 Election arrangements
- 18.15 Chairperson's address
- 18.30 Report on motions arising from Conference 2007
 Biennial report
- 18.50 Conference adjourns

Thursday 7th May

- 09.45 Conference resumes.
 National Economic Crisis and Related Matters: Motions 1, 2, 3 and amendment, 4, 5, 6, 7 and amendment, 8, 9, 10, 11, 12, 13, 14, 15 and amendment, 16, 17 and 18 [All motions to be taken in common debate]
- 11.15 Conditions of Service: Motions 19, 20 [Motions 19 and 20 to be taken in common debate], 21 and amendment, 22, 23, 24, 25, 26 and 27
- 12.00 Staffing: Motions 28 and 29 [Both Motions to be taken in common debate]
- 12.10 Public Services: Motions 30, 31, 32, 33, 34 [Motions 33 and 34 to be taken in common debate], 35, 36, 37 and 38 [Motions 37 and 38 to be taken in common debate]
- 13.00 Conference adjourns for lunch
- 14.30 Conference resumes
 Organisational Matters: [To be held in private session] Motions 45, 46, 47, 48 [Motions 19 and 20 to be taken in common debate] and 49 and amendment
- 15.00 General Policy: Motions 39, 40, 41 [Motions 40 and 41 to be taken in common debate], 42, 43 and 44,
- 15.30 Schools Secretaries: Motions 50, 51 and 52 [All motions to be taken in common debate]
- 16.00 Conference Adjourns

Friday 8th May

- 09.30 Conference resumes
 Guillotined motions
 Biennial report; Remaining Sections
- 10.00 Closing Ceremony
- 10.15 Conference Closes
 Joint Session with other division(s): Details to be advised to delegates shortly
- 12.30 Joint Session ends

Standing orders committee

Civil Service Division representatives

Thomas Cowman

Tom O'Connor

Health and Welfare Division representatives

Gerry Foley (Chairperson)

Jackie Kelly

Local Government, Education and Local Services Division representatives

Michael Rice

Vacant

Municipal Employees' Division representatives

Shay Kavanagh

Michael Ross

Services and Enterprises Division representatives

Teresa Lynch

Tom O'Brien

The Standing Orders Committee for the Local Government, Education and Local Services Divisional Conference is Michael Rice, Shay Kavanagh, Michael Ross and A.N. Other.

General standing orders for conference

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, with the exception of sections of the annual report which may be before Conference at the same time as other motions.
4. 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. 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 may address Conference¹. This rule shall not preclude the Standing Orders Committee for 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. Other than where proposing a motion in common debate 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. In this case, each motion and/or amendment will be formally proposed in turn. 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 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 clarification has been sought and 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. The proposer of a substantive motion 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. The proposer of an amendment shall not have a right of reply.

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.

General standing orders for conference (continued)

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 proceed 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.

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.1

1. Motions Received

Fifty four (54) motions were received by the deadline and are included on the preliminary agenda attached. Two of these motions are considered to be out of order.

2. Motions considered to be out of order

The following motions are considered to be out of order:

Motion 53 this is considered to be out of order as it is a matter for the branch and not for the division.

Motion 54 this is considered to be out of order as it is a matter for the branch and not for the division.

3. Motions appropriate to Divisional Conference

In accordance with the Instrument of Amalgamation, Article 7(ii), and until otherwise determined by the Union Conference, each Divisional Conference shall determine policy on pay, conditions and other matters affecting only the members in the Division. However, Divisional Conferences may also consider other matters provided that they are not matters which are of sole concern to the members of another Division or which conflict with policy as previously determined by the Union Conference. Decisions of Divisional Conference in relation to such matters have the status of recommendations to the Central Executive who shall decide on any action to be taken.

SOC Report No.2 will identify motions, which if carried, have the status of recommendations to the CEC.

4. Members of the standing orders committee

The Standing Orders Committee for the Local Government, Education and Local Services Divisional Conference is Michael Rice, Shay Kavanagh, Michael Ross and A.N. Other.

Branches and Divisional Executives who have queries or who wish to seek changes to Standing Orders or SOC Reports are asked to contact the SOC as soon as possible, preferably before Conference.

Standing Orders Committee Report No.2

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

1. Conference timetable

The foregoing timetable for conference is recommended.

