

FORSA

CORK HEALTH AND LOCAL GOVERNMENT BRANCH

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Annual General Meeting 2019

Wednesday February 6th in Clayton Silversprings Hotel



Ruth Crowley @RuthTCrowley · 23 Jun 2018
 @forsa_union_ie Cork Branch have arrived to march in #solidarity with our #roscommonstrike @roscommoncoco members #allroadstoroscommon #WorkingParents #WorkersUnited #Organise #JoinAUnion



"Together we can only be stronger" @forsa_union_ie General Secretary @RonayneEoin addressing the Cork Branch AGM speaking about the commalities and histories of the 3 former unions and the big future ahead for our new 80,000 strong union



Eoin Ronayne (Ó Rónáin) @RonayneEoin
 Replying to @RuthTCrowley and @forsa_union_ie really impressed by Cork branch AGM ..the largest in our new union .. looking forward to the membership of all our Cork Branches with members across our Divisions including Local Govt, Health & Wefare, and Civil Service working together for the future

Agenda

- 1.** Branch Chairperson's Address
- 2.** Minutes of Branch Annual General Meeting of 2018
- 3.** Branch Treasurer's Report
- 4.** Branch Honorary Auditor's Report
- 5.** Returning Officers Report and Elections
 - a.** Chairperson
 - b.** Vice-Chairperson
 - i.** City Section
 - ii.** County Section
 - iii.** Health and Welfare Section
 - c.** Treasurer
 - d.** Branch Secretary
 - e.** Training and Equal Opportunities Officer
 - f.** Membership Officer
 - g.** Health and Safety Information Officer
 - h.** Branch Committee Members
 - i.** Retired Members Rep
 - j.** Six Delegates to Cork Council of Trade Unions
 - k.** Election of Branch Honorary Auditors and Trustees
 - l.** Local Government & Local Services Divisional Executive
 - m.** Health & Welfare Divisional Executive
 - n.** Standing Orders Committee: Local Government & Local Services
 - o.** Standing Orders Committee: Health & Welfare
- 6.** Branch Campaigns Officer's Report
- 7.** Address by Guest Speakers: Ann McGee President, Kevin Callinan Senior General Secretary Designate, Andy Pike Head of Education Division
- 8.** Motions
- 9.** Prize Draw

Motion 1

"That this AGM calls on Fórsa to negotiate a flexitime arrangement for members in the Health Service to ensure that members have access to similar schemes that currently exist in other parts of the Public Service."

Proposed by: Don Meskell

Seconded by: Roy Cleary

Motion 2

"That Fórsa Trade Union will seek an amendment to the Paternity Leave Act 2016, to include an allowance for paid time off for prospective fathers to attend key ante-natal appointments associated with the development of their unborn child."

Proposed: Alan Murray

Seconded: Stephen Buckley

Motion 3

"That this AGM calls on Fórsa to negotiate a reduction in the working week from 37 hours per week to 35 hours per week."

Proposed: Don Meskell

Seconded: Roy Cleary

Motion 4

"That this house will examine terms and conditions of employment of Brothers of Charity Day Services staff nationally, and will endeavour to secure the most favourable of these conditions for Brothers of Charity Day Services staff in every sector and division of Brothers of Charity Ireland."

Proposed: Alan Murray

Seconded: Siobhán McNicholas

Motion 5

"That this AGM calls on Forsa to negotiate a change in the current sick leave entitlements from 12 weeks with full pay in a 4 year period to 12 weeks in a 2 year period. "

Proposed: Don Meskell

Seconded: Roy Cleary

Motion 6

"Climate change is an existential threat to humanity. Forsa must be part of the solution. The Cork Forsa Branch calls on Forsa to publicly state its support for the on going national campaign to force the Government not to licence further exploitation of fossil fuels."

Proposed: Donal Guerin

Seconded: Michael O'Sullivan

Motion 7

“The Cork Branch demands that the Local Government Divisional Executive effectively challenges the ongoing attempts to further increase the use of psychometric testing for the filling of vacancies in Local Government.”

Proposed: Donal Guerin

Seconded: Michael O’Sullivan

Motion 8

“This AGM calls on Fórsa to take all necessary steps to ensure that Local Authorities have a leading role in the Public Housing and Affordable Schemes.

To ensure that Local Authorities are funded correctly to ensure that all housing provision services are fulfilled. And that Local Authorities be provided the funding required to build the required levels of housing stock so that Local Authorities are not reliant on private building firms to provide public housing stock via Part 5 Planning. ”

Proposed: Paul Walsh

Seconded: Kathryn Collins

Motion 9

This AGM calls on the Local Government Division of Fórsa Trade Union to immediately pursue the creation of the grade of Library Staff Officer.

Proposed: Liz Fay

Seconded: Paula Courtney

Motion 10

This AGM calls on the Local Government Division of Fórsa trade union to proactively seek that central government enable local authorities to realise the provision of sustainable public housing. The over reliance of Local Authorities on the private sector to provide housing to those in need is feeding in to the cycle that is causing an increase in those who require housing and homelessness services.

Proposed: Liz Fay

Seconded: Paul Walsh

Branch Chairperson's Address

As the end of another Fórsa year approaches I would like to take this opportunity to reflect on some of 2018's key events for our Branch and our members to show how we have worked for you and represented you locally and nationally.

Last year our Branch along with many others voted to accept the PSSA and all it entails. This agreement is the first step in achieving pay restoration. Over the next two years we should see a phased restoration of pay. On January 1st this year the pension levy threshold was increased to €32,000. There was a 1% pay increase for those earning under €30,000 and on September 1st there will be a pay increase of 1.75%. After further negotiations nationally agreement has been reached regarding measures to remedy the extra 2 points on the pay scales of 'new entrants'. On December 26th President Higgins signed legislation to allow those public servants who wish to stay in employment to the age of 70.

On the 7th of April a bus full of demonstrators left Cork city to attend the National Housing is a Human Right Demonstration. This bus was the subject of a motion passed at last year's AGM. Through our partnership and affiliation with ONECork we opened the bus to other trade unionists so that they may attend the Demonstration in Dublin.

Ahead of the inaugural conference of Fórsa the executive of the Cork Branch extended an invitation to activists from the former CPSU, PSEU and indeed IMPACT who are based in Cork. The social event was held in the Regional Offices in Fr. Matthew Quay with special thanks to Head Office and Cork Office staff. This event enabled us to build ties with other Fórsa Branches.

In May the Cork Branch Executive sent its delegation to the inaugural Conference of Fórsa trade union. Your representatives spoke to a high number of motions and featured in some lively debate ensuring those issues raised by you at last year's AGM were heard.

In June of this year a delegation from the Cork H&LG Branch attended a rally in support of our Local Government colleagues in Roscommon. This rally of solidarity was Fórsa's first and we were proud to stand shoulder to shoulder with our fellow trade union comrades to highlight the restrictive practices that have negatively impacted our colleagues and the difficulties faced by them in accessing flexi-time arrangements.

Locally there was and continues to be a lot of activity particularly in the area of Community Health Organisation (CHOs) on the health side and the Boundary Extension on the Local Government side as well as a small number of localised ballots for issues affecting our members. We are continuing to develop House Committees in employments. These committees provide a forum for nominated workplace reps to meet

regularly to raise and discuss member issues that can be addressed locally by workplace reps and or union officials. Further information on the activities of the Branch can be found in the section reports.

Once again we held what has now become an annual Cork Branch Christmas Event. This year it was once again held Rumleys open farm. Through the selfless cooperation of the volunteers who comprise the Cork Branch the event was a success and those who attended gave generously to our partnered charity the Society of Saint Vincent de Paul.

We have continued to invest in our members by way of training. Be it through National workplace representative training or locally organised Competency Based Application Form and Interview Skills Training. Most of our employments have continued to recruit throughout the year with the end of 2018 and the start of 2019 focused on those professions who have just agreed workforce plans providing for some members the first opportunity for promotion in nearly 10 years. With the aid of our Organiser, Ruth Crowley, we strove to increase our visibility in workplaces, member meet and greets in the run up to Christmas and not forgetting the information meetings for members affected by the Boundary Extension.

Looking ahead to 2019, the Branch will amongst other work focus on CHO's, Health & Social Care Professionals, Section 38 and Section 39 employments and the implementation there of pay restoration. In local government the Branch's inter authority boundary group will be meeting ahead of the proposed move of staff from the County Council into the City. Irish Water will also need a good bit of focus and attention.

As ever I am grateful and thankful for the 30 volunteers who comprise the Cork Branch Executive. Through your selfless and tireless efforts the Branch has continued to run to effectively represent our members. I wish to also express gratitude to those representatives who work on behalf of their colleagues in local employments.

