



PRISON OFFICERS'  
ASSOCIATION

# PRISON OFFICER

SUMMER 2017

**EXTENSION TO THE  
LANSDOWNE ROAD AGREEMENT**

**Public Service Stability  
Agreement 2018-2020**

**National Executive Council Recommends**

**ACCEPTANCE**

# CONTENTS

Editorial	3
August Information Bulletin	5
Indicative Figures Relating to the PSSA 2018-2020	7
Developments on Pay and related matters	9
Executive Summary Public Service Pay Commission	19
Public Service Stability Agreement 2018-2020	22
Annual Mass 2017	30
Presidential Address	32
Report Of The Standing Orders Committee & Motions To Annual Conference 2017	37
POA Pension Information	46
Claims at the Justice Departmental Council	52
Irish Citizen Army Charity Calendar 2017	56
Branch News	58
National Executive Council Meetings March 2016 – March 2017	61
Test Yourself (Crossword and Sudoku)	70
The Breaking Of Omagh Jail	72



## ATTENTION ALL MEMBERS

I am now inviting submissions to be included in the September Newsletter.

Any Member who wished to submit articles and photographs, please send submissions by Friday

1st September 2017

to [admin@poa.ie](mailto:admin@poa.ie)

**ALL SUBMISSIONS FOR THE SEPTEMBER NEWSLETTER MUST BE SENT BY EMAIL TO [admin@poa.ie](mailto:admin@poa.ie)**

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Colleagues,

Since Annual Delegate Conference this year the focus of the union has been in the National Public Service pay talks that concluded on the 8th of June last with a document that was felt to be sufficient to be put to the membership of all Public Service Unions. Not only are there improvements generally for Public Servants but specifically for Prison Officers there is the amalgamation of the rent allowance into pay. This has been an area of vulnerability for some time now and in fact the rent allowance was abolished for new entrants to the Gardai, Prison Service and Fire Service by DPER in September 2012. We now have it within our gift not only to eliminate this area of vulnerability but to have a platform on basic pay that cannot be easily dismantled when a future government again fails its public servants and seeks to punish us for the excesses of a new generation of cosy cartels. Lest we forget.

Within our Prisons the impact of these Government decisions is still being felt with the moratorium on recruitment having left a gap in Officers that is being felt at the coalface in every prison across the State. These shortages have resulted in concern for the health and safety of our members and this has been the subject of ballots which were supported by the National Executive Council. Intensive dialogue between the Union and the management have resulted in the IPS implementation of short term measures such as the Single hours schemes, Regime Management Plans, doubling up of the recruitment intake and even the managements proposed recruitment of Retired Prison Officers. Recruitment has begun with 80 officers scheduled to begin in 2017 with a further 200 in 2018. At the time of going to print there is an engagement in the WRC scheduled to address issues in the Midlands prison. Staffing issues will also be raised with the Minister for Justice and Equality when the Prison Officers Association has an initial engagement with the new Minister.

Since our last edition we have unfortunately suffered



a loss in Mountjoy where our friend and colleague, Paul Matthews, sadly died just a few short months shy of his retirement. I wish to pass on the sympathies of the Prison Officers' Association to Paul's wife Miriam, to his family and his many friends. May he rest in peace.

## Pay

On Thursday 8th June 2017, Public Service Pay talks concluded at the Workplace Relations Commission with the Public Service Trade Unions being presented with a set of proposals which if accepted will extend the current Lansdowne Road Agreement. The full text of the agreement was issued to the Branches on Thursday 15th June 2017 and is available in this magazine on pages 22 to 29

The proposals which if accepted will extend the current Lansdowne Road Agreement from the period of 1st January 2018 until the 31st December 2020. Of particular interest to POA Members is the increase to the Rent Allowance and its consolidation into basic pay which has been the subject of intense negotiations for the past number of years. The National Executive Council and Annual Delegate Conferences were kept updated on all matters relating to the rent allowance since the decision taken on 18th September 2012 that the rent allowance for all new public servants including Gardai, Prison officers and Fire Fighters should be abolished.

The Prison Officers Association received clarification on Tuesday 13th June 2017 that the effective date of the consolidation of the rent allowance into basic pay and the increase of €500 on to the value of the rent allowance would be 1st July 2017. Implementation of the above is conditional on the ratification of new agreement by the unions/associations concerned.

As it is necessary to conduct a National Ballot of the membership on the WRC Proposals to extend the current Lansdowne Road Agreement there is an information Bulletin contained on pages 5 and 6 which is a summary document of the WRC Proposals with tables attached outlining indicative figures for various grades to assist members in the decision making process regarding the ongoing National Ballot.

A meeting of the ICTU Public Services Committee will be held on Monday 18th September 2017 to deal with the outcome of the affiliate Union Ballots.

## Annual Mass

The Annual Mass for deceased members and retired members of the Prison Service took place on Thursday 6th April 2017 at 8.15pm in St. Joseph's Church, Berkeley Road, Phibsboro. I would like to take this opportunity to thank the Pipe Band, the Guards of Honour and all who participated on the night. I refer you to the Annual Mass section where photographs are displayed.

## St. Patrick's

At the NEC Meeting held on the 9th March 2017 the National Executive Council debated a number of matters relating to the issue of the future status of the St. Patrick's Branch of the POA in the context of the ongoing amalgamation into Mountjoy. Following the debate the NEC decided that the St Patricks Branch would be stood down and that the member's interests would be represented by the Mountjoy Branch Committee. Mr Stephen Delaney confirmed that the St Patrick's Branch was now decommissioned, and he asked that the former St Patricks Branch support the Mountjoy Branch with the transition. He thanked St Patrick's Branch for all their help and assistance to the Union over the last number of decades and extended an invitation for them to attend at Annual Conference 2017. On behalf of the NEC I would like thank all POA members who served on the St Patricks Branch over the years for their hard work and dedication to the Prison Officers Association.

## Training Unit

On Thursday 23rd February 2017, the Director General informed the Union of the Irish Prison Services decision to change the status of the Training Unit to a unit to accommodate older and infirm prisoners. The IPS stated that they require an area in Dublin for older and infirm prisoners that are currently dispersed across the prison estate. They outlined that currently older prisoners are having to travel significant distances under escort to receive necessary medical attention and that the development of such a unit in Dublin would allow these prisoners to be accommodated close to a variety of essential medical services.

Following Annual Delegate Conference on the 28th April 2017 the Training Unit Branch was stood down as

a result of the Prison Service's decision to temporarily close the facility to change the status and to upgrade the facility. This upgrade will take approximately 18 months to complete. I would like to thank the Branch Committee Members for their hard work on behalf of the members in the Training Unit.

## Pension Information

I would like to thank all those members who have attended the Pension Information Seminars that took place in every Prison. Over 1,000 members attended which shows the level of interest in pensions. I refer you to this section in this magazine.

## Website

I would like to thank ALL Members who access our website, traffic has certainly increased and this is a vital vehicle for the dissemination of information. To date 1,300 Members have signed up for email access and I would like this to increase. I encourage more Members to sign up by emailing [admin@poa.ie](mailto:admin@poa.ie) to access important information that you may not be aware of. It's disappointing that some Members complain about the lack of information while this service is readily available.

Finally members, I wish to take this opportunity to thank you for reading this magazine. It is vital that information both Industrial Relations and Local News is disseminated to members to ensure an accurate account of how the Prison Officers' Association carries out its business and to remain strong and united in these challenging times. As we all know there are some hard times ahead of us as an organisation in these most challenging times of all for Trade Unions so I ask that members attend meetings, check notice boards, sign up for emails and check the POA Website. I would also like to thank Shirley, Bernadette and Tom for all their assistance during the year. Their work is invaluable for the running of your organisation.

**Paul Purcell Editor**

## INFORMATION BULLETIN AUGUST 2017

### Dear Members

On Thursday 8th June 2017, Public Service Pay talks concluded at the Workplace Relations Commission with the Trade Unions being presented with a set of proposals which if accepted will extend the current Lansdowne Road Agreement. It is therefore necessary to conduct a National Ballot of the membership. There will be a meeting of the ICTU Public Services Committee held on Monday 18th September 2017 to deal with the outcome of the affiliate Union Ballots.

The full text of the agreement was issued to the Branches on Thursday 15th June 2017 and is available on the Prison Officers Association website <http://www.poa.ie>. This Bulletin is a summary document of the WRC Proposals with tables attached outlining indicative figures for various grades to assist members in the decision making process regarding the ongoing National Ballot.

### Summary

The WRC proposals dated 8th June 2017, Public Service Stability Agreement 2018 – 2020 will extend the current Lansdowne Road Agreement from the period of 1st January 2018 until the 31st December 2020.

### Pay and Pension Levy

- 1st January 2018: 1% pay increase
- 1st October 2018: 1% pay increase

- 1st January 2019: Pension levy threshold up from €28,750 to €32,000 (worth €325pa). This is for non-fast accrual grades and all grades in the new Single Public Service Pension Scheme

- For fast accrual grades the threshold will remain at €28,750. This is offset by the amalgamation of the rent allowance into basic pay and the Annual increase of €500 to the value of the rent allowance (*The original pension levy deductions came into effect at €15,000 - a person paid 5% pension levy on pay between 15 and 20,000 and 10% on all income there after including payments that were non pensionable, the Unions managed to have the threshold moved to 28,750 in the LRA*)

- 1st January 2019: Pension Contribution will cease on non-pensionable pay for example additional hours and overtime payments

- 1st January 2019: 1% pay increase for those earning less than €30,000

- 1st September 2019: 1.75% pay increase

- 1st January 2020: Pension levy threshold increased to €34,500 (worth €250pa) for non-fast accrual grades and all grades in the new Single Public Service Pension Scheme

- 1st October 2020: 2% pay increase.

### Rent Allowance

The Prison Officers Association received clarification on Tuesday 13th June 2017 that the effective date of the consolidation of the rent allowance into basic pay and the increase of €500 on to the value of the rent allowance would be 1st July 2017. Implementation of the above is conditional on the ratification of new agreement by the unions/associations concerned.

### Value of combined pay and pension levy adjustments

- Combination of pay and pension levy adjustments worth 7.4% to those earning €30,000 a year or less, over lifetime of deal
- Combination of pay and pension levy adjustments worth 7% to those earning between €50,000 and €55,000 a year, over lifetime of deal
- Combination of pay and pension levy adjustments worth between 6.6% and 6.9% for those between €55,000 and €80,000 a year, over the lifetime of deal.

### Pensions

- No change in the current value of pensions. No move to CPI (Consumer Price Index) link for increases over lifetime of the agreement. Pay-pension link to continue. No career average calculation for future service for pre 2013 entrants

- There is a moderate variance regarding pension contributions for those on 'fast accrual' due to the threshold differential – however this will be offset by the consolidation of rent allowance into basic pay plus the increase of €500 on to the rent allowance, for grades that are in receipt of the rent allowance
- The lowest additional pension contribution is for post - 2013 entrants as they are in the new 'single' pension arrangement.
- The Pension Contributions from 2019 will be **based on pensionable pay only** and not on a person's overall salary as is presently the case with the pension levy

## Other Provisions

- There is no weakening of outsourcing protections contained in the LRA
- There is no change in working hours, but there is a facility to revert to pre-Haddington Road hours with commensurate pay adjustment for those that were affected by this provision
- There is no extension of Saturday working
- There is a facility to review rostering arrangements for groups, but no change without agreement
- There is an end to pension levy on non-pensionable earnings, for example Additional Hours from 1st January 2019
- Process to address longer pay scales for new (post 2010) entrants
- Process to assess recruitment and retention problems
- Commitments on work-life balance arrangements.

## Conclusion

All matters relating to the current set of WRC Proposals (Public Service Stability Agreement 2018 – 2020) were considered by the National Executive Council at a meeting held on Thursday 15th June 2017. All relevant documents related to the WRC proposals were issued in the executive file. Following a comprehensive presentation on the Proposals a very lengthy debate took place regarding all matters relating to the proposed pay agreement. On conclusion of the debate and having considered the overall benefits available to the membership the National Executive Council decided to recommend acceptance of the proposals. The main benefits are:

- The consolidation of the rent allowance into basic pay and the increase of €500
- This increases the Operational Allowance and the hourly rate which in turn increases additional hours payments and attendance allowances
- Pension Contributions will cease on non-pensionable pay from 2019
- Pay and Pensions link to continue for the lifetime of the agreement
- Pay increases ranging from 6.68 to 7.33%

There will be a National Ballot of the membership commencing on Tuesday 8th August 2017 to conclude by last post Friday 8th September 2017. The Returning Officer will forward the result of the Ballot to POA Headquarters by close of business on Monday 11th September 2017. All Branches will be notified of the outcome. The Prison Officers Association will cast our votes as mandated at a meeting of the ICTU Public Services Committee to be held

on Monday 18th September 2017 when affiliate Unions have concluded their respective Ballots. The National Executive Council has recommended acceptance of the proposals.

*The National Executive Council is recommending acceptance of the WRC Proposals.*

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There is an example of some indicative figures contained on pages 7 & 8 of this magazine outlining the value of the WRC Proposals to extend the current Lansdowne Road Agreement. There will be a more detailed example document issued with the Ballot Papers from Tuesday 8th August 2017.

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# INDICATIVE FIGURES RELATING TO THE PSSA 2018-2020

## Public Services Stability Agreement 2018 - 2020 Increases for POA Fast Accrual Members ; PPC

Pay Scale Point	June 2017		+ €500 Rent Allowance Increase	Public Service Stability Agreement				Increase on June 2017 (Including Rent Allowance)
	Current Rate	+ Rent Allowance		1/1/18	1/10/18	1/9/19	1/10/20	
		+ €4,018	+ €500	+ 1%	+ 1%	+ 1.75%	+ 2%	
	A			B				B - A

### Basic Pay Scale Increases

#### Prison Officer

								€'s	%
1	€32,329	€36,347	€36,847	€37,215	€37,587	€38,245	€39,010	€2,663	7.33%
6	€38,399	€42,417	€42,917	€43,346	€43,779	€44,545	€45,436	€3,020	7.12%
11	€44,580	€48,598	€49,098	€49,589	€50,084	€50,961	€51,980	€3,383	6.96%

#### WTO

1	€36,416	€40,434	€40,934	€41,343	€41,756	€42,487	€43,337	€2,903	7.18%
6	€42,486	€46,504	€47,004	€47,474	€47,948	€48,787	€49,763	€3,260	7.01%
11	€48,667	€52,685	€53,185	€53,716	€54,254	€55,203	€56,307	€3,623	6.88%

#### Assistant Chief Officer

1	€42,733	€46,751	€47,251	€47,723	€48,200	€49,044	€50,025	€3,274	7.00%
6	€50,473	€54,491	€54,991	€55,540	€56,096	€57,078	€58,219	€3,729	6.84%

#### Chief Officer 1

1	€54,160	€58,178	€58,678	€59,264	€59,857	€60,904	€62,123	€3,945	6.78%
6	€61,671	€65,689	€66,189	€66,850	€67,519	€68,701	€70,075	€4,386	6.68%

### Value of Operational Allowance

#### Prison Officer

1	€2,586	€2,908	€2,948	€2,977	€3,007	€3,060	€3,121	€213	7.33%
6	€3,072	€3,393	€3,433	€3,468	€3,502	€3,564	€3,635	€242	7.12%
11	€3,566	€3,888	€3,928	€3,967	€4,007	€4,077	€4,158	€271	6.96%

### Value of Night Allowance

#### Prison Officer 12 Hour Night Shift Allowance

1	€47.66	€53.58	€54.32	€54.86	€55.41	€56.38	€57.51	€3.93	7.33%
6	€56.61	€62.53	€63.27	€63.90	€64.54	€65.67	€66.98	€4.45	7.12%
11	€65.72	€71.64	€72.38	€73.10	€73.83	€75.13	€76.63	€4.99	6.96%

### Value of Additional Hours

#### Prison Officer with 360 Hour Contract

1	€9,792	€11,009	€11,161	€11,272	€11,385	€11,584	€11,816	€807	7.33%
6	€11,631	€12,848	€12,999	€13,129	€13,260	€13,492	€13,762	€915	7.12%
11	€13,503	€14,720	€14,871	€15,020	€15,170	€15,436	€15,744	€1,025	6.96%

& from 1<sup>st</sup> January 2019, the 10% Pension Deduction will cease on Non-Pensionable Pay (i.e. Additional Hours)

### Value of Sunday and Bank Holiday (11 hour day)

#### Prison Officer

1	€174.75	€196.47	€199.17	€201.16	€203.17	€206.73	€210.86	€14.40	7.33%
6	€207.56	€229.28	€231.98	€234.30	€236.64	€240.78	€245.60	€16.32	7.12%
11	€240.97	€262.69	€265.39	€268.04	€270.72	€275.46	€280.97	€18.28	6.96%

### Value of Each Unsocial Hour Allowance (8pm to 8am = 25%).

#### Prison Officer

1	€3.97	€4.47	€4.53	€4.57	€4.62	€4.70	€4.79	€0.33	7.33%
6	€4.72	€5.21	€5.27	€5.32	€5.38	€5.47	€5.58	€0.37	7.12%
11	€5.48	€5.97	€6.03	€6.09	€6.15	€6.26	€6.39	€0.42	6.96%

### Benefit of Reduction in Pension Deduction for all staff in new Single Scheme (and Prison Admin Grades)

Benefit in Gross Pay of increase in ceiling of Exempt band...

& New ASC Pension Deduction above exempt band reduces from 10% to..

	1/1/19	1/1/20
	€325	€575
	6.66%	3.33%

# INDICATIVE FIGURES RELATING TO THE PSSA 2018-2020

## Public Services Stability Agreement 2018 - 2020 Increases for POA Fast Accrual Members : Non-PPC

Pay Scale Point	June 2017		+ €500 Rent Allowance Increase	Public Service Stability Agreement				Increase on June 2017 (Including Rent Allowance)
	Current Rate	+ Rent Allowance		1/1/18	1/10/18	1/9/19	1/10/20	
		+ €4,018	+ €500	+ 1%	+ 1%	+ 1.75%	+ 2%	
	A			B				B - A

### Basic Pay Scale Increases

#### Prison Officer

								€'s	%
1	€31,098	€35,116	€35,616	€35,972	€36,331	€36,967	€37,707	€2,591	7.38%
6	€36,568	€40,586	€41,086	€41,496	€41,911	€42,645	€43,498	€2,912	7.18%
11	€42,439	€46,457	€46,957	€47,426	€47,900	€48,739	€49,713	€3,257	7.01%

#### WTO

1	€34,680	€38,698	€39,198	€39,590	€39,985	€40,685	€41,499	€2,801	7.24%
6	€40,448	€44,466	€44,966	€45,415	€45,869	€46,672	€47,606	€3,140	7.06%
11	€46,319	€50,337	€50,837	€51,345	€51,858	€52,766	€53,821	€3,485	6.92%

#### Assistant Chief Officer

1	€40,683	€44,701	€45,201	€45,653	€46,109	€46,916	€47,854	€3,154	7.06%
6	€48,035	€52,053	€52,553	€53,078	€53,609	€54,547	€55,638	€3,585	6.89%

#### Chief Officer 1

1	€51,539	€55,557	€56,057	€56,617	€57,183	€58,184	€59,348	€3,791	6.82%
6	€58,677	€62,695	€63,195	€63,826	€64,465	€65,593	€66,905	€4,210	6.72%

### Value of Operational Allowance

#### Prison Officer

1	€2,488	€2,809	€2,849	€2,878	€2,907	€2,957	€3,017	€207	7.38%
6	€2,925	€3,247	€3,287	€3,320	€3,353	€3,412	€3,480	€233	7.18%
11	€3,395	€3,717	€3,757	€3,794	€3,832	€3,899	€3,977	€261	7.01%

### Value of Night Allowance

#### Prison Officer 12 Hour Night Shift Allowance

1	€45.84	€51.77	€52.50	€53.03	€53.56	€54.50	€55.59	€3.82	7.38%
6	€53.91	€59.83	€60.57	€61.17	€61.79	€62.87	€64.12	€4.29	7.18%
11	€62.56	€68.49	€69.22	€69.91	€70.61	€71.85	€73.29	€4.80	7.01%

### Value of Additional Hours

#### Prison Officer with 360 Hour Contract

1	€9,419	€10,636	€10,788	€10,896	€11,004	€11,197	€11,421	€785	7.38%
6	€11,076	€12,293	€12,444	€12,569	€12,695	€12,917	€13,175	€882	7.18%
11	€12,854	€14,071	€14,223	€14,365	€14,509	€14,763	€15,058	€986	7.01%

& from 1<sup>st</sup> January 2019, the 10% Pension Deduction will cease on Non-Pensionable Pay (i.e. Additional Hours)

### Value of Sunday and Bank Holiday (11 hour day)

#### Prison Officer

1	€168.10	€189.81	€192.51	€194.44	€196.38	€199.82	€203.82	€14.01	7.38%
6	€197.66	€219.38	€222.08	€224.30	€226.55	€230.51	€235.12	€15.74	7.18%
11	€229.40	€251.11	€253.82	€256.35	€258.92	€263.45	€268.72	€17.60	7.01%

### Value of Each Unsocial Hour Allowance (8pm to 8am = 25%).

#### Prison Officer

1	€3.82	€4.31	€4.38	€4.42	€4.46	€4.54	€4.63	€0.32	7.38%
6	€4.49	€4.99	€5.05	€5.10	€5.15	€5.24	€5.34	€0.36	7.18%
11	€5.21	€5.71	€5.77	€5.83	€5.88	€5.99	€6.11	€0.40	7.01%

### Benefit of Reduction in Pension Deduction for all staff in new Single Scheme (and Prison Admin Grades)

Benefit in Gross Pay of increase in ceiling of Exempt band...

& New ASC Pension Deduction above exempt band reduces from 10% to..

1/1/19	1/1/20
€325	€575
6.66%	3.33%

# DEVELOPMENTS ON PAY AND RELATED MATTERS

MARCH 2016 – MARCH 2017

## Excerpt from Headquarters Report Annual Delegate Conference 2017

The pay briefing given to the National Executive Council at the meeting held on Tuesday 22nd March 2016 was the last pay briefing given to the National Executive Council prior to last year's Headquarters Report to Annual Delegate Conference going to print. Therefore this year's report on Pay and Allowances to Annual Delegate Conference commenced with the pay briefing given at the National Executive Council meeting held on Thursday 14th April 2016 and concluded with the pay briefing given to the NEC at the National Executive Council meeting held on Thursday 9th March 2017. This is due to the fact that the Headquarters Report can only report up until 31st March 2017 to allow adequate time for printing.

On Thursday 14th April 2016 the National Executive Council was informed that there eight meetings/engagements with the Irish Prison Service, since the last National Executive Council meeting which was held on Tuesday 22nd March 2016 relating to the on-going Transformation Process/HRA. The National Executive Council was briefed regarding the aforementioned meetings and informed of the forthcoming schedule of meetings.

On Thursday 9th June 2016, the National Executive Council was informed that the AGM of the ICTU Public Services Committee would take place on Monday 13th June 2016, in the Teachers' Club, Parnell Square at 11.00hrs. Pay and related matters, Pensions, Sick Leave and Travel and Subsistence are amongst the items on the agenda for the meeting. There was also an engagement held with the Officers of the ICTU Public Services Committee following our Annual Delegate Conference in relation to the various pay matters that arose.

The National Executive Council was also informed on Thursday 9th June 2016, that there were sixteen meetings/engagements with the Irish Prison Service, held since the last NEC meeting, which took place on Thursday 14th April 2016 relating to the on-going Transformation Process. There were a number of matters

of concern discussed by the National Executive Council in particular issues that were having a negative impact on the operation of the PSEC. The National Executive Council was briefed regarding the aforementioned sixteen meetings/engagements and informed of the forthcoming schedule of meetings.

On Tuesday 13th September 2016, the National Executive Council was informed that the AGM of the ICTU Public Services Committee was held on Monday 13th June 2016 in the Teachers Club, Parnell Square, Dublin 1. The issues dealt with of importance to the Prison Officers Association were Pay and related matters, Pensions, Sick leave and Travel and Subsistence. The Agenda for the June 2016 AGM and a copy of the minutes of the AGM held in June 2015 were issued in the executive file.

The National Executive Council was informed that there was also a meeting of the ICTU Public Services Committee held on Thursday 21st July 2016 at IMPACT Headquarters to discuss the establishment of a Public Service Pay Commission (PSPC) proposed by the Government and the Review of the Sick leave arrangements. There was documentation relating to the PSPC issued in the executive file including the Submission of the Public Services Committee of the Irish Congress of Trade Unions to the Minister for Public Expenditure and Reform on the role and methodology of the Public Service Pay Commission.

The establishment of a PSPC was announced on Tuesday 19th July 2016 by the Minister for Public Expenditure and Reform, Paschal Donohoe T.D., to examine pay levels across the public service as this is a commitment in the Programme for Government. In a press statement issued the Minister stressed that the new Commission would be advisory in nature:

*'It is vital that the Government retains the ability to negotiate directly with its employees. In no sense will the Commission duplicate the work of the State's existing industrial relations bodies, the Workplace Relations Commission and the Labour Court. Rather, its role will be to provide*

*authoritative and evidence-based analysis on pay matters to assist officials in discharging their negotiation function. It remains the role of my Department to ensure, on behalf of Government, sensible management of future public service pay costs. I have no doubt that this Commission will be a major asset in that vital work’.*

As part of the Stakeholder Consultation process taking place the ICTU Public Services Committee put forward their submission as the Public Services Committee comprises twenty unions representing the overwhelming majority of the 300,000 workers in the Public Service.

The National Executive Council was also informed on Tuesday 13th September 2016, that there were twenty-seven meetings/engagements held with the Irish Prison Service, since the last NEC meeting which was held on Thursday 9th June 2016, relating to the on-going Transformation Process. There were Transformation Review Reports issued to the NEC for the Healthcare Area and for PSEC. These reports were discussed in detail by the NEC and the meeting was briefed regarding the aforementioned twenty-seven meetings/engagements and informed of the forthcoming schedule of meetings.