2. General standing orders

The foregoing General Standing Orders are recommended.

3. Motions received

Fifty four (54) motions were received by the deadline and are included on the preliminary agenda attached. Two of these motions are considered to be out of order.

4. Motions considered to be out of order

The following motions are considered to be out of order:

Motion 53: This is considered to be out of order as it is a matter for the branch and not for the division.

Motion 54: This is considered to be out of order as it is a matter for the branch and not for the division.

5. Advisory motions

In accordance with the Instrument of Amalgamation, Article 7(ii), and until otherwise determined by the Union Conference, each Divisional Conference shall determine policy on pay, conditions and other matters affecting only the members in the Division. However, Divisional Conferences may also consider other matters provided that they are not matters which are of sole concern to the members of another Division or which conflict with policy as previously determined by the Union Conference. Decisions of

Divisional Conference in relation to such matters have the status of recommendations to the Central Executive who shall decide on any action to be taken.

Motions 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 17, 18, 21, 28, 30, 32, 34, 35, 39, 40, 42, 43, 44, 46, 48, and 49 will, if carried, have the status of recommendations to the CEC. Article 7(ii) of the LGPSU/UPTCS Instrument of Amalgamation refers.

6. Amendments received

Seven amendments were received on time. No amendments were received late. All amendments are considered to be in order.

7. Composite¹ motions/Amendments

To be decided.

8. Common debates

It is recommended that the following motions are taken in common debate:

Motions 1, 2, 3 and amendment, 4, 5, 6, 7 and amendment, 8, 9, 10, 11, 12, 13, 14, 15 and amendment, 16, 17 [Motion 17 to fall if motion 16 is carried] and 18

Motions 19 and 20

Motions 28 and 29

Motions 34 and 35

Motions 37 and 38

Motions 40 and 41

Motions 47 and 48

Motions 50, 51 and 52.

9. Guillotined motions

These will 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.

It is recommended that guillotined motions 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.

10. Emergency motions

Branches are asked to advise the SOC of any emergency motions as soon as possible so that these might be included in a Standing Orders Committee Report to conference.

11. Withdrawal of motions

The Dublin City branch advises that it wishes to withdraw motions 15, 32 and 43.

Other branches are asked to advise the SOC of any motions that they wish to withdraw so that these might be included in a Standing Orders Committee Report to conference.

12. Officer elections and votes

Elections will commence in the morning of Thursday 7th May at conference at 11.00am. Details will be advised to conference by the SOC.

It is recommended that Michael Rice, SOC, be appointed as Returning Officer. It is recommended that conference appoints at least 6 scrutineers to count ballot papers.

13. Conference votes

It is recommended that conference appoints at least 8 tellers to count any votes at conference.

14. SOC and queries

Where branches or the DEC 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. The SOC will be available to deal with last minute conference issues at 4.30pm to 5.00pm in the conference venue on Wednesday 6th May 2009.

The Standing Orders Committee for the Local Government, Education and Local Services Divisional Conference is Michael Rice, Shay Kavanagh, Michael Ross and A.N. Other.

¹General Standing Orders No. 8 provides that the SOC may produce a composite or comprehensive motion where several motions or amendments submitted deal with the same topic. A composite motion is where the main items in the motions on the same topic are combined within it, while a comprehensive motion is one that is fully inclusive of all of the separate elements of each motion on the same topic. In general, the SOC try to use the text of an actual motion submitted as the text for a composite motion rather than to draft a separate text itself.