I would also like to thank the Fórsa Staff with whom the Cork Branch works so closely, Hilary Kelleher, AGS, Linda Kelly, AGS, Eddie Walsh, AGS, Ruth Crowley, Organiser, Jackie Spoonley, PA and Rosemarie O'Sullivan Hourihan, PA who work tirelessly on behalf of members all year round.



Chairperson,

Cork Health & Local Government Branch

Fórsa



Branch Organisation

Attendance at Branch Meetings

Branch Executive Committee Meetings

Name	Possible Number	Total Attended
Liz Fay Branch Chair	9	8
Alan Costello County Section	9	4
Clodagh Kavanagh Branch Secretary	9	7
Declan Connolly LGDEC	9	6
Deirdre Collins Health Section	9	5
Don Meskell Health Section	9	7
Donal Guerin City Section	9	4
Finbarr O'Driscoll Retired Rep	9	1
James Furlong Membership Officer	7	3
Jennifer Verling Health Section	9	8
John F Marsh Health Section	9	4
Kathryn Collins City Section	9	1
Kieran O'Connell Health Section	9	5
Lee Wah Pay County Section	9	5
Liam O'Briain Vice Chair County Section	9	7
Lynne Colson Health Section	9	2
Marie Turner County Section	9	6
Mary Fuller County Section	9	6
Michael Barry Health & Safety Information Officer	9	8
Michelle O'Brien CitySection	9	2
Noreen Lawlor Health Section	9	6
Paul Walsh Vice Chair City Section	9	7
Paula Courtney Coun Section	9	6
Pauline Lucey CitySection	9	5
Ray Daly HWDEC	9	6
Rebecca Maher Health Section	9	5
Stephanie Cierans Training & Equality Officer	9	6
Stephen Barry Vice Chair Health Section	9	5
Stephen Murphy Treasurer	9	6
Susan Riordan City Section	9	5

Branch Officers Meetings

Name	Possible Number	Total 11
Liz Fay Chair	11	10
Clodagh Kavanagh Branch Secretary	11	9
James Furlong Membership Officer	8	5
Liam O'Briain Vice Chair County Section	11	10
Michael Barry Health & Safety Information Officer	10	7
Paul Walsh Vice Chair City Section	11	9
Stephanie Cierans Training & Equality Officer	11	6
Stephen Barry Vice Chair Health Section	11	5
Stephen Murphy Treasurer	11	8

Public Service Stability Agreement (PSSA)

The Public Service Stability Agreement (PSSA) governs pay and related matters (including the former 'pension levy') for virtually all civil and public servants, as well as staff in non-commercial semi-state organisations and 'section 38' agencies where pay scales follow the public service.

By the time the agreement expires, over 90% of civil and public servants will earn as much as, or more than, they did when pay cuts were introduced in 2010 and (for higher earners) in 2013. Almost a quarter (the lowest earners) have been removed entirely from the so-called 'pension levy,' which was imposed in 2009. The rest will see reductions in these payments, with the remainder converted into an 'additional superannuation contribution.'

Summary of income improvements

- 1st January 2018: 1% pay adjustment
- 1st October 2018: 1% pay adjustment
- 1st January 2019: Additional superannuation contribution threshold up from €28,750 to €32,000 (worth €325 a year). 1% pay increase for those who don't benefit (i.e. those earning less than €30,000 a year)
- 1st September 2019: 1.75% pay adjustment
- 1st January 2020: Additional superannuation contribution threshold increased to €34,500 (worth €250 a year). 0.5% pay increase for those who don't benefit (i.e. those earning less than €32,000 a year)
- 1st October 2020: 2% pay adjustment
- 31st December 2020: Agreement concludes.

A progressive agreement

The PSSA is structured to ensure that lower and middle earners gain relatively more than higher earners, and it will see 73% of civil and public servants gain more than 7% by 2020. Over the lifetime of the deal:

- The combination of pay and 'additional superannuation contribution' adjustments are worth 7.4% to those earning €30,000 a year or less
- The combination of pay and 'additional superannuation contribution' adjustments are worth 7% to those earning between €50,000 and €55,000 a year
- The combination of pay and 'additional superannuation contribution' adjustments are worth between 6.6% and 6.9% to those earning between €55,000 and €80,000 a year.



New Entrants

The term 'new entrants' refers to people who started work in the civil and public service (and organisations linked to it for pay purposes) after 2011, when inferior pay scales for new staff were imposed by the Government without agreement.

Although those inferior scales (worth 10% less at every point of each scale) were abolished at unions' insistence under the 2013 Haddington Road agreement, 'new entrants' continued to have longer pay scales than their longer-serving colleagues, with two lower pay points at the beginning of each scale. Some grades also saw the abolition of certain allowances for new entrants.

The PSSA established a process involving the Public Service Pay Commission (PSPC) which, following detailed discussions and inputs from Fórsa and other unions, resulted in a solution of the pay scale issue in 2018. This was at least two years earlier than the PSSA originally provided for.

Under these measures, 'new entrants' will skip two points - the fourth and eighth - on each pay scale. Fórsa welcomed this outcome because it ensures a fair outcome for 'new entrants' regardless of their length of service.

Number	Point	Point in 2019	Point in 2020	Point in 2021	Point in 2022	Point in 2023	Point in 2024
13,782	1	2	3	5	6	7	9
12,021	2	3	5	6	7	9	
9,243	3	5	6	7	9		
6,649	4	6	7	9			
5,955	5	7	9				
3,902	6	9	10				
2,447	7	10					
1,326	8	11					
1,078	9	12					
971	10	13					
930	11	14					
1,315	12	15					
1,499	13	16					
250	14	17					
97	15	18					
37	16	19					
16	17	20					
3	18	21					
4	19	22					
6	20	23					
8	21	24					
-	22	25					
-	23	26					
-	24	27					
-	25	28					
-	26	29					
1	27	30					
9	28	31					
61,548	Total						

You can get more details on www.forsa.ie



ONE Cork – Update



Fórsa sits on the Steering Committee for ONE Cork together with 16 other trade unions who have members in Cork.

We work collectively within workplaces and the community to achieve significant gains for all workers through greater trade union participation in all aspects of life from campaigning for social justice to promoting the betterment of living and working conditions. This means we as trade unionists get out there and participate more in the areas that affect our home life as well as our work life.

For the past year our members within ONE Cork have undergone Project Management training to give us the tools to help better

focus our efforts in achieving the aims of the ONE Movement.

Within the Health Group, ONE Cork established an inter union group in CUH where members from all unions can address their shared issues in a collaborative fashion.

It is envisaged that this model can be extended to other work campuses where more than one union is represented. The next group is hoped to be set up for Cope and Brothers of Charity employments.

Liz Fay sits on the Community Outreach Group. It is hoped that this group can work in conjunction with the Youth Group in the next year to reach communities that we may benefit through working rights workshops and social justice campaigning such as housing.

Liz also sits on the steering group looking to set up a Local Trade Union Centre. This centre will be a one stop shop for all trade unions within Cork. There are many obstacles facing this project one of which would be to locate a suitable, affordable premises that is also accessible and visible.

As mentioned above one of the core objectives of ONE Cork is to improve the lives of the community. To this end the ONE Cork Housing Campaign (with the backing of Congress) has continued to be championed by the Movement. This campaign has also been promoted by Fórsa nationally with our Branch Campaigns Officer's and their lobbying activities.

ONE Cork has also engaged with many of the larger employers in Cork to reinstate apprenticeship programmes for any major construction projects that they may be rolling out which is quite similar to a motion presented to this year's conference to which the Cork Branch spoke in favour.

We would ask that you our members subscribe to the ONE Cork ezine, and to follow us on social media so that you may learn of and promote our efforts.

Participation in ONE Cork is not the sole remit of union staff and activists, we always seek the help of our members who may have ideas on who to help and how to do it. Please feel free to contact us on info@onemovement.work

A handwritten signature in black ink that reads 'Liz Fay'.

Chairperson

Cork Health & Local Government Branch

You're better off in Fórsa

FÓRSA

Fórsa members can save a 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.

