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Civil Service Quarterly

SUMMER 2018



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Editorial

United and ready as never before...

This is the second edition of *Civil Service Quarterly*, the magazine for members in the Civil Service Division of Fórsa. The first edition of the magazine was edited by my colleague Sean Carabini who has now moved to the Education Division of the union and I wish him well for the future in his exciting new assignment.

As I write this editorial we are about to embark on our journey back to Killarney for the inaugural main conference of Fórsa which will be opened by President Michael D Higgins on 16th May. This conference will bring together delegates from all divisions of the union, many to meet for the first time under the Fórsa banner.

The main conference follows what was judged to be a very successful first Civil Service conference at the same venue in April at which Niall McGuirk was elected Chairperson and Ann McGee and Ronan Bolger were elected as vice chairs.

If there was one resounding message from the Civil Service conference it was that we clearly have much more in common than we could ever have imagined. Delegates from former constituencies gelled together on important debates on shared services, new entrants' pay and working time, setting a considerable agenda for the incoming Executive and Head Office team for 2018 and beyond.

Clearly not every issue is open to early resolution. However, the conference has set the agenda, declared its priorities and the work begins. Indeed, as reported in this edition, initial talks with Government are beginning to scope out solutions on new entry pay. Although possible solutions will not be easily found - as is the case with additional working

time with conference seeking a row back on additional hours introduced as part of the Haddington Road agreement.

HR shared services, or PeoplePoint as it was called, is now a major priority following 11 motions at conference calling for a fundamental review of services up to full closure and a return of HR services to line departments. Discussions continue with senior DPER officials on this important matter. Time for Government to sit up and listen on this one.

In this edition we report on conference including the key issues referred to here and indeed on important work on-going across the Civil Service.

The strength of the new union was palpable in Killarney and hopefully more so as we gather in May for the main conference with approximately 1,000 delegates expected to attend, with one thing in common - all looking to the future for full restoration and continuing improvements in pay and terms and conditions of employment and - importantly - as part of our new union Fórsa, the strongest voice for civil and public servants in Ireland today.

Derek Mullen
Editor



Survey results

80% report problems with HR shared services

Delegates at Fórsa's recent Civil Service Division conference have called for a fundamental review of the centralised HR shared services system, formerly known as PeoplePoint, after a survey of members revealed that 83% of respondents had experienced problems with it.

A number of motions to the conference held in Killarney in April also called for HR shared services to be scrapped, and for HR services to be returned to individual departments and agencies.

Speaking during the conference, Fórsa National Secretary Derek Mullen said: "The difficulty with HR shared services is this – it is that the management policy is to take the human out of human resources."

He continued: "We were promised a 'Brave New World' when it was opened in 2013. Eventually they set up a call centre. They haven't trained staff very well. It's under-resourced, with very low morale out there because of the criticism from the wider Civil Service.

Problems

"They are our members and we do have to protect them. Conference today is calling for a fundamental review of HR services – and if we can't fix the problems in that review I think the motions which calls for services to be returned to line departments will be followed up by Fórsa."

More than half of the 1,079 civil servants who responded to Fórsa's survey said their pay had been affected by problems encountered with HR shared services. Another 18% said their sick pay had been affected, and 6% said pension payments had been hit.

The largest single problem encountered was overpayments, which staff must repay (23%), followed by problems with sick leave reconciliation (21%), annual leave (19%), payment of increments (17%), pay adjustments following promotion (13.5%), underpayments (9%), pensions and parental leave (7% each).

Some 67% said there were delays resolving their problem and 53% complained of poor communications. While 31% said they were satisfied with the way their query had been processed and resolved, 37% said they were not. Almost a third said they were still awaiting an outcome.

Only 15% said they had registered a formal complaint, with more than half stating that they were unaware of complaints procedures.

Derek Mullen claimed systemic problems with the system meant staff working in HR shared services had been placed in an impossible situation – a sentiment reflected in many of the 10 conference motions on the subject submitted by union branches.

He told CSQ: "That HR shared services



Picture: Dominick Walsh

KEY ISSUE 10 motions on HR shared services

AT A GLANCE

Problems highlighted in survey...



Overpayments	23%
Sick leave reconciliation	21%
Annual leave	19%
Sick pay affected	18%
Increment payments	17%
Promotion pay	13.5%
Underpayments	9%

works at all is down to the dedication of the civil servants employed there. They've had an extraordinarily difficult time in recent years as they try to make a poorly designed system function.

"But the problem of overpayments, which has reached epidemic proportions, is causing great suffering to many civil servants, including many in vulnerable financial circumstances, who have to repay money they do not have."

Civil servants who are overpaid have to return the money within a year or less.

Mullen continued: "The extensive underpayments and unprecedented delays in paying people their correct salary once they are appointed or promoted is equally problematic. It's

That HR shared services works at all is down to the dedication of the civil servants employed there

difficult to identify a single aspect of HR shared services activity that has not given rise to problems." Survey respondents also acknowledged that HR shared services staff are working under excessively stressful conditions, but they expressed frustration that issues previously dealt with in good time by local HR departments now took much longer to resolve. Mullen said the project, which was introduced in 2013 to save €2.5 million a year through staff cuts, was launched before it was ready.

"The IT systems were not fully developed and service level agreements between HR shared services and line departments were unrealistic and lacked penalties.

"The staffing requirements were poorly understood, and the organisation had an overreliance on temporary staff from the outset. Our members in HR shared services also report a lack of adequate training for new staff who, with ever-increasing workloads, get little more than 'on the job' instruction. As if the system is not difficult enough to navigate, staff aren't being given the tools to do the job," Mullen added.

The system is also unable to recognise the attendance patterns of shift workers and others with atypical working arrangements. As a result, these employees have effectively had no HR service in recent years.

Fórsa said it launched the survey following a huge number of complaints from members, as well as senior management's denial of the systemic nature of the problem.



GREAT TURNOUT Participants at the charity table quiz in Nerneys Court



DIFFICULT ONE Table quizzers ponder a real poser

Table quiz raises funds for Focus Ireland



WINNERS Fortis Trifort - Sean Carabini, Dermot Cawley, Celine McEvoy & Denis Ryan - took honours on the night



Paul MacSweeney

AGS, Civil Service Division

There was a full house in attendance at the Fórsa Youth Committee-hosted table quiz in Nerney Court, on 3rd May 2018, in aid of Focus Ireland.

Focus Ireland is Ireland's leading not-for-profit charity working to prevent people becoming, remaining or returning to homelessness.

Focus Ireland's founder Sister Stanislaus Kennedy and Mike Allen, Director of Advocacy, spoke of the vital services and support provided by the organisation in combatting the homelessness epidemic blighting the lives of thousands of men, women and children across the towns and cities of Ireland at present.

The table quiz raised a significant sum for the Focus Ireland 'Housing First for Youth' project, a project which has helped supplying accommodation at affordable rent levels for young homeless people as well as providing budgeting and life skills advice and a job path.

Young people housed under the project have reported improvements in health, in-



FOCUS FOUNDER Sr Stanislaus Kennedy spoke at quiz



TOP TABLE The general secretaries' team

dependent living skills, life satisfaction and personal relationships as a result of being housed by Focus Ireland.

The organisation provides youth housing services in Clare, Cork, Dublin, Limerick, North Tipperary and Waterford.

Mike Allen talked of the work carried out by Focus Ireland in conjunction with TUSLA and Limerick City Council in Housing First for Youth and noted that Fórsa has members in all three organisations.

The quiz was won by a team of former

PSEU members going by the name Fortis Trifort comprising Seán Carabini, AGS, and Civil Service Divisional Executive Committee members Denis Ryan and Dermot Cawley as well as Celine McEvoy. The triumvirate of general secretaries came joint third.