On Thursday 20th October 2016, the National Executive Council was informed that on Tuesday 18th October 2016, the Cabinet agreed to establish a public service pay commission, which will be chaired by former Chairman of the Labour Court, Mr Kevin Duffy. Following the Cabinet's decision the Minister for Public Expenditure and Reform stated that:

*The unions inside the Lansdowne Agreement have made it very clear that if they see any changes for other bodies they will expect the same. He said more than 20 civil and public servant unions and more than 250,000 public servants are inside the Lansdowne Agreement and he said it was vital there was continued engagement with the bodies who are outside the agreement. The Minister said the Commission will assist and provide input on the orderly unwinding of FEMPI but would not take the place of direct negotiations between the bodies and the Government. Minister Donohoe also repeated the Government's oft-stated position that public service pay agreements are the sole vehicle it will use to restore public service pay cuts introduced in 2009, 2010 and – for some – under the Haddington Road agreement. Under Lansdowne Road, public servants who earn less than €65,000 a year are in line for a €1,000 pay increase in September 2017. All public servants will see the full year value of the €1000 reduction in the pension levy effective from January 2017. Next year also sees the first of two phases of restoration of the temporary pay reductions, under the previous Haddington*

*Road deal. These pay cuts only applied to staff earning over €65,000.*

The ICTU Public Services Committee welcomed the announcement that Cabinet has agreed to the establishment of the Public Service Pay Commission (PSPC), chaired by former Chair of the Labour Court, Kevin Duffy. In a statement issued the Public Services Committee said that it believes that the Commission can play an important role in helping to bring stability to public service pay determination as we move to replace the FEMPI legislation.

There was a copy of the Terms of Reference for the Public Service Pay Commission issued in the executive file and there was a lengthy discussion held by the NEC on the current position regarding Public Sector Pay. On conclusion of this discussion the NEC decided that an Information Bulletin was to be circulated for the attention of the membership. This Information Bulletin was issued on Friday 21st October 2016 to all Branch Secretaries.

The National Executive Council was also informed on Thursday 20th October 2016, that there were eighteen meetings/engagements held with the Irish Prison Service, since the last National Executive Council meeting that was held on Tuesday 13th September 2016, relating to the on-going Transformation Process provide for under the HRA/LRA agreements. The NEC was briefed regarding the aforementioned meetings/engagements and informed of the forthcoming schedule of meetings.

On Wednesday 16th November 2016, the National Executive Council was informed that there was a meeting of the ICTU Public Services Committee taking place that morning at the Northern Ireland Committee Office, 45 – 47 Donegall Street, Belfast. The meeting will take place following a meeting of the ICTU Executive Committee and the main topic for discussion will be the fast-forwarding of pay restoration in the Public Service.

At the conclusion of the aforementioned ICTU Public Services Committee held in Belfast the following Press Statement was issued:

*The affiliates of the ICTU Public Services Committee this afternoon (Wednesday) reaffirmed their intention to maintain a collective approach to public service pay and related issues.*

*The primary purpose of today's PSC meeting was for affiliates to hear a report from the PSC officers about their ongoing engagement with Minister Donohoe and senior officials of the Department of Public Expenditure and Reform (DPER) in the wake of the 3rd November Labour Court recommendations in the Garda dispute.*

*The officers reported that both the Minister and his officials continue to express their support for a public-service wide agreement, and that the Minister and his officials have acknowledged that the Labour Court recommendations in the Garda dispute have wider implications in the public service, which need to be addressed.*

*The PSC officers have strongly made the point – most recently in a meeting with senior officials yesterday evening (Tuesday) – that public servants and their representatives require clarity about the process and timetable for addressing these issues, including the need for accelerated pay restoration. They have also made the point to the Minister and his officials that the Lansdowne Road Agreement will be undermined unless this happens quickly.*

*The PSC officers told the meeting that they believe the wider implications of the Garda Labour Court recommendations can and should be dealt with in negotiations early next year, under paragraph six of the Lansdowne Road Agreement, which allows such issues to be addressed within the scope of the Agreement.*

*It was agreed to adjourn the meeting in order to allow the PSC officers to consult further with individual affiliates, and to report back on these consultations, and on further engagement with DPER officials, to another meeting of the PSC in two weeks' time.*

The above information on the outcome of the ICTU Public Services Committee meeting held in Belfast on Wednesday 16th November 2016 was forwarded to all Branches in the NEC Meeting Information Bulletin issued on Tuesday 22nd November 2016.

The National Executive Council was also informed on Wednesday 16th November 2016, that there were eight meetings/engagements held with the Irish Prison Service, since the last National Executive Council meeting which was held on Thursday 20th October 2016, relating to the on-going Transformation Process provided for under the HRA/LRA agreements. The National Executive Council was briefed regarding the outcome of the aforementioned meetings/engagements and informed of the forthcoming schedule of meetings.

On Tuesday 6th December 2016, the National Executive Council was informed that the purpose of the ICTU Public Services Committee meeting held in Belfast on Wednesday 16th November 2016, was for affiliates to hear a report from the PSC Officer Board about their ongoing engagement with Minister Donohoe and senior officials of the Department of Public Expenditure and Reform (DPER) in the wake of the 3rd November 2016, Labour Court recommendations in the Garda dispute.

The PSC Officer Board reported that both the Minister

and his officials expressed their support for a public-service wide agreement and they acknowledged that the Labour Court recommendations in the Garda dispute have wider implications in the public service, which need to be addressed. The PSC Officer Board outlined that they strongly made the point to DPER Officials – that public servants and their representatives require clarity about the process and timetable for addressing these issues, including the need for accelerated pay restoration. They also made the point to the Minister and his officials that the Lansdowne Road Agreement will be undermined unless this happens quickly.

The PSC Officer Board told the meeting that they believe the wider implications of the Garda Labour Court recommendations can and should be dealt with in negotiations early next year, under paragraph six of the Lansdowne Road Agreement, which allows such issues to be addressed within the scope of the Agreement.

The ICTU Public Services Committee agreed to adjourn the meeting in order to allow the PSC Officer Board to consult further with individual affiliates, and to report back on these consultations, and on further engagement with DPER officials, to another meeting of the PSC in two weeks' time.

On Tuesday 29th November 2016, the Minister for Public Expenditure and Reform, Mr Paschal Donohoe TD invited the parties to the Lansdowne Agreement to discussions under Section 6 (oversight and governance arrangements) of the Agreement. These discussions, which it is expected will conclude before end January next, will seek to address anomalies arising from the recent recommendations issued by the Labour Court in relation to the Industrial Relations disputes with members of An Garda Síochána.

Separate to this the Public Service Pay Commission is expected to deliver its initial report in Quarter 2 of 2017. This report will provide inputs on how unwinding of FEMPI legislation can be best managed in the context of the national finances.

It will also have regard to any particular labour market challenges the Commission identifies and to other conditions of service of public servants including tenure and pension. Once this report is available, the Government intends to initiate negotiations on a successor Collective Agreement ahead of Budget 2018 considerations. There was a copy of the Submission of the ICTU Public Services Committee to the Public Services Pay Commission regarding the initial report of the Commission issued in the executive file.

The adjourned meeting of the ICTU Public Services

Committee will take place in IMPACT at 14.00hrs Tuesday 6th December 2016. This would allow the PSC Officer Board to update affiliates of developments on their engagements with the Minister and DPER since the meeting in Belfast on Wednesday 16th November 2016.

The National Executive Council was also informed on Tuesday 6th December 2016 that there were eight meetings/engagements held with the Irish Prison Service, since the last National Executive Council meeting which was held on Wednesday 16th November 2016, relating to the on-going Transformation Process provided for under the HRA/LRA agreements. The National Executive Council was briefed regarding the aforementioned meetings and informed of the forthcoming schedule of meetings.

The National Executive Council was informed on Friday 10th February 2017 that the adjourned meeting of the ICTU Public Services Committee took place in IMPACT at 14.00hrs on Tuesday 6th December 2016. The ICTU Public Services Committee meeting noted the recognition by the Government of the anomaly created by the settlement with the Garda Associations and the invitation from the Government to discussions, in order to address this anomaly. These discussions will conclude before the end of January 2017.

The officers of the PSC would then report back to the full group as the situation developed. The Public Services Committee also noted also that there was a precedent from the Programme for Prosperity and Fairness for deciding on a matter of this nature. It was recognised that any interim outcome from this process of discussions was highly unlikely to resolve the anomaly fully and that any part of the anomaly that was not addressed in these talks would have to be addressed in the discussions planned subsequent to the report of the Public Service Pay Commission.

There was a further meeting of the ICTU Public Services Committee held on Tuesday 17th January 2017 at IMPACT Headquarters. The ICTU Public Services Committee was informed that the €1,000 increase, originally due for payment from 1st September 2017 under the Lansdowne Road Agreement (LRA) has been brought forward by five months and will now be paid from 1st April 2017. The payment, which is worth €8.33 a fortnight before tax, is due to all public servants who earn €5,000 a year or less.

The ICTU Public Services Committee insisted on early negotiations to accelerate public service pay restoration last November, after the Government accepted Labour Court recommendations that gave Gardai better terms

than those set out in the LRA. The agreement finalised in January 2017 doesn't fully deal with this anomaly, but it allows for talks on a successor to the LRA – likely to take place in the late spring – to continue to address the issue.

The April payment will go to public servants on annualised salaries up to €5,000 who are in unions signed up to the LRA. It will not go to members of the two Garda associations, who benefited from last November's Labour Court recommendations.

Public servants who earn more than €5,000 a year won't benefit either, as the Garda settlement didn't apply to guards with salaries of over €5,000. However, most public servants who earn above €5,000 will see the beginning of restoration of the 'third' pay reduction – which applied exclusively to those earning over €5,000 under the 2013 Haddington Road Agreement – from April.

Basically the January 2017 agreement brings forward the payment of a €1,000 increase (already due for payment in September 2017 under the LRA) by five months, to an earlier date of 1st April 2017. The accelerated payment applies to:

- public servants on annualised salaries up to €5,000
- who are parties to the Lansdowne Road agreement, and
- who won't benefit from two Labour Court recommendations issued in respect of the Garda associations last November.

There was correspondence issued in the executive file relating to the aforementioned ICTU Public Services Committee meetings. There was also a copy of the second PSC submission to the Public Service Pay Commission. The National Executive Council was also informed on Friday 10th February 2017 that there were seventeen meetings/engagements held with the Irish Prison Service, since the last National Executive Council meeting which was held on Tuesday 6th December and Wednesday 7th December 2016, relating to the on-going Transformation Process provided for under the HRA/LRA agreements. The National Executive Council was briefed regarding the aforementioned meetings and informed of the forthcoming schedule of meetings.

On Thursday 9th March 2017 the National Executive Council was informed that there were nine meetings/engagements held with the Irish Prison Service, since the last National Executive Council meeting which was held on Friday 10th February 2017, relating to the on-going Transformation Process provided for under the HRA/LRA agreements. The National Executive Council was briefed regarding the aforementioned meetings and informed of the forthcoming schedule of meetings.

Thursday 9th March 2017, was the last meeting of the National Executive Council prior to this year's Headquarters Report to Annual Delegate Conference going to print.

## Rent Allowance for New Entrants

The National Executive Council was informed on Tuesday 13th September 2016 that on Friday 8th July 2016, there was a public announcement made by the Minister for Justice regarding recruitment to the position of Recruit Prison Officer in the Irish Prison Service. The Information Booklet linked to the advert for this position on [www.publicjobs.ie](http://www.publicjobs.ie) made no mention of the long standing Rent Allowance payable to Prison Officers forming part of the terms and conditions for Recruit Prison Officers.

As a result the Prison Officers Association forwarded correspondence to Mr. Pascal Donohoe T.D., Minister for Public Expenditure and Reform asking the Minister to confirm as a matter of urgency that the long established rent allowance for Prison Officers would form part of the terms and conditions for Recruit Prison Officers recruited from the forthcoming recruitment campaign. There was correspondence issued in the executive file on the Rent Allowance and the National Executive Council was informed that discussions had commenced on the re-instatement of the Rent Allowance for new entrants with further discussion expected to be held in the coming weeks.

On Thursday 20th October 2016 the National Executive Council was informed that discussions on the reinstatement of the Rent Allowance for future Recruit Prison Officers joining the Prison Service were on-going. They were informed that there were three engagements to date with the Irish Prison Service on this most important matter which the Union was strongly pursuing on behalf of new entrants and updated on all matters being discussed by the parties.

On Wednesday 16th November 2016 the National Executive Council was informed that discussions on the reinstatement of the Rent Allowance were continuing and there had been an engagement with the Irish Prison Service on Friday 11th November 2016, at the IPS College. They were informed that the ad-hoc Labour Court Recommendations in the Garda Area regarding the Rent Allowance and other related matters were raised with the Official Side at this engagement. There was a copy of the ad-hoc Labour Court Recommendation in the Garda Area issued in the executive file and there was a general discussion by the National Executive Council regarding the ramifications of the ad-hoc Labour Court

Recommendations in the Garda Area across the wider Public Service, in particular the Prison Service.

On Friday 10th February 2017, the National Executive Council was informed that discussions with the IPS regarding the reinstatement of the Rent Allowance and other related matters were ongoing. They were informed that discussions would intensify now in the coming weeks due to the importance of this issue to the Union and the fact that there would be an intake in March of Recruit Prison Officers to the Irish Prison Service College.

On Thursday 9th March 2017 the National Executive Council was informed that there was further engagement with the Official Side on Friday 24th February 2017 at the IPS College regarding the reinstatement of the Rent Allowance to new entrants and other related matters arising from last November's Labour Court recommendations in the Garda areas. They were informed that there had been very good progress made on the reinstatement of the Rent Allowance and that we had raised the issue of copper fastening the grace periods contained within the February 2002, Mediated Settlement signed off on by the then Civil Service Mediator Mr K McGovern. This would be in lieu of submitting a Claim to address the concession given in the Garda areas in relation to pre-tour briefings which is now covered by way of overtime to facilitate 15 minutes per shift, the value to a Garda is estimated at approximately €1,459 per annum.

The National Executive Council was informed that the Union was hopeful of bringing these two matters to a conclusion over the coming days following an engagement at the Workplace Relations Commission.

## Travel and Subsistence

On Thursday 14th April 2016, the National Executive Council was informed that the adjudication hearing in relation to the Application of Circular 05/2015 in the Irish Prison Service took place on Thursday 7th April 2016 at 2.30 pm. The Executive Summary of the Statement of Claim from the POA in respect of the Application of Circular 05/2015 Pertaining to Subsistence Allowances was issued in the executive file. The National Executive Council was informed that the Adjudicator had indicated prior to the hearing that he would work on the basis that all concerned would have read the statements and that, as a result, it should not be necessary for the parties to read them at the hearing but rather to summarise the salient points and comment on the other side's statement. The National Executive Council was briefed on all matters relating to the adjudication hearing.

On Thursday 9th June 2016, the National Executive Council were issued with a copy of the Civil Service Adjudication Finding on the application of Circular 05/2015 in the Irish Prison Service. They were also informed that the Union had forwarded correspondence to the Official Side asking how the IPS intended to implement the Adjudication Finding on this matter, this correspondence was issued in the executive file. However to date the Union was awaiting the Official Sides written response.

On Tuesday 6th December 2016, the National Executive Council was informed that the Irish Prison Service contacted the Union on Thursday 1st December 2016 to inform us that they are now going to examine claims between 1st July 2015 and 31st October 2016 to establish (a) how much the IPS owes certain officers or (b) how much the IPS are owed from certain officers. To assist in this process they are requesting claimants to submit any records/claims for the period between 1st July 2015 and 31st October 2016. The IPS stated that the review will require a significant amount of administrative work and may take some time for the review to be complete. Once complete further engagement with the Union will be required on this matter.

There was a copy of two draft Circulars and a draft Agreed Report on the travel and subsistence review that has taken place through the Travel and Subsistence Sub Committee of General Council issued in the executive file. Mileage accrued from January to April this year will count towards claims in the new bands set in respect of motor travel rates which is a beneficial assimilation measure. The terms of the draft circulars and the draft agreed report have been cleared by the staff panel constituents however it was explained at the meeting that sign off in DPER had not yet taken place but was expected over the coming days.

There was also copies of correspondence issued in the executive file regarding travel and subsistence payments in the Prison Service relating to the period between 1st July 2015 and 31st October 2016. This matter was discussed at the meeting and it was explained to the NEC how best to move this issue on at the local level.

## Force Majeure Leave

The National Executive Council was informed on Tuesday 13th September 2017 that the IPS have introduced a new Force Majeure leave document without reference to the Prison Officers' Association. Following consultation with the staff side secretary of the Civil Service General Council Staff Panel it has been confirmed that the Circular relating

to Force Majeure leave introduced for all Civil Servants from 2010 has not been superseded centrally. There was a full briefing on this matter given at the meeting.

On Thursday 20th October 2016 the National Executive Council was informed that there was a query raised at the Justice Departmental Council held on Thursday 6th October 2016 in relation to the application of Circular 05/2010 concerning Force Majeure Leave in the Irish Prison Service. This matter was also raised at the last Human Resources meeting held with the Irish Prison Service on Monday 10th October 2016 and there was a follow up meeting scheduled on this issue for Thursday 27th October 2016.

On Wednesday 16th November 2016 the National Executive Council was informed that agreement had been reached at a meeting held on Thursday 27th October 2016, at the IPS Headquarters, Longford that both the recent management form and the agreed 2010 form, as per Circular 05/2010 would be accepted for application for Force Majeure leave pending agreement on a revised form. All Branch Secretaries were circularised on this matter on Friday 28th October 2016. There had been one further engagement to date with no further agreement arising.

On Friday 10th February 2017 the National Executive Council was informed that there was a copy of a revised Force Majeure form issued in the executive file. They discussed the revised form and approved its use at this meeting.

## Civil Service Underperformance Policy

Delegates at last year's Conference were informed that the Official Side (DPER) was in the process of developing a circular to address underperformance in the Civil Service. The Civil Service Underperformance Policy originated from Action 11 of the Civil Service Renewal Plan, which provided for a management commitment to strengthen the Disciplinary Code to enable managers to take more effective and decisive action as required to tackle underperformance including exits. The Staff Side could not accept the direct connectivity between the Underperformance Policy and the Disciplinary Code. Therefore this matter was sent forward to the Civil Service Arbitration Board for a hearing which was held on Friday 8th April 2016.

On Thursday 14th April 2016, the National Executive Council was briefed on all matters relating to the Arbitration Board hearing on underperformance in the Civil Service. They were informed that they would be

kept updated on all developments in this area when the Union received further information.

On Thursday 9th June 2016, the National Executive Council was informed that the decision of the Arbitration Board in relation to the Underperformance policy had issued. The access of the Underperformance Policy to a disciplinary process was upheld by the Arbitration Board however implementation was delayed until January 2017. There was a copy of the Arbitration Boards decision in relation to the Civil Service Underperformance Policy issued in the executive file.

The National Executive Council was informed on Wednesday 16th November 2016 that the Circular to address Underperformance in the Civil Service was issued on Friday 28th October 2016. The National Executive Council was updated on all matters relating to this Circular and informed that it would come into with effect from 1st January 2017.

## Paternity Leave

The National Executive Council was informed on Tuesday 13th September 2016 that two weeks paid paternity leave is now available from the 1st of September 2016. They were also informed that arising from ECJ rulings on the accrual of annual leave civil servants will be able to accrue statutory leave while on sick leave from the 1st August 2016. The terms regarding this issue were outlined in a letter to personnel officers in the Civil Service which was issued in the executive file.

The National Executive Council was informed on Wednesday 16th November 2016 that the Department of Public Expenditure and Reforms Civil Service HR and Policy Division issued Circular Number: 18/2016 setting out the Revised Paternity Leave Scheme in the Civil Service. This Circular issued on Wednesday 12th October 2016.

They were also informed that there were a number of queries raised with Headquarters from the Branches arising from the content of Circular 18/2016 and how it may be applied in the Prison Service. Therefore the Union forwarded correspondence to the Irish Prison Service, in order to ascertain whether there will be any deviation from the provisions of the scheme being taken by the Irish Prison Service having regard for the exigencies of the Service.

The National Executive Council was informed on Tuesday 6th December 2016 that the Irish Prison Service had responded to the Union in respect of our queries regarding the Provisions of the Revised Paternity Leave

Scheme in the Civil Service. The Irish Prison Service outlined that having reviewed the scheme they don't believe that it allows for any possibility for postponing the leave as provided for in the scheme. The management responded to the Unions queries on Tuesday 22nd November 2016 and this response was issued in the executive file.

## Bereavement Leave

On Friday 10th February 2017 the National Executive Council was informed that there is a revised Circular on the Bereavement Leave Scheme operating in the Civil Service, Circular 01/2017 which revokes the previous Circular 22/2009. There was a copy of the revised Circular issued in the executive file and the National Executive Council was informed that the effective date of the revised Circular was Thursday 26th January 2017.

## National Executive Council Information Bulletin

### Public Service Pay – Issued Friday 21st October 2016

#### Introduction

Members will no doubt be listening to various media reports regarding pay disputes currently on-going in the Policing and Teaching areas of the Public Service and maybe asking, what is the current position with regard to Public Service Pay and how it affects Prison Officers. This Bulletin will outline a number of up to date matters in relation to pay and where the position currently lies for Prison Officers.

#### Background

On Monday 17th November 2008 following a National Ballot of the membership, the Prison Officers Association as an ICTU affiliated Trade Union, cast our votes in favour of accepting the then National Social Partnership Wage Agreement, Towards 2016, at a meeting held in Liberty Hall.

As an affiliate member of the Irish Congress of Trade Unions this was the manner by which pay was determined in the Public Service in Ireland, dating back to the Program for National Recovery introduced in 1987. The Public Service Committee of the ICTU negotiates with Government on behalf of Public Servants. However as we all now know the Irish Economy imploded in early 2009 resulting in the Government of the day introducing the very unjust FEMPI legislation on Public Servants,

including Prison Officers which brought in the Pension levy and facilitated the pay cuts introduced on all Public Servants in January 2010.

The aforementioned cuts led to a Nationwide Industrial Dispute between the ICTU Public Services Committee and Government which resulted in the negotiations that lead to the then Public Service Agreement 2010 – 2014, more commonly known as the Croke Park Agreement (CPA). The CPA was entered into prior to the Irish IMF bailout and it had many detractors. It was broadly a commitment by the public service to “change the way it does business” and in return there was a commitment from the government that there would be no further reductions in pay rates or compulsory redundancies within the public sector. In this regard the CPA served its purpose and it was entered into by all Public Service representative bodies. **From the POAs position it ensured that we protected our much valued rostering arrangements and it kept us away from a 09.00hrs to 1930hrs day which would have meant members would have worked on average 24 days more per annum.**

Following on from the CPA the Prison Officers Association entered into the Haddington Road Agreement to further protect our pay, in particular our attendance allowances. The HRA came into effect from July 2013 and a summary of the effects to POA members was as follows:

- **Extra working hours – Non applicable due to our Additional Hours Contracts**
- **Twilight Payments 6.00pm – 8.00pm – Remained unchanged (Protected)**
- **Night Duty Allowance – Remained unchanged (Protected)**
- **Saturday Allowance – Remained unchanged (Protected)**
- **Sunday Allowance – Remained unchanged (Protected)**
- **Bank Holiday Allowance – Remained unchanged (Protected)**
- **1.8 hourly rate for A/H – Remained unchanged (Protected)**
- **The 10% pay cut introduced on RPOs was rectified and reintegrated into their pay scales.**

The Haddington Road Agreement was heavily supported by the membership as it very much protected attacks on our allowances as outlined above at a time when several changes including changes to overtime rates were being introduced elsewhere into the Public Service.

The Lansdowne Road Agreement was entered into by the ICTU Public Services Committee and Government to cover the periods from 1st July 2016 to September 2018. As part of the agreement the government had indicated that it would bring forward legislation by way of amendment to the existing FEMPI Acts to give effect to public service pay proposals as follows:

- **PHASE ONE: 1st January 2016 – The pension levy threshold (the salary amount above which the levy is payable) increases to €4,750 (from the current threshold of €5,000). This will reduce the Pension levy by €600 per annum for all Public Servants above the threshold.**
- **Annualized salaries up to €4,000 will increase by 2.5% through a partial reversal of the 2010 public service pay cut.**
- **Annualized salaries between €4,001 and €1,000 will increase by 1% via the same mechanism.**
- **PHASE TWO: 1st September 2016 – Pension levy threshold increases to €8,750. This will further reduce the Pension levy by €400 per annum for all Public Servants above the higher threshold.**
- **The combination of these measures in 2016 will improve all public service full time incomes by around €1,000 per annum**
- **PHASE THREE: 1st September 2017 – Annualized salaries up to €5,000 increase by €1,000 per annum.**

Pay restoration for staff earning more than €5,000 negotiated as part of the Haddington Road Agreement will operate as follows:

- **This group of staff will not get the flat rate pay increase of €1,000 in 2017. As the terms of the Haddington Road Agreement are now extended into this draft agreement, half of the pay cut imposed on this group under the terms of the Haddington Road Agreement will be reinstated on 1st April 2017. The other half being will be repaid on 1st January 2018.**

Following the acceptance of the agreement, the Department of Public Expenditure and Reform (DPER) wrote to the Public Services Committee to say that there were technical difficulties regarding the phased pay restoration to Public Servants in particular with regard to changing the PRD (Pension levy) in the course of a tax year. Therefore rather than reduce PRD (Pension levy) by €600 on the 1st January 2016 and by €400 on the 1st September 2016, DPER reduced the liability by the full calendar year value from the 1st January 2016, which was of greater benefit to Public Sector workers.

## Current Position

Members will know our Union policies are adopted at Annual Conference and at last year's Conference there were a number of Motions passed, for the POA to seek an end to the FEMPI Legislation and to seek speedier pay restoration. Similar motions were past at other Public Service Union Conferences and in his Annual Address to Conference our President, Stephen Delaney stated that:

*The pace of the unwinding of the unfair FEMPI legislation needs to be accelerated and with a background of growth rates of 7 – 8%, Prison Officers cannot be expected to wait until 2018 for the next phase of restoration. I want my message here to be very clear - Prison Officers like other Public Servants were dumped on when the economy and public finances were in trouble so we are entitled to expect to see the benefits of the recovery, sooner rather than later. As the economy grows with others in the private or public sector seeking or securing increases in pay Prison Officers must and will be part of that process. We have paid our dues we must now reap the benefit.*

Following on from our Annual Conference there was a meeting with the Officer Board of the ICTU Public Service Committee where the POAs concerns with regard to accelerated pay restoration were brought to the attention of the Officer Board as were the POAs serious concerns with regard to the reinstatement of the Rent Allowance for future entrants. As an affiliated Union of the ICTU this is our mechanism for dealing with such Pay concerns.

Discussions commenced with the Irish Prison Service on Monday the 5th September 2016 regarding the reinstatement of the Rent Allowance for future entrants. Furthermore the ICTU Public Services Committee met on Thursday 21st July 2016 at IMPACT Headquarters to discuss the proposed Public Service Pay Commission and the Submission that the Public Services Committee would forward to the Minister for Public Expenditure and Reform on the role and methodology of the Public Service Pay Commission.

This Submission was issued to the National Executive Council.

