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Plus all the latest union news
with movies, competitions, music,
travel and more



FÓRSA



Roscommon solidarity

Conference season edition

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Summer-Autumn 2018

Roscommon solidarity

Conference season edition

Fórsa is produced by Fórsa trade union's Communications Unit and is edited by Niall Shanahan.

Front cover: Luke and Mark McLoughlin pictured at the Fórsa rally in Roscommon town on Saturday 23rd June, organised in protest at the management's refusal to implement a Flexi Leave programme in the council.
Photo: Reg Gordon

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President's foreword

My name is Ann McGee and I'm the newly elected President of Fórsa. I was elected at the inaugural National Conference in Killarney in May.

I'm humbled and deeply grateful to be elected by my union colleagues, and I'm looking forward to the unique opportunity of representing you at the head of this organisation.

I've learned over the years that making the effort to do my best is what makes me happy, even if I don't succeed or win. Knowing I've put the effort in is what matters most, and my commitment to you is that's what I'll be doing throughout my term.

We have a fantastic union. At the heart of it all is 80,000 members who make it all possible. My plan now is to make contact with all the divisional executives and branches over the next number of months. I'm looking forward to meeting as many members as possible and learning as much as possible from you.

Our goal now is to restore conditions for lower paid workers across all grades and help drive job creation in the private sector.

There's growing pressure for a faster restoration of pay and conditions and to see the end of the lower entry points for new entrants. The current inequality is not just an entry level issue, it's a career-long problem.

Reductions in working time, including the objective of returning public servants to their pre-crisis hours, should be among our priorities when we get into talks on a successor to the current national agreement.

We've come a long way over the last few months and we've a lot of work to do in the months and years ahead. Together, I believe we have the energy and commitment to meet the challenges ahead because, ultimately, this is about you, the members.

Our colleagues in Roscommon County Council have taken strike action in support of family-friendly working practices in the council. It was Fórsa's first strike. While this is a bit of labour history that nobody wanted to make, my message to Roscommon at their rally on 23rd June was that Fórsa stands with them. We also welcome the decision by the Siptu/LAPO Roscommon branch to back the strike action.

I also wish to express my deepest sympathies to the families of Tony Mitchell and Gerry Gilroy, and to all their branch members and colleagues. Those we love don't go away, they walk beside us every day.

I look forward to working with you all within the Fórsa family over the next two years.



Ann McGee, Fórsa President

June 2018

Services & Enterprises



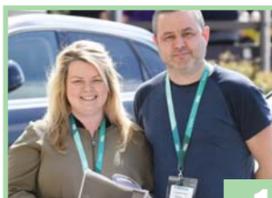
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Crosswords, competitions and prize survey



Niall Shanahan.

Welcome to the latest edition of FÓRSA magazine, which lands in the middle of our (so far) glorious summer. Long may it continue.

Made glorious summer

FÓRSA'S ROSCOMMON rally on 23rd June was blessed with glorious sunshine, proving that the weather gods were at least on our side. It turned out to be quite a family event, so we were delighted to discover Reg Gordon's excellent photo of our two young supporters, Luke and Mark McLoughlin, for the cover of this edition.

Luke and Mark's generation are likely to be facing a very different world of work in the future, and trade unions face a considerable challenge in adapting to survive.

The TUC's general secretary Frances O'Grady says it's a case of "adapt or die", while President Michael D Higgins told our conference in May that the struggle for decent work will be the defining struggle of our age. In this edition

Bernard Harbor, an old friend of Frances, looks at the challenges we're facing.

Fórsa's capacity and strength as a campaigning union has received a major boost in the last few months, as the branch campaign officers develop their skills to amplify the union's campaign messages. Joe O'Connor reports.

The allocations for special needs assistants were published in May this year. A more timely announcement following a concerted Fórsa campaign over the last 12 months to ensure the delays of recent years weren't repeated.

Shortly after the allocations were announced, the National Council for Special Education (NCSE) issued its review and recommendations on the SNA service. Seán Carabini answers the

hard questions while I tag along to get a sense of what's happening.

I also caught up with former member Julia Kelly, who's just published her third book, *Matchstick Man*. It's a compelling and brilliantly written account of Julia's relationship with the artist Charlie Whisker and her experience of caring for him after he developed Alzheimer's.

Una-Minh Kavanagh looks ahead to autumn breaks off the beaten track, while Daniel Devery gets lyrical about eating outside. Turns out the origin of the word 'picnic' has a strong Dublin municipal dimension. Elsewhere, Raymond Connolly takes a moment from his gruelling World Cup schedule to talk about music and hairstyles.

Enjoy the summer ■



Delegates from our Services & Enterprises branches met in Galway on the 12th and 13th April. In addition to a wide range of agenda items, news of a voluntary redundancy scheme at eir broke during conference, and the union's community employment (CE) supervisors considered industrial action in a 10-year dispute over pensions.

Air traffic controllers fear privatisation of aviation safety and regulation

DELEGATES AT Fórsa's Services & Enterprises divisional conference insisted that the Irish Airport Authority (IAA) should remain in public ownership. The union fears that the IAA may follow a European trend towards privatisation, particularly if its regulatory functions are split from other company activity.

Third terminal would be blow to regional development

Opening a third terminal at Dublin airport would further concentrate tourism and economic development in the overheating greater Dublin

area, damaging prospects for balanced regional development.

Delegates to the union's Services and Enterprises conference in Galway were told that 95% of passenger growth between 2012 and 2017 went to the capital, which now accounts for over 85% of passenger traffic in and out of Irish airports.

The conference also opposed further privatisation of Irish airports. A motion from the Fórsa IAESA branch cited the transport department's capacity review and the potential break-up of Irish Aviation Authority functions as potential enablers of public asset sell-offs in the sector ■



Mary Mulholland and Annette Heffernan, Cabin Crew with Ann McGee, Fórsa president.



Mark Thompson, Paddy Cradden, Dublin Airport Authority and Joe Buckley, Shannon Airport Authority.



Gillian White, Eugene Gargan and Angela Kirk, head of division Services & Enterprises division.



Delegates at the Services & Enterprises divisional conference in Galway.



Carmel Keogh, Services & Enterprises divisional executive committee and CE Supervisors.



Derek Purcell, An Post.



Terry Kelleher, Services & Enterprises divisional executive committee and An Post.



Sarah O'Leary, Cabin Crew.



Michael Doyle, Retired member, Coillte.



Delegates considering the conference agenda.



Grace Conlon, Services & Enterprises divisional executive committee and Teagasc.



Bernard Harbor.

Trade unions are adapting to the digital society to stay relevant to new generations. **BERNARD HARBOR** reports.

Change? It's better than the alternative



I'M ALWAYS interested in what Frances O'Grady has to say. She was on the interview board for my first trade union job. And, for the following two years I worked in the office beside hers in the Transport and General Workers' Union (or the 'T&G,' as we knew it) research department, where I quickly came to respect her as a rock of radical sense.

Soon after I was moved to give policy and research support to Bill Morris, who was Britain's first black trade union general secretary, Frances moved to the TUC, the UK's ICTU equivalent.

In another progressive first, she became its first female general secretary five years ago, and it was in this capacity that she recently spoke about why and how trade unions will have to adapt to survive.

Speaking to *The Guardian* on the TUC's 150th anniversary, O'Grady spoke of the need for unions to adapt in the era of precarious work patterns and digitally-powered technological changes. And she was particularly exercised about the need to protect young workers and attract them into unions.

"Conventional trade unionism still works very effectively in some areas but what's clear is that business models have radically changed," she says. "Unions have to change too: change or die."

Revamp

Her organisation marked its anniversary by revamping its approach to recruiting

younger workers. Last month saw the launch of a pilot for a new app, which offers young people advice about workplace rights and getting on well at work, while giving them opportunities to connect with similar workers in different sectors.

"If we've got a digital economy, we've got to have digital trade unionism," O'Grady told *The Guardian*. "If we have young people whose bosses will do everything they can to avoid recognising a union, we don't walk away. We reinvent ourselves, we do something new. If you can't get through the front door, you go around the back," she said.

The TUC's excellent 'About TUC150' website links its project to engage young people with voices from the past. It cites Rosie Hackett, the 19-year-old

Photo: Kevin Cooper (Photoline).



Frances O'Grady at the 2017 ICTU conference.

Dubliner who organised 3,000 Jacob's Biscuits workers at the time of the 1913 lockout, as well as Betty Tebbs.

Tebbs became an activist at the age of 14 when she turned up on her first day at a Lancashire paper mill in the 1930s to discover the boys were paid 13 shillings while the girls got nine. But, like ICTU's 2013 commemoration of the Dublin Lockout, the British celebration is forward-looking.

O'Grady, who founded the TUC's Organising Academy around the turn of the millennium, says developing technologies will drive future recruitment and organising. "We can begin to bring people together online and offline to get a better deal for people at work," she says.

Fancy

But it won't work simply by grafting fancy gizmos onto old-fashioned content and ways of doing things. Tech-savvy young workers communicate, interact, and pay for things in ways that unions generally don't.

In response, the TUC's WorkSmart app follows the 'freemium' model familiar to users of streaming services like Spotify. Instead of paying a union sub, workers get free information while being encouraged to pay for additional

The number of people under 30 who are members of a union fell from just over 20% in 2001 to 15% last year. And, at 9%, the picture is even worse in the private sector, where four out of five 21 to 30-year-olds work.

The decline in UK union membership – from a peak of 13 million in the 1970s to six million now – was accelerated by the collapse of employment-heavy sectors like coal, steel, manufacturing and textiles. And it was aided and abetted by 1980s Thatcherite anti-union laws and wide scale privatisation of public services, where unions were strong.

Here in Ireland, we haven't experienced those problems on anything like the same scale. But the same challenges present in terms of organising workers in the developing 'gig' economy and culture.

Survive

Though Irish unions collectively suffered a significant drop in membership and density during the economic crash, we survived the crisis in relatively good fashion.

Now we need to recalibrate to appeal to, represent, and serve the different workforce that's emerging.

It's easy to dismiss this as a private sector challenge. But a growing proportion of Fórsa members and potential members – SNAs, CE supervisors, community sector workers, school secretaries and cabin crew, to name a few – are working in lower-paid sectors with precarious employment and working conditions.



Trade union hero Rosie Hackett. At aged 19 she organised 3,000 workers.

services. In this way, it's hoped they can be brought 'softly-softly' into union membership.

A recent report by the Institute for Public Policy Research noted that union membership in the UK plummeted by almost half between 1979 and 2014.

Before I came to Ireland I worked on a large number of (mostly unsuccessful) union amalgamation projects at the T&G, which is now part of Unite. These discussions tended to be driven by weakness rather than vision.

For instance, the only time I met mineworkers' leader Arthur Scargill was when he came to the union's historic Westminster office, Transport House, to discuss the possibility of a merger.

Photo: Dornnack Walsh.



President Michael D Higgins told delegates at Fórsa's national conference in May that the battle for decent work would be among the defining struggles of the coming decades.

Having come off badly in a battle of wills with Margaret Thatcher, the National Union of Mineworkers – if not its leader – was diminished. Its membership now measured in the low tens of thousands, down from 170,000 before the strike. Today it's in the hundreds.

No charge

Following the recent amalgamation that formed Fórsa, a couple of commentators argued that our three founding unions had been driven together by weakness. But they couldn't make the charge stick.