Special thanks goes to Joe O'Connor, Lead Organiser, along with members of the youth committee for organising a great table quiz for a great cause and to Billy Hannigan - compere *extraordinaire* - on the night.

GENERAL COUNCIL UPDATE **By Derek Mullen**

The General Council is the main industrial relations forum for Civil Service unions, comprising mainly of senior, elected and full-time officials from Fórsa and other unions as well as senior officials from the Department of Public Expenditure and Reform (DPER). The Council is established under the Conciliation and Arbitration Scheme. The Committee meets every month to consider claims from the union or management side and ongoing policy matters that affect the terms and conditions of civil servants.



Claims from Conference

Over the coming months the Staff Panel, which is the union side of the Council will assess motions from the inaugural Civil Service Division conference held in Killarney in mid-April. These motions will become claims before Council where appropriate. Included among these will be claims on greater access to higher scales for the Clerical Officer grade, equality of pay treatment for the Administrative Officer grade, flexibility in starting pay for professional and technical grades and improved arrangement for force majeure and marriage leave.

Annual Leave

Motions at the conference also called for more progress on the standardisation of leave between lower and higher grades. Conference also noted the progress in terms of the recent award of two extra service-based days for COs and EOs and called for the extension of this award to linked departmental grades, something that National Secretary Andy Pike had already been advancing before the conference. We also expect a review of the annual leave circular to commence this year, including the question of the annual leave carry-over arrangements.

Sick Leave and increments

There is a lot of business on-going at Council including the controversial linkage of sick leave and increments. This matter was resolved in CSO previously but we discovered the practice was more widespread, in particular the assessment of sick leave on a pro rata basis over the previous 12 months.

Anything more than 14 days, which is one quarter of the 56-day limit used for promotional purposes, was being used as a trigger to consider whether an increment should be paid.

After we raised this matter again at Coun-



Picture: Dornick Walsh

cil, management issued guidelines to the Civil Service that appeared to legitimise the linkage we had complained about. However management deny this was their plan and have agreed to enter discussions with Fórsa and other unions at a specially convened sub-committee of Council. The union will be represented by National Secretaries Derek Mullen and Andy Pike at this forum.

Overpayments

Just as we were debating HR shared services at the Civil Service Division conference DPER were advising us that the policy set out in the

overpayments circular in relation to out of year recoupment had to be amended on foot of instruction from the Revenue Commissioners.

This will leave members having to make gross repayments on overpayments that were received net of tax, leaving individuals having to claim tax rebates from Revenue.

The implications of this change are also to be discussed over the coming weeks. This important matter is also being addressed in engagements with senior management over the review of HR shared services.

Discipline Code

We are also returning shortly to discussions on the introduction of a disciplinary code for staff on probation. This is an important development and arises from our discussions on the main disciplinary code which was revised recently. Significantly, the Labour Court has also judged that employers cannot rely on the fact that staff are on probation to defend the lack of a policy.

Mobility

We have been advised at Council of a six-week delay in the introduction of the new mobility scheme as DPER try to future-proof the scheme, particularly in relation to sick leave. This development, we are advised, will ensure that all staff members remain eligible and their sick leave is considered in the round, along with other factors, at the time a mobility opportunity arises.

We are also awaiting draft proposals on phase 1B that involves mobility within Dublin.

EO sequences

We are also awaiting a revised decision on EO liabilities arising out of discussion on the introduction of the new 60:40 ratio which favours internal promotion over open recruitment, which was agreed as part of the PSSA talks last year.

Legal advice helpline: **1850 776644**
(for non-work related legal matters)

Confidential Counselling helpline: **1850 776655**

Domestic Assistance helpline: **1850 776644**

Bodily injury helpline: **1850 776644**

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Unions engage DPER over new entrants' pay

Fórsa and other public service unions affiliated to the Irish Congress of Trade Unions (ICTU) met senior officials from the Department of Public Expenditure and Reform (DPER) in late April in what is expected to be the first of a series of engagements to address pay equity for public service 'new entrants'.

Fórsa has called on the Government to allocate funds in October's Budget to begin shortening pay scales for new entrants next year.

This would be earlier than originally envisaged in the current public sector pay deal, the Public Service Stability Agreement (PSSA).

The union said this could be done by agreement between the two sides, and pointed out that other recent public service agreements – including Croke Park, Haddington Road and Lansdowne Road agreements – had been amended or replaced earlier than set out in the deals and in response to changing fiscal conditions or other factors.

The April meeting was scheduled following the publication in mid-March of a DPER report looking into salary scales relating to post-January 2011 recruits at entry grades. Under the PSSA, DPER accepted a commitment to publish the information within 12 months of the

start of the deal in January 2018 – but the report was published significantly earlier.

According to Fórsa, there will initially be a series of engagements dealing with the practicalities of equalising the length of pay scales.

The term 'new entrants' refers to those employed in the civil and public service since January 2011, and they now constitute nearly one in five of public service workers. Their pay scales are currently two points longer than those of other staff, which means it takes them two years longer to get to the top of their pay scale.

It is understood no money has been budgeted by the Government to deal with the issue in 2018, and Ministers has not yet conceded Fórsa's call for some money to change hands next year.

However, Fórsa spokesperson Bernard Harbor told CSQ: "This is an equity issue and, while no money has been allocated to resolve it in



Bernard Harbor

2018, Fórsa believes that Ireland's strengthening economic and exchequer recovery means it should be possible to start funding it next year, rather than delaying until 2020 or beyond. That would require funds to be allocated in October's Budget.

"Negotiators must confront the technical challenges presented by the fact that the length of pay scales varies widely across the civil and public service. Unions also want to ensure that any solution is fair to all new entrants, regardless of how long they have been employed."

He added: "Pay equity is a priority for all trade unions, and every bit of progress in addressing this injustice has been achieved by unions collectively, through national pay negotiations and public service pay agreements."

The DPER report, titled Examination of Remaining Salary Scale issues in Respect of Post-January 2011 Recruits at Entry Grades, identified 60,513 new entrants, who make up 19% of public service workers. It said fully equalising the pay scales would cost approximately €199 million. It did not explore the issue of allowances withheld from new entrants.



I'm really pooched...

Doggie delegate at the divisional conference in Killarney has a breather after all the debate...

More pix from divisional conference: centre pages

Picture: Dornick Walsh

Getting down to business

Derek Mullen

dmullen@forsa.ie

The inaugural conference of the Civil Service Division was held on 19th and 20th April at the INEC Killarney. More than 600 delegates attended from across the Civil Service taking part in what was a hugely successful first outing for the Civil Service Division.

The combined delegates of the former unions joined together under the Fórsa banner and it was their collective contribution on a series of key debates that made the conference the success it was.

Joint chairs Niall McGuirk, Ann McGee and Kieran Sheehan welcomed delegates and made strong opening speeches stressing the importance of what we had done in creating Fórsa and the opportunities it now gave us to make advances for our members.

The strength and unity of delegates was clear to see in the INEC and there was considerable pride in what we had achieved in creating the biggest public service union in Ireland.

What was remarkable about this conference was the extent to which delegates merged to present one voice on the key issues affecting Civil Service members. In the best tradition of conference, their ire was directed at the employer and, to some extent, the Head Office Team who were pressed to take stronger action in a number of important motions dealing with pay restoration, starting pay for new entrants, working time and shared services.

Conference kicked off with a motion from the Legal Officers Professional Branch seeking full pay restoration for civil servants still affected by FEMPI provisions. There was then a raft of motions seeking the abolition of new lower starting points for all new entry grades. It was very clear from the debate that this a key priority for Fórsa (**see story page 7**).