On Tuesday 18th October 2016, the Cabinet agreed to establish a Public Service Pay Commission, which will be chaired by former Chairman of the Labour Court, Mr Kevin Duffy. Following the Cabinets decision Minister Donohoe stated:

*The unions inside the Lansdowne Agreement have made it very clear that if they see any changes for other bodies they will expect the same. More than 20 civil and public*

*sector unions and more than 250,000 public servants are inside the Lansdowne Agreement and it was vital there was continued engagement with the bodies who are outside the agreement. **The Commission will assist and provide input on the orderly unwinding of FEMPI but would not take the place of direct negotiations between the bodies and the Government.***

Public service pay agreements are the sole vehicle Government will use to restore public service pay cuts introduced in 2009, 2010 and – for some – under the Haddington Road agreement. Under Lansdowne Road, public servants who earn less than €5,000 a year are in line for a €1,000 pay increase in September 2017. All public servants will see the full year value of the €000 reduction in the pension levy effective from January 2017. Next year also sees the first of two phases of restoration of the temporary pay reductions, under the previous Haddington Road deal. These pay cuts only applied to staff earning over €5,000.

The ICTU Public Services Committee welcomed the announcement. In a statement issued on this matter the Public Services Committee said that it believes that the Commission can play an important role in helping to bring stability to public service pay determination “as we move to replace the FEMPI legislation.”

The Public Services Committees statement added:

*“Achieving this would be to the benefit of workers, government and the taxpayers who ultimately foot the public service pay bill.” The Minister for Public Expenditure and Reform Paschal Donohoe confirmed, during last week's Budget speech, that the PSPC will start work shortly and report to him no later than the middle of 2017. Minister Donohoe said the PSPC would address the process of unwinding the Financial Emergency Measures in the Public Interest legislation, which introduced the pay cuts and pension levy. “The work of the Commission will facilitate my engagement with public sector unions and other stakeholders on the successor to the Lansdowne Road Agreement. In that way we can continue to provide a sustainable and quality public services that are affordable for all,” he said. The Government made a budget allocation of €90 million last week to meet its commitments to continue pay restoration in 2017, as agreed in the Lansdowne Road and Haddington Road agreements.*

## Conclusion

The position of the ICTU Public Services Committee is that all Public Servants had the Pension Levy and pay

cuts imposed on them at the same time therefore we should all benefit from pay restoration at the same time. No group was special with regard to the cuts therefore no group is special now. **The Public Services Committee will continue to work for an accelerated pay restoration however if there is any changes for any group the Public Services Committee will expect the same.** When there is a further meeting of the ICTU Public Services Committee and further information is at hand regarding the pay restoration process all Branches and members will be notified through the normal; communication channels.

## How Pay Reductions under (FEMPI) were applied

**Correspondence from the IPS to the POA — 5th March 2014**

### Re: New reduced payscales (post HRA)

Please find attached as requested information note regarding the application of the Haddington Road pay cuts to basic pay and allowances.

### Applying Pay Reductions as required under Financial Emergency Measures in the Public Interest (FEMPI)

FSSC have implemented pay reductions to provide that, from pay run effecting 01 Jul 2013, employee's Pay and Fixed Periodic Pensionable (FPP) allowances are reduced by the amount of the pay required as set out in the Financial Emergency Measures in the Public Interest Act 2013. The pay reduction program will not apply any reduction for pay and FPP less than €5,000. The pay reductions will apply for the 3 year period on an ongoing basis. Salary reductions are applied via reduced pay scales.

### What allowances are included?

Fixed periodic pensionable allowances are included. This is an allowance of a fixed amount, which is taxable and pensionable, is not paid in respect of an expense incurred, and is not reliant on the type or amount of the work performed at for example, weekend or nights. An example is rent allowance. The original amount for allowance is shown on the staff member's payslip and the appropriate HRA deduction is shown as a minus figure.

## Examples of Pay Reductions

### Example 1 Salary only

Employee on salary of €2,000

In this case the employee has no allowances. The reduced Salary Scales caters for the pay reduction.

### Example 2 Salary and Allowances

Employee Salary 30 Jun 13: €1,000

Employee Salary 01 Jul 13: €7,095

(new scales have been applied)

Salary Reduction: €905

Employee has two allowances as follows:

Allowance A: €500

Allowance B: €300

Total Old Pay = €5,500 i.e. Old Salary + Allowances (€1,000 + €500 + €300)

This exceeds €5,000 so apply overall 5.5% reduction to €5,500

Overall reduction (including salary scale) = €152.50

Automatic check to establish if this would have reduced the employee below the cap of €5,000.

Actual reduction to allowances = €47.50 i.e. Overall Reduction of €152.50 – Salary Reduction of €905

The Allowances Reduction of €47.50 to be allocated over allowances as follows ensuring that overall total of all allowances FULL amount of total reduction amount.

### Extract from LRA re Pay Restoration for those earning above €65,000

Pay restoration for staff earning more than €5,000 negotiated as part of the Haddington Road Agreement will operate as follows:

- This group of staff will not get the flat rate pay increase of €1,000 in 2017. As the terms of the Haddington Road Agreement are now extended into this agreement (LRA), half of the pay cut imposed on this group under the terms of the Haddington Road Agreement will be reinstated on 1st April 2017. The other half being will be repaid on 1st January 2018.

# Executive Summary Public Service Pay Commission

### Context

The Public Service Pay Commission (the Commission) was established to advise Government on public service remuneration policy. The public service employs over 300,000 public servants across a range of employments and professions across the various sectors of the Civil Service, Local Authorities, Non-Commercial State Agencies and in the health, education, justice and defence sectors. The Commission has broad terms of reference and the initial task set for us is to provide inputs on how the unwinding of the Financial Emergency Measures in the Public Interest (FEMPI) legislation 2009 to 2015 should proceed. This legislation currently forms the overarching legal framework for public service pay policy. Decisions on all matters relating to FEMPI legislation are a matter for the Oireachtas, nevertheless it is clear that as the economic circumstances of the country improve the continued justification for the emergency measures provided for in this legislation will come into question. The Commission in its deliberations has focused on the evolution of pay trends in the public service and private sectors, public service remuneration levels and how these compare to the private sector and, where possible, internationally. We have also addressed questions in relation to the value that should be ascribed to public service pensions in measuring overall remuneration and the value of the degree of security of tenure available to public servants relative to others. As required by our terms of reference, the Commission has had full regard to the state of the national finances in its deliberations. We are conscious that public service pay and pensions must compete with other demands on the public purse in respect of both capital and current expenditure. This report sets out certain observations that will provide an input to the unwinding of FEMPI and upcoming public service pay negotiations. However, the content, phasing and implementation of any future agreement must have full regard to the current and future prospects and challenges for the national economy.

### Methodology

To assist in our deliberations, we invited submissions and met with interested parties. The Commission met a total of 14 times. In addition to published data, we were also provided with assistance from the Central Statistics Office. The Commission engaged Milliman Consulting Actuaries

to independently review the submissions received in respect of public service pensions. All submissions received by the Commission are available on our website.

### Unwinding FEMPI

A critical factor in any future pay agreement and/or unwinding of FEMPI will be the State's ability to pay in the context of competing pressures on the public purse. Having reviewed the evidence presented to us in relation to pay levels and pay movements in the wider economy, we are of the view that there is a basis for parties to enter into negotiations for a further collective agreement to extend the Lansdowne Road Agreement. As control of the Public Service Pay Bill is a central determinant of Government budgetary policy, it will be a matter for the parties to negotiate a timeframe that will provide for the orderly unwinding of the FEMPI legislation having regard to:

- Maintaining sustainable national finances and competitiveness
- Other Government spending priorities
- The Public Service Reform agenda
- Equity considerations on public service pay.

### Pensions

The value of public service pensions was examined in detail in 2007, however, there have been significant developments in occupational pensions and in the economy since then and all parties considered it important to re-examine the topic in some detail. Updated actuarial costings were submitted by a number of parties including DPER and these were all considered by our own actuarial advisers. There was broad agreement on methodology and approach by all parties. A key finding is that on average the value provided to employees by the mainstream Single Public Service pension scheme is on a par with employers' contributions to current private sector defined contribution pensions (the position of those employees without occupational pension schemes is noted as a wider societal issue which goes beyond the focus of our remit). There are now estimated to be some 50,000 public servants in this scheme, which was commenced at the beginning of 2013 and is the default scheme for all new appointees since then. In the case of the earlier (pre-2013) legacy pension schemes, these were in 2007, considered to be on average 12% more valuable than private sector pensions,

# PUBLIC SERVICE PAY COMMISSION

with this 12% therefore effectively reflected in pay levels at that time. On the basis of current analysis our advice is now that:

- Standard accrual legacy public service pension schemes are now, depending on assumptions made, worth more than private sector pensions (There are currently some 243,000 public servants in these pension schemes which are now closed to new entrants).
- 'Fast accrual' public service pensions (where members accrue full pension faster than 40 years) are more valuable again than standard accrual legacy schemes, with the quantum of the additional value depending on the specific scheme.
- Pensions for members of the standard accrual Single Public Service Pension Scheme are currently on a par with private sector defined contribution pension schemes. It will ultimately be a matter for the parties to the collective bargaining process to assess all of the information provided in this report and to agree on an evaluation to be ascribed to public service pensions in measuring overall remuneration.

In the Commission's opinion and having regard to all of the information provided to us, the value could reasonably be fixed with a range of between 12% and 18% for the pre-2013 standard accrual cohort of public servants. The Commission notes that there are greater costs associated with the provision of fast accrual pension schemes. The level of additional cost varies depending on the scheme involved. The Commission believes that the values identified for those on legacy standard accrual pension schemes and fast accrual schemes should be addressed by providing for an increased employee contribution for those who continue to benefit from those schemes. The rate of increase, and the grades and categories to which it should apply is a matter for negotiation between the parties taking account of the level of benefits accruing. The Commission believes that it would be reasonable to apply any agreed adjustments in pension contributions in conjunction with the discontinuance of the Pension Related Deduction (PRD) which is a provision of the FEMPI Acts.

## Pay

The subject matter of this initial report did not require the Commission to undertake a job evaluation exercise or a detailed 'like for like' comparison with the private sector. The last such exercise was carried out in 2007. It broadly found public service pay compared well with private sector pay (with 15 exceptions from the 109 grades examined). This report focuses on how pay and earnings have changed since that time.

In the period since 2007, the financial crash affected the public service and private sector in different ways.

Broadly the private sector reduced numbers (or hours worked) but reduced average pay for those who remained in employment by less than the reduction in average pay rates for those in the public service. The public service reduced numbers more slowly but cut basic pay a number of times in addition to various productivity measures such as increasing working hours and other measures. International comparisons were examined, however, the methodological differences in international data outside of the EU and data limitations in EU data, specifically the difference in what was estimated for Eurostat in 2014 and the Census 2016 results, make it difficult to draw definitive conclusions on international earnings comparisons. Private sector pay has recovered and the evidence suggests that by 2014 average public service earnings were approaching parity with private sector earnings when account is taken of differences in educational qualifications, experience and a number of other relevant employee and employer characteristics. Indeed, earnings of public servants at higher pay levels were in some cases significantly below private sector levels. As of 2014, pay for public service employees at lower levels appeared still to be higher than private sector pay levels for people with similar characteristics. We note the evidence that pay settlements across the private sector in recent years have provided pay increases in the range of 1.5% to 2.5% annually, depending on the sector and the employer's ability to pay.

## Tenure

Security of tenure has a value. However no satisfactory scientific evidence has been identified that could reasonably be used for assigning to it a specific monetary value. This is consistent with the findings of the Public Service Benchmarking Body in 2007 who considered it inappropriate to apply a further discount in respect of security of tenure.

## Recruitment and Retention

In general, evidence suggests that there are not significant recruitment difficulties to the various large scale public service vocational streams. However, there are problems in the case of some specific and specialist groups across the public service. This includes those groups that are internationally in demand, particularly in the health sector. Previous flexibilities that existed around pay scales in specialist and scarce skills areas may need to be revisited. Where there are significant problems attracting candidates in particular work streams there may be a benefit in looking at the various structural and organisational constraints within such streams. There is evidence that some senior level leadership positions are increasingly finding it

# PUBLIC SERVICE PAY COMMISSION

difficult to attract a wide candidature, which suggests there may be structural issues that need examination at these levels. More broadly we suggest that consideration should be given to commissioning a more comprehensive examination of underlying difficulties in recruitment and retention in those sectors and employment streams where difficulties are evident.

## Items not within Terms of Reference

A number of specific issues were raised by stakeholders that related to issues in particular sectors or employment streams. Given that our immediate terms of reference are essentially pan public service, it was not possible to address such issues. In some cases, these related to outstanding pay adjudications or recommendations, in others they concerned structural issues relating to working conditions in particular employment streams. The Commission believes that the parties should give consideration to providing some appropriate mechanism by which these matters can be addressed.

## Terms of Reference

The Public Service Pay Commission (PSPC) is established to advise Government on Public Service remuneration<sup>1</sup> policy.

## Purpose

The Commission is to provide an initial report to Government in Quarter 2 of 2017 on public service remuneration in the context of the Financial Emergency Measures in the Public Interest Acts 2009 – 2015. The findings of the Commission will contribute to and inform Government's considerations in relation to Public Service remuneration and would assist the Department of Public Expenditure and Reform in discharging its negotiation function on behalf of Government. The Pay Commission will consider such other remuneration matters as it may be asked to consider by the Minister for Public Expenditure and Reform from time to time, including:

1. Providing objective analysis on the appropriate pay levels for identifiable groups within the public sector;
2. Comparing appropriate rates for identifiable groups with prevailing private sector/market rates. This should have regard to evidence on recruitment and retention trends in respect of each group;
3. Comparing appropriate rates for identifiable groups within the public service with their equivalents in other jurisdictions, particularly where internationally traded skillsets are required, having due regard to differences in living costs;

4. Providing objective analysis on the appropriate pay levels for officeholders' pay and pensions. Remuneration is denied as basic salary, allowances and all other benefits in cash or in kind, together with general terms in regard to superannuation, paid leave etc. When reaching its findings the Commission shall have regard to:
  - a. The superannuation and other benefits applying in the public service;
  - b. Security of tenure, where it applies to public servants;
  - c. Pay comparisons taking account of relevant characteristics;
  - d. The public service reform agenda;
  - e. Evidence on recruitment and retention within the public service;
  - f. Any other relevant matters including impact on national competitiveness and sustainable national finances and equity considerations;
  - g. Any other issues as they are determined by Government.

## Initial Work Programme

For its initial report the Commission will be asked to provide inputs on how the unwinding of the Financial Emergency Measures in the Public Interest legislation should proceed having regard to:

- The evolution of pay trends in the public and private sectors based on published data;
- A comparison of pay rates for identifiable groups within the public service with prevailing non-public sector market rates;
- International rates and comparisons where possible;
- The state of the national finances

Following this initial report the Government will give consideration to what other matters the Commission may be asked to consider in due course.

## Procedures

In progressing its work, the PSPC should utilise and analyse existing datasets and reports, as prepared and published by existing state and other agencies as appropriate. The PSPC may also undertake or commission additional research or data gathering where further information is required to comprehensively progress its terms of reference. The PSPC may invite relevant stakeholders to make submissions to the Commission to further assist its considerations. The PSPC must publish its findings and the evidence on which these are based. The PSPC will not take the place of direct negotiations between Government and employee representatives.

# PUBLIC SERVICE STABILITY AGREEMENT 2018-2020

## PUBLIC SERVICE STABILITY AGREEMENT 2018-2020



### 1. Introduction

#### 1.1. Extension of the Lansdowne Road Agreement

1.1.1. This Agreement is an extension of the Lansdowne Road Agreement and applies for the period 1 January 2018 to 31 December 2020. Provisions of the Lansdowne Road Agreement (and earlier agreements as appropriate) continue to apply, save where varied by this Agreement.

#### 1.2. Economic and Fiscal Context

1.2.1. The Parties specifically recognise the contribution made by public servants to the recovery of the Irish economy through both increased productivity and reductions in their remuneration. In particular, the Parties note the €2.2 billion savings per annum achieved through measures introduced under the Financial Emergency Measures in the Public Interest Acts 2009-2013.

1.2.2. These discussions have taken place against the backdrop of improved performance of the economy but in an environment where significant fiscal challenges and constraints remain and where substantial risks to the economy exist, not least Brexit.

1.2.3. In particular:

- Ireland is still recording a headline deficit and must continue to reduce the gap between revenue and expenditure.
- Forecasts for 2017 in the Stability Programme Update is for a General Government Deficit of 0.4 per cent of GDP, or €1.2 billion. These projections however are predicated on the continued operation of the Financial Emergency Measures in the Public Interest Acts 2009-2013 as ameliorated by the Financial Emergency Measures in the Public Interest Act 2015.
- Moreover, the rules of the preventive arm of the Stability and Growth Pact require improvements in the structural budget balance each year until the Medium Term Budgetary Objective, a structural deficit of 0.5 per cent of GDP is achieved. This in turn can only be delivered by fiscal prudence, and avoiding excessive increases in expenditure or tax cuts.

1.2.4. The parties note the analysis of the Public Service Pay Commission in relation to the economic and fiscal environment, which stated that “risks in the form of Brexit and domestic competitiveness have the potential

# PUBLIC SERVICE STABILITY AGREEMENT 2018-2020

to pose significant challenges to the Irish economy and the national finances. Overall the constraints on the national finances have reduced considerably since 2010, however the levels of debt remain elevated following the fiscal crisis. While the medium term position is expected to continue to improve...Government must continue to act prudently regarding the management of the national finances.”

1.2.5. Accordingly, in reaching this Agreement, the parties have given particular recognition to the uncertain but potentially significant risk for Ireland associated with Brexit.

1.2.6. Improvements in the economy have allowed the Government to begin a policy of unwinding FEMPI legislation for public servants under the Public Service Stability Agreement 2013-2018.

1.2.7. It is intended that this Agreement will facilitate the final unwinding of the FEMPI legislation. However, in acknowledgement of the economic and fiscal context outlined above, and the need for sustainability and continued prudence in pay bill management, the Parties are agreed that this final unwinding shall be on a phased basis and that any Act necessary to effect the changes outlined herein will reflect such phasing.

1.2.8. The Parties recognise the importance of a stable industrial relations environment for the public service and for those who depend on public services across society. They commit to maintaining a stable environment to avoid disputes that would affect levels of service to the public through the industrial peace, dispute resolution and governance provisions set out in this Agreement.

1.2.9. The public service pay provisions of this Agreement are dependent, in the case of each sector, organisation and grade, on satisfactory achievement of the provisions on cooperation with flexibility and ongoing change; satisfactory implementation of the agenda for reform and productivity set out in this Agreement and the maintenance of stable industrial relations and the absence of industrial action in respect of matters covered by this Agreement.

## 2. Supporting ongoing reform and delivering productivity and accountability

### 2.1. Our Public Service 2020 - Development and Innovation Framework

2.1.1. Public service reform is a key priority for Government. Ongoing change is critical to ensuring that the public service can adapt to meet the challenges of a

rapidly changing environment.

2.1.2. The parties note that the next phase of Public Service Reform – *Our Public Service 2020 - Development and Innovation Framework* – is currently being developed and will be published later this year. It will seek to build on the progress made under the first two plans published in 2011 and 2014. The Framework is structured to support two high level goals of the plans, which are to improve outcomes for the public and to build resilient and agile public service organisations. Through a focus on outcomes, the Framework will promote a culture of continuous improvement and innovation across our public service.

2.1.3. This next phase of public service reform will focus on ensuring strategy and policy formulation is robust, forward-looking and joined-up. Recognising that the success of our public service begins with our people, it will look to develop our people within strengthened organisations. There will be a strong emphasis on improving outcomes for citizens, improving engagement with customers and working to improve accessibility of services and the quality of services. To support the delivery of more efficient and cost-effective services, new approaches to services and also to the better use of our data will be embedded. To support the two high level goals, evaluation skills in policy making will be strengthened and value for money in spending decisions supported.

### 2.2. Equality and Diversity

2.2.1. In implementing this Agreement, public service bodies shall have regard to the need to eliminate discrimination, promote equality and protect human rights, including for their staff.

### 2.3. Delivering Greater Productivity

2.3.1. The Parties agree to the extension of the Public Service Stability Agreement 2013 – 2018 until December 2020. In this context, Paragraphs 3.1 to 3.5 relating to ‘Delivering Greater Productivity’ will continue to apply, with paragraph 3.2 to be updated to include the following:

‘The Government’s reform agenda includes but is not limited to the forthcoming “Our Public Service 2020 – Development and Innovation Framework” and:

- in the Civil Service - the Civil Service Renewal Plan;
- in the Education Sector - the Action Plan for Education 2016 – 2019 and underpinning strategies and developments, including the Further Education
- and Training Strategy; Curricular Reform within

# PUBLIC SERVICE STABILITY AGREEMENT 2018-2020

Schools; Action Plan to Expand Apprenticeship and Traineeship in Ireland 2016-2020; the National Skills Strategy 2025; the National Strategy for Higher Education to 2030; and the National Strategy to Improve Literacy and Numeracy (2011 to 2020);

- in the Local Government Sector - the Action Programme for Effective Local Government - Putting People First, and a continuing commitment to engagement on ongoing change and reform in the Fire and Water services in accordance with the terms of reference of the nationally established groups, i.e. the Fire Services National Oversight and Implementation Group (FSNOIG) and the Irish Water Consultative Group (IWCG), and the library service;
- in the Health Sector - major health reforms as determined by Government, including national strategies and health policies designed to support high quality care and maximise health outcomes, ongoing implementation of Healthy Ireland, the national framework for action to improve the health and wellbeing of the people of Ireland, and other reforms implemented following consideration of The Future of Health Care Oireachtas Committee report, including any associated structural reforms;
- in the Justice sector - the Modernisation and Renewal Programme 2016-2021, which includes the agreed recommendations of the Garda Inspectorate Report, "Changing Policing in Ireland", and any recommendations agreed by Government that will arise from the Commission on the Future of Policing in Ireland; and
- in the Prisons sector - the Irish Prison Service Strategic Plan 2016-2018.
- in the Defence sector - ongoing reform, modernisation and transformation initiatives, including in relation to the implementation of the White Paper on Defence, 2015.'

## 2.4. Rostering

2.4.1. The main purpose of a roster system is to ensure that requisite staff cover is available to meet safe and efficient operational requirements, while providing flexibility for modern service delivery, and that individual staff members have sufficient predictability of attendance.

2.4.2. The parties are committed to undertaking ongoing reviews of rostering arrangements as appropriate to the service delivery and work operational needs of the sector concerned. Any such reviews will be comprehensive in scope taking into account the optimum allocation

of staffing resources to meet particular local business requirements. Any changes made will be agreed and in the event of issues arising between the parties, the matter shall be referred to the LRA Oversight Body in the final instance.

## 2.5. Time and Attendance

2.5.1. It is recognised by the parties that electronic time and attendance systems are an ongoing feature of best organisational practice in delivering efficient and responsive public services in the context of business needs. Time and attendance systems are necessary for: pay administration, HR systems, data gathering, work rostering regimes and pension systems.

2.5.2. Where it is proposed to introduce, further develop, modernise through new technology or update time and attendance systems in public service organisations, there will be consultation and full adherence to the industrial relations clauses of this Agreement for the resolution of matters of mutual interest to the parties that may arise from change proposals in this regard. The development of time and attendance systems will have regard to legal requirements in respect of data protection, storage, appropriate use of information and employee privacy. Any changes made will be agreed and in the event of issues arising between the parties, the matter shall be referred to the LRA Oversight Body in the final instance.

## 2.6. Professionalisation

2.6.1. The parties are agreed to full co-operation with any reskilling programmes for identified needs areas, such as ICT, HRM, finance and project management skills:

2.6.2. Such programmes will benefit all parties, by:

- Allowing organisations to respond effectively to changing requirements and/or technological improvements.
- Improving efficiencies within sectors.
- Allowing sectors to develop clearly defined career structures and mobility opportunities for staff, where this is possible.

## 2.7. Performance and Accountability

2.7.1. The parties are agreed that robust and appropriate performance management and individual accountability are essential and that systems to monitor these have made an important contribution thus far to the modernisation of the public service.

2.7.2. Compliance with this Agreement requires that

# PUBLIC SERVICE STABILITY AGREEMENT 2018-2020

appropriate performance management systems must be fully implemented in those sectors where they do not currently exist by 1 January 2019.

## 2.8. Public Service Mobility

2.8.1. Paragraph 1.8 of the CPA provided for the elimination of barriers to a unified Public Service labour market. In this context it is recognised that certain barriers continue to exist which impede mobility and career progression opportunities for existing public servants.

2.8.2. Action 15 of the Civil Service Renewal Plan commits to the expansion of career progression and mobility opportunities for staff across geographic, organisational and sectoral boundaries.

2.8.3. Building on earlier work on the standardisation of terms and conditions of employment across the Public Service, the parties agree to review current arrangements for starting pay on transfer and promotion in the public service with a view to simplifying and modernising the current arrangements and removing impediments to cross sectoral mobility.

## 2.9. Standardisation of Payroll Arrangements

2.9.1. The parties note the public service move to National Shared Service Centres for sectoral and back office functions in general and payroll services in particular. In this regard, the standardisation of pay roll operations has the potential to maximise efficiencies and economies of scale across the public service. However, the parties are agreed there is an ongoing need to balance efficiencies from standardisation of pay roll functions with the reasonable needs of employees in relation to the payment of wages on a consistent basis at a mutually agreed pay interval.

2.9.2. The parties also recognise that modern pay roll operations can require reasonable payment in arrears arrangements. This will ensure there is an adequate time period to accommodate required pay roll changes on an ongoing basis. This will help to ensure that payments reflect changing circumstances and will reduce the potential for overpayments arising. This is of benefit both to the pay roll administrator and the employee. In these circumstances the parties are agreed that subject to consultation and no monetary loss to the employee, pay roll operations can be modified to provide for the introduction of adequate payment in arrears arrangements where a business case can be established.

## 2.10. Apprenticeship and Traineeship in the Public Sector

2.10.1. In line with Ireland's participation in the European Commission's 'European Alliance for Apprenticeships', the parties agree to support and facilitate the implementation of the Action Plan for apprenticeship and traineeship in Ireland 2016 to 2020. The Action Plan, which covers the public service, builds on the Programme for Government, provides for a significant expansion of apprenticeships and traineeships in all major economic sectors, and commits to examining the potential for public service engagement with the apprenticeship scheme.

2.10.2. It is acknowledged by the parties that an increase in public service apprenticeship and traineeship registrations is appropriate. It is agreed that apprenticeship and traineeship numbers will expand incrementally, on a sectoral basis. An assessment of manpower requirements and the identification of suitable, sustainable positions will be conducted within twelve months. It is also agreed that public sector apprenticeship and traineeship registration will be monitored over the period of the Agreement in each sector in a manner agreed by the sectoral parties. Recruitment and selection for such positions will also have regard to youth unemployment and local labour requirements.