FÓRSA GROUP SCHEME

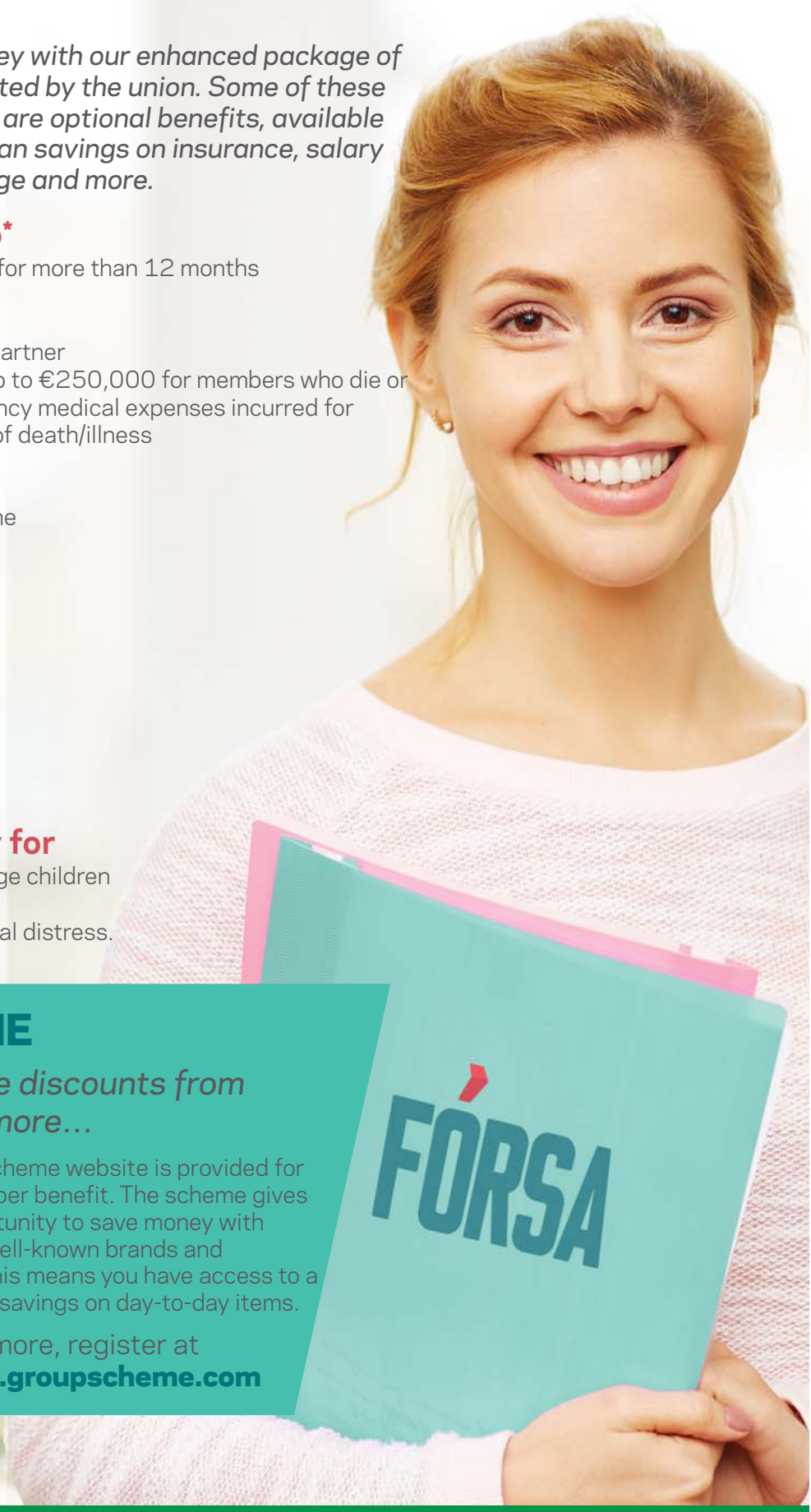
As a Fórsa member, you receive discounts from all of these brands, and many more...



Your Group Scheme website is provided for you as a member benefit. The scheme gives you the opportunity to save money with hundreds of well-known brands and companies. This means you have access to a wide range of savings on day-to-day items.

To find out more, register at www.forsa.groupscheme.com

*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.



Minutes of Branch Annual General Meeting

Tuesday 20th February At Clayton Hotel Silversprings, Tivoli, Cork

In the Chair: Liz Fay

Present: Stephen Murphy, Cork County Council; Michael Murphy, Retired Branch; Siobhan Clancy, Cork County Council; Paul Walsh, Cork City Council; Ann O'Donovan, HSE; Marie Foley, Retired Member; Kevin Dee, Cork City Council; Rebecca Maher, SIVUH; Juliet Lucey, Cork County Council; James Furlong, Tusla; Finbarr O'Driscoll, Retired Rep; Lee Wah Pay, Cork County Council; Kieran O'Connell, Foroige; Athena Sparakos, BOC; Anette Ahokas-Gorla, HSE; Brenda Kelleher, Cork County Council; Patricia Duff, Cork County Council; Claire Delaney, HSE; Tom Twomey, HSE; Dolores Callanan, Retired member; Bernard Murphy, HSE; Pauline Lucy, Cork City Council; Michael Barry, Cork County Council; Deirdre Collins, Enable Ireland; Donal Guerin, Cork City Council; Mark Fenton, CUH; Clodagh Kavanagh, Tusla; Liz Fay, Cork County Council; Kathryn Collins, Cork City Council; Emer Collins, Cork County Council; Mary Fuller, Cork County Council; Stephen Barry, CUH; Marie Turner, Cork County Council; Anne Curran, HSE; Declan Connolly, Cork County Council; Isabel Jones, Cork County Council; Margit Westerwelle, Tusla; Con O'Donnell, Cork City Council; Alan Murray, BOC; Liam O'Briain, Cork County Council; Noreen Lawlor, Tusla; Jennifer Verling, CUH; Stephanie Cierans, MUH; Susan Riordan, Cork City Council; Eddie Scully, HSE; Tommy Hussey, HSE; Rachel O'Donovan, BOC; Michelle O'Brien, Cork City Council; Paula Courtney, Cork County Council; James Creasey, HSE; Breda O'Sullivan, Cork City Council; Mary Scully, HSE; Carmel Murphy, HSE; Ruth McCluskey, BOC; Ann Whyte, Cork City Council; Marie Hendrick, Enable Ireland; Diane Power, Cork County Council; Noreen Walsh, SIVUH; Claire O'Flaherty, CUH; Michael O'Sullivan, Cork County Council; Alan Costello, Cork County Council; John F Marsh, Tusla; Michael Rice, Retired member; Gerlene Kennedy, Enable Ireland; Ray Daly, HSE; Barbara Heas, BOC

Apologies: Tony Callanan, Cork City Council; Lorna Barrett, Brothers of Charity; Rebecca Loughry, HSE; Josephine McCarthy, National Transport; Meadh Nolan; Fionn McSweeney, Cork County Council; Don Meskell, HSE

In Attendance: Hilary Kelleher, Assistant General Secretary, Forsa; Linda Kelly, Assistant General Secretary, Forsa; Ruth Crowley, Organiser, Forsa

Guest Speakers: Barry Murphy OPATSI and ONE Cork
Eoin Ronayne, General Secretary, Fórsa

1. Branch Chairperson's Address

Liz Fay, as Chair, opened the meeting and welcomed everyone to the AGM. Liz introduced the top table and welcomed Eoin Ronayne, General Secretary, Fórsa.

2. Minutes of Branch Annual General Meeting of 2017

Proposed by: Michael Murphy

Seconded by: Kathryn Collins

3. Branch Treasurer's Report

Stephen Murphy presented his report as Branch Treasurer which was adopted by AGM.

4. Branch Honorary Auditor's Report

Finbarr O' Driscoll presented the report. Finbarr commended Stephen on his impeccable bookkeeping. The Report was accepted and adopted by the AGM.