Nominations

| | Name | Nominated by |
|--|--------------------|--------------------------------------|
| Cathaoirleach | Frank Brannigan | Kerry, Sligo |
| | Tom Browne | Galway |
| | Ray Kennedy | Laois, Offaly |
| | Jerry King | Westmeath |
| | Tom Murray | Dublin City |
| | Joe Sherlock | Tipperary North |
| Leas Cathaoirleach | Frank Brannigan | Kerry, Sligo |
| | Tom Brown | Galway |
| | Ray Kennedy | Laois, Offaly |
| | Gerry King | Longford, Mayo, NEWB, VEC, Westmeath |
| | Tom Murray | Dublin City |
| | Joe Sherlock | Tipperary North |
| Divisional Executive Members | Frank Brannigan | Kerry, Sligo |
| | Tom Browne | Galway |
| | Pat Considine | Clare |
| | Eugene Farrelly | Meath |
| | Ray Kennedy | Laois, Offaly |
| | Catherine Keogh | Fingal |
| | Jerry King | Mayo, Westmeath |
| | Josephine McCarthy | Cork |
| | John McKenna | Dublin City |
| | Tom Murray | Dublin City |
| | Susan Sherin | Limerick |
| | Joe Sherlock | Tipperary North |
| | Cait Shirran | VEC |
| Patricia Whelan | School Secretaries | |
| Third Divisional Representative on CEC (one position) | Frank Brannigan | Kerry, Sligo |
| | Jerry King | Westmeath |
| | Tom Murray | Dublin City |
| | Patricia Whelan | School Secretaries |
| Standing Orders Committee (two positions) | John Melvin | Dublin City |
| | Catherine Murphy | Limerick |
| | Michael Rice | Cork |
| Divisional Council | Michael Barry | Cork |
| | Fiona Biggins | Mayo |
| | Geraldine Campion | Laois |
| | Siobhan Clancy | Kerry |
| | John McKenna | Dublin City |
| | Eileen O'Connor | Galway |
| | Stephen O'Hare | Meath |
| | Danny O'Neill | Westmeath |
| Vincent Savage | Tipperary North | |

Motions

National economic crisis and related

Motion 1 - Cork Branch

That this branch sends a message of solidarity to the Waterford Crystal workers who are at this moment engaged in a struggle to protect their jobs and their pensions. The outcome of this struggle will affect us all and we in the Cork IMPACT branch offer our support and solidarity to our fellow workers in Waterford.

Motion 2 - Divisional Executive Committee

That this Conference deplores the attempt to vilify and victimise by way of imposition of a tax on one-sixth of the workforce - public service workers. Conference supports the ICTU plan "There is a better fairer way" and condemns the self-interested efforts of bankers, developers, speculators, financial institutions, politicians and unscrupulous employers to avoid responsibility for their action.

Motion 3 - Fingal Branch

That this Division condemns the absence of equality and fairness in dealing with the present economic crisis. In particular the attack on public sector workers in the form of a pensions increase that discriminates disproportionately against middle and low income workers.

Amendment to motion 3 - Dublin City Branch

Delete "increase" insert "levy".

Motion 4 - Dun Laoghaire Rathdown Branch

That this conference looks for the immediate stopping of the pension levy until an equitable way is found of treating all members of society equally in the overall need to balance Government spending.

Motion 5 - Dublin City Branch

That the Dublin City branch call on IMPACT to get Government to agree a reasonable timeframe for the currently imposed income levy and a guarantee that the burden will be removed from PAYE workers and not be replaced with another form of direct taxation.

Motion 6 - North Tipperary Branch

That IMPACT recognises that we did not cause the current economic crisis, we reject out of hand any attempt to introduce wage cuts, direct or indirect in the public service. We support every action necessary in order to fight this injustice.

Motion 7 - Meath Branch

Meath branch requires Conference to employ its best efforts to readdress the inherent inequality of the proposed public service levy and strive to have the burden of taxation spread in a more equitable fashion across society in general and in particular to target those with the obvious means to pay extra taxes.

Amendment to motion 7 - Dublin City Branch

Delete "proposed" before "public service levy".

Motion 8 - Fingal Branch

Corrective action on the economy should start by slashing executive pay, ending perks and bonus schemes. We must examine tax incentives and subsidies to big business and ensure the banking, finance and property sectors make a tangible contribution to economic recovery.

Motion 9 - Fingal Branch

That this Division believes the current need to recapitalise the banks is the result of the failure of the economic system based on the neo liberal policies pursued by Thatcher and Reagan characterised by inadequate regulation and corporate mechanisms. Financial institutions being assisted by the taxpayers must cede control over lending and governance. Representatives of the workers must sit on the boards of these institutions. In the case of Anglo Irish Bank if and when this bank returns to a profit situation these profits must be reinvested in the national pensions funds. We demand the immediate introduction of legislation and rules on financial disclosure, regulation and corporate governances. We call for a cap on executive pay and an end to the bonus and incentives schemes in these institutions.