## 2.11. Recruitment

2.11.1. It is recognised that there is a range of existing provisions in place to provide for open recruitment across the public service. Nevertheless, in line with the business requirements of public service organisations, the parties agree to discuss the scope for increased open recruitment where this is appropriate to meet particular organisational needs (save where otherwise provided for in legislation).

2.11.2. There will be agreement of protocols between the parties for ongoing cooperation with atypical forms of recruitment, such as, but not limited to: apprenticeship-type arrangements, internships, clinical placements in care settings, job activation initiatives and work experience placements. Such cooperation will be contingent on ongoing consultation with staff representatives regarding any such arrangements.

## 2.12. Working Hours

2.12.1. It is the view of Government that increased productivity measures, including additional working hours, agreed by the parties in the Haddington Road Agreement make a significant and ongoing contribution to a modern public service.

# PUBLIC SERVICE STABILITY AGREEMENT 2018-2020

2.12.2. However, in recognition of particular work-life balance issues that may arise, it is agreed that an opportunity shall be offered between 1 January and 1 April 2018 and at the end of this agreement (1 January to 1 April 2021) to permanently revert to the pre-Haddington Road Agreement hours. Any individuals exercising this option will have their pay reduced commensurately, in line with previous arrangements. The application of this arrangement at the sectoral level will depend on service delivery requirements and business needs.

## 2.13. Working Patterns

2.13.1. The parties reaffirm the need to build on previous improvements in the efficiency and effectiveness of public service delivery. It is recognised that the public service must continue to modernise if it is to continue to meet the expectations and requirements of our complex and diverse society.

2.13.2. It is therefore accepted that work must be organised in a manner that best reflects the needs of service users. It is agreed that there will be meaningful engagement with management on such initiatives.

## 2.14. Work-life balance

2.14.1. The public service has pioneered work-life balance arrangements, which support the recruitment and retention of staff and contribute to wider public policy objectives, including those of increasing and maintaining female participation in the labour market, and achieving gender balance in career progression.

2.14.2. The parties agree that access to work-life balance arrangements, including flexible working and other arrangements, should be available to the greatest extent possible across the public service subject to service and business needs and local implementation.

2.14.3. In those areas where flexi-time currently exists and, with full regard to service delivery requirements and business needs, arrangements may be made to enable annual leave in excess of the statutory minimum to be used on the flexi-clock to allow staff to reduce their working hours to address work-life balance issues that may arise. This will initially be done on a confined pilot basis, with a view to further extension, subject to a comprehensive assessment of the operational and cost implications.

2.14.4. Management in each sector will also establish mechanisms to monitor progress in relation to gender balance in career progression.

2.14.5. The parties further agree that disputes over the local and sectoral implementation of work-life balance policies should be processed through the normal dispute resolution processes.

## 2.15. Agency Staffing

2.15.1. Management will engage with the parties with a view to minimising the use of agency as far as possible and practicable over the lifetime of the Agreement.

## 3. Recruitment and Retention

3.1.1. The parties note the Public Service Pay Commission stated in their Report, at Paragraph 6.35, that 'consideration could be given to commissioning a more comprehensive examination of underlying difficulties in recruitment and retention in those sectors and employment streams where difficulties are clearly evident.'

3.1.2. Accordingly, the parties agree that:

- The parties to this Agreement will have the opportunity to make submissions to the Commission on this matter.
- The Commission will conduct a comprehensive examination and analysis of the particular issues in question, commissioning external expertise as required, and taking into account the full range of causal factors in each case. The Commission will be asked to generate options for resolving the issues identified. In this regard the Commission will develop specific methodological and analytical criteria to support it in carrying out this exercise.
- The Commission will be asked to complete this exercise by end-2018.
- The Commission will advise the relevant parties on the outcome of its assessment, which will then be the subject of discussion between the relevant parties. It is accepted by the parties that the output from this exercise will not give rise to any cross-sectoral relativity claims.
- The implementation of any proposals that may arise on foot of the Commission's report will fall to be considered by the parties.

## 4. New Entrants

4.1.1. The Government as employer considered it appropriate, during a time of unprecedented crisis, to introduce alternate arrangements for terms and conditions of employment for future public service employees.

# PUBLIC SERVICE STABILITY AGREEMENT 2018-2020

The Haddington Road Agreement provided for revised salary scales in order to address the differential pay scale arrangements between those public servants recruited at entry grades since 1 January 2011 and those who entered before that date. In addition agreement was reached on salary scale ameliorations introduced in respect of certain categories of primary and secondary level teachers.

4.1.2. The Parties acknowledge the issues of concern in relation to the increased length of the salary scale in certain instances in respect of post January 2011 entrants.

4.1.3. Accordingly, it is agreed that an examination of the remaining salary scale issues in respect of post January 2011 recruits at entry grades covered by parties to this Agreement will be undertaken within 12 months of the commencement of this Agreement. On conclusion of this work, the parties will discuss and agree how the matter can be addressed and implemented in a manner that does not give rise to implications for the fiscal envelope of this Agreement and that has regard for the medium term fiscal framework. Any outcome will be restricted to parties adhering to this Agreement.

## 5. Pay

### 5.1. Unwinding of FEMPI

5.1.1. As part of the progressive ongoing reduction of the impact on the remuneration and other terms and conditions of all public servants through the Financial Emergency Measures in the Public Interest Acts, the Parties have reached agreement to provide for a fiscally sustainable programme of public service pay measures as follows:

#### 2018

- 1 January 2018 annualised salaries to increase by 1%;
- 1 October 2018 annualised salaries to increase by 1%.

#### 2019

- 1 January 2019 annualised salaries up to €30,000 to increase by 1%;
- 1 September annualised salaries to increase by 1.75%.

#### 2020

- 1 January 2020 annualised salaries up to €32,000 to increase by 0.5%;
- 1 October 2020 annualised salaries to increase by 2%.

### 5.2. Outstanding Adjudications

5.2.1. While recognising that the main priority of this Agreement is the phased unwinding of the FEMPI

legislation, the parties commit to entering into a process to conclude by end-September 2018 which will involve engagement in relation to an appropriate, time-bound process for addressing any outstanding adjudications, having due regard to the question of their continued validity and cost implications.

## 6. Pensions

### 6.1. Additional Superannuation Contribution

6.1.1. The parties note that the Government intends to introduce legislation to give effect to the public service pay proposals above. In doing so, and taking account of the analysis provided by the Public Service Pay Commission, the Government has indicated the proposed legislation will provide for the conversion of the existing Pension Related Deduction (PRD) provided for under the Financial Emergency Measures in the Public Interest Act, 2009 (as amended) into a permanent Additional Superannuation Contribution (ASC).

6.1.2. This new contribution will be in addition to the existing superannuation contribution made by public servants currently and will apply to pensionable remuneration only from 1 January 2019. This is intended to underpin the sustainability of public service pensions

6.1.3. In addition to the pay adjustments provided for above, the present thresholds, bands and rates in respect of the Pension Related Deduction will be modified in conversion to the Additional Superannuation Contribution (ASC) to reflect the differentiated pension benefits accruing to public servants in accordance with the following tables:

Public Servants who are Members of pre-2013 Pension Schemes with Standard Accrual Terms	
1 January 2019	
Band	Rate
Up to €32,000	Exempt
€32,000 to €60,000	10%
€60,000 plus	10.5%

1 January 2020	
Band	Rate
Up to €34,500	Exempt
€34,500 to €60,000	10%
€60,000 plus	10.5%

# PUBLIC SERVICE STABILITY AGREEMENT 2018-2020

## All Public Servants who are Members of the Single Public Service Pension Scheme

1 January 2019

Band	Rate
Up to €32,000	Exempt
€32,000 to €60,000	6.66%
€60,000 plus	7%

1 January 2020

Band	Rate
Up to €34,500	Exempt
€34,500 to €60,000	3.3%
€60,000 plus	3.5%

## Public Servants who are Members of pre-2013 Pension Schemes with Fast Accrual Terms (Unchanged)

1 January 2019

Band	Rate
Up to €32,000	Exempt
€32,000 to €60,000	6.66%
€60,000 plus	7%

1 January 2020

Band	Rate
Up to €28,750	Exempt
€28,750 to €60,000	10%
€60,000 plus	10.5%

### 6.2. Public Service Pensions in Payment

6.2.1. Future policy on public service pensions in payment for the duration of this Agreement will be guided by:

- The need to adopt an equitable approach to the various public service pensioner cohorts who are now not only differentiated by amount of pension in payment (determined by grade and service) as heretofore but also by date of retirement (in particular pre and post end-February 2012).
- Accordingly, for those who retired or will retire post end-February 2012, to the extent that they retired on reduced salaries, they will receive pension increases in line with pay increases received by their peers currently in employment in accordance with the terms of the collective agreement.

- When alignment is achieved between pre and post end-February 2012 pensioners, as will happen progressively for salary pay ranges up to €70,000 in 2020 under the proposed collective agreement, pay increases will continue to benefit pensions in payment for the duration of this Agreement.

### 6.3. Section 40 of the Public Service Pensions Act 2012

6.3.1. The Government, in acknowledgement of the increase in pension contributions required of public servants in respect of the Additional Superannuation Contribution (ASC), have committed not to extend the application of Section 40 of the Public Service Pensions (Single Scheme and Other Provisions) Act 2012 to pre-existing public service pension schemes for the duration of this Agreement.

### 6.4. Mandatory Retirement Age

6.4.1 On foot of one of the recommendations of a Report by an Interdepartmental Working Group, the Department of Public Expenditure and Reform, with Public Service employers, was tasked to review the current statutory and operational considerations giving rise to barriers to extended participation in the public service workforce up to and including the current and planned age of entitlement to the Contributory State Pension. This review is expected to be completed shortly.

6.4.2. In the context of this review, the parties have noted the strong views expressed by the staff side that the issues raised for employees caused by the prevailing maximum mandatory retirement ages in the public service need to be addressed as soon as possible. Future policy in this area will be considered by Government. In this regard, the staff side will be consulted in relation to any proposals proposed by Government.

### 7. Resolving Disagreements

7.1.1. The Parties are committed to ensuring that problems, where they arise, are dealt with in an effective and timely way.

7.1.2. In this regard, the parties reaffirm their commitments under previous Public Service Agreements, most recently in paragraph 4.1 of the Public Service Agreement 2013-2018, which obliges all parties to:-

- recognise the importance of stable industrial relations and maintain a well-managed industrial relations environment;

# PUBLIC SERVICE STABILITY AGREEMENT 2018-2020

- ensure that they have well developed communication channels;
- seek to resolve problems before they escalate into industrial disputes;
- resolve disagreements where they arise promptly; and
- co-operate with the implementation of change pending the outcome of the industrial relations process conducted in a timely fashion.

7.1.3. With a view to ensuring swift resolution of disagreements on matters covered by this Agreement, it is further agreed, where the Parties involved cannot reach agreement within 4 weeks, to refer disputes by either side to the WRC and if necessary to the Labour Court (or, where such apply, to other agreed machinery). Where a Conciliation or Arbitration Scheme applies, the issue will be referred within 4 weeks, to the Conciliation machinery under the Scheme and, if unresolved, to the Arbitration Board, alternatively, to other agreed machinery. The outcome from the industrial relations or arbitration process will be binding and final.

7.1.4. Where difficulties arise in the operation of the above, the Oversight Body shall engage proactively with the parties to ensure compliance with the provisions of the Agreement.

## 8. Ensuring Compliance with this Agreement

### 8.1. Maintenance of Industrial Peace

8.1.1. The delivery of industrial peace is an essential requirement of this Agreement. Accordingly, all forms of industrial action are precluded in respect of any matters covered by this Agreement, where the employer, trade union or staff association are acting in accordance with the provisions of this agreement.

### 8.2. LRA Oversight Body

8.2.1. The Lansdowne Road Agreement Oversight Body will oversee compliance with industrial peace requirements across sectors, in conjunction with sectoral oversight bodies.

8.2.2. The LRA Oversight Body will be responsible for proactively addressing matters of implementation and interpretation during the term of this Agreement, including addressing any anomalies that may arise under this Agreement;

- addressing any major disputes that arise;
- making the final determination on whether a dispute

shall be determined in accordance with the procedures laid out in the Agreement;

- determining any matter associated with the correct operation of dispute resolution procedures including the question of timelines, cooperation with disputed change, etc;
- determining the correct operation of those procedures in any case where that matter is disputed; and
- adjudicating in the event of a dispute regarding compliance with the outsourcing provisions of this agreement.

### 8.3. No Cost Increasing Claims

8.3.1. The parties agree that there will be no cost-increasing claims for improvements in pay or conditions of employment by trade unions, Garda and Defence Force associations or employees during the period of the Agreement.

### 8.4. Review of Agreement

8.4.1. The Parties affirm that public service pay and pensions and any related issues shall not be revisited over the lifetime of this Agreement.

8.4.2. In cases where the assumptions underlying this Agreement (particularly as regards adverse, material changes in economic circumstances) need to be revisited, the parties commit to prior engagement.

# Annual Mass 2017



The Annual Mass for deceased members and retired members of the Prison Service took place on Thursday 6th April 2017 at 8.15pm in St. Joseph's Church, Berkeley Road, Phibsboro. Once again it was a great success due to the participation of the Pipe Band, Guard of Honour and the Colour Party.

I must thank in particular the Mountjoy and Cloverhill combined Guard of Honour/Colour Party and the Pipe Band for their professionalism and expertise in making the Annual Mass the focus of so many serving and retired members who attend the Annual Mass year on year to pay tribute to the deceased members, retired members and their families. I would like to thank Mal O'Sullivan Mountjoy, Paul Brennan Arbour Hill, Kevin O'Neill, Pat Cosgrove (Pipe Band) and the Cloverhill Guard of Honour Committee in organising the combined personnel from their Prisons to attend the Annual Mass.

The focus of the Annual Mass is to honour those serving, retired and family members who have sadly passed away in the last year. This year I was again delighted for the first time that the West Dublin Campus Choir attended the Annual Mass and I would like to thank Noreen Keary for organising the choir. Photographs of the West Dublin Campus Choir are featured in this magazine and they were excellent with their range of songs and hymns.



## ANNUAL MASS

I would like to take this opportunity to thank all who participated on the night including all of the aforementioned, retired members, serving members and in particular Bishop Eamonn Walsh who again was the main celebrant assisted by Fr Sean Duggan Cloverhill and Fr Larry Dunne Cork. I would also like to thank and acknowledge Fr. Ciaran Enright who has moved on from Prison Service for all his help over the years in celebrating the Annual Mass. I wish Fr Ciaran the very best for the future. The weather on the night was fresh and cool. Numbers attending were down on previous years but those

who did attend, in particular the many retired members and local residents who came out to see the Colour Party, Pipe Band and the Guard of Honour were treated to a fine display. As the names of our departed members, retired members and relatives were read out by Mr. Stephen Delaney President Prison Officers' Association a candle was placed in front of the altar in memory of those who passed away since last year's Annual Mass. The sight of these candles is a reminder of those who have passed away since last year's Mass but are not forgotten.





## PRESIDENT'S SPEECH TO CONFERENCE 2017

### Annual Delegate Conference of the Prison Officers Association, Galway, 27th April 2017

#### Introduction

On behalf of the National Executive Council it gives me great pleasure to welcome you all to this year's Annual Delegate Conference of the Prison Officers' Association. I would like to extend a warm welcome to the Mayor of Galway Councillor Noel Larkin, the Minister for Justice and Equality, Ms. Frances Fitzgerald T.D. and members of the Irish Prison Service.

I would like to extend a particularly warm welcome to our fellow trade unionists, the national media, our invited guests and especially our delegates from around the country, who are present here today.

To our members who were victims of serious assaults or serious threats to their safety or involved in other traumatic incidents while carrying out their duties on behalf of the state over the past year, I extend to you the best wishes of all present here today. We will also remember those members and former members who died during the past year and their families.

Delegates, last year in my address to Conference I referred to issues affecting our members such as Pay, Recruitment, the Safety of Staff, Violence, Drugs, Gang Culture, Motivation, Morale and of course the possibility of the introduction

of Privatisation into the Prison Estate.

Unfortunately delegates, while some progress has been made in regard to the retention of the rent allowance for new recruits, the commencement of a modest recruitment programme, and the conditions attached to the Prison Administration grades there are many issues affecting Prison Officers which remain unchanged.

The Government now seems to be using a nine-year-old economic crash as an excuse to deny our members a decent wage - and this has become as intolerable as it is unacceptable.

#### Pay Restoration

Minister you will be well aware of the focus of the various trade unions over the past weeks, at conferences, as they rightly highlight the need for immediate pay restoration. The Prison Officers' Association is no different - and we simply cannot wait any longer to have our 2008 pay levels restored.

Since 2008, across both public and private sectors, there have been limited wage increases, which has contributed significantly to the recovery in the economy. During that time frame the tax burden on incomes rose, with no increase on earnings. The cuts in Public Service

pay were particularly painful as they came after a recent history of wage increases - nonetheless it was these same cuts that made the country more competitive and paved the way for a brighter future for all our citizens. Other sectors are now benefitting from our wage cuts - and we have yet to benefit - this is surely unfair and unjust.

The Government tells us week after week about increased tax income, reduced unemployment and other cash flow benefits for the state. Yet workers are being told and media are being briefed to the effect that 'we can't afford it - Well Minister all of us know that you can't play with the wind in both halves as the Government is now trying to do. It is simply unfair, unjust and unacceptable that our members and other workers have had to carry the burden for the failings of others for the past nine years.

While we all wait on the outcome of the report of the Public Service Pay Commission, prior to the new pay talks commencing, there can be no doubt of the contribution of Prison Officers throughout the financial crisis and our compliance with the Lansdowne Road Agreement. Under the most onerous of conditions of any worker in this country we have managed to keep the Prison Service operational on

## PRESIDENT'S SPEECH TO CONFERENCE 2017

occasions when making it to lock up time looked unlikely. Don't take our professionalism as a sign of weakness, but as an incentive to do the right thing by returning us to the pay scales that we were at before the collapse.

It goes without saying that the recent ruling of the Labour Court in relation to the Gardaí has changed the agenda considerably where better terms were secured than what was contained in the LRA. We want what others are having? – We can't have further injustices creeping into the pay environment and I expect that you and the Government will ensure that this will not happen.

Let me make it clear Minister, our members need, deserve and expect pay restoration and we want it now. The crisis is over we have paid the price. The anomalies arising from the Labour Court Recommendations in the Garda Area and the complete unwinding of the FEMPI legislation must be addressed immediately.

### Rent Allowance

Colleagues over the past number of Annual Conferences we told you that the Official Side had categorically stated that future entrants to the Irish Prison Service, the Fire Fighters and the Gardai would not receive the rent allowance. We never accepted this position and in this regard we commissioned IPC Consultants to research the entire background to this allowance so that this work would be completed when this matter became a live issue for the POA. We shared this information with our sister unions.

When the Minister for Justice announced on Friday 8th July 2016, that there was to be recruitment to the position of Recruit Prison Officer it became a live issue with ramifications for prison staff that

would continue far into the future. We immediately contacted the Minister for Public Expenditure and Reform and following his response to our contact engagement commenced between the parties on the reinstatement of the Rent Allowance.

Due to our efforts the long established rent allowance for Prison Officers was reinstated with effect from Monday 20th March 2017 and recruits have already benefitted from it.

Minister this of course resolves one issue with regard to the Rent Allowance. However as I have already outlined, it leaves two remaining issues as a result of the Labour Court Recommendations in the Garda area they are:

The incorporation of the Rent Allowance into Basic Pay and the €500 annual increase in the value of the Rent Allowance.

Minister I must ask for your full support in respect of these two issues. You can ensure that these matters are resolved satisfactorily for our members and you must understand that any dilution would be seen as significantly undermining a group of workers who deliver for this State 24/7, year after year.

### Staffing levels

Minister, the Prison Service is currently facing a staffing crisis. There are simply not enough Prison Officers to do what we are required to do. This will be an issue for our Conference this morning as it has blighted the entire Prison estate.

All of us are aware that retirements this year will exceed recruitment figures - this is not sustainable and it creates an ongoing additional risk for prison staff and prisoners. Minister when we entered into the annualised hour's process the one caveat that we

were repeatedly told by all experts was that recruitment had to keep pace with retirement or else the arrangement would flounder. Well here we are Minister and guess what happened?

Not only that Minister we have Governors and a Prison Service that are living in a time capsule stuck in the mid-1990s, where they think that all that has to be done is wait for a supplementary budget and open every workshop, every exercise yard and every gym and hope that it will be ok because it was ok yesterday. Appeasement didn't work for Neville Chamberlain and it won't work for Mr. Donnellan.

In the current circumstances and for the protection of our members, we support the implementation of a Regime Management Plan across the prison estate.

We support the regime management plan that provides access to meaningful work while protecting our members on the ground - but as of yet, there is no progress on its implementation to date.

We want to be crystal clear on this that while we support the opening of workshops and progressive regimes, these initiatives can only continue where there are adequate staffing levels to allow our members to work in safety. While we support this initiative, I must emphasize, that we do have grave reservations with regard to management's desire and ability to implement such a regime.

Minister, the crisis is over, the moratorium on recruitment is over, deploy sufficient staff to operate a modern prison estate, which provides an environment where staff and prisoners can work and live safely. Until we have the staffing levels in place to do all that is planned,

## PRESIDENT'S SPEECH TO CONFERENCE 2017

Governors will have to learn to say no to prisoners and support their staff.

Minister, you must fight for the service, reduce the risk to all involved and ensure that all our prisons are fully resourced at all times. We constantly hear about rehabilitation within the prison system, a policy and a practice we fully support. However, rehabilitation comes at a price, we must invest in it - and the main investment must be in prison staff, who, work with prisoners around the clock in all our prisons.

### Assaults in Prisons

The issue of violence in prisons continues, unfortunately with a number of very serious incidents involving assaults on prison staff.

In a recent analysis conducted by the State Claims Agency the projected level of assaults by prisoners on prison staff for 2017 was estimated at 107. Let's just think about that for a minute; more than two prison officers per week will be assaulted in the course of their work. For the avoidance of doubt every prison officer knows and accepts the risks involved in our work, but what we cannot fathom is why recommendations such as the compulsory carrying of batons were rejected.

The nature of these assaults included concussion, lacerations, cuts, fractures burns and bites. The most of these injuries were to the head and face thereby leaving a permanent reminder to the injured officer of the incident. The starkest statistic is that nearly 80% of staff who responded had been physically assaulted by prisoners in the course of their duties. The overall statistical element in relation to prison violence does not fully capture the undermining element of violence in

the workplace and how it pervades every facet of an officer's working day.

In order to have a sustainable work environment the challenges that these assaults manifest need to be addressed in a consistent manner. An officer who is constantly on guard or lacks confidence in the system is unlikely to contribute wholeheartedly to that system. While all prison officers recognise the reality of violence in prisons, prison officers feel undermined by an inconsistency in the approach to the violence. The failure to implement adequate protection measures; successfully used in other jurisdictions such as batons, incapacitant spray and body cameras is another factor that undermines staff confidence.

The SCA review made some very specific recommendations, which hopefully will not be ignored by IPS.

The report also recommends that the Prison Service needs to develop a more transparent and graded deterrent and disciplinary procedure (based on severity of breach) to act as a deterrent against assaults on operational staff.

The assaults on prison officers have tragically become part of the system, part of the culture – and this is not acceptable to the Prison Officers Association.

Minister when we met with you we outlined our concerns on these matters.

While there are plans afoot to open a section of the Midlands Prison for violent and disruptive prisoners this is the least that should have been done and done long before now.

Officers still bear the damage from the brutality of these individuals. In some cases lifelong injury, that prevents them from continuing as a prison officer. We believe that these people who have sacrificed their health in the cause of the state should

be at the very least accommodated within the broader Public Service on terms no less onerous than that which they enjoyed as fully functioning Prison Officers. No state employee should end up on the breadline because they have been viciously assaulted at work and are unable to return. While the extension to our sick leave provisions for Officers who were subject to such brutality were welcome they don't go far enough.

These officers should be facilitated in returning to work within the Prison estate or somewhere within the Public Service - and I would ask again that you treat this issue as a priority.

### No Prosecution of Assaults on Staff

Delegates - if we needed more evidence of how the Prison Service regard Prison Officers, we need go no further than this most recent development where staff who have been seriously assaulted and report their assault to the relevant authorities cannot get a conviction, in spite of a wealth of available evidence and in one significant case an admission of guilt from the prisoner.

In a highly publicized incident in the Midlands Prison in 2015 an officer was stabbed by a prisoner and the matter was reported to the Gardai. Many staff present on the day were not asked for a report and in spite of the prisoner admitting to the assault in front of a Governor the DPP ruled that a prosecution could not proceed due to lack of evidence!!! In a similar incident in the same prison an officer was assaulted which can clearly be seen on a CCTV camera. However as another CCTV – that wouldn't have shown anything any different - hadn't been saved – the prisoner walked on a technicality!

## PRESIDENT'S SPEECH TO CONFERENCE 2017

Both of these incidents show a clear disregard for the working conditions and rights of Prison Officers in institutions where if a similar injury befell a prisoner there are an entire raft of rules and procedures to protect them.

The Prison Service have recruited 31 new investigators for the purpose of conducting investigations to the highest standard for Prisoner Complaints yet when the Officers make a complaint the Keystone Cops approach prevails. Why not broaden the remit of these investigators and make them responsible for collation of evidence within the prison estate.

One of the motions before our conference is that each prison should have a Garda Liaison Officer – and this makes total sense. When officers are assaulted and the Gardai investigation commences – our officers can at times have difficulty getting up to date information on the investigation. This is not acceptable and a designated liaison officer at each prison can resolve this problem immediately. If a proper collation system existed in tandem with a Garda Liaison for each institution then we believe that the scandalous lack of prosecution of serious assaults on staff would not occur.

On a related matter it is imperative that where an assault is perpetrated by a prisoner on a prison officer in the execution of his duties that any sentence is consecutive. We have looked for this previously and have made no progress to date on it. It stands to reason as a preventative measure that there should be a significant tariff on any assault on a prison officer in the course of their duties.

We have recently noted that the Gardai have again called for mandatory sentencing for assaults on Gardai. We fully support this and

are strongly of the view that this should also apply to assaults on prison officers.

Minister there is either a lack of will or competence to address these issues we are asking you today to deal with both.

### Gangs/Drugs

For some observers this will represent the 'hardy annual' of the POA Conference and it will remain so Minister until it is fixed.

Gang warfare and drug culture continue to flourish within the prison estate. In the current environment we have threats, assaults, drugs, weapons, attacks on family homes and the capacity to control matters outside the prison.

The status quo cannot remain. We must – and this is the responsibility of the Minister and the Prison Service – develop a system that removes the power from the gangs and the gang members within our prisons by whatever means are necessary. Otherwise the entire prison system is failing society and especially the section of the prison population, who are not involved in thuggery.