The Clerical Officer Branches, including PSO Sligo and Limerick, successfully moved motions on greater access to higher scales and the Bunrana and Probation Branches instructed the union in their respective motions to fight for the living wage as a minimum for starting pay in the Civil Service.

A motion from Agriculture CS Executive grades continued the pay theme and sought pay equality for administrative officers.

One of the biggest debates at the conference focused on seven motions seeking restoration of pre-Haddington Road working hours. Delegates spoke passionately on the issue making it clear that it had to be a priority for Fórsa. Tom Geraghty, in his conference ad-



WELCOMING ADDRESSES Joint Chairpersons Niall McGuirk, Ann McGee and Kieran Sheehan

Pictures: Dornnack Walsh

dress, made it clear that the next opportunity to deal with the matter in a realistic way was in the next round of pay bargaining.

One of the most difficult debates at the conference dealt with PeoplePoint or HR shared services as it is now known. Delegates moved 11 motions, ranging from a call for a fundamental review of the service to a full closure with the return of HR transactions to line departments.

Responding to the debate, National Secretary Derek Mullen commended the hard work of members in shared services. He told delegates: "That HR shared services works at all is down to the dedication of the civil servants employed there. They've had an extraordinarily difficult time in recent years as they try to make a poor-designed system function."

Derek Mullen also spoke about the findings of the latest survey of union members which flagged up how 80% of respondents indicating that they had a difficulty with HR shared services (**see story page 4**).

Conference also dealt with a range of motions focusing on promotions including a return to some level of seniority promotion, a change in the selection methodology favoured by PAS, and appropriate feedback after competitions.

Civil rights were to the fore in a number of motions from Culture Heritage & Gaeltacht and Housing. The motions, which called for freedom of political association and expression in the Civil Service for grades previously represented by the PSEU, were backed by conference.

The equality agenda was also highlighted at the conference with motions seeking a review of all family-friendly initiatives including work-sharing with a view to addressing some of the limitations imposed during the economic crisis.

One of the other important pieces of business at Conference was the election of the Civil Service Divisional Executive. Niall McGuirk was elected Chair and Ann McGee and Ronan Bolger elected as Vice Chairs. This new Executive will replace the interim committee in place since January.



EXPERT ADVICE Billy Hannigan

Billy Hannigan, National Secretary and resident pensions expert in Fórsa, delivered a detailed presentation on this key issue at the conference. What Billy outlined in the presentation left delegates with much to ponder over – and one of the unintended (or not) consequences of this was a deluge of queries he received before leaving Killarney.

Elections

Chairperson
Niall McGuirk

Vice Chairpersons
Ronan Bolger
Ann McGee

Executive Committee (former CPSU)
Daniel Copperthwaite
Stephanie Kelly
Sue Kelly
Kathleen McGee
Liam McLoughlin
Terry Murphy
Tanya O'Neill
Jean Taylor
Betty Tyrrell Collard

Executive Committee (former Impact)
Eimear Codd
Eugene Dunne
Sean Lowde
Tom Madden
Kieran Sheehan

Gerry Wilson
Executive Committee (former PSEU)
Melissa Brennan
Michael Crowe
Audrey Lyons
Dermot McAuley
Rhona McEleney
Deirdre Mehigan
Kevin Melinn
Jack O'Connor
Brian Redmond
Denis Ryan

National Executive Committee
Melissa Brennan
Sue Kelly
Rhona McEleney
Jack O'Connor
Tanya O'Neill
Denis Ryan
Kieran Sheehan

Our potential for change

Geraghty sets out Fórsa agenda for coming year in keynote address

Fórsa General Secretary (Public Service) Tom Geraghty has called on the Government to set aside funding to begin shortening pay scales for new entrants to the public service next year – at least a year sooner than what was set out in the Public Sector Stability Agreement (PSSA) brokered in the summer of 2017.

Geraghty, who is also secretary of ICTU Public Services Committee, made the call in a speech to 700 delegates gathered for the union's inaugural Civil Service Division conference in Killarney in April.

He told conference: "While it is correct to say that no monies have been allocated [by the Government] to do this in 2018, I believe that Ireland's strengthening economic and exchequer recovery means it should be possible to start funding it next year, rather than delaying until 2020 or beyond. That would require funds to be allocated in October's Budget."

At present, the pay scales of civil and public servants who entered employment since 2011 – some 53,000 workers according to DPER figures – are currently two points longer than other staff which effectively means it takes them two years longer to reach the top of their pay scale.

Claiming pay equity was key a priority for all trade unions, Geraghty told delegates: "The imposition of two-tier pay scales, which were

10% lower at each point for new staff, were imposed in January 2011. They were among the many cuts, including pay cuts averaging 14% for all civil and public servants, imposed without agreement by the then-Government in 2009-2010."

Citing the 2013 Haddington Road Agreement as well as the PSSA, he continued: "Since then, every bit of progress in addressing this injustice has been achieved by unions collectively, through national pay negotiations and public service pay agreements."

He told delegates that unions would shortly be engaging with DPER officials again on the issue with the aim of equalising the length of pay scales and pressing for them to be shortened "as quickly as possible".

Pinpointing working hours as "one of the biggest grievances" felt by members, Geraghty warned conference of the difficulty involved in shifting the Government's position on the issue.

He said: "The fact that despite all the time and effort devoted to it, we could not budge the employer to roll back any part of the additional working time is, itself, an indicator of how difficult it will continue to be to make any progress on the matter and it would be foolish of me to appear to make any promises on the issue."

Though some headway had been made on giving workers the option to revert to pre-

Haddington Road hours with an accompanying cut in salary or to use annual leave as hours on the clock, the problem remained "unresolved", adding, "perhaps the only promise that can be made is that we will revisit [it] in future negotiations."

Turning to HR Shared Services, formerly PeoplePoint, Geraghty referred to a recent survey of members that had flagged up "a wide range of difficulties across the entire span of HR interactions". Listing these "horrendous experiences", they involved members owing "substantial amounts of money" through overpayments as well as underpayments and

We never take our members for granted and never forget that this is their organisation and we are their servants

delays in payments and he pointed out that the concern of members was reflected in the number of motions on the subject at conference.

However, he emphasised that members of the union working in HR Shared Services were not to be blamed for the "systematic failings of an organisation for which they are not responsible".

Geraghty referred also in his speech to the restoration of a 5% cut to allowances made in 2010 – and said that union negotiators would be "seeking a 2019 solution" to the issue.