5. Returning Officers Report and Elections

Michael Murphy (Returning Officer) presented his report:

Chairperson	Liz Fay	(elected)
Vice-chairperson		
a) City Section	Paul Walsh	(elected)
b) County Section	Liam O'Briain	(elected from floor)
	Proposed: Stephen Murphy	Seconded: Lee Wah Pay
c) Health & Welfare Section	Stephen Barry	(elected by ballot of Health Section)
Branch Secretary	Clodagh Kavanagh	(elected)
Treasurer	Stephen Murphy	(elected from floor)
	Proposed: Liam O'Briain	Seconded: Mary Fuller
Training & Equality Officer	Stephanie Cierans	(elected)
Membership Officer	James Furlong	(elected from floor)
	Proposed: Stephanie Cierans	Seconded: Kathryn Collins
Branch Committee Members		
(i) City Section (5)	Susan Riordan Donal Guerin	
Nominations from the floor at AGM		
Pauline Lucey		
Proposed: Paul Walsh		Seconded: Kathryn Collins
Michelle O'Brien		
Proposed: Ann White		Seconded: Susan Riordan
Kathryn Collins		
Proposed: Donal Guerin		Seconded: Susan Riordan
(ii) County Section (7)	Declan Connolly Lee Wah Pay Marie Turner Mary Fuller Michael Barry Paula Courtney	
Nominations from the floor at AGM		
Alan Costello		
Proposed: Declan Connolly		Seconded: Michael Barry
(iii) Health Section (9)	Don Meskill Jennifer Verling Raymond Daly Noreen Lawlor	

Nominations from the floor at AGM

Deirdre Collins

Proposed by: Jane Collins

Seconded by: John F Marsh

John F Marsh

Proposed by: Stephen Barry

Seconded by: Ray Daly

Rebecca Maher

Proposed by: James Furlong

Seconded by: Stephen Barry

Kieran O'Connell

Proposed by: Stephen Barry

Seconded by: Ray Daly

(h) Six Delegates to Cork Council of Trade Unions

Dominic McEvoy

Proposed by: Michael Murphy

Seconded by: Finbarr O'Driscoll

Stephen Barry

Proposed by: Ray Daly

Seconded by: Dolores Callanan

Finbarr O' Driscoll

Proposed by: John O'Donovan

Seconded by: Marie Foley

Michael Murphy

Proposed by: Declan Connolly

Seconded by: Stephen Murphy

(i) Election of Branch Honorary Auditors

Finbarr O' Driscoll

Proposed by: Dolores Callanan

Seconded by: Deirdre Collins

Marie Foley

Proposed by: Finbarr O' Driscoll

Seconded by: Kathryn Collins

John O' Donovan

Proposed by: Finbarr O' Driscoll

Seconded by: Michael Murphy

(j) Retired Members Rep

Finbarr O'Driscoll (elected from floor)

Proposed by: John O'Donovan

Seconded by: Dolores Callanan

(k) Ratification of Health and Safety Information Officer:

permission granted by AGM

6. **Amendment of Standing Orders to replace IMPACT with Fórsa:** permission granted

7. **Presentation on 25 years of IMPACT by James Furlong**

8. **Address by Guest Speakers:**

Barry Murphy OPATSI & ONE Cork and Eoin Ronayne, General Secretary, Fórsa.

Barry Murphy's presentation centred around the work undertaken by ONE Cork activists and the subsequent adoption and promotion by ICTU of a Housing Charter. Barry outlined the aims of the campaigning and the successes achieved in meetings with political parties and members of government both National and Local. Barry expressed solidarity with the Cork Branch and its motion to this AGM (number 5) to fund transport for those members wishing to travel to Dublin for the National Housing Demonstration.

Eoin Ronayne set out the many steps on the long road that led to the forming of Fórsa trade union. Eoin's role in the new union as General Secretary with responsibility for integration will see him overseeing the transition from three separate entities to one. Eoin said that integration would not prove too elusive when comparing the motions being put to the floor for consideration by the Cork Branch and those of the branches from the

former Civil Service unions. It is hoped that at some point in the future the activists of the three former trade unions would be able to come together and learn from each other.

9. To consider the following Motions:

Motion 1

"That this AGM calls on Fórsa to include in the next National Wage Agreement that will succeed the current PSSA Agreement, the restoration of the 35 hour working week for members who currently are expected to work the additional 2 hours as part of their employment contract".

When the Irish economy collapsed in 2008, the Government imposed an additional 2 hours on Public Service workers to increase the working week from 35 hours to 37 hours. As the Irish Economy has now recovered, we now wish to ask Fórsa to restore the 35 hour working week. (Finbarr O'Driscoll spoke to the motion in Don's absence)

Proposed by: Don Meskell

Seconded by: Pádraig McCarthy

Motion was carried.

Motion 2

"Pending the enactment of legislation to raise the retirement age for public servants recruited before 1st April 2004 the option to retire at any time up to age 70, I propose that the AGM supports the option to extend retirement age until the state pension age is reached and that pension contributions continue to be paid thus building up years of service, i.e. person does not retire at 65 effective soonest."

Proposed by: Anne Curran

Seconded: Ann O'Donovan

Amended:

Dolores Calinan proposed the following amendment:

Amended Motion:

"Pending the enactment of legislation to raise retirement age for public servants recruited before 1st April 2004 the option to retire at any time up to age 70, this Branch proposes the option to extend the retirement age until the state pension age is reached and that pension contributions continue to be paid thus building up years of service, i.e. person does not retire at 65 effective soonest."

Motion, as amended, was carried.

Motion 3

"I propose that the AGM opposes how the calculation of women's contributions for contributory old age pension is done when there are gap years because they stayed at home to mind their children and did not sign on during this time is done. These years should not be counted as contribution years. Effective from date of introduction."

Proposed by: Anne Curran

Seconded: Ann O'Donovan

Proposed amendment:

"This Branch proposes that Fórsa opposes how the calculation of an employee's contributions for contributory old age pension is done when there are gap years because they stayed at home to mind their

children and did not sign on during this time is done. These years should not be counted as contribution years. Effective from date of introduction.”

Motion, as amended, was carried.

Motion 4

“That this Union notes the appalling treatment of Palestinian children by Israeli Forces with their arrest and detention and would write to the Israeli embassy expressing our serious concerns for the children’s welfare and human rights. We would also send a message of solidarity to Ahd Tamimi, a 16 year old Palestinian child imprisoned and currently awaiting trial for the alleged assault of a fully armed Israeli soldier at the entrance to her home. She could face up to ten years in jail if convicted. Ahd has been an activist since early childhood highlighting the plight of her people, something no child should have to do. We salute her bravery and courage.”

Proposed by: Kieran O’Connell

Seconded: Jennifer Verling

Motion was carried.

Motion 5

“That this AGM calls on the Cork Branch of Fórsa to fund buses for members to attend the forthcoming national march on housing crisis that is being organised by the trade union movement for April 7th 2018 in Dublin. Fórsa members are directly affected by the shortage of affordable accommodation. A right that Fórsa members on average salaries took for granted has vanished – the right to a roof over ones head. Fórsa members are also working every day with households who are desperately seeking the same right to decent and affordable accommodation. The trade union movement has been quiet for far too long in voicing the concerns of its members. The national march on April 7th must be seen as the first step by the trade unions to pressurise the Government to take the steps to deal with the problem – including the implementation of the ONE Cork proposals, which have called for the establishment of a Cork Municipal Housing Authority that would secure land and develop public housing.”

Proposed by: Donal Guerin

Seconded: Michael O’Sullivan

Motion was carried.

Motion 6

“This AGM calls on Cork City Council to increase the number of housing officers employed so that an effective housing service can be provided to its tenants. Currently there are 9 housing officers employed, who on average manage 1.000 properties. Best practise in housing management would indicate that each housing officer should only be managing around 400 properties, which would mean that there is a need for a further additional 11 housing officers. The current situation is completely unsustainable and is having a very negative impact on the housing officers employed. The refusal to recruit more housing officers is also encouraging the further privatisation of the delivery of public housing as housing associations can demonstrate their perceived better housing management practices because their staff to tenant ratio is much lower.”

Proposed by: Donal Guerin

Seconded: Kieran O’Donovan

Motion was carried.

Motion 7

“That this AGM calls on Fórsa to negotiate with the HSE and other Public Service Bodies to implement the scheme for compassionate leave that exists currently in the Civil Service to be introduced for members in the HSE and other Public Service Bodies as soon as possible.”

Proposed by: Don Meskell

Seconded: Roy Cleary

Stephen Murphy spoke to motion in Don’s absence

Motion was carried.

Motion 8

“We call on Fórsa to resist the transfer of Drugs Payment Scheme from Skibbereen and Long Term Illness from Mallow to PCRS in Dublin”.

Proposed: Anne Curran

Seconded: Lynne Colson

Proposed amendment:

“We call on Fórsa to resist the transfer of Drugs Payment Scheme from Skibbereen and Long Term Illness and Payment Scheme from Mallow to PCRS in Dublin”.

(Motion specific to H&WDEC – Ray Daly to lobby HWDEC)

Motion, as amended, was carried.

Motion 9

“The Cork Branch calls on the NEC to take a more robust approach with employers and senior managers who impede Fórsa workplace representatives in the fulfilment of their roles and duties”.

Proposed: Clodagh Kavanagh

Seconded: Noreen Lawlor

Motion was carried.

Nominations to the office of NEC

Michael Barry

Nominated: Stephen Murphy

Seconded: Finbarr O’Driscoll

This concluded the business of the Meeting.