We have to again question this agenda of appeasement; rather than making the membership of a gang something to be avoided or hidden. We are told that any attempts to isolate these individuals will be resisted in the courts and will get significant support in some quarters. Let us go the courts on this issue and see where it takes us. Prison gangs should not decide what is best within our prison, the state is responsible for all that happens inside our prisons and surely it is not going to cede this responsibility to people who have committed the most serious crimes – and many who have no intention whatever of changing their ways.

The only solution Minister is

isolation so instead of closing our places of work could we open one that will prevent these individuals from spreading their influence through the entire estate.

### Closures

During the year we saw the decommissioning of St Patricks Institution due to the relocation of juveniles prisoners to Oberstown House. St Patricks Institution for many years played a key role within the penal system looking after young offenders sent to Prison by the Court. This was no easy task and the Staff must be commended for their professionalism in dealing with such young Offenders on behalf of the State. I personally wish to take this opportunity to thank all previous members and POA Officials who worked at St Pats over the years. St Pats had a proud tradition of trade unionism among its staff and it was also a leading light in the POA since its inception in 1947. I hope that the great traditions associated with St Patricks will live on and can be continued across the entire service in the years ahead.

It is also with regret that we will see the temporary closure of the Training Unit within the coming weeks for the purpose of refurbishment we are told. As we informed the Dáil Sub Committee on Penal Reform we believe that this is a seriously retrograde step and one, which will undermine many years of real work in a place that actually delivered on a rehabilitation agenda, rather than the usual plethora of sanctimonious backslapping that accompanies any suggestion of rehabilitation.

It is for this reason that I wish to acknowledge the contribution of the Staff in the Training Unit for the role they played in providing such a rehabilitative environment for those

## PRESIDENT'S SPEECH TO CONFERENCE 2017

in their care prior to release. We have received many undertakings from your officials in relation to its reopening and I hope that you will seize the opportunity to endorse those undertakings today.

From the Associations point of view on behalf of the NEC and indeed the entire membership I would like to express my sincere gratitude to the local Branch Officials of both Institutions who have worked tirelessly not only in representing Staff in their location but also for playing their part in the overall development and operation of the Prison Officers Association over many years. I have no doubt we might possibly see you here again at Conference representing your colleagues at your new location wherever that may be.

### Privatisation

Colleagues before concluding, I offer some words of warning. Just because our national economy has turned the corner – does not mean that long term threats to the greater good of our Service have disappeared and moved off the agenda. I am of course referring to the ongoing threat of privatisation to our Public Services.

Maybe we should take a minute to reflect on the debacle that was Irish Water – was that not about privatization!. While there were certain protections contained in the Lansdowne Road Agreement with regard to out sourcing, over the past year I have seen or heard nothing to alleviate my fears regarding privatisation of Public Services. In respect to our own service I know that the Prison Service is involved in a Department of Justice value for money review, examining the area of Prison Escorts.

We are therefore very concerned regarding the pace and non - implementation of issues such as

video linking, the implementation of proper service level agreements with the level of PSEC assist remaining a contentious issue. Colleagues, for those who think that the outsourcing of PSEC would give relief to the Prisons in terms of the redistribution of Staff - **I want to warn you that it wouldn't.** Privatisation would merely have secured a foothold in the Prison Service, which would be a deplorable and worrying situation.

Of course we are all aware of what has occurred in other jurisdictions in respect to privatization – it has not solved all the problems and neither has it proven to be as cost effective as predicted. We are therefore very concerned when we hear of such value for money reviews being conducted by the Dept of Justice.

In the UK where privatisation is in train – I would suggest to those who view privatisation as some sort of magic wand - to check the bottom line.

If our prisons do not stick with the rehabilitation agenda, which is much less likely in a private system – then the overall cost to the Irish taxpayer will be much greater in the long run. In fact it was in the Private Prisons in the UK that the major riots took place earlier this year and it took staff in the Public Service to restore order. Not many people know that? So Minister tread warily with privatisation – and I would advise that you check the small print before signing on the dotted line?

### Conclusion

In these challenging times as we fight to get our pay levels restored and do everything possible to create a safer prison environment – we must stick together and support each other.

We have a proud history of working together and supporting each other even in the most troubled times, as is clear from how we played

our part in protecting this democracy from the vile intentions of others. We should all be proud of what we have achieved together over the past seventy years.

Delegates,

I am fully aware of the frustration of many members who feel that they don't get a fair hearing from those in authority.

I am fully aware that we have largely only seen initiatives introduced that benefit those in our custody rather than any benefit to our working conditions.

I am fully aware that prison officers, who have borne the burden, are looking at other groups in the economy who are thriving and saying when is it our turn?

I am fully aware that it seems the job is getting harder with less of us to do it.

All I can say to you is that we have come through difficult times together in the past and now we are about to turn the corner to restore what we have earned over many years. It is now more essential than ever that we stick together in unity for the purpose of attaining those gains and facing the challenges of the future. Now it is time for one last push, to stay focussed so as to get back to where we were before 2008. We survived by staying united through the last next nine very difficult years. We now must remain united to see the restoration of our pay so we can draw a line under this period. If we ask the question how we survived since 2008 it was because of one thing; we did it together.

Delegates, colleagues, friends let's not change a winning formula and continue as we have always done; one voice, one group, one union.

Thank you.

# ANNUAL CONFERENCE

## REPORT OF THE STANDING ORDERS COMMITTEE & MOTIONS TO ANNUAL CONFERENCE 2017

RADISSON HOTEL, GALWAY ON THURSDAY 27TH & FRIDAY 28TH APRIL 2017

### PRISON OFFICERS' ASSOCIATION STANDING ORDERS COMMITTEE ANNUAL REPORT TO CONFERENCE 2017

Under Rule 117 of the Prison Officers Association Constitution, the National Executive Council for the purpose of setting the order of business for the Annual Conference shall appoint a Standing Orders Committee annually. The Standing Orders Committee shall consist of the President Stephen Delaney, Information Officer Paul Purcell and two other National Executive Council Members, Chairperson, Tony Power and Larry Moore who shall work together with the General Secretary John Clinton and the Deputy General Secretary Jim Mitchell.

#### STANDING ORDERS COMMITTEE REPORT NO. 1

**VENUE:** Radisson Hotel, Galway

**DATES:** Thursday 27th April and Friday 28th April 2017

#### THURSDAY 27th APRIL 2017

9.45 am Registration  
10.00 am Opening Addresses/Guest Speakers  
11.15 am Tea/Coffee  
11.30 am Conference Business  
1.00 pm Lunch  
2.00 pm Conference Business  
3.15 pm Tea/Coffee  
3.30 pm Conference Business  
5.00 pm Conference Adjourns

#### FRIDAY 28TH APRIL 2017

10.00 am Conference Business  
11.15 am Tea/Coffee  
11.30 am Conference Business  
1.00 pm Lunch  
2.00 pm Conference Business  
3.15 pm Tea/Coffee  
3.30 pm Conference Business  
5.00 pm Conference Concludes

*Fraternal Greetings from invited guests will be given at various times during conference. Note: The above times are exact times. Delegates are asked to be present at all times as outlined above.*

#### STANDING ORDERS COMMITTEE REPORT NO. 2

In accordance with Rule 117 (c) of the Prison Officers' Association Constitution 2009 version, the following Provisions shall apply for Annual Delegate Conference 27th and 28th April 2017.

1. All powers for the conduct of the Annual Delegate Conference are invested in the Chairman / or persons acting in that capacity.
2. The Proposer of a Motion or an Amendment may speak for 3 minutes but not more than three minutes.
3. A Delegate speaking on a Motion or an Amendment must not exceed 3 minutes.
4. The Proposer of a Motion or an Amendment may speak a second time for 3 minutes before a vote is taken but no other Delegate may speak for a second time on the Motion or Amendment.
5. The Chairman may at any time, if he considers the matter sufficiently discussed, call on the

Proposer for a reply and when this has been given, a vote must be taken.

6. A Delegate may, with the consent of the Chairman move "that the question be put" after which, when the Proposer has spoken, a vote must be taken.
7. A Delegate who refuses to abide by a decision of the Chairman or who is found to be in contravention of Standing Orders shall be suspended for the duration of the Conference.
8. All motions for withdrawal or Special Notice Motions should be notified in writing to the Standing Orders Committee, who will advise the Conference on any other matter.

#### STANDING ORDERS COMMITTEE REPORT NO. 3

The Standing Orders Committee recommends that following the opening addresses to Annual Delegate Conference on Thursday 27th April 2017 that Sections 2 to 5 of the Headquarters Report the headings from Pay & Allowances to National Monitoring and Review/PFOC be dealt with and that Motions Nos. 1 to 8 be dealt with.



**DOCHAS**

# ANNUAL CONFERENCE



**SHELTON ABBEY**

## STANDING ORDERS COMMITTEE REPORT NO. 4

The Standing Orders Committee recommends that Sections 6 to 17 of the Headquarters Report the headings from Prisoners Complaints to Data Protection be dealt with at 2.00 pm, Thursday 27th April 2017 and that Motions 9 to 12 be dealt with. The General Secretary, Deputy General Secretary and the two Assistant General Secretaries will give their Annual reports to Annual Delegate Conference as provide for in the Independent Consultants Report 2009 during this session of conference.

## STANDING ORDERS COMMITTEE REPORT NO. 5

The Standing Orders Committee recommends that Sections 18 to 26 of the Headquarters Report, the headings from Retirement Function to Union Training and Education be dealt with at 3.30 pm, Thursday 27th April 2017 and that Motion Nos 13 and 20 be dealt with.

## STANDING ORDERS COMMITTEE REPORT NO. 6

The Standing Orders Committee recommends that Sections 27 to 30 of the Headquarters Report the Finance Sections, be dealt with at 10.00 am, Friday 28th April 2017.

## STANDING ORDERS COMMITTEE REPORT NO. 7

The Standing Orders Committee recommends that Section 31 and 32 the headings of Report of the National Executive Council and Civil Service General Council be dealt with at 11.30 am, Friday 28th April 2017 and that Motions Nos. 21 to 35 be dealt with.

## STANDING ORDERS COMMITTEE REPORT NO. 8

The Standing Orders Committee recommends that Sections 33 and 34 of the Headquarters Report the Headings of ICTU Public Services Committee and Eurofedop be dealt with at 2.00 pm on Friday 28th April 2017 and that on Conclusion of these sections adoption of the Headquarters Report to Annual Delegate Conference 2017 will be sought.

## PRISON OFFICERS' ASSOCIATION MOTIONS TO ANNUAL CONFERENCE 2017

### PAY AND ALLOWANCES

**Motion 1:** That the POA pursue any and all payments that have been made to any organisation or that gets paid to any organisation

in the future which results in an increase of pay to POA members. **Limerick - Result: Defer to NEC**

**Motion 2:** That the POA make representations on behalf of Prison Nurses to gain parity with other grades within the service. This request is made with particular emphasis on length of service required, retirement age and rent allowance.

**Explanation:** As you are aware there are not only discrepancies in relation to different grades of staff but also there are discrepancies in relation to nursing grades (Prison Nurse and Prison Nurse Officer). Further discrepancies have arisen in relation to length of service within the Prison Nurse Grade. I would be grateful for representation from the POA to rectify these differences in terms and conditions for POA members. **Cloverhill - Result: Withdrawn**

**Motion 3:** That the POA actively pursue an allowance payable to all Class Officers in Irish Prisons.

**Explanation:** Class Officers are the first responders who invariably have more interaction with prisoners on a daily basis than anyone else. They act as an intermediary, are always on the front line and as a direct result, are responsible for the continued harmonious running of the prison estate. **Cork - Result: Carried**

**Motion 4:** That the POA take the position that current pension arrangements are not up for negotiation as we look to have our pay restored to pre-austerity levels.

**Explanation:** Government Ministers and vested interests are making noise about the upcoming pay talks in relation to our pensions. We must not concede anything in this regard. **Cork - Result: Withdrawn**

**Motion 5:** That the POA don't agree to any future payment deal that decreases the link between serving prison officers pay rises and that of a retired Prison Officer. **Portlaoise - Result: Withdrawn**

**Motion 6:** The Haddington Road agreement ended in June 2016. Can it be confirmed that the increment freeze imposed upon us is now complete and that our increment scale will return to its original due date.

**Explanation:** Any member whose increment has been deferred by 6 months as a result of the

# ANNUAL CONFERENCE

Haddington Road Agreement has not had their incremental date revert back to the original due date. **Mountjoy - Result: Carried**

**Motion 7:** That the Prison Officers Association pursue a Policy of Equal Pay for equal work in any area of the Irish Prison Service where the practise exist that two POA members are carrying out the same tasks however two different pay scales exist.

**Explanation:** The recently recruited Prison Nurse Grade are carrying out similar duties to Nurse Officers. This issue needs to be rectified.

**NEC - Result: Carried**

**Motion 8:** That the Annualised hours payment would be averaged out over the year rather than the current system whereby you may end with 3 -5 flat cheques in a quarter. The current AH deal was sold to staff on the predictability of income which is not currently possible. **Castlereagh - Result: Defeated**

## CONSTITUTION

**Motion 9: Amend Rule 46 of the POA Constitution 2009 Version**

**Current Rule - RULE 46**

The information officer shall be responsible for keeping the members informed of the affairs of the association and all matters of interest to the members as prison officers. He/She shall also be responsible for the production, presentation and distribution of the magazines of the association.

**To be amended to read:** The information officer be responsible for keeping the members informed of the affairs of the association and all matters of interest to the members as prison officers. He/She shall also be responsible for the production, presentation and maintenance of the medial platform of the association.

**Explanation:** In the current era of online technology the POA should be using modern technical methods to inform staff and an online magazine should form part of this. It would keep members up to date on issues faster and members would have easier access to the information.

**Castlereagh - Result: Withdrawn**

## HEALTH AND SAFETY

**Motion 10:** Airfired Respirator Masks be made available to all staff that come into contact with second hand smoke in the course of their

daily duties. Since the ban on smoking in the workplace was introduced in 2004 the Irish Prison Service has failed in its duty to protect Prison Officers from the health risks associated with second hand smoke. Another issue is the exposure to second hand highs from prisoners smoking drugs. **Castlereagh - Result: Carried**

## SICK LEAVE

**Motion 11:** That a booklet be made available which clearly states an Officer's entitlements and the process which must be followed when he/she find themselves in the unfortunate situation where they are facing lengthy time out sick. As it stands, many people are confused as to where they apply for their entitlements. This should be done in conjunction with the other agencies within the prison system. **Cork - Result: Carried**

## COMPETITIONS

**Motion 12:** That the Prison Officers Association commence immediate negotiations with the Irish Prison Service in pursuance of a complete review of the Promotion Procedures operating in the Prison Service for Grades Represented by the Prison Officers Association.

**Explanation:** Following every recent promotion competition there are numerous complaints made to the Union regarding the way in which

the Promotion process is operating. Members are being advised to make submissions to the CPSA by the Union as this is the only avenue available to them. However this organisation has no power to rectify any injustice found within the promotion process. **NEC - Result: Carried**

## MERIT AWARDS

**Motion 13:** That all staff represented by the POA be awarded the 1916 Commemoration Medal as per the awarding of similar medals to all members of the Defence Forces who served during the Commemoration year, not just the ones who marched in the parade outside the GPO.

**Explanation:** The medal is awarded for service to the State and should follow the example of the Defence Forces who awarded the medal to all permanent and reserve members serving. **Cork - Result: Carried**

## CONTROL AND RESTRAINT

**Motion 14:** That planned removals of prisoners by staff to any part of prison a cuff protocol be used.

**Explanation:** If a prisoner has attacked staff before or has a history of violence against staff that they be cuffed for their safety and the safety of staff. If the prisoner is compliant he will be



**CASTLEREAGH**

# ANNUAL CONFERENCE

cuffed. If he refused to be cuffed, he is deemed to be non-compliant and PPE equipment be used in the relocation as per SOP in relation to non-compliant and violent prisoners. **Wheatfield - Result: Defer to NEC**

## POLICY

**Motion 15:** That the POA conduct a national ballot for industrial action over the lack of staff within the service. This ballot to be on the basis that the Transformation are the agreed numbers and anything short of this is no acceptable.

**Explanation:** As long as the Department of Finance agree to the staffing been at the Transformation numbers then the ballot will be suspended, however it goes ahead until such time as the numbers are agreed and that the National Executive Council monitor the recruitment of such. **Limerick - Result: Withdrawn**

**Motion 16:** That the POA seek an urgent review of the practice and procedures for the placing and observing of prisoners on the Special Observation List in each prison.

**Explanation:** The present procedures are incompatible with the daily requirements on staff. **Cork - Result: Defer to NEC**

**Motion 17:** That the POA take whatever steps necessary to force the Irish Prison Service to increase the proposed number of recruits per year to a sufficient level to meet the demands of running the prison system.

**Explanation:** The present number of proposed recruits does not go anywhere near what is required to cover the number of retirements and promotions within the Service and is putting the safety and lives of staff at serious risk. **Cork**

**Motion 18:** That the POA, instead of assisting the Irish Prison Service, roll out new schemes and plans (regime management) with which to assist them in the running of the prisons when the staffing levels will be dangerously low that they should be publicly highlighting the total mismanagement of the prisons with special regard to staff numbers.

**Explanation:** We seem to have accepted that recruitment is stalled and we believe that not

enough is being done by our Union to rectify this. We all know that retirements this year will outstrip recruitment nationally making a dangerous situation worse. **Cork - Result: Carried**

**Motion 19:** That National Officers attend a local branch meeting on one or two occasions throughout the year. **Portlaoise - Result: Carried**

**Motion 20:** That the National Officers attend local branch meetings regularly.

**Explanation:** Self-explanatory. **Mountjoy - Result: Withdrawn**

**Motion 21:** That the POA engage with the Irish Prison Service with a view to making the Pre-Retirement Course available to all staff who have entered their last 5 years of service.

**Explanation:** Having spoken to a number of staff who have completed the Pre-Retirement course the overall opinion is that, whilst it is a good course, it would be far more beneficial to staff if it had been available to them a few years



MIDLANDS

## ANNUAL CONFERENCE

earlier. This would allow a member, who would then be in possession of the full information, to make any financial adjustments they might feel necessary to properly prepare for their retirement. **Midlands**

**Motion 22:** That the POA engage with the Irish Prison Service and the Department of Justice to ensure that a dedicated Garda Liaison Officer is appointed to each prison.

**Explanation:** There are a number of prisons that do not have a Garda Liaison Officer. The Midlands being an example. Following a number of assaults on staff over the past few years members have found it difficult to get updates on their cases from the investigating Gardaí. In some cases members have had difficulty contacting the investigating Garda. The appointment of a dedicated Garda Liaison Officer to each prison would give the member a direct link to the Garda Síochana **Midlands - Result: Carried**

**Motion 23:** That the POA commission a survey of its members to ascertain a comparison



LOUGHAN HOUSE



LIMERICK

# ANNUAL CONFERENCE

between the number of members that have been assaulted over the past 5 years and the number of prisoners that have been prosecuted/convicted of these assaults.

**Explanation:** To gain accurate figures of the number of assaults on staff that have gone unpunished by the courts. **Midlands - Result: Carried**

**Motion 24:** That the POA pursue a policy that when a WTO wishes to apply for a transfer to a rostered Prison Officer status in the prison that they are currently working they should not have to transfer back to the prison that they were appointed from.

**Explanation:** If a WTO wishes to apply to work as a rostered Prison Officer and has the relevant service to meet the transfer criteria he/she has to revert back to the prison they were appointed WTO from and await a transfer which could take several months rather than remain in the prison where they are currently working. **Shelton Abbey - Result: Defeated**

**Motion 25:** That the POA negotiate with the IPS negotiate with the IPS for an increase in time allowed for medical appointments.

**Explanation:** The current three hours allotted for medical appointments is not sufficient to be able to travel from work and back and attend the appointment especially if a person has to travel any distance. **Shelton Abbey - Result: Carried**

**Motion 26:** That a review of the running of the Prison Officers Association be carried out.

**Explanation:** It has been 8 years since the Cuffe report has been implemented. It is the wish of the staff to have this report reviewed because it is the opinion of the membership that a review would benefit the Prison Officer Association. **Mountjoy - Result: Carried**

**Motion 27:** That the checks on nights for special observations be reviewed.

**Explanation:** The procedural time of 20 minutes is very disruptive to the prisoners and is tantamount to sleep deprivation and should be reviewed. **Mountjoy - Result: Defer to NEC**

**Motion 28:** That the Prison Officers Association engages with the IPS with a view to covering medical expenses in swift care clinics etc. for an

injury on duty.

**Explanation:** Prison staff should not be financially at a loss for an injury that occurs while on duty. **Mountjoy - Result: Carried**

**Motion 29:** That the Prison Officer Association engage with the IPS to have an allocation of hours set aside for local POA business.

**Explanation:** The workload for all branch members is increasing and the opportunity to do the work is not afforded to us. **Mountjoy - Result: Withdrawn**

**Motion 30:** That the Prison Officers Association does something.

**Explanation:** It is the feeling of the staff that the National Officers haven't done anything since the recession of 2008. **Mountjoy - Result: Defeated**

**Motion 31:** That the Prison Officers Association pursue a policy of single cell occupancy in all closed Prisons.

**Explanation:** This has been a longstanding POA

policy as single cell occupancy is recognised best practise. In the past when Prison overcrowding was an everyday reality this was not an achievable objective. However as we now have sufficient vacancies in the Prison System in the closed Prisons to cater for single cell occupancy there is no longer need to have Prisoners doubled up, therefore all Prisoners should be afforded single cell accommodation. **NEC - Result: Carried**

**Motion 32:** That the Prison Officers Association pursue a policy to ensure that all crimes committed within the Prison System are fully investigated by an Garda Siochanna and are afforded the same level of seriousness as crimes committed within the wider community.

**Explanation:** There are serious crimes committed within the Prison System and there should be a formal structure in place to ensure every crime committed within the Prison System is fully investigated. **NEC - Result: Carried**

**Motion 33:** That the Prison Officers Association pursue a policy to ensure that all staff who, as a



ARBOUR HILL

## ANNUAL CONFERENCE

result of an Injury on Duty, are no longer able to fulfil the full range of the duties of a Prison Officer are facilitated within the broader Civil/Public Service with suitable positions while retaining their Prison Service pay and conditions.

**Explanation:** Any Officer whose career is affected arising from an Injury on Duty should at the very least have their future protected. **NEC -**

**Result: Carried**

**Motion 34:** That the current National Policy of redeployment in the Work/Training Area Workshops be changed and the senior member/staff shall remain in the workshops when redeployments are required.

**Explanation:** The present policy we were told was only introduced to facilitate probation of WTO grade staff. The probation periods have now expired. The present policy is an erosion of seniority which the Irish Prison Service have been trying to do for years. **Wheatfield - Result: Defeated**

**Motion 35:** That the POA engage in a process to become a paperless association. **Castlereagh - Result: Withdrawn**



CLOVERHILL



MOUNTJOY

# ANNUAL CONFERENCE



**ST. PATRICK'S**



**PORTLAOISE**



**PSEC**



**TRAINING UNIT**

## ANNUAL CONFERENCE



**CORK**



**WHEATFIELD**

# POA PENSION INFORMATION



## SUPERANNUATION

As a Prison Service employee, there are 3 Superannuation Schemes you may fall into depending on the year you joined or re-joined the Prison Service. The three Schemes are:

- Scheme 1:** Started service pre 6th April 1995
- Scheme 2:** Started service between 6th April 1995 - 31st December 2012\*
- Scheme 3:** Started service after 1st January 2013 (Single Public Service Pension Scheme).

When you retire, your pension entitlements will depend on:

- Which Scheme you are a member of
- Your starting date & re-entry dates
- Years of service at retirement (not relevant for the Single Public Service Pension Scheme)
- Final Salary (not relevant for the Single Service Pension Scheme)
- Relevant Social Welfare/Supplementary Pension (if applicable).



## A message from John Clinton

Dear Member,

In 2016, at our Annual Conference, a motion was passed to provide information to members regarding their Pension entitlements.

As a result, in 2017, the POA appointed Public Sector, Pension and Superannuation experts Cornmarket Group Financial Services Ltd., along with two independent Pension experts, to provide this information to our members. We then launched a series of Pension Information Seminars which were run throughout a number of prisons in the country.

Attendance at each seminar was excellent and feedback to date has been brilliant. We hope you, the members, found them both informative and beneficial.

Prior to each seminar, members were encouraged to send us their pension related queries in order to identify the main concerns. This booklet covers the main topics and questions put forward by members. You will also find a short summary of each Scheme and a list of useful pension related websites.

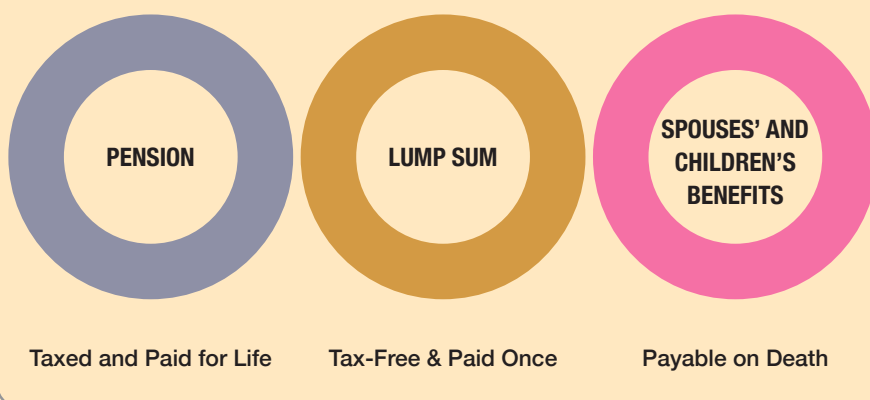
If you require further information regarding your own personal situation, we encourage you to contact Cornmarket and arrange to meet with one of their dedicated consultants.

Yours sincerely,

John Clinton, POA General Secretary.