It was easily rebutted in radio interviews, where we could point to the new union's sound financial reserves, our ability to negotiate pay deals, and the fact that membership had broadly held up during the crisis and was now on the rise.

Now the union is engaged in bringing these strengths to the task of appealing to a younger and increasingly feminine

workforce. A workforce where many grew up in the digital era and developed its habits and expectations.

We're doing that with a young team of 18 organisers, led by Fórsa deputy general secretary Kevin Callinan. Young workers and staff in highly-feminised (and often precarious) sectors are among the union's organising priorities.

The union is also revamping its approach to gender and other equality issues, drawing on good practices in the three old organisations to develop new structures and campaigns that will appeal to younger workers.

Challenge

President Higgins laid down the scale of the challenge we're facing quite clearly when he spoke to our national conference in May.

He said the battle for decent work would be among the defining struggles of the coming decades. "The success of

the trade union movement will determine not just whether wages and salaries will be adequate to ensure that people can participate fully, with dignity and equality, in their society, but also whether the dignity of labour is upheld not only in the work-setting but in society.

"It will test the capacity of the trade union movement not only to organise previously unorganised workers, but also to engage with new ideas and new practices. It will require the commitment and support of all members and those who support the extension and deepening of democracy in society," he said.

Along with other unions, Fórsa is changing its approach in the digital age. As Frances says, it's change or die. Change can be hard, but it's better than the alternative.

Bernard Harbor is Fórsa's head of communications ■

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Fórsa Civil Service conference

Fórsa's Civil Service members met in Killarney on the 19th and 20th April, with a packed agenda to get through for the first Civil Service divisional conference. Working hours and new entrants pay were prominent agenda items.

Fórsa to keep working time on agenda



Chair of Civil Service division Niall McGuirk with Fórsa president Ann McGee and Kieran Sheehan of the Civil Service division.

FÓRSA HAS said reductions in working time, including the objective of returning public servants to their pre-crisis hours, should be among the priorities in talks on a successor to the Public Service Stability Agreement (PSSA), which expires in 2020.

Speaking at Fórsa's Civil Service divisional conference in Killarney in April, the chair of the division, Niall McGuirk, acknowledged limited concessions on the issue in the PSSA, but said members expected the union to seek further progress in future.

Eight motions calling for a return to 'pre-Haddington Road hours' were submitted to today's conference by Fórsa branches. Mr McGuirk said this reflected strong feeling on the ground, and an expectation that the union would keep the issue on the agenda in future pay talks.



Delegates on their way to Civil Service conference in April.



Aoife Enright and Paddy Harnnett, Limerick Revenue.



Teresa Barrett and Brian Reynolds, DEASP executive grades.



William Healy and John McGee, Athlone CS clerical.



Vincent Byrne, Mick Brophy and Ronan Gill.



Mark Doheny of the Justice executive grades branch being interviewed by RTÉ's Ingrid Miley.



more pics on page 12 >



Noreen Connolly, Paula Gilman, Majella Fogarty and Christina Millea, Tipperary clerical.



Martin Kehoe, DEASP executive grades, Aisling O'Neill, Education and Skills executive grades, and John Steele, DEASP executive grades.



Rosaleen Philpott Goughan, Eugene Byrne and Leo Kavanagh, Agri, Food and Marine executive grades.



Don Deane and Deirdre Fanning both Civil Service Divisional Executive Committee and Brian Burns, OPW clerical.



Martin Gallagher, Ashtown Gate Revenue and James Dolan, Education and Skills executive grades.



Siobhan McNamara and Jacqueline Health, Justice and Equality executive grades.



James Hagan, Oireachtas executive grades, Amanda O'Hara, DEASP executive grades, Jack Nugent, Oireachtas executive grades.



John O'Flannigan, CLME branch.

New entrant engagement set for summer

Contacts between unions and officials from the Department of Public Expenditure and Reform (DPER) on the 'new entrant' issue will continue over the summer.

Initial engagements have taken place and DPER is continuing to gather data. Fórsa has called on the Government to allocate funds in October's Budget to begin shortening new entrant pay scales next year.

Speaking to 700 delegates at Fórsa's Civil Service divisional conference in Killarney in April, general secretary (Public Service) Tom Geraghty said 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. He told delegates this would require funds to be allocated in October's Budget.

The term 'new entrants' refers to those employed in the civil and public service since January 2011. 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.



Niall McGuirk, Chair of the Civil Service division.



Joan Bryne and Clare Ryan, Garda executive grades.



For more conference news see forsa.ie: #PSSA, #WorkingHours, #NewEntrants



Niall Shanahan.

NIALL SHANAHAN talks to the friends and colleagues of Fórsa activist Tony Mitchell, who is remembered for his warmth, humour and generosity of spirit.

Remembering Tony

MOURNERS FILLED the parish church of Kilcoole, County Wicklow, at the end of April to bid farewell to Fórsa activist Tony Mitchell. Friends and colleagues gathered to celebrate the man remembered for his warmth, humour and generosity of spirit.

Tony was a social care worker at St. John of Gods for 28 years and was chair of the Dublin Care Services branch of Fórsa. Tony also served on the Health & Welfare divisional executive, and had recently taken up the chair of the social care workers' vocational group.

Tony received a guard of honour from a large number of his Fórsa colleagues from the Dublin Care Services branch alongside activists, officers and staff from across the union.

All aspects of Tony's work, life, trade union and community activism were represented. Clients and staff of St. John of Gods were in attendance, while additional music was provided by the Newtownmountkennedy male voice choir of which Tony was a member.

Tony was remembered with a minute's silence at Fórsa's National Executive meeting on 9th May.

Maura Cahalan, Cathaoirleach of Fórsa's Health & Welfare division, said "Tony was a staunch and unwavering union representative, who ensured members were supported locally and nationally. He was a very compassionate person, devoted to his clients and his co-workers. He will be remembered dearly."

Commitment

Fórsa official Una Faulkner recalled being struck by Tony's obvious commitment to his work, his unfaltering sense of social justice and potential for leadership. "He joined the branch executive in November 2012, and was elected chair of one of the largest branches in the health division just a few months later.



Anthony (Tony) Mitchell.

"Tony went above and beyond the call of duty for the members at St John of Gods. He frequently visited members in many of the other employments in the branch in Dublin, Wicklow and Kildare. He forged strong bonds and encouraged new members to get involved, mentoring them through industrial relation matters in their employments," she said.

Mentor

Tony's branch colleague, campaigns officer Roland Kennedy, is quick to credit Tony as his mentor as well as being a great friend over the last 17 years.

"Tony brought me in to the branch committee in 2007. We first met in 2001 during a dispute. I'd only been in my new job for a couple of weeks, and we got to know each other on the picket line. We became very close, we'd speak on the phone a few times every day. I always admired him.

"His priority at all times was making sure our members in St John of Gods were looked after, no matter where they worked, achieving what was fair and what was right. He was a true gentleman, and we shared friendship, unity and companionship, all the values inherent in trade unionism.

"Tony placed a great value on being personable. There was always time for a

cup of tea and a chat with someone, even if the sparks were flying over some industrial relations issue. He knew how to do diplomacy, and he combined that strength - that essential fire in the belly - with real human warmth.

"He was very proud of being chair of the branch, and took as much pride in a trip to the Labour Court or a visit to the Fórsa head office to look after union business. It meant everything to him," he said.

Support

Organiser Keivan Jackson highlighted the support Tony gave him as branch chair. "He always made the effort to come to the office, offering his help with anything I was working on, he was so supportive. He was a great man for a laugh and would often share an amusing bit of news about himself with a cheeky grin. I'll miss those visits."

Fórsa official Ian McDonnell said it quickly became apparent to him that

Tony would be a key resource in assisting him when he became the union official for the Dublin Care Services branch two years ago.

"He was very knowledgeable and always available when I needed help. We also developed a personal rapport and friendship due to his openness and positive outlook on life. I will miss him and, like everyone else, I'll continue to feel his loss," he said.

Mischievous fun

Catherine Keogh's first branch assignment as an official was with the Dublin Care Services branch. She was immediately taken with Tony's mischievous sense of fun and the two became firm friends.

"You could be sitting in a very difficult meeting and have the misfortune - or good fortune - to catch the glint in Tony's eye. You'd immediately get the joke, and that was his way of letting you know everything was going to be grand.

"He was decent and compassionate. So kind, so good, and above all so positive, he really brought out the best in us," she recalls.

Vital

Fórsa's Lynn Coffey worked with Tony as part of the union's Social Care National Vocational Group. "Tony loved his profession and had a great belief that social care work is vital, helping people who are vulnerable. This year Tony became chairperson of the vocational group, demonstrating more of his selfless nature and giving more of his time to the group.

"He was chairperson for nearly a year but he has been a great friend and colleague to all who sat on the committee over the past number of years. Tony will be greatly missed by his colleagues in the group," she said.

Anthony (Tony) Mitchell, 18th January 1959 - 24th April 2018

Ar Dheis Dé go raibh a hanam ■

Sligo branch pay tribute to 'diamond' colleague

by Niall Shanahan

FÓRSA'S SLIGO branch has paid tribute to Gerry Gilroy, secretary of the branch's health section, who died suddenly on Thursday 7th June.

Gerry, who hailed from Kilglass in County Sligo, was a very active member of the branch, and graduated from the union's member activist training programme in February 2017.

His participation in the training programme revealed his passion for trade unionism, as well as his commitment to working on behalf of his colleagues. His contributions in training were always thoughtful and insightful, and revealed a disarming positivity about facing the challenges of trade union work.

Assistant general secretary Richy Carrothers described Gerry as a dear friend and comrade. "Gerry was overjoyed to celebrate his recent marriage and our thoughts and solidarity are with his wife Hannah and entire family circle. We'll miss him. Lots of people will miss him. A diamond," he said.



Gerry Gilroy (front, centre) graduated from the IMPACT member activist training programme in February 2017. Gerry is pictured with colleagues from the Sligo branch.

Gerry is survived by his beloved wife Hannah, brothers John, Eamon, Vincent, Raymond & Michael, sisters Mary, Annie, Dymphna & Sally, aunt Sarah, father-in-law Peter, mother-in-law Kim,

brothers-in-law, sisters-in-law, nephews, nieces, grandnephews, grandnieces, relatives, neighbours and friends.

Ar Dheis Dé go raibh a hanam ■

Fórsa's inaugural national conference took place in Killarney from the 16th-18th May. President Michael D Higgins addressed the opening of conference, and congratulated those involved in the "great task" of creating our "stronger and larger union".

Concerns for gender pay gap progress

LEGISLATION COMPELLING employers to reveal details of their gender pay gaps may not be passed by the current Oireachtas now that the Government has insisted on publishing its own Bill, rather than amending an opposition Bill that has already passed its second stage, according to Fórsa. The union

said the administration's approach would at best delay the introduction of pay gap reporting "and could risk killing the initiative."

Speaking at the Fórsa national conference equal opportunities officer Patricia Fanning said this meant the

legislation was unlikely to become law before a general election, and would therefore fall.

"How long must women wait for measures which, though crucial, will only get us to the foothills of gender pay equality?" she said.



Shay Cody, Fórsa senior general secretary.



Paddy Quinn, CE supervisors and Jerry King, Mayo with joint general secretary, Tom Geraghty after receiving a distinguished service award.

Health staff retention problems acute

THE RETENTION of health and care professionals working in physiotherapy, occupational therapy, social care and elsewhere, is more acute than in any health profession except doctors.