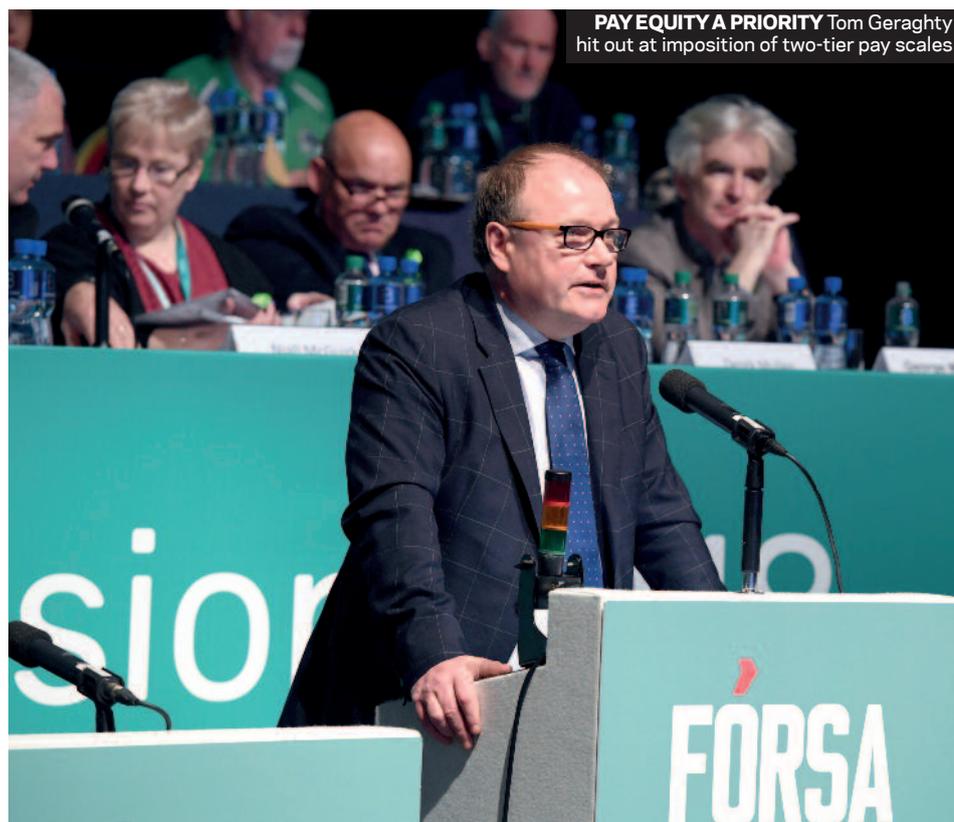
On training and organisation, Geraghty talked up the "significant possibilities" that had been created by the formation of the new union. He said: "We now have the capacity to link into a team of organisers to assist branches in recruitment and organisation. We need to develop an approach whereby branches in the Civil Service can avail of this facility.

We now [also] have the opportunities to develop branch activists through a wider range of training courses to enable activists to grow the necessary skill-sets to carry out their functions effectively."

In his concluding remarks, Geraghty said the formation of Fórsa had created an "enormous potential" to improve members' lives and that it was "up now up to all of us to realise the potential that we have created".

After thanking members of the Divisional Committee and fellow officials, he praised delegates and activists for all the work they did for members. He also directed his comments towards the general membership of the union.

"We never take them for granted and we never forget that this is their organisation and that we are their servants."



Picture: Dornick Walsh



KEYNOTE ADDRESS Tom Geraghty



SPEAKER Yvette Kelly



DELEGATES Aoife Enright & Paddy Harte



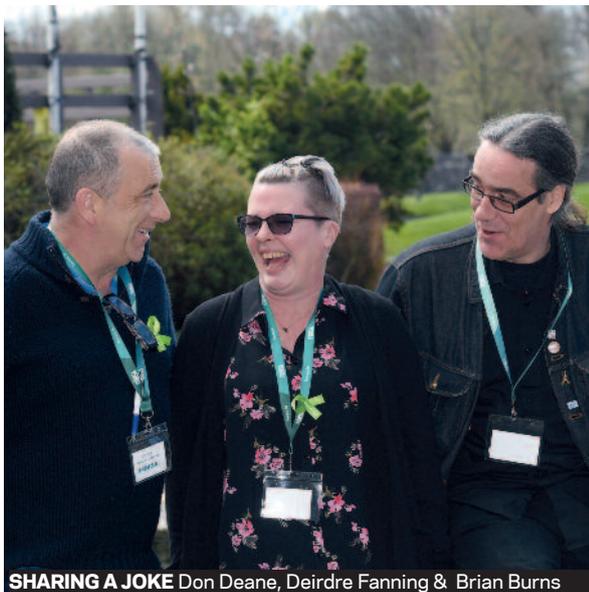
SPEAKER Fran Grimes



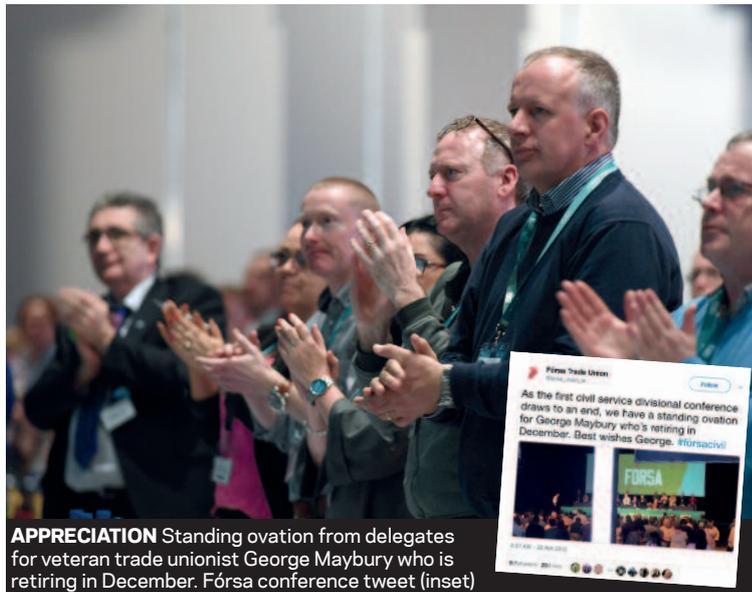
APPLAUSE Billy Hannigan, Andy Pike and Kieran Sheehan

Divisional Conference 2018

Pictures: Dornick Walsh



SHARING A JOKE Don Deane, Deirdre Fanning & Brian Burns



APPRECIATION Standing ovation from delegates for veteran trade unionist George Maybury who is retiring in December. FÓrsa conference tweet (inset)



ARRIVAL Mark Smyth and Maurice Magee



ALL SMILES Delegates take a break in the sun outside conference



APPLAUSE Delegate John Flanagan



DELEGATES Niall Lynch & Niall Neely

Tributes

Frank Murray R.I.P.

Loss of an outstanding public servant

Many years ago I was a young Executive Officer in the Department of the Taoiseach. A team of senior officials lead by Dermot Nally, and including Wally Kirwan and Frank Murray, worked hard from that department to build relationships and forge links in Northern Ireland and with British counterparts.

It was slow, painstaking work that often looked to be pointless and it took many years to bear full fruit. Frank passed away recently and my mind went back to the endless frustrations that he bore in that period with his characteristic patience and self-facing persistence.

Frank went on subsequently to be the Secretary to the Government and, as we know, Northern Ireland eventually saw a cessation of violence.

It was the greatest living Irishman, John Hume, somebody with whom Frank worked closely, who, seeing beyond the latest bloody atrocity by the IRA or their loyalist mirror images, identified presciently that the problem of Northern Ireland is that the problem of Northern Ireland never changes. Frank Murray had the necessary personal attributes to contribute to addressing that underlying problem of sectarian tribalism.

He was a reserved man who never sought the limelight, who, in the best Civil Service tradition, kept his political views to himself and made himself useful in the best possible sense to successive governments of varying



hues. He represented the continuation of a time-honoured commitment to service that characterises the best public servants.

Like so many before third level became accessible to all but the rich, Frank acquired his third level qualification on a part-time basis after entry to the Civil Service. He went on to use those qualifications to educate others and he lectured me in public management in the Institute of Public Administration, when I followed the same path

of part-time study. Indeed, our paths were to cross again many years later when Frank chaired the board of the IPA, of which I was a member, both of us happy to give something back to an institution from which we had benefited. Frank's chairing reflected his relaxed, tolerant style.

My predecessor as PSEU general secretary, Dan Murphy, often recalled Frank's role in getting a small association of Oireachtas clerks to join the CSEU back at a very early stage in Frank's career. I always found it hard to reconcile Frank's easy-going, diplomatic style with the idea of union activism. After he left the Oireachtas and before I knew him, Frank was private secretary to the late Liam Cosgrave when he was Taoiseach, so he was always destined to go on to be influential which, given his personal attributes, is no surprise to anybody who knew him.