# POA PENSION INFORMATION

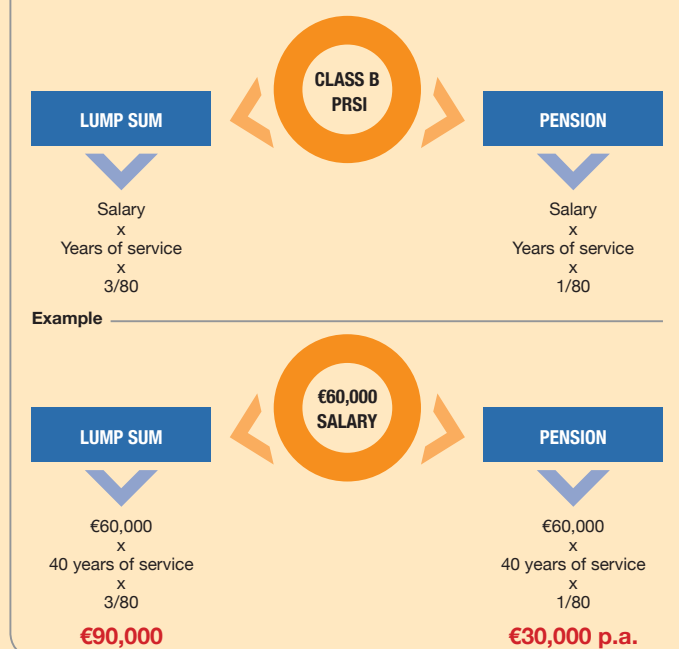
Your Superannuation benefits on retirement will be:



*\*If you joined the Prison Service after 2004 you are deemed a 'New Entrant'. The minimum retirement age increased to 55 for these members.*

**Scheme 1:** For members who joined prior to 6th April 1995

Calculations for members paying B1 PRSI



**Scheme 3:** The Single Public Sector Pension Scheme (started service after 1st January 2013)

Pension entitlements for this Scheme are based on a career average of earnings.

## HOW WILL IT WORK?

**Referable amounts** (Pension credits which are based on a percentage of your salary), will build up and 'bank' for each year of service on an on-going basis throughout a member's time in the Prison Service.

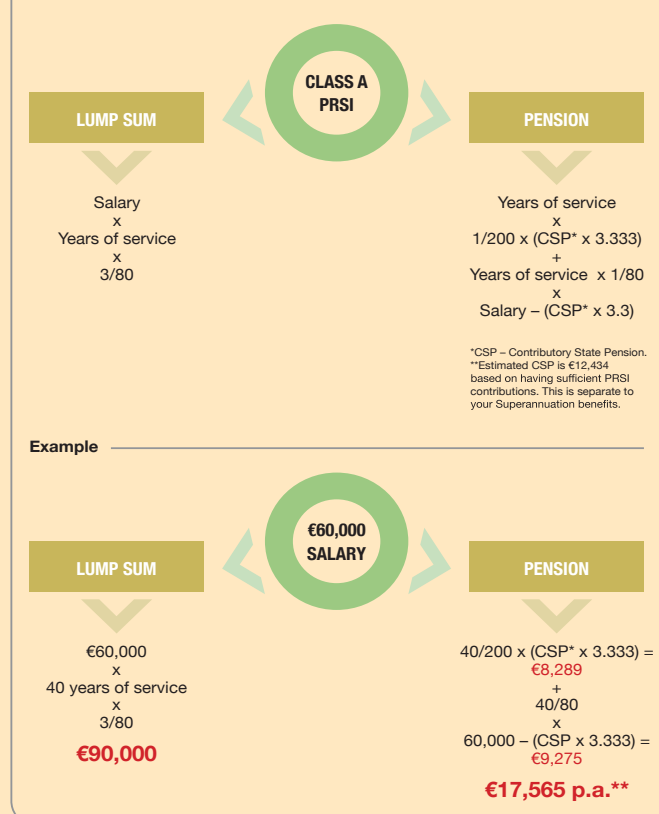
## CALCULATING YOUR PENSION ENTITLEMENTS

It's important to receive professional advice regarding queries you may have about your Pension entitlements and how they are calculated. Pension entitlements are different for every employee and it's extremely important to find out yours.

Below is an example of how to calculate your benefits depending on which Scheme you are in. If you fall into Scheme 1 or 2, after 20 years' service, each year of service doubles. For example 22 years' service equates to 44 for pension and lump sum entitlements.

**Scheme 2:** For members who joined between 6th April 1995 - 31st December 2012

Calculations for members paying A1 PRSI



The referable amounts which are banked are revalued annually in line with inflation increases (Consumer Price Index).

The Pension awarded on retirement is the total number of referable amounts which accrued throughout the member's career with a set accrual rate of 0.58% on the first €46,500. 1.43% is applied to the remainder.

The Lump Sum awarded on retirement is also based on the total of the member's Lump Sum referable amounts with an accrual rate of 4.29%.

# POA PENSION INFORMATION

## FREQUENTLY ASKED QUESTIONS

Below is a list of the most frequent questions asked at each seminar. The answers to each of these have been provided by Cornmarket and the independent Pension experts who presented at each seminar.

### Benefits on Retirement

#### 1. How do I join my Superannuation Scheme?

You are automatically entered into your Superannuation Scheme when you join the Prison Service.

#### 2. What will my benefits be on retirement?

On retirement you will receive a lump sum which is tax free and a pension which will be taxed and paid for life. We would recommend that you meet with a Cornmarket Financial Consultant to review your individual circumstances as everyone has completely different circumstances.

#### 3. On what rate of pay are Pension benefits calculated? (pensionable remuneration)

Your benefits are calculated based on your basic annual salary plus any pensionable allowances. This does not apply to members of the Single Public Service Scheme.

**Please note:** Some elements of your pay may not be pensionable, e.g. annualised hours.

#### 4. What is Reckonable Service?

Reckonable Service can be:

- Any service given within the Public Sector within the Republic of Ireland.
- Part-time service
- Transferred service from other Public Service positions, e.g. Local Authority, Defence Forces.

### Supplementary Pension

The Supplementary Pension is an additional pension which is provided in certain circumstances.

#### 1. Who is eligible for payment of the Supplementary Pension?

The Supplementary Pension may be

payable by the former employer in the case of fully insured employees who retire before the State Pension age (66, 67 or 68).

#### 2. Is the Supplementary Pension guaranteed?

No. There are a number of conditions which must be met in order for you to qualify for the Supplementary Pension.

- You must have paid A1 PRSI while working
- You must not be employed in any capacity in retirement
- You must not be in receipt of Social Welfare benefit (though in some cases you may be entitled to a partial payment).

#### 3. What happens if my Supplementary Pension entitlement is greater than the State Pension / Social Welfare payment I am in receipt of?

In this case, your employer should make up the difference. For example, if your Supplementary Pension entitlement should be €200 per week and your State Pension / Social Welfare payment is only €180 per week then your employer should pay you the difference, i.e. €20 per week.

#### 4. Can AVCs/Pensions from other sources affect Supplementary Pension?

No, these are completely separate from the payment of a Supplementary Pension.

#### 5. Can I receive the Supplementary Pension if I'm employed after I have retired from the Prison Service (and before the State Pension age)?

No. In all instances, you fail to qualify if you are in any employment liable to PRSI.

#### 6. What happens if I work in retirement?

- **Pre 1995 employees (Class B PRSI)** may work in retirement and this will not affect your Occupational Pension.
- **Post 1995 employees (Class A PRSI)** your Occupational Pension will not be affected. However, you will fail to qualify for the Supplementary Pension.

### Spouses' and Children's

#### 1. What are the Spouses' and Children's contributions?

This contribution is automatically paid in order to provide a benefit for your

dependants in the event of your death. The contributions are 1.5% of gross pay.

#### 2. Do I have to pay Spouses' and Children's contributions?

Yes. Spouses' and Children's contributions are compulsory, regardless of your marital status.

#### 3. Do I have to pay double contributions for Spouses' & Children's contributions after 20 years' service?

No. It is an option available but it is not compulsory. Your employer will take any outstanding Spouses' and Children's bill from your gratuity on retirement.

#### 4. If, at retirement, a member is either single widowed or divorced, are contributions refundable?

No.

#### 5. Do I have to be married prior to retirement for a spouse to be eligible to a Pension in the event of member's death?

No. The Spouses' and Children's Pension is payable irrespective of the date of marriage.

#### 6. If I'm single at retirement and have been single throughout my career, do I have to pay Spouses' and Children's contributions for the final 10 years?

No. You are not liable for the final 10 year payments.

#### 7. If I marry in retirement, how will my Spouse's Pension be calculated?

If you marry in retirement, your spouse's Pension will be calculated with reference to the paid number of years of contributions that you made while in employment.

#### 8. What happens if I have outstanding Spouses' and Children's contributions at the date of my retirement?

Where a member has outstanding liability for Spouses' and Children's contributions at the date of retirement, the liability will need to be paid. This is deducted from the member's retirement lump sum at the rate of 1% of pensionable reckonable earnings. This is done for each year (and part year of service), depending on the number of years of liability.

*Example.*

Actual service: 35 years = 40 years

# POA PENSION INFORMATION

pensionable service for lump sum and pension.

- Outstanding liability for Spouses' and Children's is 5 years
- Deduction from the retirement lump sum is 5% of pensionable pay.

**Please note:** 1% per year may be due on any pensionable allowances that contributions were not paid for.

## 9. Can outstanding liability be paid prior to retirement and how can they be paid?

Yes. Contributions can be deducted from salary at the rate of 1.5% of pay for each outstanding year.

## 10. Who should I contact to set up these payments?

Members should contact the Irish Prison Service and arrange for deductions to be set up.

## 11. Why is there a deduction from my gratuity for Spouses' and Children's?

There is a deduction from your gratuity if you did not opt to pay double contributions from 20 years' service until retirement.

## Social Welfare

### 1. When do I qualify for the State Pension?

This is now based on the year you were born. It is currently at age 66. From 2021 the State Pension age will be 67 and from 2028, the State Pension age will be 68.

### 2. How do I find out how many "stamps" I have?

You can request a record of your social insurance record from the Dept. of Social Protection online at: [www.welfare.ie/en/Pages/secure/RequestSIContributionRecord.aspx](http://www.welfare.ie/en/Pages/secure/RequestSIContributionRecord.aspx) A full history of your details will be sent to you.

### 3. Should I apply for job seekers benefit (unemployment) post retirement?

Yes. When you retire you should apply for Jobseekers benefit at your local Social Welfare office.

If you are not eligible for Jobseekers then you should register for PRSI credits

(members paying modified PRSI should also register for PRSI credits).

## How can I increase my Retirement Benefits?

There are a number of ways to increase your retirement benefits, such as:

- Purchase of Notional Service (PNS)
- AVCs (Additional Voluntary Contributions) and
- Public Sector PRSAs.

### 1. What is an AVC/Public Sector PRSA?

Over the years prior to retirement, your AVC contributions accumulate in your AVC Investment Account together with any returns made by the funds in which your contributions are invested. No tax is due on the investment returns earned in your AVC Investment Account. Meanwhile your contributions qualify for income tax relief at your marginal rate of tax. For the typical employee paying tax at 40%, this means a tax 'refund' each month of 40% of each AVC contribution made.

At retirement, you use the money in your AVC Investment Account to 'buy' whatever extra benefits you want subject to the overall limits imposed by Revenue. This means the greater the size of your AVC Investment Account at retirement the greater the amount of benefits you will be able to buy.

**Please note:** A Public Sector PRSA works similarly to an AVC.

### 2. Which is better, purchasing notional years or making voluntary contributions to an AVC / Public Sector PRSA?

Both are very different ways to increase your retirement benefits. The Pensions Authority has a booklet "Purchase of Notional Service (PNS) and Additional Voluntary Contributions (AVCs) - Options for Public Servants" which goes through the differences of the two options and state "Given the potential seriousness of taking up either option, it is advisable to seek independent financial advice."

### 3. Can Notional Service Purchase or AVCs / Public Sector PRSAs increase my gratuity by taking into account my non pensionable earnings?

Yes, AVCs and Public Sector PRSAs can. Unfortunately, Purchase of Notional

Service

can only calculate benefits based upon pensionable earnings.

## 4. Why is there a deduction from my gratuity for the Purchase of Notional Service?

Purchase of Notional Service contributions are paid during service on basic pay only. On retirement a calculation is completed regarding what is due based upon allowances you were paid, for example rent, unsocial, operational, etc.

## 5. What is a Last Minute AVC?

It is an excellent way of funding any shortfall in Pension provision between the tax-free cash lump sum provided for within the Superannuation Scheme and the maximum Revenue approved tax-free cash entitlement.

## PENSION INFORMATION ONLINE

Below are some of the most useful Pension Information websites available to members. Pensions Authority: [www.pensionsauthority.ie](http://www.pensionsauthority.ie)

Department of Public Expenditure and Reform: [www.per.gov.ie](http://www.per.gov.ie)

Calculator: [www.cspensions.gov.ie/modellers.asp](http://www.cspensions.gov.ie/modellers.asp)

*All information contained herein is based on Cornmarket's understanding of taxation law and practice and of the Superannuation, Spouses' and Children's and Purchase of Notional Service Schemes at April 2017 and no liability is accepted for any omissions or inaccuracies.*





Always there to  
serve your needs

## WHY "THE MEDICAL AID IS BETTER"\*

We Compare INDEPENDENTLY across cheaper & dearer plans & You Choose ...

Description	Our Plan POMAS	Laya Company Health-Adult Cheaper Kids Dearer	VHI Healthplus Excess- Dearer & Less Benefits!	Irish Life Business Plan Extra-Dearer Less Benefits!!
Adult cost	€1,560.00	€1,073.09	€2,092.74	€2,526.40
First Child	€301.60	€364.45	€605.16	€787.90
Second Child	€114.40	€364.45	€605.16	€787.90
Third Child	€208.00	€278.48	€605.16	€787.90
3 CHILDREN	€624.00	€1,007.38	€1,815.48	€2,363.70
TOTAL Adult + 3 Kids	€2,184	€2,080.47	€3,417.78	€4,938.40
<b>COMPARE</b>	<b>In Patient</b>	<b>Hospitalisation</b>	<b>Across the</b>	<b>Plans</b>
Public hospital	Covered	Shortfall of €55 per night	Covered	Covered
Private hospital- Semi Private Room	Covered No Excess	Shortfall of €255 per night Cardiac Procedures not covered in Galway Clinic -Reduced cover across lots of Procedures	Covered BUT 90% for certain cardiac cover in Hermitage & Galway Clinic 90% Mater Private & Blackrock Clinic	€1,000 Co-payment on certain orthopaedic procedures €75 excess per claim
<b>COMPARE</b>	<b>OUTPATIENT</b>	<b>COVER</b>	<b>Across the</b>	<b>Plans</b>
Excess before you can claim	No Excess	Excess of €250 before any claim Family Excess €470	Excess of €300 before you can make a claim!	€1
Drugs	€720!!!!	<b>NO BENEFIT</b>	<b>NO BENEFIT</b>	€12.50 in year !
Consultants	€80 per visit	€51 per visit	€39 per visit	€35 per visit
Doctor Visits	€40 per visit up to a €1000	€20 per visit	€13 per visit	€15 Max €360
A & E Visits	€100Public €200Private	€20 per visit	€13 Public €75 VHI Swiftcare Only	€66 *2 Visits only Public A&E
Optical	€160 + Test Glasses/ Lenses	€30	<b>NO BENEFIT</b>	€12.50
Physio	€25per visits*20	€20 * 25 Physioline	€13 per visit	€15*25

If you are not with the Medical Aid Society - Is it not time to Join us or Switch Over to us?



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## Prison Officers Association

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**Example of a €10,000 AVC lump sum (example based on paying higher rate of tax at 40%)**

AVC Payment made by officer	€10,000
Less CAS Administration Fee	- €350
Amount Invested in AVC Fund	€9,650
Tax Relief @40% of AVC amount (€10,000)	€4,000
Total Amount paid to officer at retirement	€13,650*
Profit	€3,650

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#### Warning:

The value of your investment may go down as well as up.

The values quoted do not take account of investment gains or losses.

Pensions and Tax Legislation is subject to change.

\*Assumes nil investment growth and does not take account of the annual management charge of 1%.



# Claims at the Justice Departmental Council

## MARCH 2016 – MARCH 2017

### Excerpt from Headquarters Report Annual Delegate Conference 2017

The Administrative Council on behalf of the Union have utilised in full the mechanisms available through the Conciliation and Arbitration Scheme, in particular the Justice Departmental Council. There were six meetings of the Justice Departmental Council Staff Panel and six meetings of the Justice Departmental Council held since March 2016. These Justice Departmental Council meetings were held as follows:

- Thursday 7th April 2016, Thursday 2nd June 2016, Thursday 28th July 2016, Thursday 6th October 2016, Thursday 1st December 2016 and Thursday 2nd February 2017

The National Executive Council was briefed regarding the outcome of each of the aforementioned Justice Departmental Council meetings. The Agendas from these meetings and a copy of the briefing documents circulated from March 2016 to March 2017 at each meeting of the Justice Departmental Council were issued in the executive files on Thursday 14th April 2016, Thursday 9th June 2016, Tuesday 13th September 2016, Thursday 20th October 2016, Tuesday 6th December 2016 and Friday 10th February 2016.

### Items/Claims Raised on the Agenda by the Official Side

#### All Unions

1. Information Items: Reform Programme, Partnership Staff Side Queries: EO Competition, GNIB Transfer to the Department of Justice, Solicitors Panel, the use of Private Security firms in the Departments Offices and Workforce planning and Promotional Competitions for the Department

### Items/Claims Raised on the Agenda by the Staff Side

#### CPSU

2. Claim which seeks to have the Flexi-Time System that is available to members in the Civil Service made available to members throughout the Probation Service

#### FGE/IMPACT

3. Claim for the recruitment of Service Officers and Service Attendants for the purpose of filling all appropriate

vacancies in the Department of Justice and Equality.

4. Claim for the Payment of outstanding arrears of Footwear Allowance to Service Officers.
5. Claim for the Application of Circular E109/111/88 for the Reimbursement of the Cost of Cleaning of Uniforms.

#### POA/AHCPS

6. Claim seeking access to all internal Department promotion Competitions in the Dept of Justice and Equality for Prison Service Grades from the Grade of Prison Administration and Support Officer Grade 3 up to and including the Grade of Governor 1

***(First Hearing December 2015 – Removed from agenda on the basis of DPER clarification on Thursday 2nd June 2016)***

#### POA

7. Claim for the payment of the appropriate allowance to former Clerical Staff who were reassigned to ACO TLO positions under the terms of the PSA  
***(Claim conceded with appropriate payments made)***
8. Claim for the application of incremental progression on promotion following a period of acting in a higher capacity in the substantive new grade.  
***(Agreed Report, recording Dis-agreement Published matter proceeding to Adjudication)***
9. Claim for the payment of the appropriate allowance to former Clerical Staff who were reassigned to ACO Training posts in the Irish Prison Service Training College under the terms of the PSA  
***(Claim conceded with appropriate payments made)***
10. Claim for the payment of the appropriate allowance to a former Clerk 1 who was reassigned to Chief Officer Training in the Irish Prison Service Training College under the terms of the PSA  
***(Claim conceded with appropriate payments made)***
11. Claim for Payment of the Plain Clothes Allowance for all PASO Grades working in Shelton Abbey  
***(Agreed Report, recording Dis-agreement Published)***

# JUSTICE DEPARTMENTAL COUNCIL

12. Claim for an Increase in the Dog handler Allowance for Canine Unit Personnel.

***(This issue has been referred to ongoing discussions taking place under the Canine review)***

13. Claim for the Payment of the Consolidation of the Environmental Allowance, Portlaoise Prison

***(Agreed Report, recording Dis-agreement matter Published proceeding to Adjudication)***

14. Claim for the recruitment of Prison Officer/Trades into the Irish Prison Service.

***(Claim agreed, Circular to issued)***

Jim Mitchell

George Maybury

Billy Thompson

John Kelleher

Derek Mullen

Official Side

Don Culliton

Caron McCaffrey

Ann Marie Flynn

Anne Maher

Catherine Morrin

POA

PSEU

AHCPS

AHCPS

CPSU

IPS

IPS

IPS

HR

Official Side Secretary

## Code of Discipline

The longstanding claim at Justice Departmental Council for the introduction of a new Code of Discipline for grades represented by the Prison Officers' Association to replace the Prison (Disciplinary Code for Officers) Rules 1996, remains on-going. Given the importance of this matter it is covered in more detail at Section 20 of this Headquarters Report.

## Sub Committee of the Justice Departmental Council set up in relation to the IPS Governance structures

During the past year there was also a Sub Committee of the Justice Departmental Council set up in relation to the IPS Governance structures. The Sub Committee has met on two occasions prior to this year's Headquarters Report to Annual Delegate Conference going to print. These meetings were held on Monday 9th January and Monday 20th February 2017 at the Department of Justice St Stephens Green.

On Monday 20th February 2017 the Staff Side requested a copy of the proposed management structure for the Irish Prison Service. The Prison Service are utilising two Reports in respect of Governance Structures – Mazars and the IOP/Coyle Reports. These reports were issued to the Staff Side on Thursday 23rd February 2017. This matter was brought to the attention of the National Executive Council on Thursday 9th March 2017 when a copy of the proposed management structure for the Irish Prison Service was issued in the executive file. There was also a copy of the minutes of the first Sub Committee meeting held on Monday 9th January 2017 issued in the executive file. There is a further meeting of the Sub Committee scheduled to take place on Monday 8th May 2017.

## Meeting of Departmental Council Subgroup to discuss IPS Governance Structure Changes – 9 January 2017

### Minutes

#### Attended by:

Staff Side

Stephen Delaney

Staff Side Secretary (POA)

## Background

This was the first meeting of the subgroup of Departmental Council which was set up as a forum for management and trade unions to discuss the changes to governance structures in the Irish Prison Service.

## ISSUES DISCUSSED:

### General matters

Official Side stated that there was no firm timescale, as yet, for the completion of the restructuring. They confirmed that Longford will remain as IPS HQ.

### Payroll and HR

Prison Officers and IPS administrative staff will be joined on one payroll

Discussions to take place between IPS and HR regarding IPS staff currently administered by Peoplepoint for certain HR services and how this will be managed going forward.

### Eligibility for promotion competitions

There was discussion around eligibility of IPS staff to apply for DoJE internal promotion competitions. Staff Side enquired if an agreement could be reached whereby IPS staff could continue to access DOJE internal promotion competitions for a set period following vesting day. Staff Side also asked if there could be a relaxation of the ruling of the Arbitration Board whereby two out of every three vacancies must be filled by open competition. They stated that this Ruling decreased promotional avenues for existing staff and that the situation would deteriorate when the IPS split from DoJE as the promotional pool would be very small. Official Side stated that these were issues which would need to be teased out.

### IPS Staff currently located in Dublin

IPS management will meet with HR before the end of January to address the issue of the IPS administrative staff currently located in Dublin.

# JUSTICE DEPARTMENTAL COUNCIL

## Learning and Development

Staff Side raised the issue of a learning and development and mobility policies under the new structure. Official Side stated that staff would continue to have learning and development opportunities. Management will look at the mobility policy to see how this would impact on the service but stated that they were keen to adopt a progressive approach to mobility of staff.

## Higher Scales

Management will provide staff side with numbers of staff in IPS currently on higher scales to establish what effect the restructuring will have in terms of assignments to higher scales.

## IR structures

Official Side stated that it was hoped that in the future the IPS would have a unified and streamlined IR structure which would be able to avail the services of the WRC/Labour Court. As this may take time to achieve, it was envisaged that an interim arrangement would be put in place similar to the current Departmental Council. IPS will draw up paper in this regard.

## Communication with staff

Both sides agreed that there was a need for ongoing engagement with IPS staff on the issues involved in the restructuring. IPS management plans to hold workplace forums and will liaise with their Communications Officer with a view to issuing a notice to staff regarding this, and future, meetings.

**Next Meeting: Monday, 20 February 2017 at 10.30am**

## Departmental Council

**10:30, 7th April 2016**

**51 St. Stephen's Green**

## Agenda

### All Unions

1. Information Items
  - a. Reform Programme – Queries in relation to Shared Services
  - b. Partnership
  - c. Work Placements Scheme (JobBridge)

### CPSU

2. Claim which seeks to have the Flexi-Time System that is

available to members in the Civil Service made available to members throughout the Probation Service

## FGE/IMPACT

3. Claim for the recruitment of Service Officers and Service Attendants for the purpose of filling all appropriate vacancies in the Department of Justice and Equality.

## POA

4. Claim for the payment of the appropriate allowance to former Clerical Staff who were reassigned to ACO TLO positions under the terms of the PSA
5. Claim for the payment of the appropriate allowance to former Clerical Staff who were reassigned to ACO Training posts in the Irish Prison Service Training College under the terms of the PSA
6. Claim for the payment of the appropriate allowance to a former Clerk 1 who was reassigned to Chief Officer Training in the Irish Prison Service Training College under the terms of the PSA
7. Claim for Payment of the Plain Clothes Allowance for all PASO Grades working in Shelton Abbey
8. Claim for the Increase in the Allowance for the Canine Unit Personnel.

## AOB

## Briefing Document Issued 7th April 2016

### (1) Information items

#### (a) Reform Programme

The Official Side will update the Council and answer any questions.

#### (b) Partnership

The Partnership Committee's work programme is to review a range of policy documents commonly used in the Department. The Committee last met on Monday 25 January, 2016. The Committee is continuing to examine the Department's Work Related Social Events Policy and should have a revised draft Policy ready soon. The Committee is in ongoing contact with the Department's Chief Information Officer regarding the review of the Department's ICT Acceptable Usage Policy and a Data Protection Policy which the Chief Information Office is currently drafting. The Partnership

## JUSTICE DEPARTMENTAL COUNCIL

Committee continues to involve its members in the development of Policies. Comments were recently sought from members on the draft Data Protection Policy which were submitted to the Chief Information Office and have been taken on Board. The Partnership Committee will meet again on Monday 25 April, 2016.

### (c) Work Placements Schemes (JobBridge)

JobBridge (National Internship Scheme) is a scheme that provides work experience placements for interns for a 6 or 9 month period. The aim is to assist in breaking the cycle where jobseekers are unable to get a job without experience, either as new entrants to the labour market after education or training or as unemployed workers wishing to learn new skills. The Department is actively engaging in the scheme and currently has 5 individuals on internship placements within the Department.

Since inception, the Department has advertised 89 separate internship opportunities across a range of vocational areas including the legislative area, statistics, procurement, customer relations, finance and general administration having recruited 111 separate interns.

In all cases a mentor is appointed to the intern who provides support and guidance and ensures that the intern benefits from specific learning outcomes, associated with that internship opportunity.

**\*\* Departmental Council will convene again on Thursday 2nd June at 10.30am**

**Departmental Council**  
**10:30, 2nd February 2017**  
**51 St. Stephen's Green**

### Agenda

#### All Unions

1. Information Items

Partnership

1. Workforce Planning Process and Promotional Competitions for the Department

### Update

2. Update of meeting of 9/1/17 of subgroup to discuss IPS governance changes

### POA

3. Claim for an increase in the Dog Handlers Allowance.

4. Claim for the recruitment of Trades Officers in the Irish Prison Service

### Briefing Document Issued 2nd February 2017

#### (1) Information items

#### Partnership

Partnership Committee met on 23 January 2017 to discuss the future of Partnership. All present were in agreement that there is a future for Partnership but it needs to be expanded. Head of HR said that HR should not own the Partnership Committee but that it should be owned by the members and have a rotating Chair. CPSU representative took responsibility to liaise with colleagues and others in relation to areas of focus for the group. The Committee will reconvene to discuss future role further.