Fórsa has warned the Government that it must address these professions when the Public Service Pay Commission (PSPC) publishes its report on public service recruitment and retention problems later this year.

It also warned that uncompetitive entry pay

in parts of the civil service had left State bodies struggling to recruit cleaners, solicitors, meteorologists, radio officers, agricultural officers, valuers, Oireachtas researchers, translation staff, SENOs, and others.

Éamonn Donnelly, the head of Fórsa's Health Division, told conference that no profession or union has "a monopoly" on the issue, and warned the Government to be even-handed in its response to the Pay Commission's examination of the problem.



Four of the newly elected Fórsa officers, Michael Smyth, Kevin O'Malley, Maura Calahan and Eugene Garvan.

More social dialogue sought

Fórsa is to seek discussions with the Government and Ibec on the development of a formal social dialogue forum that can discuss - and reach agreement on - public policy issues that affect workers and business, but which cannot be resolved at workplace level.

Senior general secretary Shay Cody told conference that workers needed a platform where they could discuss and deal with economy-wide and society-wide problems. And he said business groups were in favour of this too.



Anna Farrell and Tony Dawson, Failte Ireland.



President Michael D Higgins greeting delegates.

"You have played a significant role in the establishment of a wide variety of employment rights legislation creating an enhanced working environment for all our people, and fought discrimination in the workplace and in society.

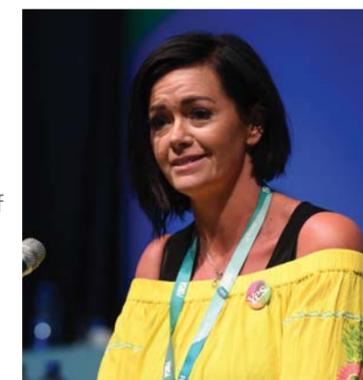
"As public and civil servants, and as workers in strategic sectors of the economy, you are also at the very centre of three great challenges: mitigating climate change, welcoming and managing migration, and ensuring sustainable development." - President Michael D Higgins



Education and Skills branch delegates.

Union backs job evaluation expansion

Fórsa has pledged to seek the introduction of job evaluation schemes in all relevant employments in the public service and elsewhere. Three motions on job evaluations were adopted at conference. Two of the motions called for the union to pursue job evaluations across the public sector, and the third called for them to be pursued within all the union's divisions.



Julie Flood, Dublin City.



Evelyn Canavan, Limerick Health and Welfare.

more pics on page 18 >



Paul O'Halloran, Dublin City and Kevin Callinan, Fórsa deputy general secretary.



Christine Scott, Bridie Shortall, Claire Keaveney and Patricia Fanning all SNAs.



Imelda Reidy, Teresa McNicholas, Louise Ryan, Vinny Savage all Tipperary delegates.



Eoin Ronayne, joint general secretary Fórsa.



Roscommon Local Government delegates.



Sligo branch delegates at conference.



Angela McGinley, Isobel McGlinchey and Marie Boyle, Donegal Health and Welfare.

Employers must pay twice workers' contribution to pensions

Fórsa has backed Government proposals for the introduction of compulsory – or 'automatic-enrolment' – occupational pension schemes for all workers, funded by contributions from employees, employers and the State. But the union said employer contributions must be double those expected of workers in order to provide decent retirement incomes at a cost all workers could bear.

Fórsa head of division Billy Hannigan said Ireland was one of only two OECD countries with no mandatory earnings-related pillar to complement the state pension. But international evidence showed that auto-enrolment would significantly enhance occupational pension coverage.



Mandy O'Neill, Dublin Hospital.



Fiona Baskett and Milo Lowry, Longford.



Michael Young, and Damian Fleming, Agriculture No. 1.



Tipperary Civil Service clerical.



Stephen Broderick, Dublin Hospital.



Fórsa youth committee.

more pics on page 20 >



Stephen Lyons, former IMPACT president and official with delegates.

Housing crisis exposes lack of political urgency

Fórsa deputy general secretary Kevin Callinan told conference delegates in Killarney in May that the political system has failed to display a real sense of urgency when it comes addressing the needs of people experiencing or living under the threat of homelessness.

Kevin was speaking on a motion from the union's national executive which calls for a range of emergency and constitutional measures to address the housing crisis.

Unions coordinate approach to Section 39 pay restoration

Following the publication of the HSE's review of pay in Section 39 agencies - which found that average pay for Section 39 staff was cut by 4.6% after the economic crash - Fórsa said a coordinated approach by trade unions is the key to achieving pay restoration in the sector.

The review looked at pay in a group of 50 agencies, and was published in May.

Head of division Eamonn Donnelly told conference that the campaign to restore pay in Section 39 agencies was essential. "These are workers who were treated as public servants for the purpose of a pay cut, but are denied the pay restoration measures that we've secured for public servants.

"We are taking a coordinated approach with other unions representing workers in this sector in order to secure pay restoration," he said.

Under an agreement reached in February, management and unions are to return to the Workplace Relations Commission (WRC) to assess how the audit findings can be addressed and implemented.

A WRC meeting over community sector pay restoration has been set for 9th July. Fórsa has said it will ballot members in 'section 39' organisations if the WRC process, currently underway, doesn't succeed.



Dublin Hospital delegates.



Delegates enjoying conference.

For more conference news see forsa.ie: #Fórsanc2018

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Fórsa members are invited to join the Wear Red Day against racism, which takes place in November. GARRETT MULLAN from Show Racism the Red Card explains why this annual campaign event plays a vital role in promoting unity among younger people.

Wear red against racism



Pupils from Midleton Educate Together participating in 2017's Wear Red Day.

SHOW RACISM the Red Card was launched in Ireland in 2006, with the objective of educating against racism.

Last year, we delivered anti-racism education workshops to over 5,000 young people in over 50 schools directly, and to another 150 schools through our networking activity.

We also delivered training to 332 student teachers, and arranged activities with 4,000 young people in 65 clubs. More than 200 schools and youth services were involved in the Anti-Racism Creative Competition.

Our work includes supporting the integration of refugees and asylum seekers through sport. The purpose of Wear Red Day is to raise awareness and funds for our educational programmes.

Taking part

Fórsa members who want to get involved in this year's event can

complete an expression of interest form online at theredcard.ie/wear-red-day/. When you receive your activity pack, you can participate by simply wearing red for the day and donating €2, but we also encourage a range of other activities. From a lunchtime penalty shoot-out to a red-themed bake sale, or even a five-a-side tournament.

The funds raised on Wear Red Day will support the 10th annual Creative Competition for Schools & Youth Services, a programme designed to challenge young people to use their creativity in written, visual and audiovisual means to make a stand against racism.

It's been very encouraging to see the number of schools and youth services involved grow each year since its inception.

Fórsa lead organiser Joe O'Connor was a judge for the shortlisted entries submitted to the competition in 2018.

"At a time where there are efforts to foster division globally, it is heartening to see so many of our young people get involved with Show Racism the Red Card choosing unity over racism."

Wear Red Day in 2018 invites Fórsa members to register your workplace and get involved with the drive against racism. Getting involved is simply registering on the website and describing any activities you're planning for the day.

We'll send you a pack to help you with organising activities for the day. The pack includes stickers, red cards, posters, leaflets, and a template press release should you wish to inform local media. You can also access the Show Racism the Red Card video, which you can show as part of your activities.

For videos, news and more details please visit theredcard.ie

Wear Red Day takes place on Friday 23rd November 2018 ■

Beloved Laois branch activists remembered

by Bernard Harbor

IT WAS a sunny May afternoon in Killarney when a dozen or so charity cyclists pedalled up to the Fórsa conference looking a little tired, and not a little pleased with themselves. Conversations were turning away from the gruelling journey from Limerick to Kerry, and towards the money they had raised – over €20,000 in the end-up – for four mental health charities.

Just then, I spied my colleague Hazel interviewing Gerry Carroll from the union's Laois branch. He was sporting some strange head-gear and a GAA jersey emblazoned with the legend 'Laois branch remembers Fiona and Dave.'

Gerry had joined in the fundraiser to honour the memory of Dave Hackett and Fiona McGlynn of the branch. Each died in tragic circumstances in the consecutive months of November and October 2017.

"I'm cycling today for Dave and Fiona. They were part of our team and unfortunately we lost them in the last 12 months. So it's a sad day. The charities we're cycling for are all very relevant to us. We've seen it upfront, unfortunately," he told Hazel.

It was a tragic and difficult time for the Laois branch, as well as Fiona's and Dave's families, and their friends and colleagues in the union and beyond.

I later spoke to Gerry Monaghan, long-time branch member and a regular face at IMPACT national and divisional executives of old. "Dave was a great trade unionist who was always looking out for the underdog," he told me. "His first question about any problem or proposal was always: 'where does this leave the members,'" he said.

A community welfare officer (CWO), Dave was well-known and well-loved in the union – as much for his craic as for his deep commitment and sound judgement. He served on the branch committee for longer than Gerry could



Gerry Carroll wore a special cycling jersey in honour of Fiona and Dave: "The cycling was good. I trained and the hills were no problem. We've climbed bigger hills since last October. A lot bigger hills."

remember, and also did his time on the IMPACT Health and Welfare divisional executive back in the day.

Former CWO and Fórsa official Pat Bolger, who soldiered with Dave on the CWO national vocational group for many years, said Dave was a national-level activist from the day he started working. "Dave was involved in all our national negotiations over a couple of decades. He was an experienced and patient negotiator who knew the right time to take action," he said.

Dave quietly walked away from national office when the CWOs went to the PSEU – now also part of Fórsa – on foot of a public service restructure. But, true to form, he refused to leave his beloved IMPACT branch, even when it couldn't represent him anymore.

Gerry Monaghan remembers Fiona in a similar way. "She was deeply committed

to the branch and its members and worked on the committee for many years. Fiona was a reserved person who attended all the meetings but spoke only when she felt she had something of significance to contribute," he remembers.

The Laois branch has celebrated both departed colleagues at Saint Vincent's church in recent months. A branch representative told us that Fiona was a truly dedicated member of the union.

"Fiona's contribution was invaluable. Her understanding and compassion,

balanced with her sense of fairness, made her someone who could be relied upon at all times for sound advice. But it was Fiona's good humour and warm personality that endeared her to each and every committee member, and we all feel lucky and blessed to call her our colleague and, more importantly, our friend," they said.

Ashley Connolly, who worked with both Fiona and Dave when she was

the Fórsa official allocated to the midlands, remembers them as warm and compassionate activists.

Dave and Fiona were loyal union members who were always available to meet with a troubled member and offer them sound advice. I was truly lucky to have worked with the Laois branch and to have known two of the finest people. I'm sure that all members of the branch will continue to support each other," she said.

We'll leave the last word to Gerry Carroll: "The cycling was good. I trained and the hills were no problem. We've climbed bigger hills since last October. A lot bigger hills. So hopefully it's all downhill and plain sailing from now on." ■



The Fórsa charity cycle raised money for four charities: SOS (Suicide Or Survive), which offers support to struggling young people in the capital; Jigsaw Kerry, a mental health support service for young people throughout the county; First Fortnight, another Dublin based charity that challenges mental health prejudice through arts and cultural action; and Limerick Suicide Watch, which identifies and provides support to those in distress in Limerick city.



Joe O'Connor

One of the many projects underpinning Fórsa's growing strength has been the development of a new branch officer role designed to boost activist involvement and the geographic reach of the union's national campaigns. Fórsa's branch campaign officers (or BCOs as they've become known) are now playing a vital role by amplifying the union's national campaigns. This is building the profile of the union with members, campaigning organisations and decision-makers. Lead organiser JOE O'CONNOR reports.