City Section Report

2018 Was as always a very busy year for the City Section of the Cork Branch. The members of the House Committee were active around all work locations of the City Council. The work of the City Section is carried out by a small but dedicated team of activists and trained work place representatives with the support of the full time staff of the union. We welcomed a few new members onto our team but also lost a few who left the employment to take up other career opportunities, we wish those members the very best in the future endeavours

Irish Water

Irish Water was on an ever present item on the agenda and workload of the section this year. This work came to a critical point towards the later part of 2018 when the government proposed the Irish Water Transformation. This proposed Irish Water would become a separate entity and would bring forward the negotiations for the end of the Service Level Agreements. Fórsa immediately sought the input of its members who would be effected by these changes in the areas of water services by way of a special meeting. The Branch was able to send a delegation to this meeting comprising of the two Local Government Vice-Chairs from City and County Councils and work place representative from Water Services in both employments. The delegates from the City included Rory Lucey who was able to bring a extensive knowledge of the area and as such the delegation from Cork was able to make a meaningful contribution which highlighted the fears of members on the ground, most notably the issue of forced redeployment.

Peter Nolan, Fórsa National Secretary for Local Government, along with a delegation, which included representatives from Fórsa, SIPTU, Connect and Unite met with Minister for Housing, Planning and Local Government seeking responses to workers' concerns about the Government proposals. This delegation primarily wanted the Minister to address 4 matters.

1. The status and governance of any new entity,
2. The need for a constitutional referendum to prevent the privatisation of public water services,
3. The need to maintain staffing levels in water services,
4. The need to maintain long term sustainability in local government.

The minister reverted to the unions to confirm that a referendum will be held on the matter of Public Water Services but indicated it would not be in time of the May date for local elections.

Negotiations continue as a matter of high importance for members and Divisional Council nationally.

Workforce Planning

The section, under the guidance of our Assistant General Secretary, Hilary Kelleher conducted extensive talks with Management of the City Council in the area of staffing and recruitment. Most notable of these talks were around Technician posts and Library staff recruitment. Rory Lucey, the Technician Groups nominee on the Section assisted in these talks with management which were saw a successful implementation of an agreement between Fórsa and HR around recruiting of technicians to fill posts that had been vacant for a considerable period of time.

Library staff were also on the agenda for meetings between the union and HR. Follow talks early on in 2018 agreement was reached nationally through the WRC around Library Workforce Plans, the City Section then engaged in talks with HR of City Council in order to have competitions for the restoration of staffing levels within the Library Service of the City.

Union work place representatives are continuing to monitor the implementation of this agreement.

Central Library

Apart from the staffing levels of the Library Services in the City, the section was also engaged in negotiations of grave importance to members in the Central Library on Grand Parade in the City.

These focus of negotiations centred around the issue of Health & Safety in the building and the ongoing issues of maintenance in the building. Members were forced to endure a building with Management have admitted is no longer fit for purpose and the issues came to a point when an incident occurred where a members of staff narrowly escaped injury.

The Library Representative to the branches Executive Committee, Pauline Lucey was instrumental in mobilising members in the area which allowed the branch to bring significant pressure on Management of the City Council to take steps to ensure the safety of members in the building and service users.

Unfortunately, even with the best intentions of both the union and management, this is not something that can be ratified in short order so with the aid of the members in the area the branch will continue to put pressure on management to find a permanent solutions to the issues in the Central Library.

Members Training

Following on from the training provided by the Cork Branch in 2017 members were afforded more opportunities to partake in interview skills and competency based training throughout 2018. It is worth noting that this training is provided free of charge to members who are in benefit and has been well received by all how attend. This affords members an opportunity to expand their skills and aid in preparation for upcoming promotional opportunities.

Boundary

Last and by no means least, the City Section was involved in extensive negotiations around the small issue of the Extension of the City Boundary.

Members of the City Section represented the members in the City Council at monthly meetings with the Transition team, CEO and DOS HR on all aspects that would affect members in the City from the alteration. Most notable of these changes was the Structural Re-organisation of the City Council, which would see a massive change to how members provide services to the people of Cork and to their reporting structures. But the City Section did not do this in isolation, the effects of the boundary change not only effected members on the ground in the City Council but also members in the County Council. Regular meetings took place between the unions sections who represent members in both employments

Conclusion

As Chairperson of the City Section I am the face or the name that people may associate with Union activities in the employment but the work I do, and that of the full time staff of the union, would not be able to happen without the determined support and work of the dedicated group of people involved with the House Committee.

I would like to thank all the members of the House Committee for their help, guidance and work over the last 12 months.

I would also like to thank all the members of the City Section of Fórsa for their input and patience in the matters we dealt with this year.



Paul Walsh

Chairperson City Section

Vice Chair Cork Branch Executive

Branch Campaigns Officer



Paul Walsh
Campaigns
Coordinator
Southern Region

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." Joe O'Connor, Lead Organiser.

Branch Campaigns

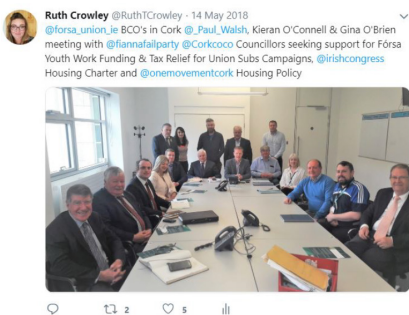
Beginnings of BCOs



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

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, 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 regularly distribute the BCOs with campaign tools and materials to assist them.

The Cork Team



The Cork Team, as we have been affectionately christened, are a group comprised of all the Branch Campaigns Officers (BCO) who are based within the Cork Electoral areas. What started out as the two BCO's who work from the Cork Health & Local Government Branch grew to include a representative from Education and since the Formation of Fórsa, includes a BCO from the Civil Service branches in Cork.

The group was formed as a way of pooling knowledge and to offer support to each other while attending the daunting first few meetings with Local Elected Representatives.

Branch Campaigns Officer

National Campaigns



As with all BCO's across the country the Cork Team have engaged with Local Representatives here in Cork City and County to bring to local attention the national campaigns that Fórsa runs. But the campaigning activities are not restricted to bringing National Campaigns Lee side. The Cork Team, through the impassioned championship of my fellow campaigns officer, Kieran O'Connell have brought a local campaign to the national stage. Kieran worked with Foróige in the City and wished to highlight the need to improve the conditions of members in the organisation and to show the pivotal role these exceptional people play in the lives of their service users who in this case are sometimes at risk young adults. This campaign has been discussed at length with those representatives that we have met, notably with Councillors in the City who work in the same area and with the Sinn Féin President, Mary Lou McDonald.

Looking Forward



Unions call for four-day working week to ensure workers share fruits of technological change. forsa.ie/unions-call-fo... #4DayWeek pic.twitter.com/n3LYipuTzD
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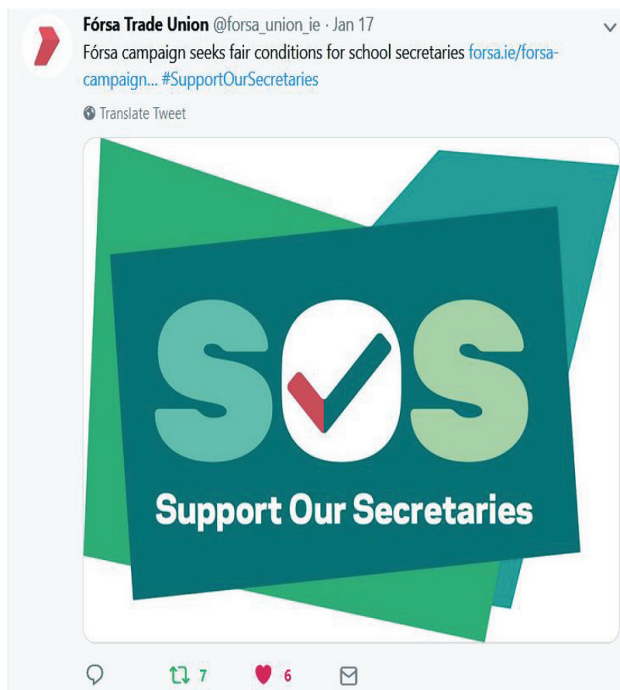


A very interesting upcoming campaign on the horizon is the discussion on the future of working time. I was lucky to be at the conference held recently in the Fórsa Offices in Nerneys' Court where there were a number of international speakers on the subject which sparked interesting discussions in the room and managed to achieve a lot of coverage in the media. The Campaign is in its early stages here in Ireland but we hope to follow in the footsteps of our trade union colleagues in Germany, who have achieved this goal already in the private sector metal and manufacturing industry to follow on and build upon the growing movement of unions calling for change in Ireland and the UK.

Branch Campaigns Officer

Support Our Secretaries

SOS



On the 17th of January this year Fórsa launched an National Campaign called Support Our Secretaries with the tagline SOS.