I did not realise that Frank has been appointed as a commissioner for the 'Disappeared' after his retirement but I can see why he was an obvious choice. His pleasant, calm and efficient air would have given great comfort to the poor families and would have offered the assurance of integrity to the murderers, whose help is required in finding the sites of those who lie in cold, unmarked graves.

His family have said that he derived great comfort from the fact that 13 bodies of the victims have been recovered and have now been given a decent burial.

The families of victims have lost a friend with Frank's passing; Leitrim has lost one of its proudest sons and Ireland has lost an outstanding public servant but the loss to his family is the greatest of all and it is to them that we extend our heartfelt sympathies.

Tom Geraghty

General Secretary/Public Service

Ronan Lenihan R.I.P.

Union stalwart and a born story-teller

Back in now what seems a different era, delegates to PSEU conferences had to figure out from the agenda what was under discussion. Ronan Lenihan changed that. As a member of the Standing Orders Committee, Ronan introduced the technology, now commonplace but innovative for its time, of an electronic display on screen of the item under discussion.

Before he became a PSEU stalwart, Ronan had served his time as a CPSU activist and, in later years, had served on the AHCPS Standing Orders Committee.

The term 'larger than life' could have been invented for him. Being single for much of his life, Ronan brought his mother around the world with him.

When he married Mary and took on the role of stepdad and grandad, Ronan was completed. So, it was doubly sad that Mary and family and Ronan's beloved mother, Ida, should have been forced to bid farewell to this big, kind-hearted man.

Ronan loved to tell stories. The one that he often recounted is about the day when he was leaving Leinster House that he was mistaken for the late Jackie Healy-Rae and was assaulted by protestors. I am not sure what hurt most, whether it was the assault or the affront to be mistaken for a man with an unmistakable hairstyle!

I dealt with Ronan in his capacity as an Oireachtas clerk and he served our democratic institutions with distinction.

Ronan had poor health in recent times and took early retirement to try to battle illness. Sadly, it was a battle that ultimately he was to lose. He was a good man and we shall not see his like again.

Tom Geraghty

General Secretary/Public Service



Professional and Technical

Revisions sought over new salary framework

The Forensic Science Branch is seeking a revised framework for assessing starting salaries on appointment from the private sector in response to growing recruitment and retention difficulties within the service.

If such an approach is agreed staff would come in at a scale point commensurate with skills, qualifications and experience, which would counteract the problem of poor retention of staff now affecting the service.

Ministerial drivers claim still unresolved

A Fórsa claim for new employment contracts for ministerial drivers (Members of Civil Service No.1 Branch) has still not been resolved. The union is seeking a new contractual framework setting out clearly rights to subsistence payments, annual leave and security of tenure for Fórsa members employed to drive for Ministers and Cabinet members.

One of our members is due to have an unfair dismissal claim heard by the WRC shortly and the outcome of this claim may inform discussions in the future.

'Fitness to practice' extension

The remit of CORU, the regulatory body for health professionals, is shortly to be extended to cover educational psychologists and probation officers. The existing Fórsa 'fitness to practice' scheme will be extended to members of both branches. The scheme provides for legal representation in relation to any complaint brought before CORU in relation to professional practice.



By **Andy Pike**

Return of jump increments sought

Fórsa members in the CSO are taking a claim to adjudication seeking the restoration of their collective agreement on jump increments. This agreement provided for accelerated incremental progression for professional staff (jump increments) after a number of years' service to assist with the retention of staff.

Following the imposition of the morato-

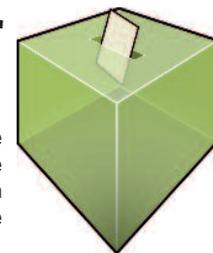
rium on recruitment of statisticians, DPER withdrew from the agreement without informing the union or staff.

Now that recruitment has taken place again, several members have reached the point on the scale where these provisions should apply and on that basis Fórsa is seeking the application of the agreement for new entrant members.

Dead heat in OCFA ballot over career structure proposals

Members of the OCFA Branch in DFAT were recently balloted on a proposal to create a new career and grade structure for development specialists working in Ireland

and overseas. The ballot was a tie with 20 members voting for the proposal and 20 against. Fórsa staff are now working with the branch to identify a way forward.



Agri news

New specialist grade for agri lab attendants

A Fórsa claim to the Civil Service Arbitration Board has secured the creation of a new specialist grade for agricultural laboratory attendants working in regional DAFM laboratories.

Following a lengthy period of negotiation the claim was referred for arbitration, the Board recommended the creation of a new specialist grade with the existing post mortem allowance being incorporated into a new scale which would then be increased by between 1.5% and 2%.

Discussions on implementation of this binding recommendation will now take place with FGE Branch members and DAFM management.

The arbitration finding does not meet the full expectations of members carrying out difficult, demanding and complex work within the Agri Lab. However, the finding is significant in that it is the first report issued for many years that recommends structural changes and a new grade beneficially affecting pay levels.

Meanwhile our Agriculture No 1 Branch attended an adjudication hearing over members being required to conduct additional carcass trim checks in meat plants. The additional trim checks will now commence with a review in 12 months' time.

Separately Fórsa has secured payment for technical agricultural officers of the DAFM livestock allowance (ICD) of €3,500 to new entrants with payment backdated to 1st January 2018.

Finally in Agriculture the Fórsa Agri Labs Branch (representing technical and scientific staff) is to consult members on submitting a claim to DAFM that the minimum entry level qualification should be established as FETAC Level 8 for all laboratory analyst posts.

If this claim were to succeed it would establish the laboratory analyst post as an Honours graduate position securing the professional status of the grade.



Picture: Livestock Ethique & Animaux L214 (CC BY 2.0)

Data Protection Commissioner



Picture: UK Ministry of Defence (CC BY-NC 2.0)

DPC set to become a scheduled office

Paul MacSweeney

AGS, Civil Service Division

The establishment of the Data Protection Commissioner (DPC) as a scheduled office was initially earmarked for 25th May when General Data Protection Regulations (GDPR) came into force.

Some functions will transfer to DPC in May but it is not envisaged that it will be set up as a scheduled office until later in the year or, possibly, early next year.

Members, who are currently employees of the Department of Justice & Equality, have raised

concerns about the lack of promotional opportunities, training and career development available in the new organisation.

While members have access to a wide array of work and to internal promotions across the Department of Justice & Equality, at present this access will no longer be available when the DPC becomes a scheduled office. The union will discuss a career path for members with DPC management as well as other retention mechanisms.

Combined Services Third World Fund

Since it was founded in 1980, the Combined Services Third World Fund has spent more than €8 million on development projects and emergency aid grants throughout the developing world.

The CSTWF is able to do this because of the generous contributions made by employees and pensioners of the Civil Service, An Post, eir & other State agencies.

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Picture: John Martinez Pavliga (CC BY 2.0)

Agriculture

Union's role in partnership to be respected

Difficulties arose in recent weeks over management proposals to reinvigorate the partnership process and engage with staff as part of this initiative.

However, agreement was reached at Departmental Council to ensure that the union role in all of this will be respected by the Department. In fact, there is to be a meeting very shortly to discuss all the detail including structures, selection of reps, agenda items and the interaction of central partnership with local committees.

On the former PSEU side, we will meet management on the 21st May to discuss cross-stream reporting as well as AO/HEO issues.

Meanwhile, on the professional and technical front discussions continue on a range of fronts including the AS review which is nearing completion.

Dates are agreed for the Review Committee to meet with the Chief Veterinary Officer and the Chief Inspector. The Review Committee will then be in a position to issue the final report shortly after these meetings take place.