Turn up the amps

AS YOU probably know, when it comes to Irish politics, all politics are local. Constituency representations to backbench TDs undoubtedly remains the most effective way to influence government ministers and policy, while local media continues to have considerable reach and influence, especially outside Dublin.

campaigns development. It was vital to channel that through the union's most important asset, our branches.

We started by putting the call out to all branches to nominate a campaigns officer. Early responses were very encouraging, and we currently have more than 60 BCOs, covering every county in the country.

We've recently expanded this initiative to the expanded civil service branches. In doing so we're mindful of the political restrictions placed on civil servants,

rooted in communities right across the country. We want Fórsa's campaigns to look more like those of a grassroots movement, rather than the work of an advocacy group, an approach I believe harnesses that strength.

The BCO role involves developing relationships with local and constituency representatives, lobbying, engaging with local media, promoting and organising campaign events, and communicating information on Fórsa campaigns at branch level. In short, BCOs have taken on the job of amplifying Fórsa's national campaigns by building local support.

Results

While we're still in the relatively early stages of building the BCO role, we're getting results.



particularly those in higher grades, and have taken account of this while setting out the parameters for their participation.

The BCO group meets quarterly and we distribute regular communications to BCOs with campaign tools and materials to assist them.

Grassroots

Our greatest strength, as a membership organisation, is that we have 80,000 people in counties, constituencies and



Last year, as we moved closer to the creation of a new union, we established the Branch Campaigns Officer (BCO) initiative. The idea was to boost the reach of our campaigns and activist involvement, to very deliberately leverage the power of local campaign activity, and run campaigns that go beyond the workplace and into the public and political sphere.

Beginnings

The initiative began life in 2017 at IMPACT's campaigning summer school. Aimed at senior union activists, this was the moment when many of our most engaged activists collectively recognised that we needed to put a structure in place to enable further

In April, Fórsa boasted a very strong and visible turnout at the national housing demo, with over 200 Fórsa members in attendance. Similarly, we enjoyed a massive turnout to support striking workers in Roscommon County Council at a rally in June.



These achievements were a direct result of the mobilisation efforts of our BCOs. We now have much greater activist involvement that spreads right across the country, and that's helping us to get the results we hoped for.

Onwards

We want to build on these early successes, and encourage more branches, and members, to get involved. The next step is to develop constituency level campaign groups, where activists based in the same county and/or constituency (but from different branches and divisions) can work together as one well-oiled campaigning unit within their local area.



Believe or not, this has already started to happen, quite organically. We've seen the development of an extremely active group in Cork (see sidebar). Other

groups have also started to emerge in Donegal and Limerick as former CPSU and PSEU members have joined the initiative.



All of this was reflected in a lively summer school event that took place in Dublin in early June, where a broad range of expert speakers offered their insights into successful campaigning.

As President Michael D Higgins outlined to us at our national conference in May, the battle for decent work will be among the defining struggles of the coming decades. He said it will test the capacity

of our movement to organise and engage with new ideas and new practices.

If we are to survive and grow in the digital age, we must develop a dynamic approach that makes us accessible and relevant to the current (and future) generations of workers. Building this



network of branch campaigners is part of rising to the President's challenge.

So brace yourself, because we're going to turn the amps up pretty loud ■

See BCO group photo on page 33.

Cork is campaigning

THE CORK Campaigns team comprises three BCOs from three Fórsa Divisions in Cork working with a local organiser.

The team collaborates on lobbying activities for Fórsa's national campaigns and has also launched a Youth Services campaign in Cork. They're turning this into a national campaign through the BCO network.

Organiser Ruth Crowley explains: "Having four members involved in our campaigns team allows us to cover a large geographical area very effectively. We've had meetings with local representatives and deputies, from all parties and none, across the entire county.

"The most successful engagement so far was with Sinn Féin President, Mary Lou McDonald. We had an opportunity to present Fórsa's campaigns in a frank and constructive exchange," she says.



The Cork team is comprised of Gina O'Brien (chair of the Education division and a member of Fórsa's NEC), Kieran O'Connell (chair of the Foróige vocational group, Cork Health & Local Government branch) and Paul Walsh, vice chair, City (Cork Health & Local Government branch).



Niall Shanahan.

Fórsa has responded to the NCSE's recommendations on the SNA service and has called for an independent appeals mechanism for children with special education needs. NIALL SHANAHAN reports.



Photo: dreamstime.com

No excuse not to give equal public service job security to SNAs

FÓRSA HAS said proposals for a new model of support for children with special education needs - which would see the majority of support posts allocated ahead of time - means there is no excuse for the Government not to give SNAs equal job security to other public servants.

The union's deputy general secretary Kevin Callinan was responding to the publication of a report by the National Council for Special Education (NCSE) which made a series of recommendations about the service. The report was published at the end of May.



Kevin Callinan.

Kevin said "There is absolutely no excuse for the department and the minister not to give SNAs equal job security to other public servants - particularly teachers. The proposal to allocate support posts ahead of time, with frontloaded supports, can be viewed as a positive development provided it's followed through."

Kevin said the union is now calling on the Department of Education and Skills to immediately engage with the union on the issue of aligning SNA job security with that of other public service workers.

He said the union is also concerned about the move away from allocating the service to children based on a diagnosis. "There is a worry - from the point of view of parents - that if we have a change of the system, where it's not based on diagnosis, will every single child be able to vindicate the right to access mainstream education?"

"We're calling for a locally-based and independent appeals mechanism that would be responsive. A system that could look at situations quickly and that

their recommendations would be implemented," he said.

The NCSE has found that the SNA scheme is greatly valued by parents, students and schools and works well in meeting the needs of students.

Kevin said proposals to engage HSE-staffed regional therapy teams, clinical nursing teams and an expansion to the National Educational Psychology Service (NEPS) were also very positive.

He said the union would need to consider the proposal to change the title of SNA to inclusion support assistant. "The job title of SNA is well established in the public consciousness and we wouldn't want anything, over time, to be seen to reduce the importance of providing more SNAs into our school system," he said.

continued on page 28 >

Q&A: NCSE Comprehensive Review of the Special Needs Assistant Scheme



by Sean Carabini

Q: The NCSE has made a series of recommendations. How will this affect my job?

A: Initially, it won't. The NCSE Review does contain a series of recommendations. But that is all they are at this stage.

Q: What happens next?

A: Fórsa are the representative body of SNAs. We will carefully read through the review to see what recommendations provide us with an opportunity to improve the role of an SNA and what recommendations give us pause for thought. A series of consultations will then take place with the Department of Education.

Ultimately, it is the Department of Education who have the authority to alter the work of SNAs. Therefore, any discussions that we have about whether or not the recommendations will be introduced will take place with the Department.

Q: What are the priorities for Fórsa?

A: Fórsa will look through the document to see if the recommendations can be used to improve SNA job security. It mentions 'frontloading' SNA allocations into schools. There may well be an opportunity in this to improve job security. This will be explored.

Additionally, we note that the document does make some

recommendations around work that is/is not appropriate for SNAs - particularly around care that involves medical interventions and intimate care. We also note that the report picks up on a trend in some schools that expect SNAs to have a limited teaching role.

It is, quite simply, not appropriate for any worker to be expected to carry out work that is not in their job description. The report also mentions qualifications and specialist training.

The union will give full consideration to these matters.

Q: Is the SNA title changing?

A: It is true that the NCSE have recommended changing the name of SNA to Inclusion Support Assistant. However, this is, again, simply a recommendation. If, for example, the new, proposed title comes with certain guarantees around additional job security, it would be more acceptable.

Final thoughts ...

Like any set of recommendations, there will be some that we like and some that we don't. However, our job is to come together to consider them and to see what opportunities there may be in this for SNAs. If we believe that there is an opportunity in this to win stronger terms and conditions for our members, we will grasp them.

The SNA review: main points and recommendations

by Niall Shanahan

FÓRSA, WHICH represents 8,500 SNAs nationwide, took part in a consultation as part of the review.

The NCSE is seeking an additional €40m investment into the service to implement the recommendations of the review.

The review describes the SNA scheme as “sensitive”, highlighting the high value placed on the service by schools, parents, children and the wider school community.

The scheme supports 34,670 students, facilitating mainstream school participation with 13,969 SNA posts, with one SNA for every 2.48 students accessing the service.

The review found that the service is particularly effective for younger children, with strong evidence of very strong loyalty and attachment between schools, students, parents and SNAs.

Gaps in the system

Among its findings, the NCSE review confirms that there are long waiting lists for assessments to access SNA support and inconsistency in the availability of therapy reports.

It points to the relatively low qualifications for entry to the SNA grade and – as Fórsa has consistently highlighted – that there’s no training provided, required or funded by the department. The NCSE says this is inadequate.

Stakeholder frustration

The review spoke to a broad range of stakeholders in the school community, and among the problems raised were the inappropriate duties assigned to SNAs and, problems associated with



Photo: dreamstime.com

SNAs being given a teaching remit in some schools. Looking at similar schemes in other countries, all seem to be struggling with demand placed on the service.

The NCSE’s main piece of advice to the Minister for Education and Skills is that a new inclusion model is required.

Proposed model

The NCSE has recommended what it describes as a new ‘expert model’, with 230 experts across 10 NCSE regional teams, including teachers, special education needs organisers (SENOS), speech and language therapists, occupational therapists and behavioural practitioners.

Crucially, the new model does not require a diagnosis in order to access the service. The union has raised concerns about this change of approach, on the basis that an independent appeals system would need to be in place for families whose child might be refused the service under the new system.

The NCSE has proposed a new title for SNAs – inclusion support assistants – reflecting the role as it is envisaged under the new model, and based on the findings of the review. The recommended entry level requirement is at FETAC level 5, although the union says this should be set to at least

FETAC level 6 to reflect the required skill set.

The new model places emphasis on the value of retaining and training people delivering the service, with tailored training based on needs. The review recommends the provision of therapy services (both in and outside of the school), training for inclusion support assistants, teachers and the wider school community, and an increase in educational psychology services (NEPS).

Other supports

The NCSE also recommends funding and training for nursing support and behavioural practitioners in schools, as well as to provide guidance on intimate care, medical interventions, challenging behaviours and restrictive practices.

72 hours

The NCSE’s report includes a separate note on SNA terms and conditions of employment (page 59 of the report document), which includes “the perceived need for clarity regarding what constitutes a full working day/week for SNAs and what duties can attach to the 72 Croke Park hours.” The reference here to the Croke Park agreement is erroneous, and Fórsa has communicated this to the NCSE ■

NCSE Review: What happens next?

by Sean Carabini

IT’S IMPORTANT to note that these are only recommendations and nothing has been agreed. Some members have enquired as to whether or not the union has accepted the recommendations made in the NCSE report and if the recommendations are due to be rolled out in September.

The answer to both of these is no. Fórsa members are now considering the report and a joint meeting of the four branch committees of SNA representatives will take place in September to discuss the report in detail.

Each year, at our Annual General Meetings, members come together to select branch representatives. Therefore, the consultation with the SNA representatives in September will be crucial to devising a response to the NCSE report.



Niall Shanahan.