This campaign is to highlight the injustice that exists in the various methods by which school secretaries are employed and how their pay and conditions vary widely.

Today only 10% of all school secretaries are employed directly by the Department of Education and Skills.

These secretaries that are employed directly can avail of similar pay and conditions to the their equivalent grade 3 & 4 colleagues in the Local Authorities. The remainder of school secretaries are employed through the schools' ancillary grant meaning some secretaries are being paid as little as €12,000 per year. Which is a complete injustice. These secretaries also have no access to sick pay or pensions and in most cases need to sign on to Social Welfare payments during the summer months as they are not paid.

This campaign is being lead by the School Secretaries Branch but Fórsa is calling on all its members to support them by signing the online petition which can be found on Fórsa's website and social media platforms.

Branch Campaigns Officer

Cork is campaigning



THE CORK Campaigns team comprises three BCOs from multiple 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 comprises of members from Local Government, Education and Civil Service Divisions in Cork

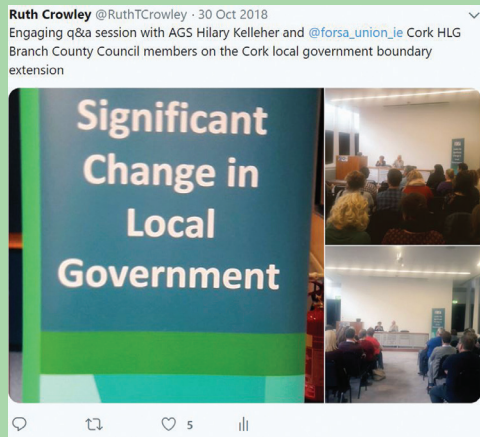
Paul Walsh

**Regional Campaigns
Coordinator South**

Kieran O'Connell

Branch Campaigns Officer

County Section Activities Report



The County Section currently comprises 16 members spread across a variety of Council directorates and locations. The Section met 9 times since the 2018 AGM. Cork County Council has a large geographical spread, operates a wide range of services and is involved in many activities. It is important to have representation from as many sections as possible to keep our members informed of the wide range of ongoing local and national issues affecting them as well as providing them with a point of contact for the Union. There are still a number of sections which have no representation such as Fire Services and several of the more regional offices. We would ask members from these and other areas to become more involved and attend our monthly

meetings as Workplace Representatives. Fórsa provides training and support to all our representatives. Over the course of the year we have met with Personnel when required, discussing a range of topics affecting our members from the Boundary Alteration to Technicians and Libraries. The following is a summary of the main issues that we focused our attention on in 2018.

New Union Project – Fórsa

One year down and the new Union has taken shape. What was previously the “Cork Branch” of IMPACT is now Cork Health and Local Government Branch. Other than the change of name the Branch and Section still operates the same as always, doing our best to represent our members.

Cork City Boundary Extension

This has been a major challenge for the section committee this year. Together with our colleagues in the City Council we have been working hard to protect our members best interests in the course of the negotiations. We have met with management at least monthly since the process started. We have issued a newsflash/newsletter following every meeting to keep staff up to date and have met with staff to answer any questions they might have.

Cork County Council issued an Expressions of Interest application to all staff on 30th November 2018 in relation to staff who wished to volunteer to transfer to Cork City Council. The reality of the situation is that, most likely, there will be more staff required to transfer than staff willing to transfer on a voluntary basis so the union are insuring that the transfer of any other staff is in line with the agreed procedures laid out in the Croke Park Agreement.

Irish Water

Irish Water continues to put pressure on the union group to reduce the duration of the Service Level Agreements they entered into with local authorities – seeking to change the agreed end date in 2025 to 2021.

This is a significant issue for our members as most members insist that they are employees of Local Authorities and do not wish to be transferred to Irish Water.

Fórsa, along with the other relevant trade unions, have agreed to enter into discussions nationally with several preconditions, most importantly that there is a constitutional referendum to ensure that Irish Water remains in public ownership.

Technicians

Following protracted negotiations in relation to recruitment and promotions Fórsa and, finally arising from a referral to the Workplace Relations Commission, the County Council issued a comprehensive workforce plan for Technician grades. Competitions for the filling of posts arising from the negotiations took place in December 2018 and early January this year.

Library Service

The main focus in the County Library service was on Workforce Planning as well as the proposed Boundary Alteration.

Our members were balloted on a WRC recommendation that was released in the early summer 2018 and the agreement was adopted nationally.

Negotiations began immediately with Senior Library Management and the Personnel Department of Cork County Council. A Workforce Plan was agreed to and subsequently submitted to the Department for approval. Unfortunately, due to circumstances beyond our control the agreed competitions did not commence until November 2018.

Three of our libraries are due to transfer to the City Council as a result of the Boundary Alteration. We will continue to represent our members to ensure any resultant transfers are conducted in accordance with National Agreements and legislation.

Organising

The benefit of having a Training Officer and an Organiser on the Cork Branch has enabled us to offer a wide variety of training for Workplace Representatives, Points of Contact and members in general. We have run Interview Skills courses for those who applied for any of the recruitment competitions in the Council, as well as our 'Christmas Meet and Greet' in County Hall and other areas offices.

Yet again, another great Christmas event was run for members and their families at Rumley's Farm with the bonus of providing much needed supplies to a good cause. We received a huge amount of positive feedback from this event. It is hoped to run another Christmas event in 2019.

Conclusion

I would like to take this opportunity to thank everybody who worked so hard to serve Fórsa members this year. A special thank you to Hilary Kelleher AGS, Ruth Crowley Organiser, Jackie Spoonley PA and all the other Fórsa staff members who assisted us so well this year and who work so hard to ensure that Fórsa continues to function in a manner that best serves its members.

I also wish to thank all the members of the Cork County Council Section Committee. We, as a group, will continue to strive to serve Fórsa members best interests and are always ready to welcome new volunteers who would be willing to offer to represent their colleagues on the ground.

Finally, I would like to take the opportunity to offer our best wishes and express our gratitude to our colleague Juliet Lucey who retired this year. Juliet was an activist for many years and served Fórsa/IMPACT at various levels through the years.

Liam O'Briain

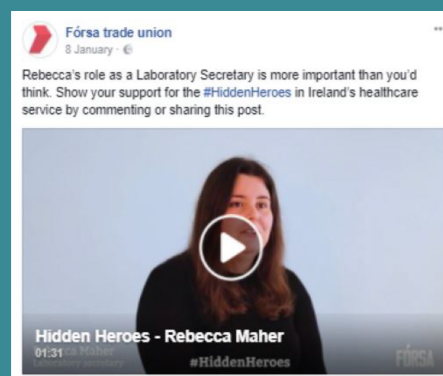
Chairperson County Section,
Vice Chair - Cork Health and Local Government Branch

Hidden Heroes in Ireland's Healthcare Services

Rebecca Maher

In Autumn 2017, our union launched a social media campaign to champion the 'hidden heroes' of our health services. The purpose of this was to highlight and celebrate the incredible work done 'behind the scenes' by the many healthcare grades and professions represented by Fórsa. A second phase of this is planned in 2019.

Our Branch was proud to nominate Branch Executive member, Rebecca Maher in her role as a Laboratory Secretary to champion the work of clerical/admin in their vital role to our health services.



Health & Welfare Section

I would like to take this opportunity to thank all the members of the section for their commitment - generously offering their time, support and guidance throughout the year. The issues of note during the year to the Health Section of the Cork H&LG Branch were the Job Evaluation Scheme, pay restoration under the auspices of the PPSA, the continued national discussions on the roll out of Community Health Organisations, the Red Weather Alerts, and Pay Restoration in Section 38 and Section 39 Organisations. These items and more have been discussed at the Section meetings every month and when necessary, concerns and queries were referred to the Divisional Executive Council to be dealt with at a national level.

I'd like to thank Hillary Kelleher - AGS, Eddie Walsh - AGS and Ruth Crowley - Organiser for their continued support to the section.

Stephanie Cierans (Training & Equality Officer) along with Ruth Crowley (Branch Organiser) and with the help of other members of the section; organised Interview Skills training and other relevant training during the year for members.

The New Union

Fórsa was officially launched on the 2nd January 2018 which saw the amalgamation of IMPACT, the Civil, Public and Services Union (CPSU), and the Public Service Executive Union (PSEU).

The first Fórsa Biennial Conference took place on May 16th to 18th 2018 at the INEC Killarney Co. Kerry.

Cork Branch delegates contributed to the debate on many of the motions put to the floor of Conference.