Motion 10 - Cork Branch

This motion calls on the incoming local branch committee along with the incoming national Divisional Executive Committee to lead an active campaign against any wage cuts or job cuts in the public sector.

Conference agrees that the current economic crisis was not caused by workers, but rather by unrestrained greed particularly from the financial and property sectors. These have led to the 'race to the bottom' for workers and the near collapse of the economy.

Conference also instructs the incoming national Divisional Executive Committee to work with all divisions of IMPACT to demand that the ICTU Executive Committee calls a national campaign up to and including industrial action bringing public and private sector workers together to defend jobs, wages and public services.

Motion 11 - Cork Branch

The Cork branch committee call on:

- 1 The leadership of IMPACT to be at the forefront of the forthcoming ICTU campaign to resist the imposition of this deeply unfair pension levy, which is a targeted attack on public sector workers
- 2 IMPACT will press for ICTU to immediately organise regional and national demonstrations in opposition to the pension levy and the suspension of the Towards 2016 pay agreement
- 3 The leadership of IMPACT to make it clear that this union will oppose these attacks on our members by all means necessary, including industrial action.

Motion 12 - Dublin City Branch

We call on this union through the ICTU to;

- Seek clarification from the government of its plan to recover the economy and inform its members so they can at least plan for the next five years.
- For government to inform ICTU of the timeframe of any levy/deduction.
- For the ICTU to negotiate a levy which is fair and equitable and payable by all workers in Ireland.
- The ICTU to negotiate that any agreed pension levy be reckonable for pension purposes.
- Call on this union to ballot its members on a work to rule which will form the initial part of the campaign.
- Form a cross-public sector union strike committee to maximise the effectiveness of any such action.

Amendment to motion 12 - Divisional Executive Committee

Delete "Form a cross-public sector union strike committee to maximise the effectiveness of any such action".

Motion 13 - Louth Branch

The Louth branch deplores the intended introduction of the public service pension levy as an assault on the livelihood of public servants everywhere, and as low paid public servants in particular.

This conference commits to firmly supporting any action deemed necessary, subject to rule, to have this insidious, unfair and misguided initiative overturned in favour of the agreed social solidarity pact achieved through the social partnership discussion.

Motion 14 - Dun Laoghaire Rathdown Branch

That this conference in response to the Government's decision to impose a pension levy on public sector workers, instructs the CEC/Divisional Executive to sanction an immediate ballot of all IMPACT members proposing industrial action under Rule 25.

Motion 15 - Dublin City Branch

We call on the union, through its divisions, to;

- a. Ballot all IMPACT members re strike action under rule.
- b. Form a cross-public sector union strike committee to maximise the effectiveness of any such action.

Amendment to motion 15 - Divisional Executive Committee

Delete "B. Form a cross-public sector union strike committee to maximise the effectiveness of any such action."

Motion 16 - Dun Laoghaire Rathdown Branch

That this conference calls on the union, through its divisions, to withdraw from partnership and all work practices (eg PMDS) additional duties agreed under Towards 2016 by holding immediate meetings under rule sanctioned by the CEC/Divisional Executive (Local Government).

Motion 17 - Dublin City Branch

We call on the union, through its divisions, to withdraw from partnership and all work practices (eg PMDS) additional duties agreed under Towards 2016.

Motion 18 - Meath Branch

Meath branch calls on all candidates standing for European and local government elections, due to take place in June 09, to seriously consider the views of over 350,000 public sector workers, and in particular the members of this branch who will be seriously affected by the proposed public service levy and that they clearly outline their position in relation to this unequal measure to all constituents in their manifestos. Their individual written responses to our members is sought to this request.

Conditions of service

Motion 19 - Dun Laoghaire Rathdown Branch

That this conference will oppose any attempts by management to use the recession as an excuse to lessen our terms and conditions of employment. In particular, this refers to unwritten and non-contract conditions.

Motion 20 - Fingal Branch

That this Division seek by any means available to it to preserve the terms and conditions of existing employment (excluding pay issues being dealt with nationally). This would include hours of attendance, annual leave, sick leave, etc. and approved allowances. Also that seniority in a grade is taken into consideration if management choose redeployment as an economy measure.

Motion 21 - Dublin City Branch

That IMPACT seeks to have the additional pension levy recently imposed by the Government made reckonable for pension purpose, for council employees who are short of service on retirement.