When Julia Kelly landed at the Annaghmakerrig artists retreat 14 years ago, she was working as a civil servant. She was also an aspiring writer who hadn’t yet found her voice. While she was there she met the visual artist Charlie Whisker. From that point on, nothing would ever be the same. Julia’s latest book, her third, tells the story of their relationship. It’s also a vivid and honest account of Julia’s experience of caring for Charlie after he developed Alzheimer’s disease. Interview by NIALL SHANAHAN.

I MET Julia at lunchtime during that glorious burst of summer that arrived at the beginning of June. We’ve known each other a long time so there was an intense exchange of personal news and chat when we took our quiet table in a Dublin restaurant.

Julia, a former member of IMPACT trade union, published her first novel, *With My Lazy Eye*, ten years ago to wide critical acclaim. Her second novel, *The Playground*, was published in 2014.

We found ourselves having one of those conversations about our own personal health, as well as that of our friends and family. A mutual friend was just out of a short spell in hospital, where he’d had the chance to read Julia’s latest book *Matchstick Man*.

“He read it in one sitting, I’m hearing that from a lot of people,” she tells me. And I have to tell her I did the same. It’s a testament to the power of the writing that *Matchstick Man* is simply very hard to put down once you’ve started.

The book is a compelling account of her relationship with Charlie. The opening chapter is set during a particularly difficult Christmas family gathering, when Charlie, agitated and confused, takes off into the night. Julia finds herself riding shotgun in a Garda car, through a public park, trying to find him.

Then we’re propelled back in time to their first encounter. “I hadn’t really



Photo: Kip Carroll

Living with the Matchstick Man

written anything up to that point. Finding myself in Annaghmakerrig was daunting. Everyone seemed to know what they were doing there except me.” She met Charlie, and his pet iguana, Skippy, on her first night at the artist’s retreat.

There follows an intensely happy period when the relationship between them blooms. Julia finds herself in the presence of a mentor, as Charlie takes an intense interest in her writing, encouraging and editing her daily work with brutal honesty.

Julia develops her writing while they are still in the throes of falling for each other. Their friends are writers, artists and rock stars, they live a glamorous life of exhibitions, parties and concerts. They become parents to a daughter they adore.

It begins to emerge that not all’s well, and Charlie’s illness comes to light after their daughter is born.

What follows is a vivid account of how this changes their life completely. Their young daughter is, in many ways, the book’s central hero. “I wrote it partly to ensure she would have an account of who her father was.”

Charlie encouraged her to write about their experience, wanting people to understand what had happened to him.

When we meet, Julia is just returning to a sense of normality after an intense round of publicity for the book. She relates her terror of live broadcast interviews, and is keen now to return to the solitude of her writing desk and get to work on another book.

She continues to visit Charlie regularly. Part of their routine is that she reads passages of the book to him. “He always enjoys it, and it provides us with a point of connection to each other,” she tells me.

Matchstick Man is published by Head of Zeus ■

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Our 2017 winners
From left to right, Antonia Dempsey, Robbie Power, Ethan Sillery, Seán Kenny, Marie Mallon, Jennifer Murray

News

Hundreds rally to support Roscommon council workers

Union criticises council's "needless and 'bloody-minded'" campaign against staff

HUNDREDS OF Fórsa members from branches across the country attended a rally in Roscommon town to support members in Roscommon County Council who are taking strike action over council management's refusal to implement a flexi-leave scheme in the local authority.

Speaking at the rally in Roscommon town on 23rd June, Fórsa President Ann McGee said flexibility over working time operates in the interests of local government services and service-users, just as it does for the staff who provide them.

Ann accused Roscommon County Council of wasting resources in a crusade against flexibility in the delivery of public services.

"You have been forced into a strike by an intransigent employer, who is willing to waste council resources - the community's resources - in a needless, bloody-minded, and mean-minded crusade. Fórsa is fully behind you," she said.

Fórsa's head of local government Peter Nolan rejected council claims that Roscommon staff were seeking extra leave. "Flexi-leave schemes in hundreds of public and private sector workplaces provide flexibility for employers and staff alike.



Speaking at a rally in Roscommon town, Fórsa leader Ann McGee said flexibility over working time operates in the interests of local government services and service-users, just as it does for the staff who provide them.



Roscommon council workers staged a one-day strike on Thursday 21st June and scheduled a series of one-day strikes to follow.

The dispute was provoked by council management's refusal to halt its ban on flexi-leave, in defiance of two binding Labour Court recommendations and a series of clarifications.

Fórsa official Padraig Mulligan said "We really have explored every avenue to avoid

industrial action. Now we need the support of Fórsa branches as we embark on a campaign of one-day strikes."

The Labour Court last year confirmed that Roscommon council staff should have the same rights as their colleagues throughout the local government sector. Its recommendation, which was binding on both sides, pointed to the Haddington Road agreement's provisions on flexi-leave, which were carried into the current Public Service Stability Agreement (PSSA) ■



"Council management's claim that its staff are seeking extra leave is wide of the mark because, under these schemes, nobody can take a minute off unless they have already worked up the extra time," he said.

Photos: Reg Gordon

Unpaid parental leave may increase

THE MAXIMUM unpaid parental leave entitlement of 18 weeks per child could rise to 26 weeks if the Parental Leave (Amendment) Bill 2017, which was recently passed through the Dáil, becomes law. The Bill would also extend the threshold for parental leave from eight years of age to 12. However, it would require Government support to introduce paid parental leave.

Speaking at the Irish Congress of Trade Unions' (ICTU) women's conference in Fermanagh in June, ICTU general secretary Patricia King said unions wanted the introduction of paid parental leave. She said Ireland lagged well behind other countries when it comes to paid family leave.

Call for child protection career path

A HIQA report into the child and family agency Tusla's management of child abuse claims has called on the agency to create "formal career-path mechanisms" as a matter of urgency.

The report, which was requested by the children's minister on foot of criticisms of Tusla's handling of child abuse complaints against a Garda whistle blower, called on the agency to "seek the assistance of higher education and training establishments to create formal career-path mechanisms for students and graduates to support current and future workplace needs."

SNAs to establish professional institute



FÓRSA HAS announced its intention to establish a professional institute for special needs assistants (SNAs). The institute would set professional standards, support training, and underpin the validation of qualifications in a push to improve provision to children with special needs by further professionalising the SNA role.

The move comes as a survey of almost 2,700 SNAs revealed that, while most held qualifications

significantly above minimum requirements, neither the Department of Education nor individual schools provide them with access to adequate basic or ongoing professional training. Instead, most training in the field is either self-financed or trade union-provided.

The survey results were unveiled at Fórsa's Education divisional conference on 5th May, which was addressed by Minister for Education and Skills Richard Bruton.

Waterford Clerical backs local charities



Pictured are Margaret Warner, George Griffin, Theresa Flynn, Imelda Walsh and Fearghal McDonnell of the Waterford Clerical branch, presenting the branch's donation of €1000 to Solas Centre representative Sharon Sutton in May. Fearghal McDonnell explained: "The branch made similar donations to Waterford Samaritans and Pieta House South East. Branch members nominated the charities to receive the donations. The money came from a refund of the solidarity fund, paid in by members of the CPSU Waterford General (now Fórsa Waterford Clerical)."

Fórsa wants shorter working week for all

FÓRSA HAS put its weight behind a campaign for a reduction in working time for employees in all sectors of the economy.

The union adopted a motion at its national conference in May mandating its national executive to work with the Irish Congress of Trade Unions and others to achieve better work-life balance through a shorter working week.

Germany's largest private sector unions recently achieved working time reductions after putting the issue at the centre of its bargaining priorities.

Fórsa deputy general secretary Kevin Callinan said union members had only voted for the Haddington Road deal, which increased working time for many public servants, to avoid further cuts in pay and public services during the economic crisis.

"Now that circumstances have improved, the issue of working time is, just like pay, legitimately part of the restoration agenda," he said.

Significant numbers of public servants - over 400 in the civil service alone - have opted to revert to pre-Haddington Road hours, with a proportionate reduction in pay, under a provision in the

recently-adopted Public Service Stability Agreement (PSSA).

Kevin said the issue would be a priority in talks on a successor to the PSSA. "We are currently in the fifth month of a three-year agreement, so our approach must be to shape the next bargaining opportunity, which could be two years away.

"And our strategy will have to be a national one based on the previously accepted and understood standard working week in the different sectors rather than any local arrangements that may have operated," he said.



Fórsa's branch campaign officer team at the union's national conference in Killarney, which took place 16th to 18th May.

More than half young workers going hungry to pay rent - Congress

THE NATIONAL opinion poll of 1,500 trade union members under the age of 34 on their housing costs was conducted online between the 1st and 14th of June.

The survey was carried out by Congress ahead of the Labour Employer Economic Forum (LEEF) discussions between Government, union and employer representatives on housing.

In a statement on the survey findings, Congress said it recognises the "significant and unacceptable impact of our broken housing system on vulnerable individuals and families with young children experiencing homelessness."

Congress is continuing to lobby TDs to commit to adopting its Charter for Housing Rights.

Congress social policy officer Dr Laura Bambrick said "This particular piece of research focused on the impact of the housing crisis on a generation of people who are sandwiched between high housing costs and low wages, to allow us take a detailed look behind snappy terms such as 'generation rent' and 'delayed adulthood'."



Minister for Education and Skills Richard Bruton meets members of Fórsa's School Secretaries branch at the union's Education division conference in April. The conference heard calls for pay equity for school secretaries and new entrants.

Let's go outside

Photo: dreamstime.com



Daniel Devery.

We survived a long and miserable winter, and the summer began with a blaze of heat that inspired us all to get outside. DANIEL DEVERY gets lyrical about eating outdoors in all its glorious forms.

"The Rat brought the boat alongside the bank, tied it up, helped awkward Mole safely ashore, and swung out the picnic basket. The Mole begged to be allowed to unpack it all by himself. He took out all the mysterious packets one by one and arranged their contents, gasping 'Oh my! Oh my!' at each fresh surprise." – The Wind in The Willows (1908), by Kenneth Grahame.

THERE IS a particular phenomenon of the Irish summer that occurs after a few consecutive days of sunshine. It starts in suburbia, as tentative citizens open their back doors, sniff the air and squint at the sunlight.

Daring to hope summer has finally arrived, after eight months of squalid darkness, storms, blizzards and weather warnings, somebody cries "barbecue!" and a stampede to the nearest garden supplies superstore begins.

And who can blame them? Our long periods of enforced confinement means we're always ready to fling open the back doors to grill some sausages and let the salads wilt in the sun while we sip a few cold beers with friends and family.

Is the food the focal point? Not really, not at the first barbecue of the summer.

If the weather is sustained, the food becomes more central by the third or fourth go of the outdoor grill, when the steel bars have had the moss and spider webs scorched off them.

The central pleasure of this short and frenzied Irish barbecue season has everything to do with being able to eat outside. The outdoors has the effect of seasoning food as memorably as the world's finest condiments.

Roots

My family roots are buried deep in counties Offaly and Westmeath, and family summers were punctuated by the occasional visit to neighbours who were harvesting peat from the nearby bog.

Ask anyone who's tried it, but a cup of tea sipped out on the bog tastes like no other. Similarly, my aunt's fresh raspberries, peas and mint were often savoured straight off the plants in her garden, seasoned by the country air, glorious sunsets, and the illicit thrill of not getting caught.

One of the best lunches I've ever tasted was a simple combination of a baguette,

a great cheese, an apple and a shared (and very cheap) bottle of white wine. My travelling companion drove us up to Priest's Leap, a mountain pass that straddles the border between Cork and Kerry.