Brothers of Charity

A number of collective and individual cases were dealt with by Fórsa throughout the year ranging from addressing unilateral restructuring proposals put forward by management; leave arrangements, introduction of electronic payslips, recruitment & staffing issues, to introduction of mechanisms for effectively managing caseloads. Fórsa provided representations to members in respect of a number of Trust in Care Investigations, Dignity at Work complaints, successfully pursued claims for incremental credit reviews, access to family friendly working arrangements and sick leave provisions.



The Brothers of Charity (BOC) In-House Committee have been instrumental in progressing the above issues on behalf of members and will continue to progress ongoing issues to a successful conclusion in conjunction with their AGS. It is a positive reflection of the In House Committee's hard work that a number of additional workplace representatives have been nominated from a variety of departments to sit on the In House Committee, which will further bolster and enhance the workings of the Committee.

In the coming year, the In House Committee will be working further to build the profile of Fórsa within the BOC, which will make it easier for members to identify their reps and local contacts.

Cork University Hospital / Cork University Maternity Hospital

Significant engagement took place between Fórsa and CUH/CUMH management throughout the year in respect of a number of collective and individual issues. Fórsa was successful in attaining positive outcomes for members in respect of a variety of collective issues such as recruitment & retention, payment of allowances, regularisation of posts, Health & Safety issues and filling of posts.

2018 saw the introduction of an out of hours weekend pharmacy service which was the subject of significant engagement and negotiations between Hospital Management, Employee Relations and Fórsa reps and officials, which were conducted under the auspices of the Workplace Relations Commission (WRC). These discussions are presently ongoing and Fórsa would like to acknowledge the significant contribution of Pharmacy Workplace Reps to date.

In respect of individual representations, successful outcomes were achieved in respect of a variety of cases; appeals for family friendly working arrangements, implementation of occupational health reports, conducting and implementation of risk assessments, attaining acting arrangements and retrospective payments, representation at dignity at work & grievance and disciplinary hearings, contractual issues, facilitation of transfers and payment of increments.

Fórsa would like to acknowledge the work of reps within CUH/CUMH who have worked tirelessly on behalf of members in addressing issues arising

There are approximately 500 Fórsa members based on the Cork University Hospital / Cork University Maternity Hospital CUH/CUMH campus who are represented by the In House Committee. The CUH/CUMH In-House Committee is chaired by Jennifer Verling with Tom Twomey as Secretary and consists of 20 reps who meet once a month to raise any problems union members may encounter. The committee meetings are attended by the Assistant General Secretary Ms. Linda Kelly and welcomed Mr. Eddie Walsh who has replaced Linda in Linda's absence. Ruth Crowley- Organiser also attends.

The committee goes from strength to strength and we are looking forward to welcoming and working with reps from other areas.



Mercy University Hospital

A number of meetings took place with management throughout the year at which individual and collective issues were progressed. The In-House Committee organised a Christmas Meet and Greet event for Mercy University Hospital (MUH) members in benefit just before Christmas 2018. There was a great turn out and the members appreciated the union branded 'goodies bag' along with the canteen voucher. The MUH House Committee is made up of 7 union members nominated by their respective departmental / profession colleagues to represent the workers interests. The committee strives to encourage new members to join and any members who may be interested in becoming reps are encouraged to contact the in-house committee.

Job Evaluation

Arising from representations from Fórsa to the HSE, two Interns commenced in the Job Evaluation Office late September 2018. The union agreed to part fund one of these posts. As a result of the additional resources the process of administering the scheme has become more streamlined albeit with some residual issues. It is hoped a tracking system will be introduced so that applicants will be able to seek updates on the status of their applications. In addition the number of Assessment Teams were doubled. An Identikit has been developed to speed up the process time for evaluating Medical Secretary applications under the scheme which will allow for the upgrade of Medical Secretaries from Grade III to Grade IV without the need for the normal interview with Job Evaluation Assessors

HIPE Coders will be assessed in a similar fashion and it is hoped this will also apply to Home Help Coordinators.

HBS - Procurement & Logistics

Members working in Logistics & Inventory Management in the HSE relocated from the Warehouse in Doughcloyne Industrial Estate, Sarsfield Road to a Warehouse in the Cork Business Technology Park, Model Farm Road.

In addition members working in the Central Payments Section, Central Purchasing Section, Inventory Section and Community Care Stores moved to the Warehouse and Offices that are located in the Cork Business Technology Park.

There are currently on-going discussions being held nationally with Fórsa and Procurement Management on Procurement issues.



Recruitment and Promotion Panels

The union is meeting nationally with the HSE regarding the delays in progressing vacancies, due to capacity issues in NRS and also on structure of panels.

Tusla Children and Family/Social Care

It is agreed that Tusla clerical and admin staff (grades III to VI) will have access to, and be able to apply to have their jobs evaluated through the HSE job evaluation scheme. The Union and Tusla HR are working on a document which will outline the steps in the process for Tusla staff.

The union lodged a parity claim on behalf of Community Based Social Care Workers for upgrade to Social Care Leader on the basis Social Care Workers carry out like work and work of equal value to that of their colleagues at Social Care Leader level. This matter is ongoing.

There are protracted negotiations with Tusla regarding the introduction of new rosters to Residential Services. A number of regional meetings of representatives from each of the residential units in Cork, Kerry and the Southeast took place in 2018 and it is expected this engagement will continue in to 2019.

Negotiations are continuing on a review of the Emergency Out of Hours Service and reps from Tusla are on the negotiating team.

A House Committee was established in the North Lee Social Work Department over the last couple of years which, while still in its infancy, has had successful outcomes in many of the issues, both collective and individual, dealt with this year. One of the many benefits our members have availed of during the year has been the excellent training provided by the Cork H&LG Branch including interview skills training and CPD courses. This year has been a time of change within our Department and one of the main focuses for 2019 will be the recruitment of new members to Fórsa and our House Committee.

Fórsa would like to acknowledge the work of reps within Tusla who have worked tirelessly on behalf of members in addressing issues throughout this year.

Home Help Co-ordinators (HHCs)

Arising from the introduction of new Home Help Contracts a very well attended local meeting took place early in 2018 to give HHCs an opportunity to air their grievances on the potential impact of the new contracts on what is a significantly under resourced service.



The HHCs progressed their dispute to the union nationally and a number of meetings with the HSE took place. After an instruction of non-cooperation from the union to members yielded some movement from the HSE, the union agreed to co-operate with the new Home Help Contracts and associated tasks while national and local talks were ongoing. However, the union reiterated that arising from the lack of resources in the service, members were advised to only work their allotted hours and that any back log of work as a result of co-operating with the new contracts is a matter for the HSE and not for individual Home Help Co-ordinators.

Health Promotion and improvement

Delays due to Fórsa objecting to the qualifications listed by the HSE are now resolved and agreement has been reached on two confined competitions to fill six posts at Grade VIII and an open competition to fill three posts at the same level. The agreement also includes clerical admin support. There will be further details on this early in the New Year.

Bereavement Leave

The union is endeavouring to secure the same Bereavement Leave entitlements for the HSE as that agreed in 2018 for employees in the Civil Service. A Labour Court date for this is pending.

Community Healthcare Organisations

The WRC Agreement held late in 2018 was adopted by the Health and Welfare Divisional Executive Committee.

Under the Network Structure it is proposed there will be a dual reporting mechanism operational to the Network Manager level with clinical reporting to Heads of Discipline. Health and Social Care Professionals will have to compete for the Network Manager Posts and it is hoped these posts will be filled as soon as possible. It is also hoped a number of Clerical Admin Grades III to VII will be filled confined to the Learning Site within each CHO area initially and once the Learning Sites phase of the roll out is concluded similar confined competitions will take place in each of the CHO areas. Union engagement with CHO 4 has not commenced to date and the Learning Site has not been identified to Fórsa. In preparation for the commencement of consultation the Branch Organiser requested and has received a number of nominees from the wider union membership working in the Cork CHO 4 area. Currently there is only one Workplace Representative from CHO 4 on the Health and Welfare Section Committee and given the scale of the forthcoming changes this is not enough to ensure a regular and consistent passage of information between members and the Branch Executive Committee and vice versa.



Health and Social Care Professionals - Expert Group Review Report

The union successfully invoked the Expert Group Review Report and McHugh Doran Report of 2004 to make claims on behalf of Health and Social Care Professional (HSCPs) Managers in Cork and the South East. On foot of this the union lodged a national claim on behalf of this grade of HSCPs. As many as 98 applications were received by the closing date - a number of these from Cork. These have been forwarded to the Joint Review Group made up of nominees from Fórsa and the HSE for assessment. The criteria for the successful upgrading of these posts is the criteria outlined in the Expert Group Review Report.