Amendment to motion 21 -Divisional Executive Committee

Delete "for council employees who are short of service on retirement".

Motion 22 - Longford Branch

Now that we are officially in recession, IMPACT should campaign to ensure equality in all competitions held in the local authority and ensure the gains made in recent years to give men and women equal status is retained – with a special mention in relation to the filling of technical and scientific posts.

Motion 23 - Meath Branch

Meath branch requires that Conference and the incoming DEC seek to have the inequality of the extended attendance patterns being required of new LA contract staff to be examined in line with existing equality legislation, and in particular in line with the provisions of the Fixed Term Contract Act 2003 (equal treatment of contract and permanent staff at same level) and furthermore to take all steps necessary to have this decision reversed in any Authority which has implemented such a measure.

Motion 24 - NEWB Branch

That this divisional Conference regards the current annual leave entitlements and hours of attendance for educational welfare officer staff in the National Educational Welfare Board as inequitable and unfair, and that this divisional Conference seeks to remove that inequality with a view to placing those concerned on the more favourable annual leave entitlement and hours of attendance.

Motion 25 - VEC Branch

That IMPACT trade union registers its strong support for the expansion of the employee assistance programme to non teaching staff in the VEC (Vocational Education Committee) sector.

Motion 26 - Divisional Executive Committee

That this Conference calls for development of a policy position paper on third party violence in the workplace in local government and education.

Motion 27 - Dun Laoghaire Rathdown Branch

That this conference expresses its concern and disappointment at the high number of staff who were not granted approval under schemes of assistance to pursue further education for the year 2008-2009. This Conference calls on management in local authorities to put adequate resources into funding the scheme to ensure that as many staff members as possible can avail of it.

Staffing

Motion 28 - Cork Branch

That the Cork branch of IMPACT strongly urges the IMPACT leadership to strongly resist any further staffing restrictions in light of the current staffing cuts presently in place.

Motion 29 - Dun Laoghaire Rathdown Branch

That this conference demands that management immediately ceases the ongoing practice of employing retired local authority employees as consultants within their organisation, as such a practice is unacceptable, especially in light of the current 3% payroll budget cut and threat of redundancy affecting existing council staff on temporary contracts.

Public services

Motion 30 - Dublin City Branch

That Dublin City branch call on IMPACT to inform employers that reductions in resources both financial and human means a reduction in the level of services that can be provided to our customers and that the same or increased level of services can not be supported by existing employees.

Motion 31 - Fingal Branch

That this Division ensure that where the delivery of services are affected by cut backs that such affected services are not delivered by others, that is the private sector. That in that event the Division resolves to take action to prevent such privatisation of members' work and outsourcing of services.

Motion 32 - Dublin City Branch

We call on IMPACT to work with all government agencies where it has members to maximise existing financial resources for the benefit of staff and customers.

Motion 33 - Divisional Executive Committee

That Conference calls for the development of a policy paper on procurement in the local government and education service.

Motion 34 - Divisional Executive Committee

That this divisional Conference calls on each candidate in the forthcoming Euro elections to sign the European Federation of Public Service Unions' pledge for the protection of public services. The responses to be made available to branches prior to the elections.

Motion 35 - Fingal Branch

That this Division calls on all branches of the Division to join the EPSU public service pledge campaign. This campaign calls on all candidates seeking election to the European Parliament in June of this year to sign a pledge that they will support a set of framework laws which recognize the special role of essential services in the European Union, and specifically calls for initiatives to protect and promote quality for users of public services.

Motion 36 - VEC Branch

That IMPACT trade union continues to support the VEC (Vocational Education Committee) sector in the furtherance of its role in the primary Board of Management sector, and the future exploration of the expansion of its expert services into other education areas.

Motion 37 - Divisional Executive Committee

That this Conference make representation at the earliest opportunity to the two relevant ministers to establish, with immediate effect, an effective and enforceable heating and lighting policy for all public offices in local government and education.

Motion 38 - Divisional Executive Committee

That this Conference would request the ministers in local government and education to immediately put effective and enforceable measures in place to end the wanton waste of documentation and duplication of brochures.

General policy

Motion 39 - Dublin City Branch

That this union demands the implementation of a genuinely equitable tax system, which ensures that those who profited during the boom years now bear their fair share of the cost of the recovery.