We drank in the scenery and ate like kings. The cheese in question was from Durrus, just one of the great examples of the artisanal cheeses for which West Cork has become justifiably famed.

Golden

If, like me, you cannot pay a visit to a coastal village without yearning for a generous portion of fish and chips, you'll know that, apart from the salt and malt vinegar, it is our proximity to the sea that makes it taste so much better than when it is eaten anywhere else.

As successfully as it trades in Dublin's Werburgh Street, I'd say Leo Burdock's

world famous fish and chips would do even greater business if it was located a little closer to the sea, but this is a minor quibble. The crisp air of an autumn night on the corner opposite Christchurch is as good a place as any to enjoy this golden confection.

Another deeply loved Irish culinary tradition is the ham sandwiches piled high in the back of the car for hungry GAA fans making their way to support club or county in the summer months. For a meal that's consumed in lay-bys and hard shoulders, it's spoken of with genuine affection, and seems to be an essential ingredient of summer for many.

The continuing popularity of food trucks, dispensing everything from burritos to South Korean kimchi to crepes, at music festivals and other large gatherings, taps into this pleasure of informal outdoor dining. These fashionable mobile kitchens are dispensing good food, and doing great business, despite our temperate climate, which suggests we're determined to enjoy this kind of eating even if the sun doesn't shine.

While it seems we've adopted barbecue culture as the default outdoor dining experience in our own homes, I'm intrigued by those family groups you'll see out in our public forests and parks in the summer who seem to have a very well organised approach to a barbecue picnic.

There's an impressive cast iron contraption with smouldering coals set up in a clearing, with tables and chairs and three (or even four) generations sitting in a group enjoying a glorious banquet. The conversation is flowing, the language is Eastern European and every part of this well prepared feast looks like it's designed to pay tribute to the glorious landscape.

Pique-nique

The first use of the word 'picnic' is traced to the late 17th century. 'Pique-nique' was used to describe a group of people dining in a restaurant who brought their own wine, and the concept of a picnic has long retained the connotation of a meal to which everyone contributes something.

The word appears to have been adopted into the English language by Lord Chesterfield, who was the Irish Lord Lieutenant from January 1745 to November 1746. The main road through the park is still known as Chesterfield Avenue, and he was the first official to allow Dubliners to roam in the Phoenix Park.

And while I'm grateful to Chesterfield and all our municipal forefathers for that glorious expanse of parkland, I take a little additional pleasure in knowing that the park has some historical connection to the picnic. Because it's where I would have enjoyed my very first one, sometime in the early 1970s, when barbecues were an exclusively US phenomenon.

Now if you'll excuse me, I'm going to enjoy this sandwich outside... ■



Hunt Picnic by François Lemoyne (1723). From the Middle Ages, an elegant meal eaten out-of-doors, rather than a farm worker's dinner in a field, was associated with hunting.

Informality

There is a forced informality to these type of meals that delights us all. We're eating with our hands, we may have forgotten to bring napkins, we're washing it down with fizzy stuff we know we're not supposed to drink too often or with a flask of tea brewed at the last minute before we left the house. We're improvising for comfort in the absence of furniture, and everyone's in great form.



Una-Minh Kavanagh

Feeling frazzled by your summer holiday? Want to beat the crowds and retreat into the wilderness this autumn? Sometimes one of the hardest things to do on holiday is find a place to switch off, relax and just simply let the world go by, away from the world's tourism hotspots. UNA-MINH KAVANAGH unlocks the secrets of Europe's tranquil havens.

Peaceful and wild



Cromwell's Castle, Inishbofin.

Photo: Alamy.com

THE GOOD news is that due to our location here in Ireland, we have plenty of options as to where we can jet off to off season, particularly in mainland Europe. Sure, some may seem slightly off the beaten track but sometimes, taking a little step out of the tourist zone is very much worth it. From small islands to foodie havens, get those bags ready and get planning, because these peaceful spots will hopefully inspire you.

Inishbofin, Galway

While Inishbofin, isn't exactly an unknown spot, it still very much manages to feel deserted quite often.

The small island off the coast of Connemara has just around 180 inhabitants and is an ideal place to leave your phone in your suitcase and go exploring.

For the outdoorsy types, there are many walking trails and opportunities to cycle and if you want to brave the Atlantic you can sail, paddle board, swim, kayak or go sea angling. You may even be able to nab fresh fish from the local fishermen to pop onto the grill. Not your thing? Book a self-catering cottage, don your cosiest socks, grab a book and sit by the fire! To get to Inishbofin, you must take the ferry from Cleggan pier, located northwest of Clifden.

Ericeira, Portugal



Nestled atop sandstone cliffs, the seaside town of Ericeira is a perfect retreat away from the claustrophobia of

crowds. A mecca for surfers, those who haven't brought their own but want to hit the waves can hire boards and wetsuits and get lessons from the locals.

Those who aren't interested in surfing can simply laze in the sand and watch spectacular sunsets dip in the horizon - Ericeira also boasts amazing seafood. You can get to Ericeira by hiring a car or by bus from Campo Grande station in Lisbon which will cost less than €10. Alternatively, if you're willing to splash out you can book a private car transfer.

Parma, Italy

Located in the Emilia-Romagna region, which was this year voted as Lonely Planet's Best in Europe, Parma is a city that's often overlooked in favour of more popular places like nearby Milan.

Just a short train journey away from the fashion metropolis, Parma is famous for two main things: Parmesan and Parma ham (prosciutto). Despite the food's popularity across the globe, the city itself is often free from many tourists which means you can wander around without ever hearing a word of English.

Take a tour and learn how both the famous cheese and ham are made or hop on a train a head to Modena (home of Balsamic vinegar) or the busier Bologna.

Gower Peninsula, Wales



Wales is blessed with a stunning coastline, and with many places to set up camp, the Gower Peninsula is ideal for those looking to break away from the digital world.

Just a short drive from Swansea, the Peninsula has a richly varied environment and is renowned for its woodlands, marshes, dramatic limestone cliffs and sandy beaches. An archaeological treasure trove if you're into your history, you can explore Iron Age forts, medieval castles and 19th century parks.



Lake Bled, Slovenia.

Photos: dreamstime.com unless stated otherwise

Cap d'Agde, south of France

It can get busy during the summer but come autumn and winter, the crowds have disappeared and strolls across miles of beaches are peaceful. Offering a slew of watersports, boat trips and delicious seafood, the sunsets in Cap d'Agde are breathtaking.

Apart from this, the area also has a large family-style naturist resort - sometimes referred to as the "Naked City", where nudity is legal and common place. But don't worry, if that's not your cup of tea, there are plenty of stretches catering to the non-naturist.

From Ireland, you can fly into Carcassonne and get a train to Agde for easy access.

Muxia, Spain

This is a town where you can truly do absolutely nothing. Laid back and chilled, feel free here to be as lazy as you'd like. We'd highly recommend staying at Albergue Arribada where the atmosphere is homely and relaxed.

Wander around and get lost in its winding streets or take a short hike to see panoramic views of the village with the Atlantic beating the coastline. It's heavenly.

You can take a bus to nearby Finisterre, also known as "land's end", and the debated official end to the Camino de Santiago. To get to Muxia you can travel by private bus, local bus or private car from Santiago de Compostela.

Lake Bled, Slovenia

If you've ever seen pictures of this picturesque lake, it's exactly as it is in photos with its medieval castle hugging the rocky cliff and the Julian Alps and the Karavanke mountains as backdrops, it draws all sorts of visitors from backpackers to honeymooners.

Beautifully romantic and visually breathtaking, the lake surrounds Bled Island which houses a 17th century church with Gothic frescoes and Baroque features.

While it can be swarming with tourists around mid-summer, accommodation prices throughout the country are generally lower during autumn as it starts to get cooler.

Cairngorms National Park, Scotland

Based in the heart of the Scottish Highlands, this national park is bound to leave you feeling refreshed and inspired. It's the UK's largest national park, where one can partake in a multitude of activities from wildlife watching, to cycling, to snowsports and general ambling.

With endless natural beauty, including mountains and gorges, forests and rivers (why not have a whisky while you're at it?). Stay in a boutique hotel, bed and breakfast or sleep under the stars - the choice is yours.

Easy to reach by road, rail, plane or bike, there's also a train link to Inverness, Glasgow, Edinburgh and a direct service from London and the south to Aviemore and Aberdeen ■



Morgan O'Brien

Consider your most recent, or indeed your next trip to the cinema and remind yourself that the standard issue image of projector and projectionist with reels of film stock is no longer the reality. **MORGAN O'BRIEN** looks at how the production, reproduction and distribution of films has gone digital.

Turning money into (digital) light

TRADITIONAL FILM stock has become increasingly costly to produce and cumbersome to reproduce and circulate. Like so many technical innovations and developments, the shift to digital has been driven by commercial imperatives rather than artistic intent.

The digitisation process is an easier, quicker and cheaper way to make and release films. Plus it's more straightforward for cinemas to access and screen movies.

In this context, it is much easier for films to be screened to a larger audience, which has given a huge boost to independent films. There is no longer a need for multiple prints or to physically transport them to cinemas. Larger studio films are now released simultaneously across the globe.

Critics

The conversion of the majority of major cinema chains to digital projection means that traditional film prints must be transferred to a digital format for screening. Consequently, these changes have not gone uncontested. Some filmmakers are critical of the digital process on aesthetic grounds.

In much the same way as committed audiophiles claim that vinyl offers a far more enjoyable listening experience than digital formats, cineastes are steadfast in backing the superiority of the visual image when it's made on traditional film stock.

A prominent critic has been director Christopher Nolan, who has advocated for the continued use of 35mm prints and promoted IMAX as a better alternative to digital cinema.



Nolan, as well as other notable directors including Paul Thomas Anderson and Quentin Tarantino, have been critical of digital projection – with Tarantino claiming he would retire if he could no longer find a cinema to screen 35mm prints – as it lacks the quality of traditional film stock.

Just as Technicolor and Panavision gave movies a broader palette to compete with television in the 1950s, digital is enabling a new generation of filmmakers while the older technology shows no sign of slipping quietly off the stage.

These directors have suggested that this will reduce the cinema experience and strip it of its unique character,

Keir Dullea in 2001: A Space Odyssey. The 2018 restoration aimed to present the richness of the 1968 original, including the occasional flaws of film.

rendering the cinema as no different from home viewing.

Quality

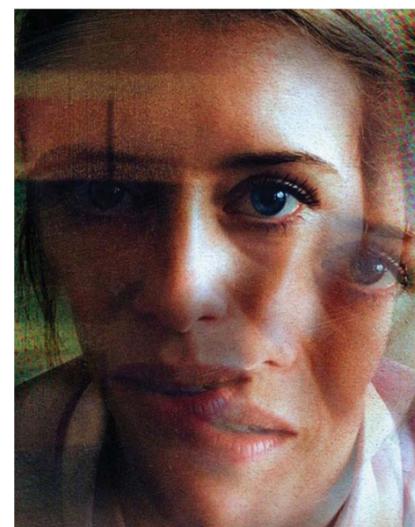
However, it's also been argued that shooting in digital means the reduction in quality (when transferring from film to digital formats) is avoided. Equally, it can be argued that films shot in digital can offer a characteristic and compelling visual experience.

One of the first directors to shoot with digital cameras was Michael Mann, whose 2004 film *Collateral* memorably captures the LA night in a visual arresting style. Other prominent filmmakers have equally made impressive use of digital photography. Take Nicolas Winding Refn's 2011 neo-

noir masterpiece *Drive* and David Fincher's recent work, including *The Social Network* and *Gone Girl*.