## Annual Delegate Conference 2017



# Irish Citizen Army Charity Calendar 2017

On the 13th December 2016, the Irish Citizen Army Re-enactment Group launched their Official Commemorative Charity Calendar 2017, depicting photos taken throughout the year of the Irish Citizen Army Re-enactment Group attending a number of Plaque and State Commemorative Events to honour the men and women of the Irish Citizen Army during the 1916 Celebrations.

The Irish Citizen Army was established in Liberty Hall for the defence of worker's demonstrations from members of the Irish Transport and General Workers Union.

So it was fitting that the Irish Citizen Army Re-enactment Group Commemorative Charity Calendar 2017, was launched in Liberty Hall by trade union members from SIPTU (formerly Irish Transport and General Workers Union) and the Prison Officers' Association.

Our two chosen charities were Focus Ireland and 'Make-a-Wish Foundation Ireland', two charities that try to encompass the words of the Proclamation today;

***"equal rights and equal opportunities to all its citizens, and declares its resolve to pursue the happiness and prosperity of the whole nation and of all its parts, cherishing all of the children of the nation equally"***

The launch was a success and the calendars were off to be sold.

After a number of months the time had come to divide the monies raised between Focus Ireland and 'Make-a-Wish Foundation Ireland' and so on Monday the 19th June, again back in Liberty Hall we all gathered once again in the NEC Room and after formal speeches Brian McGann SIPTU and John Clinton POA handed over two cheques €3550 each to representatives from Focus Ireland and 'Make-a-Wish Foundation Ireland'.

As members of the Irish Citizen Army Re-enactment Group we managed a lot in the year, cumulating with the publication of the Irish Citizen Army Charity Calendar and the raising of so needed funds for Focus Ireland and 'Make-a-Wish Foundation Ireland'.

The idea of forming the group was born out of members of the POA's involvement in the 1913 Lockout Commemorative Events and a vision by Brian Tracey SIPTU of an even greater celebration, to honour the men and women of the Irish Citizen Army and their involvement in the 1916 Rising.

It was Brian Tracey true grit and determination in getting things done and a lot of effort from Orlagh Fawl SIPTU, Mark O'Brien, Mick O'Mahony and so many, many more people from the POA, SIPTU and the greater Trade Union movement that the Irish Citizen Army Re-enactment Group was able to participate in the Commemorative and Celebratory events in 2016.

On the eve of his execution James Connolly said to his daughter Nora

***"I personally thank God that I have lived to see the day when thousands of Irish men and boys, and hundreds of Irish women and girls, were ready to affirm that truth, and to attest it with their lives if need be."***

For us it is and was an honour to pay homage in the Commemoration of the men and women of The Irish Citizen Army cumulating with raising of these so needed funds.

Colm McAuley





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## Cork Prison Officers Male Voice Choir



Another busy and enjoyable year has passed on the singing front. After our summer break we started back rehearsing in September for the new season. Our first event took us to Ballinagree, just outside Macroom, on Saturday Oct. 8th in concert with Cara O' Sullivan for the Ballinagree Community Development Group. The following week we were in the City Hall where we joined, among others, the High Hopes Choir in a concert of hope for people who have been affected by suicide. The following weekend concluded a very busy October for us when we again took to the road and travelled to St. James Church in Mallow to take part in a concert in aid of Cork Penny Dinners and St. James Church.

We boarded the bus again in November to travel to Ballinadee to take part in "Voices of the Evening" along with Tenor Dan Twomey, in a concert for the Ballinadee Community Development Association. This was a super evening and great hospitality afterwards thanks to the great Joey Gallagher! It was time then to start rehearsals for Christmas where we took part in a few Christmas Concerts "Carols by Candlelight" in aid of The Cork Association for Autism, "A Celebration of Christmas" in aid of Friends of The South Infirmary Victoria Hospital who were fundraising to purchase equipment for Major Head and Neck Surgery and finally headed to St. Mary's Church in Passage West to sing in aid of Pieta House.

On New Year's Eve we were delighted to be asked to sing at the wedding of Claire O' Hehir, a daughter of our deceased colleague Mick O'. Our first event of 2017 took us to Midleton Park Hotel where we took part in a Variety Concert which was a fundraiser for Sarah

Gilroy, Ireland's representative in the singing section of the Musician Olympics which were taking place in Los Angeles. Our next event saw us staying in Midleton where we sang at a fundraiser for St. Brigid's Primary School. For the second year in a row we were asked by The St. Nicholas Brass Band to join them for their annual concert in the superb St. Finbarr's Cathedral - a great event with a great contrast between the singing and the brass. May was a particularly busy time for us when we had events on three consecutive days. On the 11th we headed to Dublin having been invited to sing at the Memorial Service for the former Inspector of Prisons, Michael Reilly. On the 12th we took to the high seas and travelled to Spike Island where we sang at the Spike Island Chalice

Handover Ceremony. Then on the 13th we again teamed up with Cara O' Sullivan in Monkstown to sing in aid of the Monkstown Community Funds. The following weekend took us back to Mallow where we joined The City of Cork Male Voice Choir to sing at a fundraiser for Our Lady's Hospital for Sick Children, Crumlin.

As we have done for the last number of years we finished our season with a Summertime Concert in St. Patrick's Church in aid of the Church. I would like to thank Kieran McCarthy, PSEC, who always ensures we have transport when we take to the highways and byways and also my fellow Choir Members who give up so much of their time for rehearsals and events throughout the year.

A special word of thanks to two very important ladies, Jackie O' Connell, our Musical Director, and her daughter Emma who along with accompanying us on violin is also our Assistant Musical Director. They give up so much of their time to teach, encourage and support us and drive us on. Thanks also to Captain Diarmuid Barry and his Staff in Collins Barracks for allowing us access to the church in the Barracks for our weekly rehearsals. Finally I would like to thank the Staff and Management of Cork Prison for their continued support.

Gerry O'Dwyer, Cork Prison Officers Male Voice Choir.



## Fond farewells...

We bid John Duggan and Simon Drislane a fond farewell as they depart for greener pastures ..... or will it be blue....

Both John and Simon have been offered positions as Prison Officers in the Irish Prison Service and as members of An Garda Síochána.

Simon is starting with the Irish Prison Service on Monday the 20th March and John is starting with the Irish Prison Service on Monday, 24th April, 2017.

They started this journey quite a while ago having come from the RPO panel of 2008 but now their time has arrived. They have worked in Cork

Prison for almost four years now and have had the experience of working in both the old and new Prison. During their time here in Cork they have brightened up their surroundings and added zest to the regular lunchtime game of soccer. A tribute game was played on Wednesday, the 15th March, 2017 to mark the occasion and enjoyed by all (photo attached).

A gathering was also held in Cork Prison on the 15th March 2017 to note the end of this journey and the start of another. Banter was had regaling stories, jokes (not on Simon's watch!!) and even menus (Chef John).



Top L-R John Quinlivan, Don Murphy, John Duggan, Joe Brophy, Simon Drislane, Des Goodwin, Dave Levy, Mick Kelly. Bottom L-R Mike Pyne, Denis Dineen, Matty O'Neill, Ray Mc Carthy, Eddie Byrne, Pat Hayes.

We wish John & Simon (or Jimon!) the very best in the future and look forward to meeting them again.

## Rusty Ramblers

Time for the next instalment of the life and times of the Rusty Ramblers. What have we been up to since the last article?

In February we made the trip to the Galty Mountains to tackle Galtymore on the Limerick\Tipperary boarder. At 919mts a good hike with some wonderful views from the summit, however, owing to the torrential rain, mist and wind we saw none of. The plan to complete Galtymore and across the ridge to Galtymbeg was abandoned because of the weather and for the newcomer in the group it was a real baptism of fire (sorry rain).

In March the group made plans to go to Co. Down to take on Slieve Donard. Most of the group headed up the night before and made full use of the facility's available in and around Newcastle but for the rest of us it was an early start and a very long day. The climb was long and started out in pretty good weather but a couple of hours in and it was as wet as it had been on Galtymore. Snow was still on the ground in places and that made headway difficult. The Mourne Wall made

navigation very easy (stay beside the wall to the top) and provided some respite to the conditions.

For April a walk through the Nire Valley was the choice. In good weather and good spirits the group made their way through some challenging but rewarding terrain. For our group, with most of us living in the South East or Midlands, we sometimes forget that an array of hills and mountains are quite close by. We are spoiled for choice with Wicklow, Blackstairs, Galty, Comeragh, Knockmealdown and Slieve Blooms all being close by with a wide choice of track and trails for beginners or more experienced hikers.

In May, 4 of our group headed to Northern Spain to take on the Camino Del Norte. This 120kms section of the famous Camino Way promised long daily walks, great weather and fabulous views and it didn't disappoint. The starting point was Irún and 5 days later our intrepid group finished up in Bilbao, with tired muscles and some fantastic photos and memories. The sights and sounds of Northern Spain will stay with them forever.

Also in May we had a walk through the Slieve Blooms to keep the legs working and afterwards had our club AGM. Our chairman, Gerry Kennedy,

stepped aside after his successful tenure and we'd all like to thank him for his leadership and guidance of our club. I would like to take this opportunity to wish him all the best in his upcoming retirement and the other members of our club the will be retiring soon. I know they will stay in touch and keep up with our monthly hikes. Incoming chairman Fergus Bracken will no doubt bring the club forward and we wish him all the best.

For June we made our way back to one of my favourite place, Coumshingaun Lough in the Comeragh Mountains. A hike up over the lough and back around to the carpark at Mahon Falls was greatly enjoyed on the day by everyone even if the little bit of rock scrambling came as a surprise to a few, however we made it through without injury.

Our upcoming events include some of our group heading to Russia at the end of July (more about that in later articles) and our wild camp in August. Of course we will be out and about every month and if you would like to join us for a walk please get in contact. As always I'd like to thank everyone for any and all assistance given to the club.

Regards, Derek Hovenden



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# National Executive Council Meetings MARCH 2016 – MARCH 2017

### Excerpt from Headquarters Report Annual Delegate Conference 2017

There were nine meetings of the National Executive Council held since last year's Headquarters Report to Annual Delegate Conference. These meetings were held as follows:

- Thursday 14th April 2016, Thursday 9th June 2016, Tuesday 13th September 2016, Thursday 20th October 2016, Wednesday 16th November 2016, Tuesday 6th and Wednesday 7th December 2016
- Friday 10th February 2017 and Thursday 9th March 2017

Pay and Allowances in the normal course of events is the major item on the Agenda of the Headquarters Report at meetings of the National Executive Council. Therefore as the major item pay and allowances is primarily dealt with before any of the many other items placed on the agenda for meetings of the National Executive Council. As matters regarding Pay and Allowances are comprehensively outlined in Section 2 of this Headquarters Report they will not form part of the Report on meetings of the National Executive Council outlined in this Section. There is a summary outlined below of the many other issues dealt with at meetings of the National Executive Council held from March 2016 – March 2017.

### Meeting held Thursday 14th April 2016

#### Justice Departmental Council

The NEC was informed that there was a meeting of the Justice Departmental Council held on Thursday 7th April 2016. The Agenda for this meeting and a copy of the briefing document circulated at the Justice Departmental Council was issued in the executive file. The NEC was briefed in relation to successful claims for CO Training, ACO Training and TLO's.

#### Travel and Subsistence

The NEC was informed that the adjudication hearing in relation to the Application of Circular 05/2015 in the Irish Prison Service took place on Thursday 7th April 2016 at 2.30 pm. The Adjudicator had indicated prior to the hearing that he would work on the basis that all concerned would have read the statements and that, as a result, it should not be necessary for the parties to read them at the hearing but rather to summarise the salient points and comment on the other side's statement. There was a copy of the Executive Summary of the Statement of Claim from the POA in respect of the Application of Circular 05/2015 pertaining to Subsistence Allowances issued in the executive file and the NEC was informed that the Adjudicator's decision which was very favourable towards the POA would be formally furnished to the NEC in due course.

### Arbitration Hearing regarding Underperformance

The NEC was informed that The Official Side (DPER) developed a Circular/Policy to address underperformance in the Civil Service. This Policy originated from Action 11 of the Civil Service Renewal Plan. This action provides for a management commitment to strengthen the Disciplinary Code to enable managers to take more effective and decisive action as required to tackle underperformance including exits. The Underperformance Policy provides clear guidance on the management of underperformance to deliver on this commitment.

It was explained at the NEC meeting held on Tuesday 22nd March 2016 that the Staff Side could not accept the direct connectivity between the Underperformance Policy and the Disciplinary Code. Therefore this matter was sent forward to the Civil Service Arbitration Board. There was a hearing on this matter held on Friday 8th April 2016 and the NEC were updated on this matter at the meeting.

### Ballot for Industrial Action Mountjoy Prison

The NEC was informed that there was a recent Ballot for Industrial Action concluded by the Mountjoy Branch, which carried in favour of taking industrial action. However the local Branch Committee signalled their intention to the NEC that they wished to continue engaging with the local Prison management to address matters of concern to the Mountjoy Branch. This position was accepted by the meeting.

### Uniform

The NEC was informed that there was a meeting of the Uniform Committee held on Tuesday 16th February 2016 in the Irish Prison Service Headquarters Longford. There was documentation regarding this meeting issued in the executive file and the NEC was updated on the outcome of the Uniform Committee meeting.

## Health and Safety

The NEC was informed that there was a National Health and Safety meeting held on Tuesday 5th April 2016 at the Irish Prison Service Headquarters Longford. There was correspondence issued in the executive file regarding the HSA Improvement Notice in relation to Portlaoise Prison. There was also copies of audits carried out by the State Claims Agency issued in the executive file. The NEC was also informed that site visits will be taking place in all locations in relation to DTLs which would be starting in Mountjoy/Dochas and Cork Prison.

## Finance

There were a number of financial matters dealt with at this meeting including matters relating to Annual Delegate Conference 2016 and the Annual Mass.

## Annual Mass

The NEC were reminded that the Annual Remembrance Mass for deceased members, deceased former members and deceased relatives of members of the Irish Prison Service was being held in St Joseph's Church, Berkley Road, Phibsboro, Dublin 7 at 8.15pm.

## AOB

Limerick: Raised matters relating to assisting PSEC. The NEC was briefed on the level of assists by Limerick Prison Staff to PSEC.

## Meeting held Thursday 9th June 2016

### The New Draft IPS Strategic Plan 2016 – 2018

The first item discussed by the NEC at this meeting was the New Draft IPS Strategic Plan 2016 – 2018 in particular the previous NEC decision taken that following Annual Delegate Conference, National Officers would visit all Branches to discuss this matter and other ongoing issues of concern. The general view of the NEC was that the Branch meetings proved to be very beneficial as the meetings were very well attended and it allowed members to express their concerns on numerous issues contained within the Strategic Plan including Trade Union avoidance and the dangers posed to certain areas of our employment by alternative models being promoted within the Strategic Plan such as privatisation.

### Justice Departmental Council

The NEC was informed that there was a meeting of the Justice Departmental Council held on Thursday 2nd June 2016. The Agenda for this meeting and a copy of the briefing document circulated at the Departmental Council was issued in the executive file. The NEC was briefed in relation to claims for the application of incremental progression on promotion following a period of acting in a higher capacity, seeking access to all internal Department promotion Competitions in the Department of Justice and Equality for POA grades, for the Payment of the Plain Clothes Allowance for all PASO Grades working in Shelton Abbey, for an Increase in the Allowance for Canine Unit Personnel and for the Payment of the Consolidation of the Environmental Allowance, Portlaoise Prison.

### Travel and Subsistence

There was a copy of the Civil Service Adjudication Finding on the Application of Circular 05/2015 in

the Irish Prison Service issued in the executive file. The hearing on this matter took place on Thursday 7th April 2016 at 2.30 pm. The NEC was informed that the Union had forwarded correspondence to the Official Side asking how the IPS intended to implement the Adjudication Finding on this matter. However to date the Union was awaiting the Official Sides written response.

### Sick Leave Payments

The NEC was informed that there was an Adjudication hearing under the Payment of Wages Act, 1991 held at the Workplace Relations Commission on Friday 26th May 2016, in relation to deductions made from member's cheques arising from sick leave incurred over the Christmas period 2015.

The NEC was briefed on this matter. They were also issued with the recent Arbitration Boards decision in relation to the Civil Service Underperformance policy. It was explained at this meeting that the access of the policy to a disciplinary process was upheld however implementation was delayed until January 2017.

### Prisoner Complaints

The NEC was informed that there was a seminar organised by the Ombudsman in relation to prisoner complaints, which was held on Thursday 12th May 2016. The POA attended the seminar and there were speakers from Canada, Scotland and Ireland at this event including the Inspector of Prisons. The documentation that was distributed at the event was issued in the executive file and the NEC were briefed on the seminar and its possible consequences. The NEC were also issued with documentation in relation to what is deemed to be a reasonable timeframe in relation to informing an Officer that they are the subject of a Category A Complaint/Allegation as provided for in Section 7 of the Procedures for Prisoners Complaints.

# REPORT FROM NEC

## Competitions

There were a number of documents issued in the executive file relating to internal competitions and promotion circulars. In particular there were documents relating to a Competition Protocol regarding promotion competitions, the recent PASO Circular, the recent Chief Officer Work and Training Circular and the recent Assistant Chief Officer competition. These matters were discussed by the NEC at the meeting and it was decided to explore the possibility of conducting a survey of the membership to ascertain whether or not members had any confidence in the manner that promotion competitions are conducted.

## Employee Assistance Service

There was a meeting of the EAP Advisory Committee held on Wednesday 7th June 2016. The Agenda for this meeting and a copy of the minutes of the previous Advisory Committee were issued in the executive file. The NEC was briefed regarding the outcome of this meeting and informed that the Circular for the Internal Competition for Appointment to Employee Assistance Officer (Chief Officer II grade) in the Irish Prison Service was issued on Friday 3rd June 2016.

## Uniform Committee Meeting

There was a meeting of the Uniform Committee held on Tuesday 31st May 2016 at the Irish Prison Service Headquarters, Longford. The documentation circulated at the Uniform Committee meeting was issued in the executive file and the NEC was briefed regarding the outcome of this Uniform Committee meeting.

## Control and Restraint Steering Committee Meeting

There was a meeting of the Control and Restraint Steering Committee held on Thursday 2nd June 2016 at the

Irish Prison Service Training College. The documentation circulated at that meeting was issued in the executive file and the NEC was briefed regarding the outcome of this Steering Committee meeting.

## Internal Union Complaint

There was an internal union complaint discussed and finalised at the meeting.

## Meeting held Tuesday 13th September 2016

### Justice Departmental Council

The NEC was informed that there was a meeting of the Justice Departmental Council held on Thursday 28th July 2016. The Agenda for this meeting and a copy of the briefing document circulated at the Departmental Council was issued in the executive file.

The NEC was updated on the Claim for Payment of the Plain Clothes Allowance for all PASO Grades working in Shelton Abbey, the Claim for the Payment of the Consolidation of the Environmental Allowance Portlaoise Prison and the Claim for an Increase in the Dog Handlers Allowance. The meeting was also informed that the longstanding claim at Justice Departmental Council for the introduction of a new revised Code of Discipline for grades represented by the Prison Officers' Association to replace the Prison (Disciplinary Code for Officers) Rules 1996, remains ongoing and the meeting was given the up to date position on this matter.

### Force Majeure Leave

The NEC was informed that the IPS have introduced a new Force Majeure leave document without reference to the Prison Officers' Association. Following consultation with the staff side secretary of the Civil Service General Council it has been confirmed that the Circular relating to Force Majeure leave introduced for all Civil Servants from 2010 has not been

superseded centrally. There was a full briefing on this matter given at the meeting.

## Leave (Paternity/Amendment to Annual Leave 2015)

The NEC was informed that there is now two weeks paid paternity leave available from the 1st of September 2016. The NEC meeting was also informed that arising from ECJ rulings on the accrual of annual leave civil servants will be able to accrue statutory leave while on sick leave from the 1st August 2016. The terms of which were outlined in a letter to personnel officers in the Civil Service which was issued in the executive file.

## Medical Appointments

The NEC was informed that there have been a number of queries raised with POA Headquarters in relation to the IPS Medical Appointments Policy. The NEC was briefed at the meeting regarding this management Policy.

## Uniform Committee

The NEC was informed that there was a meeting of the Uniform Committee held on Thursday 8th September 2016 at the Irish Prison Service Headquarters, Longford. The documentation circulated at the Uniform Committee meeting was issued in the executive file and the meeting was briefed regarding the outcome of the Uniform Committee meeting.

## Employee Assistance Program

The NEC was informed that the Employee Assistance Program would rolling out an all year one-to-one support system for staff in the Prison Service utilising a Company called Carecall (Mental Wellbeing at Work) which is part of the Northern Ireland Association for Mental Health (Niamh). Staff can refer themselves into Carecall by using the telephone helpline and following initial assessment up to six counselling

## REPORT FROM NEC

sessions can be arranged. The meeting was informed that it has been arranged for personnel from Carecall to attend the October NEC meeting to give a briefing on the operation of Carecall.

### Promotion Competitions

The NEC was informed that there were a number of documents issued at the June NEC meeting relating to a Competition Protocol regarding promotion competitions and in relation to recent promotion competitions. Following on from a general discussion on events regarding a number of recent promotion competitions it was decided to explore the possibility of conducting a survey of the membership to ascertain whether or not members have any confidence in the manner that promotion competitions are conducted in the Prison Service. There was a meeting arranged with Ms Christine Cross from Limerick University on Tuesday 9th August 2016 to explore how best the Union should proceed with this matter. There was a full briefing given regarding this meeting.

### Ballot for industrial action St Patrick's

There was a Ballot for industrial action recently taken at the St Patricks Branch that concluded on Tuesday 30th August 2016. The result of the Ballot and the issues at dispute were discussed at the meeting however the NEC decided to defer making any decision on this matter for a period of one month to allow for discussions to take place at National level.

### National Suicide Steering Group

There was a meeting of the National Suicide Steering Group held on Friday 9th September 2016 at the Irish Prison Service, Dublin. The documentation circulated at the National Suicide Steering Group meeting was issued in the executive file and the NEC was briefed regarding the outcome of the aforementioned meeting.

### AOB

PSEC: Raised a number of queries in relation to the detailing of PSEC staff to perform other duties to support the operation of the prisons as per the Joint Task Review between POA and IPS.

Midlands: Raised matters relating to Garda investigations into assaults on Prison Staff, matters relating to ill health retirement, matters relating to pensions for staff that joined the Prison Service after 1995 and matters relating to the redeployment of WTOs under the DTL system.

### Meeting held Thursday 20th October 2016

#### Justice Departmental Council

The NEC was informed that there was a meeting of the Justice Departmental Council held on Thursday 6th October 2016. The Agenda for this meeting and a copy of the briefing document circulated at the Departmental Council was issued in the executive file.

The NEC was updated on the Claim for Payment of the Plain Clothes Allowance for all PASO Grades working in Shelton Abbey, the Claim for the Payment of the Consolidation of the Environmental Allowance Portlaoise Prison, the Claim for an Increase in the Dog Handlers Allowance, the Claim for the recruitment of Trades Officers in the Irish Prison Service and the query in relation to the application of Circular 05/2010 concerning Force Majeure Leave in the Irish Prison Service.

The NEC was also informed that DPER is currently tendering for a training provider for the 2016 Civil Service Disciplinary Code which should be available for draw down later on this year. Following this, it is intended to implement the 2016 Civil Service Disciplinary Code into the Irish Prison Service.

### Sick Leave Payments/Stoppages over the Christmas Period 2015

The NEC was informed that there was an adjudication hearing held on

Friday 6th May 2016 at the Workplace Relations Commission in relation to a number of non-payments initiated by the Irish Prison Service for sick leave taken over the Christmas period 2015. There was a decision issued regarding the cases taken to the WRC Adjudication Service on Friday 9th September 2016 and the NEC was informed of the outcome of this decision.

### Force Majeure Leave

The NEC was informed that there was a query raised at the Justice Departmental Council held on Thursday 6th October 2016 in relation to the application of Circular 05/2010 concerning Force Majeure Leave in the Irish Prison Service. This matter was also raised at the last Human Resources meeting held with the Irish Prison Service on Monday 10th October 2016 and there is a follow up meeting scheduled on this issue for Thursday 27th October 2016.

### Promotion Competitions

The NEC was informed that Ms Christine Cross from Limerick University had now forwarded on her advices to the Union regarding conducting a survey of the membership to ascertain whether or not members had any confidence in the manner that promotion competitions in the Irish Prison Service are conducted.

The aforementioned advices outlined that there are approximately seventeen days' work involved in the Design of the survey, the Development of the survey on the on-line platform, Analysing the data collected and the Creation of a report for the Minister for Justice based on the findings from the data. There are a number of issues relating to this advice and other matters relating to difficulties with promotions discussed by the NEC at the meeting.

### Employee Assistance Program

The NEC were addressed by Personnel

## REPORT FROM NEC

from Carecall who had agreed to attend at the NEC meeting. The Personnel from Carecall gave a very comprehensive briefing to the NEC on the operation of Carecall including explaining the various other Uniformed Services that use the system and the statistics to date of self-referrals to the system.

### Prison Service Merit Award Scheme

The NEC was informed that in January 2013, the IPS established a Merit Awards Committee which the POA were participants on that developed the original IPS Merit Award and Long Service Medal Policy. In January 2015, the Merit Awards Committee decided to explore the issue of Professional and Innovation Awards and a draft document was developed incorporating Professional and Innovation Awards into the IPS Merit Awards Policy that was subsequently issued to the POA.

There was a copy of this policy issued in the executive file for information purposes, as this Revised Policy Document was not agreed by the parties. Also issued in the executive file was a copy of correspondence sent to the IPS on Thursday 11th August 2016, outlining the POAs withdrawal from this Scheme and the Prison Services response dated 20th September 2016.

There were a number of matters discussed at the meeting by the NEC relating to the Merit Award Scheme including the issuing of a directive for the attention of all members, regarding non co-operation with this non agreed Policy document.

### Review of Control and Restraint

There was a draft document issued in the executive file on proposed changes to Control and Restraint Training for the attention of the NEC. This matter was discussed at the meeting.

### Finance

There were a number of financial issues that were discussed and addressed at

the meeting including investments and matters relating to the Annual retirement function.

### AOB

PSEC: The PSEC Branch raised a number of queries regarding the forthcoming dispute in the Garda area including matters relating to Garda remand Prisoners.

### Meeting held Wednesday 16th November 2016

#### Force Majeure Leave

The NEC was informed that there was a meeting held on Thursday 27th October 2016, at the IPS Headquarters, Longford regarding Force Majeure leave. It was agreed that both the recent management form and the agreed 2010 form, as per Circular 05/2010 would be accepted for application for Force Majeure leave pending agreement on a revised form. All Branch Secretaries were circularised on this matter on Friday 28th October 2016. There has been one engagement to date with no further agreement arising.