Motion 40 - Divisional Executive Committee

That this Conference calls for an increase in the tax on homes other than principal private residences.

Motion 41 - Divisional Executive Committee

That the collection of charges on homes other than principal private residences be undertaken by local authority staff.

Motion 42 - Special Needs Assistants Branch

Given the current economic climate and the Government's decision to use the taxpayer's money to assist the banks, we propose that as a means of restoring good will and confidence the banks also make a gesture such as interest reduction on personal loans or credit card interest.

Motion 43 - Dublin City Branch

That this Union demands an end to the Israeli occupation of Palestine and an end to the oppression of the Palestinian people and calls for the exclusion of Israel from the international community through a boycott of all trade, political and cultural links with Israel until these objectives have been achieved.

Motion 44 - Fingal Branch

That this Division calls for an immediate boycott of the Evening Herald, Irish Independent, Irish Times and Sunday Independent by all members. These newspapers have engaged in an insidious war of propaganda against public sector workers and all they represent.

Organisational matters

Motion 45 - VEC Branch

That IMPACT trade union continues to provide an appropriate public platform to discuss strategy, planning and policy matters affecting its six thousand education sector members and their wider education partners.

Motion 46 - Longford Branch

That this branch calls on our general secretary to devise a media campaign to rectify this imbalance and rectify the damaged reputation of our public service.

Amendment to motion 46 - Divisional Executive Committee

Replace "our general secretary" with "the Central Executive Committee".

Motion 47 - Mayo Branch

That this Conference instruct the national secretary to take the appropriate action to address the situation in branches where activists are experiencing difficulty in getting time off to carry out their IMPACT duties.

Motion 48 - School Secretaries Branch

That this Conference seeks to achieve entitlement to time off for activists involved in necessary union activities.

Motion 49 - Longford Branch

That no member of the national executive of IMPACT union, sit on any board, be it political, semi-state, financial or otherwise, that may cause a conflict of interest and compromise the bargaining position in negotiating for our members.

Amendment to motion 49 - Dublin City Branch

Delete "national" insert "central" After "union" insert "or any full-time official" after "financial or" insert "any salaried or paid position".

Amended Motion to read:

That no member of the Central Executive of IMPACT union or any full-time official sit on any board, be it political, semi-state, financial or any salaried or paid position that may cause a conflict of interest and compromise the bargaining position in negotiating for our members.

School secretaries

Motion 50 - School Secretaries Branch

That this Conference seeks to achieve parity for 1978 school secretaries with analogous grades in local government and education in conditions of employment including holidays, sick leave and term time entitlements.

Motion 51 - School Secretaries Branch

That this Conference seeks parity for school secretaries with analogous grades in the transfer of service from one job to another.

Motion 52 - School Secretaries Branch

That this Conference commits to ensuring that the forum set up under Towards 2016 to examine the pay and conditions of school secretaries is fully adhered to and implemented in light of the current economic climate.

Out of order

Motion 53 - Cork Branch

That this branch investigates the possibility of setting up a retired members group.

Motion 54 - Dublin City Branch

We call on Dublin City branch to canvass the opinions and views of its members re the government's unilateral action by means of information meetings and other public fora as appropriate.

Produced by
IMPACT Communications Unit
Nerney's Court, Dublin 1
Phone 01-817-1500
E-mail rnolan@impact.ie

Designed by
N. O'Brien Design and Print Management Ltd
c/o Kempis, Jamestown Business Park
Jamestown Road, Finglas, Dublin 11
Phone 01-864-1920
E-mail nikiobrien@eircom.net



DUBLIN
Nerney's Court
Dublin 1.
Phone: 01-817-1500
Fax: 01-817-1501
Email: rnolan@impact.ie

CORK
Father Matthew Quay
Cork.
Phone: 021-425-5210
Fax: 021-494-4682
Email: impactcork@impact.ie

GALWAY
Unit 23, Sean Mulvey Business Park
Sean Mulvey Road
Galway.
Phone: 091-778-031
Fax: 091-778-026
Email: impactgalway@impact.ie

SLIGO
51 John Street
Sligo.
Phone: 071-914-2400
Fax: 071-914-1365
Email: impactsligo@impact.ie

www.impact.ie