Smartphone movies

More recently, filmmakers have continued to innovate with digital technology. In 2015, comedy/drama *Tangerine* was feted as much for the fact that it was shot entirely on iPhones as it was for its value as a film. It proved that quality films could be created within technical constraints, and demonstrated the increasing sophistication of digital hardware and software.



Claire Foy in Unsane. The film was shot entirely on the iPhone 7 Plus.

Earlier this year, Palme D'Or and Academy Award winning director Steven Soderbergh released the psychological thriller *Unsane*, which was made with the iPhone 7.

While there's legitimacy to the criticism that there are fewer venues to screen 35mm prints – especially for reissued or restored films – the development of digital cinema does have enormous potential. Not least, it democratizes the distribution of film (for previously hard-to-reach audiences) and allows the production of quality work for much less expense.

Just as Technicolor and Panavision gave movies a broader palette to compete with television in the 1950s, digital is enabling a new generation of filmmakers while the older technology shows no sign of slipping quietly off the stage.

One format isn't automatically better than the other. It's the filmmakers' use of the particular mode of filmmaking that should be judged ■

New releases

Dublin Old School (29th June)



Irish production that follows the reconnection of estranged brothers over the course of a drug fuelled weekend in Dublin.

The First Purge (4th July)

The fourth film in The Purge series charts, as the title suggests, the advent of the purge as a means to address crime.

Incredibles 2 (13th July)



Set in the immediate aftermath of the original film this long awaited, and long overdue, sequel to the 2004 animation follows the adventures of a family of superheroes.

Mamma Mia: Here We Go Again! (20th July)

Follow-up to the 2010's ridiculously successful adaptation of the ABBA 'jukebox musical' – we await expectantly to see if Pierce Brosnan has developed any ability to hold a note.

Mission: Impossible - Fallout (26th July)

The sixth instalment of the reliably entertaining action-adventure series (don't mention the second one) expect high tech gadgets and high octane set pieces.

The Escape (3rd August)

Domestic drama starring Gemma Arterton as an unhappy suburban housewife, who leaves her home and travels to Paris on a journey of personal discovery.

The Darkest Minds (10th August)



Young adult drama, based on the novel of the same name, charts a dystopian future where, after a plague kills the majority of children, the remaining ones develop special powers and are subjected to hostility and internment.

Christopher Robin (17th August)

Ewan McGregor stars as a now all grown up Christopher Robin, who has lost his sense of wonder for the world. Winnie the Pooh and pals from the Hundred Acre Wood step in to help him.

The Children Act (24th August)



Adapted from the novel of the same name by Ian McEwan, the film features Emma Thompson as a high court judge, deliberating on the case of a child refusing to have a blood transfusion on religious grounds, while dealing with her own marital problems.

The Miseducation of Cameron Post (31st August)

Chloe Grace Moretz (*Kick Ass*) stars as a gay teenager in the 1990s sent to a 'conversion camp'.



Raymond Connolly.

At this time of the year, it can take a while to persuade RAYMOND CONNOLLY to abandon the Northside local where he whiles away his summer over games of dominoes and bottles of milk stout. It takes a while longer for him to sit down and bash out some copy on his typewriter (a 1963 Underwood Touchmaster Five if you're curious). World Cup summers means this whole process can take even longer, but he's finally filed his copy, and it's about the worst haircut in history. Sort of.

Stand by your mullet



The Jam, All Mod Cons album cover.

"I CLEANED the attic with the wife the other day. Now I can't get the cobwebs out of her hair." Dear old Tommy Cooper. Never fails to cheer me up.

Speaking of hair, I went to see *From the Jam* recently at The Academy in Dublin, featuring The Jam's original bass player Bruce Foxton. The Academy is a

wonderfully intimate venue, a bit 'in your face' so to speak.

The close proximity gave me an opportunity to really study Foxton's mullet. His hairstyle might well be described as hybrid of Cliff Richard's, David Bowie's and Mattress Mick's.

If you take a look back at the original 1978 album cover of the brilliant *All Mod Cons*, you'll notice a seated Paul Weller and Rick Buckler, a slight air of menace about them, and a couple of very mod haircuts.

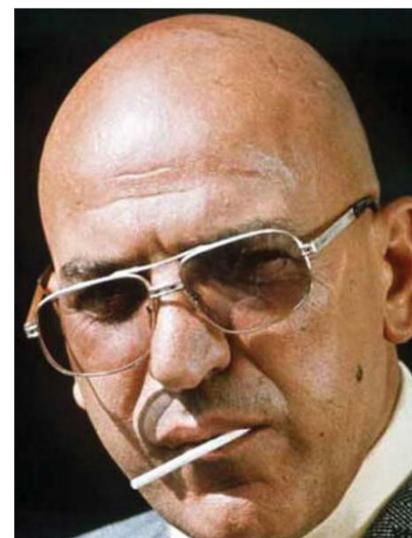
Standing somewhat forlornly to one side you'll see Foxton with his mullet. I

can report that it hasn't changed in 40 years. That's commitment. Bruce believes in his mullet and he's standing by it.

Styles

As the great Brian Clough lamented of the England goalkeeping situation "That (David) Seaman is a handsome young man but he spends too much time looking in the mirror. You can't keep goal with hair like that."

There was a time when music and hairstyles were indelibly linked, with the latest trends communicated to the masses, not by social media, but through the medium of the professional footballer.



Telly Savalas as Kojak.

The majority of premier league footballers these days hail from much further afield than England, and the league's glamorous hairstyles now outshine the glossiest of popstars, who seem to have more or less given up on making an effort (yes, we're looking at you Ed Sheeran. Does Ed himself strut into a barber shop and ask for one of them? Maybe he sits back in the chair humming *The shape of you* or *I'm a mess*).

I had a look through my 1970 World cup football sticker album recently. It took me a while to remember the combination to the velvet-lined safe in which it resides. I noticed almost immediately that none of the Soviet Union team's barnets were inspired by The Small Faces or The Kinks. They were content with a simple side parting.

This reminded me that when the Cold War ended in 1989, the Berlin Wall was

heaving with men with mullets dancing to David Hasselhoff. While *The Hoff* warbled *Looking for Freedom*, I reflected on the fact that western democracy comes at a hefty price.

The bald facts

In this day and age, the follicly challenged have fought back admirably. *Seinfeld* creator Larry David once said "anyone can be confident with a full head of hair. But a confident bald man - there's your diamond in the rough."

I couldn't agree more.

Think detective lieutenant Theo Kojak. Not only busting narcos and crims in early 1970s New York (when it was dangerous), but winging his way to No 1 in the UK charts with *If*. Tuneless, noteless, but confident nonetheless.

Pomp and ceremony

The importance of a decent hairstyle in music really kicked off in the 1950s with the pompadour. Named after Madame de Pompadour, mistress of King Louis XV, its key characteristic is turning hair back off the forehead in a roll.

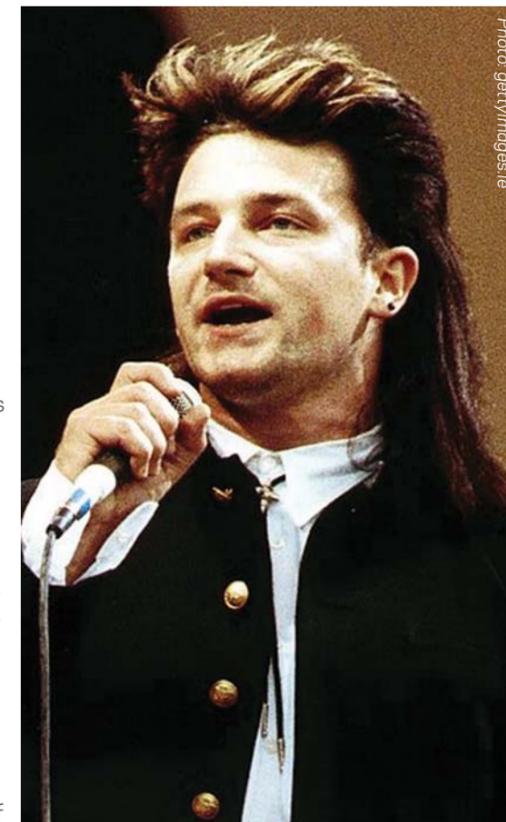
Famous pompadourists include Elvis Presley, Johnny Cash and, years later, Imelda May and the increasingly grumpy right-wing loony Morrissey. Alvin Stardust sported one that made a guest appearance (on Bono's head) during U2's *Songs of Innocence* tour.

Icons

Other iconic hairstyles of modern pop include the beehive (The Supremes, The Ronettes), the mop top (The Beatles, The Small Faces), the skinhead (originally left-wing anti-hippy Jamaican ska lovers), the mohican (John Lydon, Annabella Lwin of Bow Wow Wow) the jheri perm (wet look Michael Jackson/Lionel Richie/Chris Kamara type of thing) and my favourite, the afro perm.

The afro perm must not be confused with the semi 'fro, as sported by ska acts such as Jimmy Cliff and The Pioneers and blaxploitation legend John Shaft.

Popular from 1968 to 1972, the semi 'fro found itself knocked off its perch by the afro perm which itself enjoyed a healthy half decade at the top. Its



Bono, Live Aid, 1985.

demise was hastened by an attempted appropriation by white pop and football culture in 1977, jointly inspired by Leo Sayer and the entire Liverpool FC first team squad.

Not unlike the preservation of the Irish language in the Gaeltacht regions, the city of Liverpool, to this day, has a preservation order on the afro perm.

David Bowie has a lot to answer for. In 1964, then David Jones, appeared on BBC TV's *Tonight Show* with Cliff Michelmore as a spokesman for the Society of Prevention of Cruelty to Men with Long Hair (with his tongue, I suspect, firmly in his cheek).

At the time, Bowie was sporting a bit of a Rolling Stones Brian Jones hairdo. Not bad, but it was his Aladdin Sane barnet that caused the longest lasting cultural ripple.

At the height of his Zoo TV days, Bono was asked about that mullet he sported at Live Aid. "In my defence" he said, grinning broadly and puffing on his cheroot, "I thought I looked like David Bowie." I doubt he'd get that excuse past Brian Eno, but 10 out of 10 for chutzpah Mr Hewson.