#### Sick Leave

The NEC was informed that a new Secretary General of the Department of Justice had been appointed. This matter was brought to the attention of the Union at the monthly HR meeting, which was held on Monday 7th November 2016. This means that the legal restriction on dismissals within the Prison Service no longer pertains. Therefore the IPS informed the Staff Side that it is their intention to submit a number of names for consideration for dismissal from the Prison Service.

The NEC was also informed that the appeals of the Adjudication Officer decisions re Christmas Sick Leave 2015, have been referred to the Labour Court and are due for hearing on Tuesday 3rd January 2017. There will be an update given on this matter at the December NEC meeting. There

was a copy of the September Sick Leave statistics that were supplied by the IPS issued in the executive file.

### Underperformance Policy

The NEC was informed that the circular to address Underperformance in the Civil Service was issued on Friday 28th October 2016 and is due to come into effect from 1st January 2017. It was explained previously to the NEC that the background to this Circular on Underperformance arose from Item 11 of the Civil Service Renewal Plan. This matter was taken to Arbitration by the Staff Side in April as reported to the NEC on Thursday 14th April 2016. However the Staff Sides arguments were not upheld by the Arbitration Board. The NEC was updated on all matters relating to the Circular on Underperformance.

### Paternity Leave

The NEC was informed that on Wednesday 12th October 2016, the Department of Public Expenditure and Reforms Civil Service HR and Policy Division issued Circular Number: 18/2016 setting out the Revised Paternity Leave Scheme in the Civil Service. They were also informed that there were a number of queries raised with Headquarters from the Branches arising from the content of Circular 18/2016 and how it may be applied in the Prison Service. Therefore the Union forwarded correspondence to the Irish Prison Service, in order to ascertain whether there will be any deviation from the provisions of the scheme being taken by the Irish Prison Service having regard for the exigencies of the Service.

### Pension Workshops

The NEC was informed that the rollout of the Pension Workshops for each location is scheduled to commence in January 2017. The POA will be utilising Cornmarket to visit the Prisons with us to present the pension workshops. There was a full

## REPORT FROM NEC

briefing given to the NEC on this issue including the matter that it would be very beneficial for the purpose of the workshops if it was possible to have members queries on pensions in advance as this would greatly help shape the content of the information to be included for the workshops.

### Employee Assistance Program

The NEC was informed that following on from the briefing given at last month's NEC meeting by Carecall, the Company has been visiting the Prisons assisted by the Senior Employee Assistance Officers to advise staff of the availability of the all year one-to-one support system for staff working in the Prison Service. Staff are being informed that they can refer themselves into Carecall which is part of the Northern Ireland Association for Mental Health (Niamh) by using the Telephone helpline and following initial assessment up to six counselling sessions can be arranged. To date from June when the contract commenced a number of staff have utilised the service.

### Promotion Competitions

The NEC was informed that following on from the decision taken at last month's NEC meeting to go ahead with the survey of the membership to ascertain whether or not members had any confidence in the manner that promotion competitions are conducted, in the Prison Service contact has been made with Dr Christine Cross, Limerick University to commence the project. They were also informed that there was a copy of the CPSAs recent report on the Complaint Alleging Breaches of the Commission's Code of Practice relating to the recent ACO competition issued in the executive file. These matters were discussed by the NEC at the meeting.

### Health and Safety

The NEC was informed that there would be a National Health and Safety Meeting between the Irish

Prison Service and the Prison Officers Association convened shortly. There was correspondence issued in the executive file regarding this matter and a briefing was given to the NEC meeting.

### Finance

There were a number of financial matters relating to December's Annual Retirement Function discussed by the NEC at the meeting.

### AOB

Wheatfield: Raised an issue in relation to the Application of Diminishing Task Lines in the industrial area in respect of redeploying WTOs. This matter was previously discussed by the NEC in February 2015 where the agreed position was issued. The NEC reiterated the importance of the agreement for the protection of all WTO's. In the event that the DTLs dictate the redeployment of WTOs from a location where two or more WTOs are assigned, then this redeployment will take place on a roll over basis. The effect of this will be that all WTOs will be treated in a fair manner and all will have equal opportunities to remain in their assigned area.

### Meeting held Tuesday 6th and Wednesday 7th December 2016

#### Meeting with the Minister

The NEC were informed that there would be a meeting held with the Minister for Justice and Equality at 16.00hrs on Tuesday 6th December 2016 in Dail Eireann. This matter was discussed by the NEC in particular that concerns regarding the issues of the SCA Report (Review of Assaults on Operational Prison Staff by Prisoners), Staffing difficulties (Need for urgent recruitment to agreed numbers), Rent Allowance (Consolidation into Basic Pay), VDP (Rewarding non-compliant Prisoners) and Occupational Injuries (Difficulties relating to exhausting

entitlements under the Serious Physical Assault Scheme for Officers) would be raised with the Minister.

### Justice Departmental Council

The NEC was informed that there was a meeting of the Justice Departmental Council held on Thursday 1st December 2016. The Agenda for this meeting and a copy of the briefing document circulated at the Departmental Council was issued in the executive file. They were also updated on the Claim for the Payment of the Consolidation of the Environmental Allowance Portlaoise Prison, the Claim for an Increase in the Dog Handlers Allowance and the Claim for the recruitment of Trades Officers in the Irish Prison Service

### Clarification on Paternity Leave

The NEC was informed that the Irish Prison Service had responded to the Union in respect of our queries regarding the Provisions of the Revised Paternity Leave Scheme in the Civil Service. The Irish Prison Service outlined to us that having reviewed the scheme they don't believe that it allows for any possibility for postponing the leave as provided for in the scheme. The management responded to the Unions queries on Tuesday 22nd November 2016 and this response was issued in the executive file.

### SCA Report

The NEC was informed that the States Claims Agency decided in 2015, to conduct a Review of Assaults on Operational Prison Staff by Prisoners in the Irish Prison Service. On Thursday 24th November 2016, the States Claims Agency issued their report on this matter. There was copy of the executive summary and the review recommendations of this report issued in the executive file. This matter was discussed by the NEC at the meeting and it was decided to engage an international expert with vast experience in the area of Assaults on

# REPORT FROM NEC

Operational Prison Staff by Prisoners to have this report independently verified.

## Pension Workshops

The NEC were reminded that the rollout of the Pension Workshop for each location is scheduled to commence in January 2017. The POA will be utilising Cornmarket to visit the Prisons with the Union to present the pension workshops. It was explained to the NEC meeting, that to get maximum benefit from the Pension Workshops it would be very beneficial to have any questions that members have sent forward to Headquarters through the Branches prior to the Pension workshops taken place as this will greatly assist with the development of the presentations. There was a full briefing given to the NEC at the meeting regarding the Pension Workshops.

## Human Resources Management Issues

The NEC were informed that there were a number of human resource management issues raised recently at the Civil Service General Council and by the Irish Prison Service on the Civil Service Regulation (Amendment) Bill 2017- Regulatory Impact Assessment, Four recent DPER Policies on Absenteeism, Probationary, Disciplinary on Probation and Overpayments, Christmas 2015 Pay Deductions and the October Sick Leave Statistics. The NEC was briefed in relation to the aforementioned human resource management issues at the meeting.

## Deaths in Custody

The NEC was informed that there was a meeting of the National Suicide and Harm Prevention Steering Group held on Friday the 5th December 2016 at the IPS Dublin. There was correspondence issued in the executive file regarding this matter and a full briefing was given to the NEC at the meeting.

## Internal Union Complaint

There was a report given to the NEC meeting under rule 89 of the Constitution in relation to an internal union complaint.

## Finance

There were a number of financial issues addressed by the NEC at the meeting including deciding that Annual Delegate Conference 2017 would be held in the Radisson Hotel, Galway.

## Meeting held Friday 10th February 2017

### Meeting with the Minister for Justice

The NEC was informed that there was a meeting held with the Minister for Justice and Equality at 16.00hrs on Tuesday 6th December 2016 in Dail Eireann. The matters raised by the Union with the Minister at this meeting were our concerns regarding issues raised in the SCA Report (Review of Assaults on Operational Prison Staff by Prisoners), the current Staffing difficulties (Need for urgent recruitment to agreed numbers), the Rent Allowance (Consolidation into Basic Pay and the anomaly created by the settlement with the Garda Associations), the VDP (Rewarding non-compliant Prisoners) and Occupational Injuries (Difficulties relating to exhausting entitlements under the Serious Physical Assault Scheme for Officers).

### Pension Seminars

The NEC Was informed that there was correspondence issued in the executive file regarding the ongoing Pension Seminars that are taking place in the Branches. The NEC meeting was updated on the progress of the Pension Seminars.

### Justice Departmental Council

The NEC was informed that there was a meeting of the Justice Departmental Council held on Thursday 2nd February

2017. The Agenda for this meeting and a copy of the briefing document circulated at the Departmental Council was issued in the executive file. They were updated on the Claim for an Increase in the Dog Handlers Allowance and the Claim for the recruitment of Trades Officers in the Irish Prison Service.

The NEC was also informed that there was a meeting of the Sub Committee of the Justice Departmental Council set up in relation to the IPS Governance structure held on Monday 9th January 2017 with a further meeting scheduled for Monday 20th February 2017. The NEC was briefed on the outcome of aforementioned Sub Committee meeting.

### Sick leave

The NEC was informed that there was correspondence issued in the executive file that was forwarded to the Minister for Justice. This correspondence related to the implications for Prison Officers that are injured on Duty and subsequently forced to take substantive periods of Sick leave. The NEC meeting was given a full briefing on this matter.

### Force Majeure

The NEC was informed that there was a copy of a revised Force Majeure form issued in the executive file. The NEC discussed the revised form and approved its use at the meeting.

### Bereavement Leave

The NEC was informed that there was a revised Circular on the Bereavement Leave Scheme operating in the Civil Service, Circular 01/2017 which revokes the previous Circular 22/2009. There was a copy of the revised Circular issued in the executive file and the NEC was informed that the effective date of the revised Circular was Thursday 26th January 2017.

### Employee Assistance Service

The NEC was informed that there was a meeting of the EAP Advisory

## REPORT FROM NEC

Committee held on Wednesday 1st February 2017. The Agenda for this meeting and a copy of the minutes of the previous Advisory Committee meeting were issued in the executive file. The NEC was informed that there has been an appointment made to the Employee Assistance Service from the Internal Competition for Appointment to Employee Assistance Officer (Chief Officer II grade) in the Irish Prison Service to fill the vacancy created when Mr Derek Murphy retired. Mr Shane Kitson Loughan House was the successful candidate.

The NEC was also informed that the IPS Independent Counseling Service recently introduced as "Carecall" has re-branded to Inspire Workplaces. There was a copy of the correspondence received from the IPS on Friday 6th January 2017 on this matter issued in the executive file.

### Prison Nurses

The NEC was informed that there was a meeting held with the POA's Legal Advisor on Wednesday 1st February 2017 in relation to a number of matters pertaining to the terms and conditions of the new Prison Nurse Grade. In particular issues relating to pay, superannuation and allowances priority matters for the Union were discussed. It was agreed that Counsel Opinion should be sought, and a further meeting will be held when this is available. There was documentation on this agenda item issued in the executive file including relevant extracts from the IPS Healthcare booklet.

### Uniform Committee

The NEC was informed that there was a meeting of the Uniform Committee held on Thursday 26th January 2017 at IPS Headquarters Longford. There was a copy of the agenda for this meeting and a copy of the minutes of the previous Uniform Committee meeting held on Thursday 8th September 2016 issued in the executive file. The NEC meeting was updated on matters relating to the Uniform.

### Health and Safety

The NEC was informed that there was a documentation contained in the executive file regarding an IPS Proposal in relation to Safety Representatives elections and training. There was also documentation issued in the executive file relating to the IPS Smoking Policy. The NEC was briefed on the aforementioned matters at the meeting.

### Training Courses

The NEC was informed that there was a document issued in the executive file regarding Union Training Courses for their attention. There was a briefing given to the NEC at the meeting in relation to developments regarding future Union Training Courses.

### NEC Motions to Conference

There were four Motions discussed by the meeting relating to ongoing matters that the NEC decided would have to go forward for the attention of Annual Delegate Conference 2017.

### Finance

There was information issued in the executive file regarding the renewal of the POA Travel Insurance. The meeting was updated on this matter.

### AOB

Midlands: Raised matters relating to the seeking an allowance for personnel assigned to the OSG and raised a query regarding the divisor for additional hours.

PSEC: Raised matters relating to the operation of the Organisation of Working Time Act.

Cloverhill: Raised matters relating to POA participation on EAP Local Intervention programmes.

### Meeting held Thursday 9th March 2017

#### Training Unit

The NEC was informed that on Thursday 23rd February 2017, at

the IPS Headquarters Longford the Director General informed the Union of the Irish Prison Services decision to change the status of the Training Unit. The IPS stated that they want an area in Dublin for older and infirm prisoners that are currently dispersed across the prison estate as these prisoners are having to travel significant distances under escort to receive necessary medical attention and that the development of such a unit in Dublin would allow these prisoners to be accommodated close to a variety of essential medical services.

At a follow up meeting held on Thursday 2nd March 2017 at the IPS Dublin attended by National Officers and the Branch Committee the IPS outlined that the approximate timeline to reopen the re-purposed unit would be 18 – 24 months and it was intended that the Unit would be fully vacated of prisoners and staff within an approximate timeframe of 8 – 10 weeks. This matter was discussed at this meeting in particular issues relating to staff queries and concerns.

### Sub Committee of the Justice Departmental Council set up in relation to the IPS Governance structures

The NEC were informed that the second meeting of the Sub Committee of the Justice Departmental Council set up in relation to the IPS Governance structures was held on Monday 20th February 2017 at the Department of Justice, St Stephens Green. It was outlined to the NEC that the Prison Service were utilising two Reports in respect of Governance Structure – Mazars and the IOP/Coyle Reports. There was a copy of the proposed management structure for the Irish Prison Service issued in the executive file. This information was requested by the Unions at the aforementioned Sub Committee meeting. There was also a copy of the minutes of the first Sub Committee meeting held on Monday 9th January 2016 issued in the executive file.

# REPORT FROM NEC

## Code of Discipline

The NEC was informed that there was a HR meeting held with Prison Service Management on Monday 27th February 2017 where the Staff Side raised a number of matters regarding the proposed introduction of the revised Civil Service Disciplinary Code into the Prison Service. In particular we enquired as to what progress had been made in relation to the necessary training staff would require prior to the revised Civil Service Disciplinary Code being introduced.

The Official Side outlined that a number of measures were being put in place for the roll-out of the revised Civil Service Disciplinary into the Prison Service to include Information sessions for front line staff, Training for supervisory grades - this will be facilitated by trainers from the civil service panel and briefings of local HR management teams on the provisions of the code. They also outlined that it is intended that there would be a formal launch of the code in the coming months.

## Promotion Competitions

The NEC was updated on the work being carried out by Dr Christine Cross from Limerick University who was engaged to prepare a survey on promotion procedures in the Prison Service on behalf of the POA. The NEC was informed that this survey was ready to commence and it deals with an individual person's perceptions and experiences of the Promotions Process. It will take less than 10 minutes to complete. The NEC were given the link to the survey and informed that further information would issue to the members.

## States Claims Agency

The NEC was informed that there was a meeting held with the States Claims Agency on Tuesday 28th February 2017 regarding their Report, Review of Assaults on Operational Prison Staff by Prisoners that was issued on Thursday 24th November 2016. The Union had already expressed our concerns on this Report at meetings with the Minister for Justice and the Director General

of the Prison Service. This matter was discussed by the NEC at this meeting.

## Penal Reform

The NEC was informed that on Thursday 9th February 2017 the Union received an invitation from the Joint Committee on Justice and Equality to make a presentation on the issue of Penal Reform. We were invited to a meeting on Wednesday 22nd March 2017 to discuss Penal Reform issues including reducing the amount of people who get custodial prison sentences, conditions of people in prison, including solitary confinement and post release programmes.

## Employee Assistance Service

The NEC was informed that the Employee Assistance Service held two days of Network Training Workshops at the IPS College on Tuesday 7th and Wednesday 8th March 2017. As part of the Advisory Committee the Union was in attendance at these workshops. The Agenda from this event was issued in the executive file and the meeting was informed of the outcome of the Network Training Workshops.

## Health and Safety

The NEC was informed that there was correspondence issued in the executive file on International Workers' Memorial Day which is being held on Friday 28th April 2017. It was explained at the meeting that the event is being supported by the ICTU. There was also an update given to the meeting on the IPS Smoking Policy.

## National Suicide & Self Harm Prevention Steering Group

The NEC was informed that there was a meeting of the National Suicide & Self Harm Prevention Steering Group held on Friday 3rd March 2017 at the IPS Dublin. There was documentation relating to this meeting issued in the executive file and this matter was discussed at the meeting.

## Data Protection

The NEC was informed that the General Council Staff Panel held the Annual Training Workshop on 9th

and 10th November 2016 where one of the Topics on the Agenda was Data Protection issues for Trade Unions. This issue was covered by a Data Protection expert Mr H Jones and this matter was discussed at the meeting.

## Finance

There was correspondence issued in the executive file from a Tour Company called Tour America. The NEC were asked to bring the information regarding Tour America to their members in the local Branches.

## Annual Mass

The NEC was reminded that the 2017 Annual Mass will be held on Thursday 6th April 2017 at 8.15pm in St. Joseph's Church, Berkeley Road, Phibsboro, Dublin 7. The NEC was informed that all Branches would be reminded of arrangements relating to the Annual Mass nearer to the aforementioned date.

## AOB

Cloverhill: Raised matters relating to the issue of staff voluntarily participating in retirement functions and the involvement of the POA in the intervention process for staff in association with the local Governor and the EAP.

Cork: Raised matters relating to Travel and Subsistence, overtime arrangements for Prison Administration grades and RPO contracts.

PSEC: Raised matters relating to the usage of hours within PSEC and matters relating to blue light driving/high profile escort protocol.

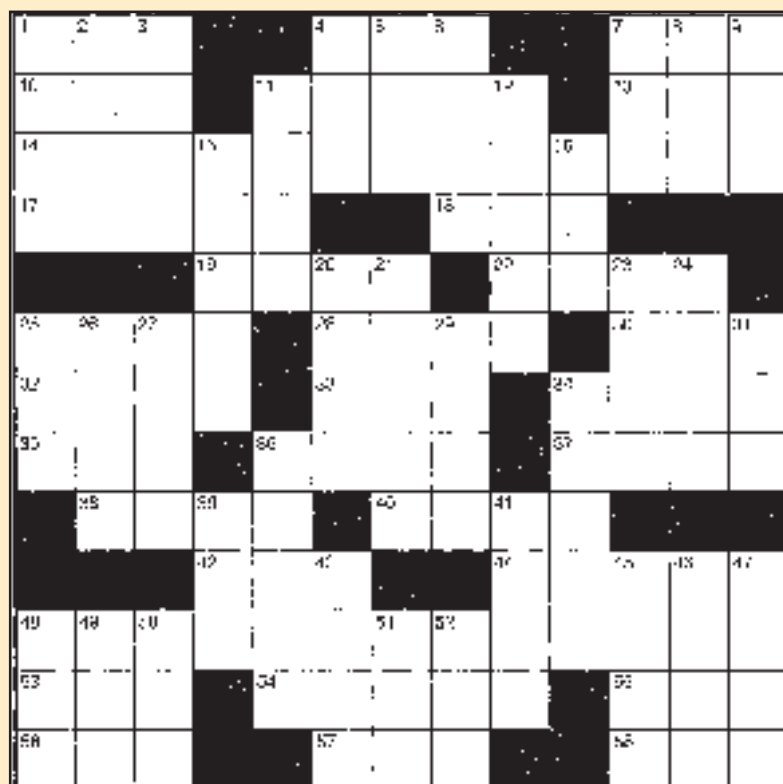
St Patricks: Raised matters relating to the issue of the preservation of the St. Patrick's Branch of the POA and the renaming of same.

Shelton Abbey: Matters relating back to the closure of the Curragh Prison.

IPS College: There has been a request by a person undergoing PhD Research to conduct a Survey into attitudes of over 50s on their attitudes to Cardio-Vascular risk. The Survey will voluntarily and will take place after our promotion survey.

# BRAIN EXERCISES

## CROSSWORD



Please send completed  
Crossword Entries by  
Friday 1st September  
2017 to The Editor,  
Prison Officer Magazine,  
18, Merrion Square,  
Dublin 2.  
5 prizes of €25 will be  
awarded to winning  
entries.

### Across

1. Behind, on a boat
4. Petrol
7. Sandwich in its.
10. Also not
11. Of sound
13. Very wide shoe width
14. Boot camp taskmaster (2 wds.)
17. 3- legged chair
18. Be mistaken
19. Hawaiian island
22. Catch sight of
25. Pronoun
28. Terms of a bargain price (2 wds.)

### Down

30. Address abbr.
32. Promissory notes
33. Become a candidate
34. Winter coaster
35. CBS rival
36. Tone-\_\_
37. Audition
38. Akron's state
40. Mineral vein
42. Harry Potter's- pal
44. Opposite of lower
48. Store's reason to reduce prices (2 wds.)
53. " \_\_ Town"
54. Foreign agents
55. Ref's colleague

### Across

56. Woods's org.
57. Building extension
58. \_\_ Gatos
1. No ifs, \_\_ or buts
2. Military base
3. Group of three
4. Songwriter Kahn
5. Fruit drink
6. Regal title
7. "Don't \_\_ wet blanket!" (2 wds.)
8. Actor Cariou
9. Hanoi holiday
11. "It was \_\_ dream" (2 wds.)

### Down

12. Monsters
15. Weaving frames
16. Hospital areas (abbr.)
20. Jack rabbit
21. "The \_\_ Suspects"
23. Pallid
24. \_\_ Saint Laurent
25. Come in first
26. Rail rider
27. Pained shout
29. Data, informally
31. NYC summer setting
34. "The Thirty-Nine \_\_" (Hitchcock)
36. Rooms' entrances
39. Retirement acct.

## SUDOKU



Please send completed Sudoku Entries by  
Friday 1st September 2017 to  
The Editor

Prison Officer Magazine,  
18, Merrion Square, Dublin 2.

5 prizes of €25 will be awarded to the winning entries.

## — WINNERS —

### CROSSWORD WINNER

Sean Freeman,  
Cork  
€25

### SUDOKU WINNERS

Seamus Cahill	Cork Prison	€25
Jarlath McCarthy	Cork Prison	€25
Pat Jordan	St Patricks	€25
Sean Freeman	Cork Prison	€25
Anthony Noonan	Cork Prison	€25

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## THE BREAKING OF OMAGH JAIL

I am a bold undaunted youth from the County of Tyrone,  
Among the pretty fair maids in Cookstown I'm well known;  
A curse a girl against me swore has caused me to bewail,  
And now I am a prisoner and lodged in Omagh Jail.

On Friday last, the 21st, the prisoners they were tried  
They were brought back unto their cells their sentences to abide;  
To sleep on such a night as that with me did not agree,  
So, fully bent, to work we went to gain our liberty.

I had two comrades in my cell, to them I told my plan,  
To see if they were willing to join me heart and hand;  
They answered me quite manfully, their courage ne'er would fail,  
So, fully bent, to work we went to break from Omagh Jail.

The jailer came round to view the jail while I in a corner stood;  
He shouted thrice 'All things are well,' says I, 'My boy, that's good;  
Hold fast to that, there is no fear that I'll soon scale the wall  
Before that you be back again to shout "All's well" or bawl.'

One of my comrades shook with fear when he heard the jailer shout,  
He went into his cell again and never more looked out;  
I laughed at him right heartily, for I knew I could prevail  
To break the wall both large and high that did surround the jail.

With a shoemaker's knife I did ascend and moved the slates also,  
Before we got the work complete the cocks began to crow,  
I made a rope of my blankets and likewise of my sheets,  
I made a rope that I am sure would reach o'er forty feet.

I scaled the wall, as you may see, like a ship full under sail,  
All danger past, I'm freed at last from being lodged in Omagh Jail,  
I took the road like a hunted deer, I never more looked round  
Until seven miles had parted me from Omagh Jail and town.

Farewell unto my comrades all round the Shamrock shore;  
Farewell, ye jailers and police, I hope we'll meet no more;  
Farewell, fair maids of Cookstown, I'm sorry we part so soon,  
All danger past, I'm freed at last, our ship sails this forenoon,  
And from Derry Quay she bears away with a sweet and pleasant gale,  
All dangers past, I'm freed at last from the cares of Omagh Jail.

I'm not sure if this ballad refers to real escape from Omagh Prison but I found this interesting report from Chief Warder Alexander Briens to the General Prison's Board about an actual escape from Omagh Prison in October 1887.

H.M. Prison, Omagh.

15th October 1887.

Sir,

I greatly regret to have to report that on last night, or early this morning, a prisoner named Patrick McAleer on remand, charged with cattle stealing, effected his escape from this Prison. He was last visited by me at 9.50 p.m. last night, and was then in bed. At 6.00 a.m. this day, I was aroused by Sgt. Wm. Green R.I.C., who stated that a person named Mrs. O'Donnell had reported to him that a prisoner had escaped from the Gaol.

On examination I found that McAleer was gone having removed the cell window from its place, forced himself out through the bars, which are 8 inches apart, lowered himself into the exercise yard, by means of the downpipe from the eaves spouting, from which he made his way over the roof of a shed, and having entered my Quarters, abstracted the keys of the gate from a press in which they were kept and opened the entrance door.

The Constabulary are in pursuit, and all surrounding stations have been telegraphed.

I have the honour to be Sir,

Your obt. servant

A. Briens C.W.

Omagh was classed as a minor prison and did not have a Governor or Deputy Governor. Chief Warder Briens occupied the Governor's House. It had a sitting room and kitchen downstairs and the bedrooms were upstairs.

Prisoner McAleer, aged 17 years, was committed to Omagh on the 27th September 1887. He was employed on cleaning duties, including removing ashes from the Governor's House. His cell was close to the Governor's House and he could see into the sitting room from his cell window.

Warder William Andrews locked McAleer in his cell at 6.15 p.m. on the 14th October and the Chief

Warder was also present. The Chief Warder visited McAleer and the two other prisoners in custody at 9.50 p.m. He locked up the Prison at 10.00 p.m. and put most of the keys in the safe in the Deputy Governor's Office and put the safe keys in his pocket. He put the main gate keys in a small press in his sitting room, locked the press but left the key in the lock.

Prisoner McAleer got into the Governor's sitting room through an unlocked window, found the gate keys and let himself out. He was not returned to prison.

Chief Warder Briens was severely reprimanded by the General Prison's Board and transferred to Mullingar Prison at his own expense.

Omagh Prison, on Castle Street, closed on the 31st December 1901.

B. Doorhey