Management has given a commitment to hold an AS competition as soon as the review is completed.

They have also informed Fórsa that that a new TAO recruitment competition will be advertised in May 2018.

Dept of Justice & Equality

Financial functions transfer to NSSO – the impact on staff

Fórsa held a bilateral with HR on the staffing implications of the transfer of financial functions from the Department in Killarney to the National Shared Services Office (NSSO). Further discussions with NSSO and Department of Justice HR are set to be held in May.

Our main concerns relate to clarity on work being transferred to our members in Killarney, work for payroll staff remaining in Justice, career progression and ensuring that the transfer from one employer to the other runs smoothly. The transition across to the NSSO, initially scheduled for June 2018, will progress at a later stage.

NSSO staffing pressures

Discussions continue with management on staffing pressures in the NSSO. We had a recent meeting with management of payroll in Killarney to discuss related matters. It was agreed to keep staffing under review over the course of the year. Similar talks are expected on the

HR shared services side. There are delays in the transition of staff to NSSO as part of the development of Financial Management Shared Services but in the meantime we are to consider draft proposals to allow staff who are pending transfer into NSSO competitions.



By **Derek Mullen**

Garda Civilians

Multiple issues discussed with management

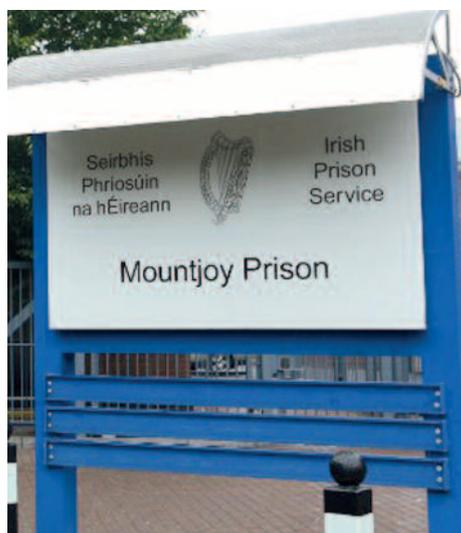
There are numerous discussions and briefings taking place in the Garda civilian area at present.

These include the duty roster and management system, Hybrid Policing Model, continuing civilianisation, General Data Protection Regulations Initia-

tive, Cultural Audit, Code of Ethics, Divisional Protective Units, Performance Accountability framework, Garda Mobility Project, Performance Management and Learning Framework (for gardaí), Computer Aided Dispatch, and Accommodation limitations in Templemore.

There are also area-specific issues such as the staffing requirements for the crime reclassification project in GISC, Castlebar, as well as an issue around a Saturday allowance for a small number of people, where discussions continue.

Irish Prison Service



IPS as a stand-alone org

Talks are continuing over the Irish Prison Service (IPS) becoming a stand-alone organisation.

Arising out of further discussions, a written proposal was put to members in a ballot over the proposed setting up of the IPS as a scheduled office which would proceed on an administrative basis.

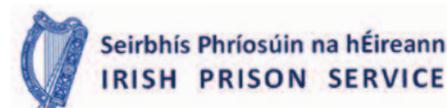
In turn, there will be an internal competition to fill six or seven AP positions and three or four PO posts (these numbers are indicative). Internal competitions will start with PO competition, then AP, HEO and EO.

It has been further agreed that there will be ongoing discussions on:

- Management of HR function for HQ staff;
- Learning and development opportunities;
- Higher scales;

- Sequencing arrangements.

Clerical Officer recruitment for IPS in Longford has also started and Fórsa has written to IPS HR advising them that the competition can only be used to fill 50% of the CO vacancies with the other half to be filled by way of



transfer, as per central agreement.

Due to delays in rolling out the mobility system HR has been advised that the central transfer list should be used to fill the CO vacancies liable to be filled by transfer.

Revenue

Talks continue on PAYE modernisation

Discussions continue in Revenue on PAYE modernisation and Revenue realignment, which is a restructuring by any other name.

Fórsa voiced criticism at Departmental Council over the fact that staff communication was getting ahead of union engagement on some of the key aspects of these issues. In particular we were concerned that management were communicating customer service requirements directly to staff in circumstances where we hadn't

even started a discussion regarding the opening hours of the main Revenue 1890 line, where they had indicated a requirement for longer opening. However, following our discussion at Council, it was agreed that talks will commence in May.

Also the union is in talks with Revenue about the implementation of the adjudication finding for former-PSEU grades which dealt with a long-standing claim related to "debts" due to direct promotion panels.

DEASP

'Bradford Factor' tool used by management

The Department of Employment Affairs and Social Protection recently issued an office notice 36/2018 regarding the management of repeated/ongoing sporadic short-term absences using a HR tool called the Bradford Factor. Fórsa has requested a management meeting to discuss this notice and have confirmed that this is not an agreed position and noted that DPER has been asked to withdraw the disputed sick leave and increment document which led to this office notice in DEASP.

COLOMBIA: the pain goes on...

DEADLY TOLL
The sign reads
'Five murders in
48 hours'...



Picture: Marcha Patriótica

Tom Geraghty

General Secretary/Public Service

When I was in Colombia in 2014 as part of a British/Irish trade union and parliamentary delegation, hopes for peace were high. The 50-year civil war was the subject of talks. All the signs were that the FARC guerrillas and President Santos wanted a peaceful end to the conflict and a movement towards a modernising of the economy.

One academic warned us, however, that essential as peace was, the dismantling of structures created in conflict would bring with it inevitable volatility and the probability of less structured, but no less deadly, violence.

He cited as an example the descent of former right-wing paramilitaries into a cycle of criminal violence and the killing of human rights defenders by them after their formal paramilitary structures had been dismantled. Sadly, he has proved to be prescient in his analysis.

2017 was the first full year of peace in more than half a century. It was also the deadliest for human rights defenders, with 121 killed (compared with 60 in 2016). One cause is that right-wing paramilitaries have moved into former FARC territories and those who seek to defend land rights become easy targets. Indeed, the more remote the area the greater the risks and the higher the casualties.

It is an indication of the economic element of the killings and the link to issues of land and resources that, apparently, three out of five killings are carried out by contract killers. This is not a consequence of spontaneous con-

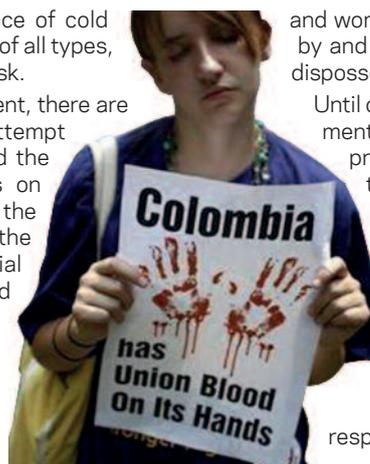


SIGN OF PEACE
President Santos
and FARC leader
Timoleon Jimenez
shake hands after
signing 2016
peace deal

frontation, it is a consequence of cold calculation that puts activists of all types, including trade unionists, at risk.

Within the official government, there are those who make a genuine attempt to ensure the rule of law and the state's Inspector General is on record as condemning the seeming inability of the state to protect social activists. It is an obviously valid point. In 2016, the sum total of four convictions were secured for such killings.

It is an awful irony that peace should have increased the danger for the brave men



and women of Colombia who stand by and speak for the poor and the dispossessed of that country.

Until or unless, the central government directs its attention to the protection of its own people, the problem will continue.

In 2014, I asked a high-ranking army officer, "What are you going to do to stop men for whom you are responsible from murdering your own people?"

The people of Colombia still await an adequate response.