As for Mr Foxton, don't ever sell out. Stand by your mullet ■

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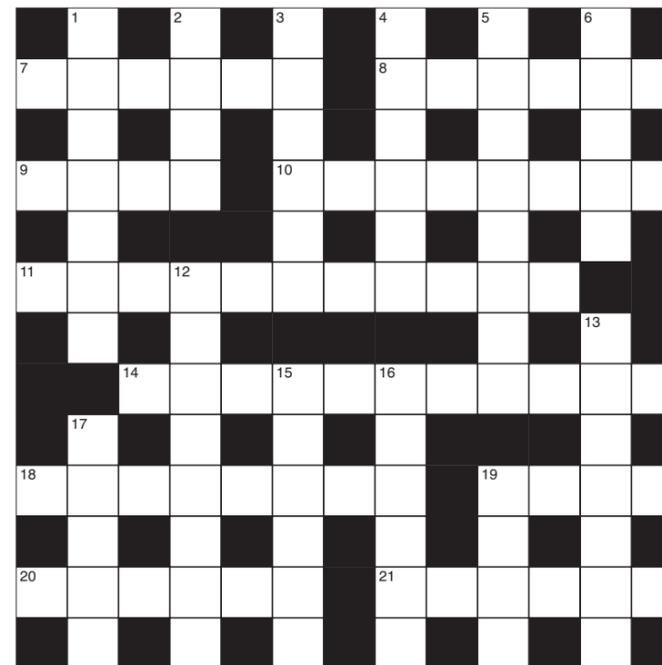
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Crossword composed by Sean Uí Cearnaigh

ACROSS

- This Dublin poet wrote *The Time of the Barmecides* (6)
- Large oak trees often grow from tiny... (6)
- Happy (4)
- A daring... was North Cork's famed Willie Brennan (8)
- News, knowledge (11)
- War cries (6,5)
- He/she plays with fellow club sports people (4,4)
- Wise person, aromatic herb (4)
- Roll out the... (6)
- Golfers will be familiar with these (6)

DOWN

- Mayo town, Tipperary village (7)
- Old (4)
- John Kells..., author of *Who Fears to Speak of Ninety Eight* (6)
- Poignant Patrich MacGill novel *The...* (3,3)
- Soft drink (4,4)
- Small scenic south Kerry town (5)
- Charming south Galway village (8)
- Stylish (7)
- Tracks and...*, as shown on RTÉ (6)
- Vigour (6)
- Rotting, erosion, wearing away (5)
- Small building (4)

ISSUE 2 (SPRING-SUMMER) WINNERS:

CROSSWORD: Mary Conway, Dublin 1. QUIZ: Linda Steenson, Castleblayney. SURVEY: Jackie Keegan, Ballinasloe.

ISSUE 2 (SPRING-SUMMER) CROSSWORD SOLUTIONS:

ACROSS: 7. Angora 8. O'Nolan 9. Sloe 10. Epidemic 11. Jenny and Ler 14. Grasshopper 18. Jeroboam 19. Card 20. Bogied 21. Eighty.
DOWN: 1. And Lies 2. Mope 3. Favela 4. Copied 5. Home Help 6. Panic 12. Narcotic 13. Secrets 15. Swords 16. Hamlet 17. Genoa 19. CBGB.

PRIZE QUIZ

WIN €50

Just answer five easy questions and you could win €50.

YOU COULD have an extra €50 to spend by answering five easy questions and sending your entry, name and address to Hazel Gavigan, Fórsa prize quiz, Fórsa, Nerney's court, Dublin, D01 R2C5. We'll send €50 to the first completed entry pulled from the hat.* All the answers can be found in the pages of this magazine.

- Which one of these is NOT a book by Julia Kelly?
 - Matchstick Man
 - With My Lazy Eye
 - Let the Great World Spin
 - The Playground
- What does BCO stand for?
 - Bullish Capitalist Oligarch
 - Bohemian Celtic Opportunist
 - Branch Campaigns Officer
 - Bulldozers Can't Operate
- Fórsa's national conference took place in May in which county?
 - Kildare
 - Kerry
 - Donegal
 - Galway
- The editorial headline 'Made Glorious Summer' is a reference to which Shakespeare play?
 - Hamlet
 - Midsummer Night's Dream
 - Richard III
 - Henry V
- Where is Leo Burdock's famous fish and chip shop located?
 - Winetavern Street
 - Werburgh Street
 - Watling Street
 - Wenceslaus Square

The small print*

You must be a paid-up Fórsa member to win. Only one entry per person (multiple entries will not be considered). Entries must reach us by Friday 7th September 2018. The editor's decision is final. That's it!

YOUR VIEW

WIN €100

How do you like *Fórsa*?

WE HOPE you enjoyed this issue of *Fórsa*, the magazine for *Fórsa* members. We want to hear your views, and we're offering a €100 prize to one lucky winner who completes this questionnaire.



Simply complete this short survey and send it to Hazel Gavigan, *Fórsa* survey, *Fórsa*, Nerney's Court, Dublin, D01 R2C5. You can also send your views by email to hgavigan@forsa.ie. We'll send €100 to the first completed entry pulled from a hat.*

The survey

1. What did you think of the articles in the summer-autumn 2018 issue of *Fórsa*?

- Excellent
- Good
- Okay
- Bad
- Awful

Comments _____

2. What did you think of the layout, style and pictures in the summer-autumn 2018 issue of *Fórsa*?

- Excellent
- Good
- Okay
- Bad
- Awful

Comments _____

3. What were your favourite three articles?

- 1 _____
- 2 _____
- 3 _____

4. What were your least favourite articles?

- 1 _____
- 2 _____
- 3 _____

5. What subjects would you like to see in future issues of *Fórsa*?

- 1 _____
- 2 _____
- 3 _____

6. What did you think of the balance between union news and other articles?

- The balance is about right
- I want more union news
- I want less union news

7. Any other comments? _____

Name _____

Address _____

Email _____

Phone _____

Fórsa branch _____

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You're better off in Fórsa

FÓRSA

Fórsa members can save lot of money with our enhanced package of financial benefits provided or negotiated by the union. Some of these are free to all Fórsa members. Others are optional benefits, available only to Fórsa members, which can mean savings on insurance, salary protection, additional pension coverage and more.

Fórsa members are entitled to*

- €5,000 illness benefit when out of work for more than 12 months
- €5,000 personal accident insurance
- €5,000 critical illness or death benefit
- €5,000 death of a spouse or qualifying partner
- Evacuation or repatriation expenses of up to €250,000 for members who die or are seriously ill abroad, including emergency medical expenses incurred for members temporarily abroad as a result of death/illness
- Free legal help in bodily injury cases
- Free 24/7 legal advice helpline
- Free 24/7 confidential counselling helpline
- Free 24/7 domestic assistance helpline.

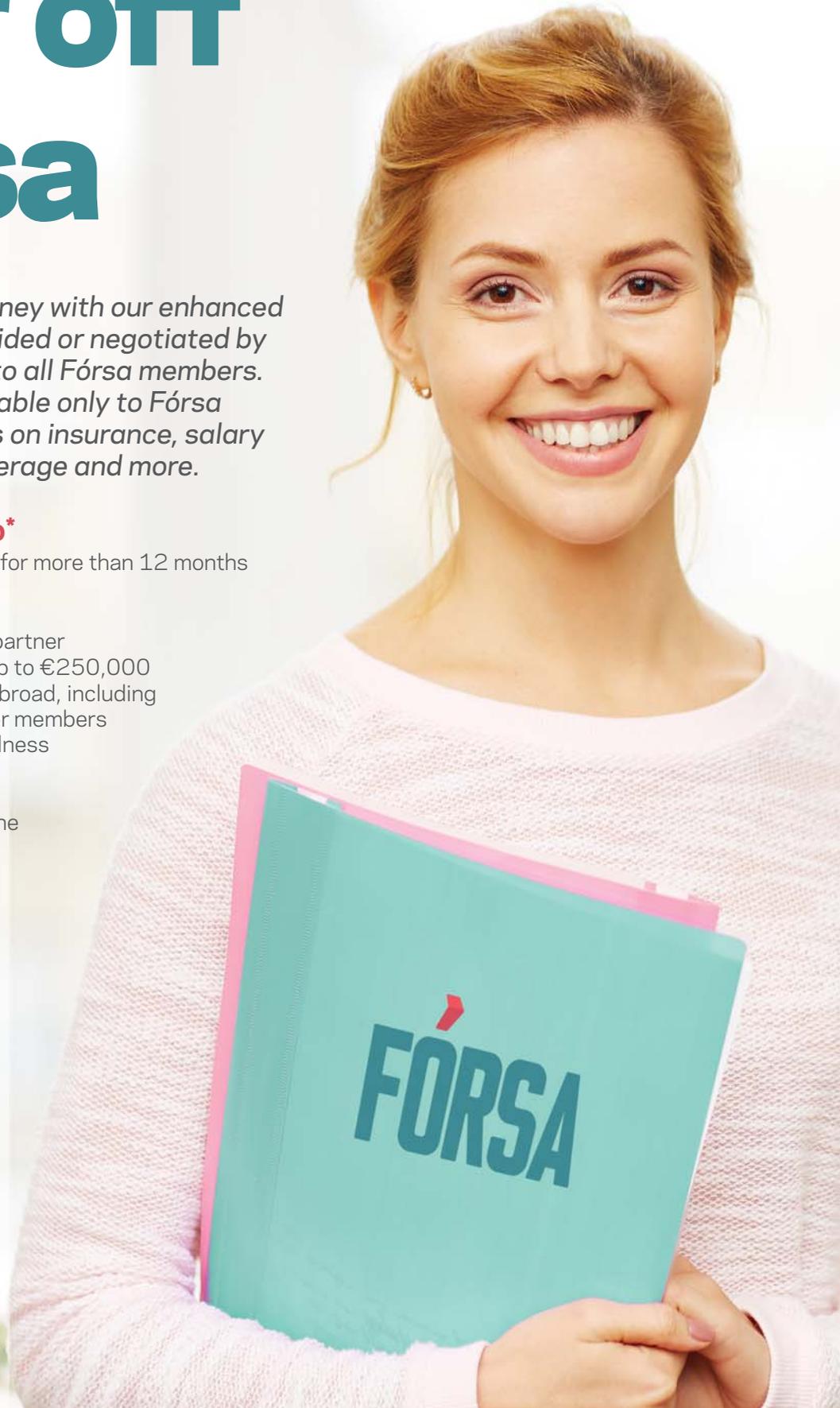
Members can opt in to Fórsa-facilitated financial benefits

- Car insurance
- Home insurance
- Travel insurance
- Additional pension benefits
- Salary protection and life cover.

Fórsa members can also apply for

- Gaeltacht scholarships for their school-age children
- Industrial relations scholarships
- Benevolent grants for members in financial distress.

*Six months continuous membership is required to avail of services. Financial benefits are strictly subject to policy, terms, conditions and exclusions. See www.forsa.ie for details.



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Fórsa Trade Union



Fórsa trade union



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forsa.ie

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It's there when you need it

"To help pay my mortgage & bills, and to keep my car running, which I rely on so much!"

Laura, Cornmarket Scheme Member

Salary Protection gives you a replacement income*, if you get sick and can't work. It's peace of mind for you knowing that the important things in your life will stay on track.

Join today!

Call us on **(01) 408 6283**
or visit **cornmarket.ie/forsa**



Cornmarket administers two Salary Protection Schemes for Fórsa members:

- 1) for members of the Health & Welfare, Local Government & Local Services, and Education Divisions underwritten by New Ireland,
- 2) for members of the Civil Service in Professional, Technical and Service Grades underwritten by Friends First.

*When a claim is admitted, up to 75% of salary is paid (less any other income which you may be entitled to e.g. half pay, Ill Health Early Retirement Pension, Temporary Rehabilitation Remuneration, State Illness or Invalidity Benefit) once you meet the definition of disablement as defined by the policy, and after you have exhausted the deferred period of the Scheme. Benefits are subject to underwriting requirements and policy conditions. Terms and conditions apply. There are separate Schemes available for Clerical and Executive grade officers, which are not administered by Cornmarket. Laura has received a gratuity for her time in making this commercial. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd. which is part of the Great-West Lifeco Group of companies. Telephone calls may be recorded for quality control and training purposes. Friends First Life Assurance Company dac is regulated by the Central Bank of Ireland. New Ireland Assurance Company plc is regulated by the Central Bank of Ireland. A member of Bank of Ireland Group.