Transfers

To place an ad, or apply to one listed, email transfers@forsa.ie

MJ17

EO, DAFM Johnston Castle Wexford, seeks transfer to any Government office in Cork. This is a pleasant rural parkland building with a lot of car parking, canteen and flexi time. It is 10 mins drive from Wexford town.

MJ18

EO, Central Statistics Office Cork, 4.5 day week (willing to increase to 5 days), seeks transfer to any department in Mitleton or Youghal for personal reasons. Friendly working environment, flexitime and parking available.

MJ19

EO, Department of Education & Skills, Athlone, seeks head to head transfer to any Government department in Roscommon town for commuting reasons. Flexi time, Car park and canteen available.

MJ20

EO, full time, Central Statistics Office, Cork seeks transfer to any Government department in Tipperary town, Cahir, Thurles, Clonmel or anywhere in South Tipperary for personal reasons.

MJ21

EO, Revenue Commissioners, South Georges St Dublin 2, seeks head to head transfer to Department of

Defence Newbridge or possibly any other department in Kildare. Flexi time, canteen and free parking available.

MJ22

EO, full time, Director of Public Prosecutions, Dublin 7 seeks head to head transfer to any Dept/Office on southside or city centre for commuting reasons. Non public/friendly office, interesting work. Flexi time and free car parking available. Next to Heuston Luas stop and train station.

MJ23

HEO, full time, NSSO, Galway. Seeks transfer to Clare/Limerick for commuting purposes only. Lovely location, friendly people, flexi, canteen & free car parking available.

MJ24

HEO, full time, Department of Culture, Heritage and the Gaeltacht seeks transfer to any Government department in Longford, Westmeath or Roscommon for family and commuting reasons. Friendly office with flexi time available.

MJ25

HEO, full time, Department of Education & Skills, Athlone seeks head to head transfer to any Government Department in North Tipperary or Limerick City for commuting and family reasons.

Canteen and car-parking facilities available.

MJ26

HEO, Revenue Waterford, seeking transfer any Department in Kilkenny for family/commuting reasons. Free parking and flexi time available, with opportunities for promotion.

MJ27

HEO, National Shared Services Office, Deerpark Building, Killarney wishes to transfer with a HEO in Cork. All areas in Cork initially considered. Flexitime/parking etc. available

MJ28

HEO, Revenue Commissioners, Letterkenny seeks transfer to any other Government department/office in Co Donegal in order to broaden experience. Friendly office with flexi-time and parking available.

MJ29

HEO, full time, Department of Defence, Newbridge seeks a transfer to any department in Portlaoise for commuting reasons. Flexi time, canteen and car park available.

MJ30

HEO seeks permanent work share position (50%) with another HEO in any

Government department in Limerick, Tipperary town, Thurles, Cahir or Clonmel.

MJ31

HEO, Full-Time, Revenue Commissioners Sligo seeks transfer to any Department in Sligo or Leitrim, to broaden experience. Flexi-time and parking available.

MJ32

HEO, full time, Central Statistics Office, Rathmines, Dublin 6 seeks transfer to any dept/office in Laois/Offaly/Newbridge/Kildare area for commuting purposes. Family friendly office with car parking and flexi time available.

MJ33

HEO, Department of Public Expenditure & Reform, Dublin 2 seeks transfer to any Government department/office in Dublin city centre. Flexi time and work-sharing available. Transfer to broaden experience.

Civil Service mobility update

The first phase of the Civil Service Mobility Scheme was launched on 13th November, 2017. However offers of mobility did not begin on 22nd March 2018 as expected. This date has been postponed in order to reconfigure the mobility system. It is expected that an alert will be issued to all staff members with information in advance of the new offer date.

The following transfer lists will continue to operate until offers of mobility begin:

- The Central Transfer Lists;
- Organisations' Internal Regional Transfer Lists;
- Head for Head Transfers.

This postponement will allow for legacy date verifications to be completed. These verifications will now be processed in batches, rather than when an officer enters the top 10 on a waitlist.

Automatic email notifications will be issued to officers in the current batch of applications being processed. These notifications will indicate that action is required by the applicant.

Please note: the window for applying a legacy date to a mobility application closed on 8th February 2018.

During the legacy verification process, the mobility waitlist positions may change due to

calibration. Applicants can view/request* their placing on any waitlists applied for.

* remote worker/absent on leave with no access to self-service - contact the Central Mobility Team at mobility@peoplepoint.ie.

* Non-HR Shared Services customer (AGS, Oireachtas), please contact your Local HR.

* Non-HRMS customer (IPS, OCO, NCCA) currently no mechanism to view or check placing on list.

What is Civil Service Mobility?

Civil Service Mobility is one of a number of arrangements to be put in place to fulfil the requirements of Action 15 of the *Civil Service Renewal Plan* that calls to "Expand career and mobility/transfer opportunities for staff across geographic, organisational and sectoral boundaries".

When will the scheme launch?

The mobility scheme is being developed for the Civil Service on a phased basis:

Phase 1A is for the general Civil Service grades of CO and EO for mobility between zones (all zones) and within zones (excluding Zone 46 - Dublin) - this phase successfully launched on 13th November 2017 to approx-

imately 17,000 participating staff members to submit a mobility application. The date for offers of mobility has been postponed in order to reconfigure the mobility system.

Phase 1B will include the general Civil Service grades of CO and EO for mobility within the zone of Dublin. It is envisaged that Phase 1B will be launched following a full analysis of the outcomes from Phase 1A of the scheme. This phase will launch at a later date. Fórsa expects discussions on Phase 1B to start shortly.

Phase 2 will include the general Civil Service grades of HEO, AO and AP. This phase will launch at a later date.

Equivalent Professional and Technical grades are not covered under early phases of the scheme and consideration will be given to mobility for these grades at a later date.

Transfers advertised in CSQ will be phased out as the mobility scheme takes over, except for the HEO grade who are due to be in the next phase of mobility.

CO's and EO's will be governed by the scheme which takes over from the head to head transfers generally sought on this page.

Conversations

Niall McGuirk is Chair of Civil Service Division at Fórsa

I want branches to feel they have an ear at the Executive

Congratulations, Niall, on your election as Chair of the Civil Service Division, tell me a little about yourself and the driving forces that led you to such an active role in the trade union movement?

Thanks, Derek. I am a family man with three children. I enjoy sport, particularly two of my kids' hurling teams which I help out with, and reading. I have been in the Civil Service since 1987, and have worked in I.T. since 1999. I am currently in the Department of Taoiseach.

My Father, a SIPTU shop steward, first piqued my interest in the trade union movement. The first time I took notice of what a trade union can do was during the McDonalds strike in 1979. I was 11 years old and standing on O'Connell Street on a cold St Patrick's Day. We had been hanging around for a good while and I was looking longingly at people on the first floor of McDonalds on O'Connell Street who were waiting for the parade in the warmth. I needed to use the bathroom and asked my Dad if could I go in. He firmly said no - there was a picket on McDonalds and there was no way I could pass this. I didn't understand it but my Dad's words to me - "When people are on strike, you respect their wishes" - has struck a chord. Workers need to stick together and when they do their fellow workers need to support them.

I ran for election to our Executive Committee when I felt that the Executive needed to be more proactive and communicate better with the members. It coincided with slashes to our terms and conditions as the country hit a downward spiral. I believe that the members are the voice of the union and that voice needs to be heard at the Executive Committee table and raised at every opportunity.

What is your most hope to achieve as Chair of the Civil Service Division?

I would like to try and bring unity. By unity I mean that I would like people to feel that their issues can be brought to the Divisional Executive no matter what they are and no matter where they come from.

I want to try to ensure there is as little disconnect as possible between members of the union and those who are elected. I feel the elected people are "ordinary" Executive members and the officials are "ordinary" officials (doing a very good job) but the union member is the "extraordinary" one. There is a language around ordinary members and top tables that doesn't sit right with me and I want to also highlight that. This union is about the member-



Picture: Dornnick Walsh

ship. We have just come from our divisional conference which was a great opportunity for people from different grades in not only the same departments but across the service to meet. This was a forum to exchange ideas and see where things can go. It all starts from the branch member and makes its way through the tree that way. Members have the power to decide union policy and the direction we would like to see things going.

I don't want members of branches to feel swamped by the new divisional structure. I want all branches - regardless of size or history - to feel they have an ear at their Executive. I also want them to feel that this is *THEIR* union to shape.

What are the biggest challenges, in your view, facing Fórsa in the Civil Service?

Challenge 1: Getting away from a mindset of "this is the way we used to do things". In many ways Fórsa can be like a blank canvas. We should question the way we go about doing everything and see if there's a better way. Take conferences, for example, is it the best use of getting so many activists together? I'm not saying it's not but let's review it. We got through over 130 motions at the Civil Service Divisional Conference in April but why not ask the question is that the sole purpose of Conference? Maybe it is.

Many of us were on sub committees that have been brought in historically. Are these the best committees and structures we need to have? Should it be that we extend activism

out and not worry about roles - just concern ourselves with reaching out to people.

Challenge 2: Showing that bigger is better. I firmly believe that having more members only makes us stronger. However, we need to make the members aware of this. Show how it helps as we go along.

Challenge 3: Engaging with the membership. Our 'extraordinary' members should feel strengthened by the sheer force of numbers and more confident. We can get to a stage where the communication goes one way with a large volume of emails coming from HQ and magazines every quarter. Is this the best way to utilise our potential?

Challenge 4: Branch structure. This is a tough one. Some branches are completely hesitant to change while others are in need of it. Our real challenge lies in getting the balance right. At what stage does it make sense to have one rep at Departmental Council representing all our grades without former branches feeling they are getting less of a service? A lot of this work will lie in the branch memberships getting together and deciding for themselves. This should evolve from the membership and fit their requirements, not solely what is seen as the correct fit from HQ.

Finally, your thoughts on Fórsa - what will its creation mean for its members and indeed the delivery of public services in Ireland?

Fórsa, for me, means a better way of working together with the people I work with to create a better work environment. It gives a strong voice to those providing public services. I hope it will allow us to dispel any myths about the public service. We now have the potential, as an 80,000 strong union, to present our side of the story.

Fórsa can help explain the reality of pension provision for many of its members. Fórsa can highlight the fact that some public servants' earnings are below the Living Wage. Fórsa can show how the extra hours that were imposed on its members are having an effect throughout society, be that childcare costs or less time for volunteerism.

Fórsa can be a positive force in the country, treating people fairly and equally. It can have such a strong voice, and we have a great opportunity in shaping what that voice has to say for the betterment of ALL citizens availing of public services.

Niall McGuirk was in conversation with Derek Mullen



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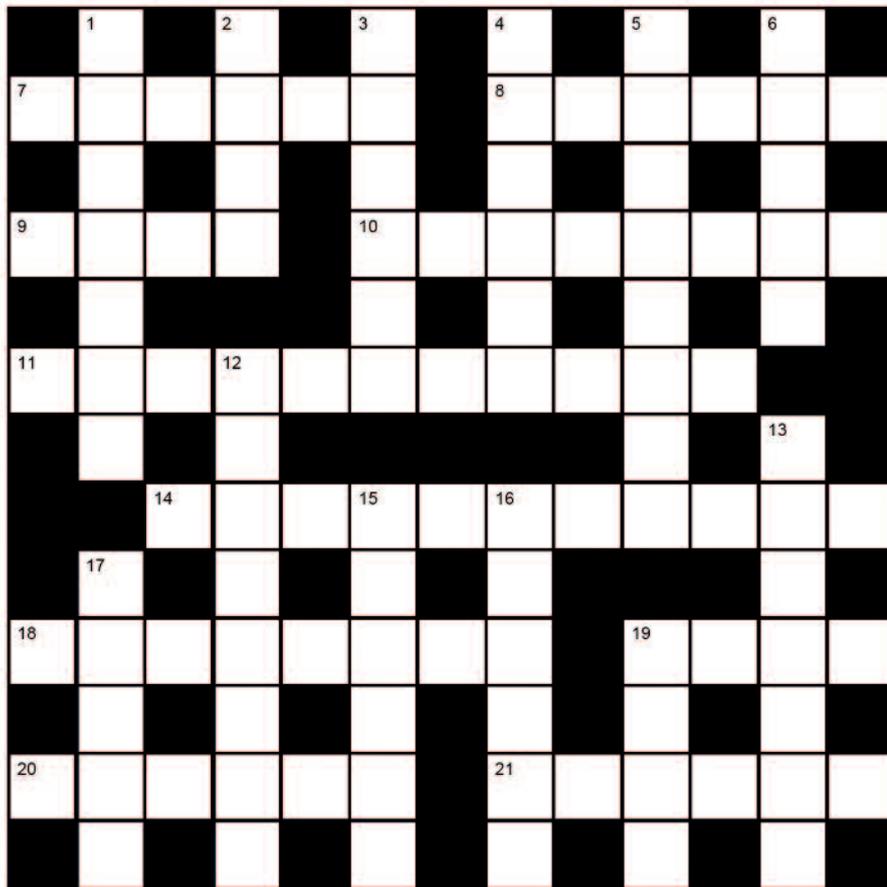
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02/18

Prize Crossword



Across

7. St. Tiarnach's Park is here (6)
8. Second book of the Old Testament (6)
9. Units of electric current (4)
10. Star Gate at Henley? (8)
11. He could be Jay, Will, Simon or Neil (11)
14. Austrian artist, creator of The Kiss (6, 5)
18. Shark and farm machinery (8)
19. Anything... Cole Porter musical (4)
20. Eva Jonsson, Swedish television presenter (6)
21. VladimirLenin (6)

Down

1. Scottish bacteriologist - discovered Penicillin (7)
2. Australian rock band, fronted by Michael Hutchence (4)
3. Arrangement under which a deed, money, security, or other property or document is held by a neutral third-party (6)
4. Three nautical miles (6)
5. Synth pop duo from the 1980's (4, 4)
6. Writer known for The Three Musketeers and The Count of Monte Cristo (5)
12. Uisce beatha, in France (3, 2, 3)
13. Charge an official with an offence committed while in office (7)
15. Iranian capital (6)
16. Roman poet at Anfield (6)
17. After this - hood, birth and proof (5)
19. Spanish painter (1746 -1828) (4)

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Crossword 01/18 winner

Eileen Clifford, Dept of Agriculture, Cork.

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Crossword entries for **Crossword 02/18** should be addressed to:

**The Editor, Civil Service Quarterly, Adelaide House,
19/20 Adelaide Road, Dublin D02 WA00
to arrive not later than Friday, 27th July, 2018**

Name

Work Address

Union Branch

SOLUTIONS Prize Crossword 01/18

Across

1. Camels; 4. Audit; 8. Mahon; 9. Egotism;
10. Causton; 11. Pele; 12. Els; 14. She; 15. Ajax;
18. Nos; 21. Oboe; 23. Hepatic; 25. Britain;
26. Inner; 27. Ennui; 28. Tenors.

Down

1. Comics; 2. Mahouts; 3. Lengthen; 4. AWOL;
5. Drive; 6. Tommen; 7. Keane; 13. Sapphire;
16. Antonio; 17. Robbie; 19. Shine; 20. Scores;
22. Orion; 24. Dali.