Both the union and employer acknowledged that the criteria set down in the Expert Review Group on Allied Health Professional's 2000, supplemented by the McHugh Doran report of 2004 requires review to take account of the changes to working practices within the professions since the production of the reports. Terms of reference are to be agreed between the parties. This process is due to commence in January 2019.

Standardisation of Annual Leave

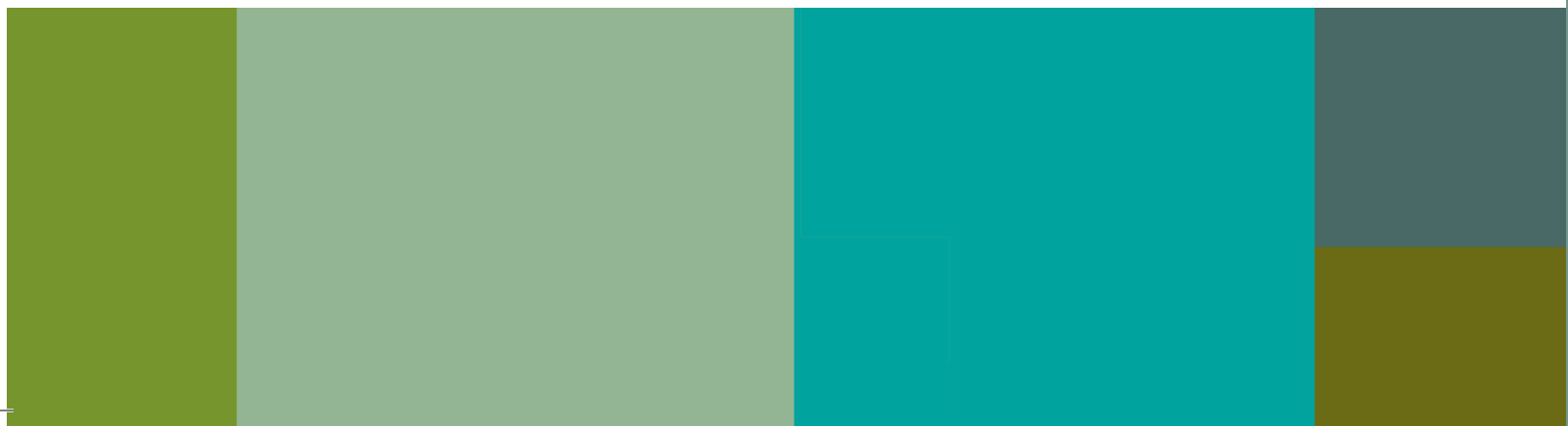
Following ongoing discussions under the auspices of the WRC since 2016, in respect of other grades, where no standard annual leave applies, agreement was reached between the HSE and Fórsa in respect of the standardization of Annual Leave for such grades. The Agreement proposed that the following leave arrangements be implemented in the current leave year, subject to service agreement on the overall proposals.

Basic Grade	27 Days Leave
Senior Grade	29 Days Leave
Manager/Chief/Principal	30 days Leave

Further discussions are scheduled between the HSE and Fórsa in respect of associated issues which have arisen, including retrospection. These discussions will take cognisance of previous agreements and discussions around standardising annual leave.

Stephen Barry

Chair Health and Welfare Section
Vice Chair - Cork Health and Local Government Branch



Training and Equality Officer's Report

In 2018 we held the following Training Events & Courses for Fórsa members and members of the Cork Health and Local Government Branch Committee, and all sections of the Branch.

The following training was provided for Workplace Representatives:

Level 1:

- Module 1 – Fórsa and how it Works
- Module 2 – Effective Communications
- Module 3 – Building Union Strength
- Module 4 – Representing Members and Dealing with Management

Level 2:

- Module 5 – Leadership and teams: building effective Fórsa branches
- Module 6 – Rights at work and collective bargaining
- Module 7 – Workplace equality: delivering for all Fórsa members
- Module 8 – Introduction to political economy

The following training was organised for Branch Executives:

- Training for Chairpersons and Secretaries,
- Treasurer's Training
- Health & Safety Officer's Training
- Conference Speakers Training and preparation for Conference
- Training & Equality Officers
- Equality in the workplace training for Branch committee members
- INSPIRE Training for Female workplace representatives.
- Fórsa Campaigning Summer School Training

Training for Fórsa Members:

- Training for Aptitude and On-Line Competency Assessment Skills for Clerical Officers Competitions (Psychometric Tests Training).
- Interview Skills Training for Grade VIII Councils
- Interview Skills Training for General Grades
- Interview Skills Training for Librarians
- Interview Skills Training for Foroige
- Interview Skills Training for Grade VII Competency Applications
- Interview Skills Training for HSE Clerical
- Interview Skills Training for Grade IV Hse

I would like to express my thanks to all members who availed of the training opportunities provided by Fórsa Trade Union. The support I received from our Branch Organiser Ms. Ruth Crowley, BEC members and Fórsa Office staff for their patience and assistance throughout the year. Finally thank you to the Assistant General Secretaries for their support given to me as Training and Equality Officer for Fórsa Cork Health and Local Government Branch.

Branch Organiser Report

For Cork Health and Local Government Branch Annual General Meeting 2019

There are currently 236 Branches in our new Union, Fórsa, the largest public and civil sector trade union in the Republic of Ireland. The Cork Health and Local Government (HLG) Branch remains the largest Branch in the Union maintaining a membership of over 3,500 members. The Cork HLG Branch is organised into three Sections; Health & Welfare, County and City representing members and their interests in Local Government, Public Health employments e.g. HSE and Tusla, and the Community Voluntary Sector.

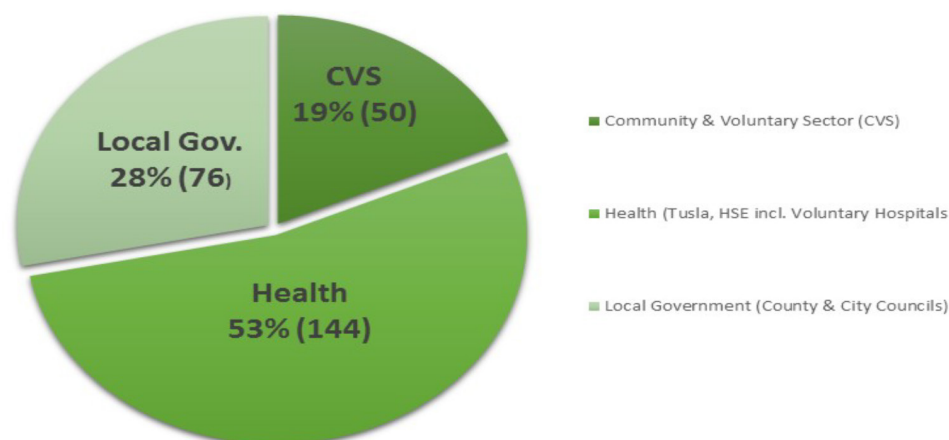
Given the geographic spread of the Branch's membership across the largest county, organising such a large and diverse membership can present its own set of unique challenges. However, with the selfless commitment and tireless volunteerism combined with the innovative and dynamic qualities and support of the Cork HLG Branch Executive Committee members and the wider Representation Engagement and Development Network (REDNet) Workplace Representatives, the core organising priorities of the Branch continue to be promoted and strengthened.

Cork HLG Branch Organising Core Priorities:

- Recruitment of new members and strengthening membership density in existing employments.
- Addressing organisational deficits including identifying, supporting and mentoring new representatives/shop stewards.
- Visiting employments and maintaining visibility of the union through presence in the workplace whenever possible.
- Promoting greater membership participation in the affairs of the union.
- Assisting with the preparation and delivery of agreed training programmes or initiatives.
- Communicating with representatives and members on key issues.
- Representing members with management through workplace negotiations and through advocacy (under the guidance or direction of the AGS and in liaison with the relevant branch as necessary).

In 2018, there were 270 applications to join the Cork HLG Branch of the Union

2018 Membership by Employment Sector



Our Key Successes

- ✓ Remaining the largest branch within Fórsa – 80,000 members, 236 branches.
- ✓ 270 members recruited to the Branch from 1st Jan to 31st Dec 2018.
- ✓ Year on year increase in recruitment to the Branch since the assignment of an Organiser in 2015;
 - 945 membership applications were made to join the Cork HLG Branch between Jan 2015 – Dec 2018
- ✓ 84 workplace representatives across Health & Welfare Employments
- ✓ 18 workplace representatives across Cork City & County Council
- ✓ Expanded member training program including tailored Competency Based Application Form and Interview Skill training for grade specific promotional opportunities.
- ✓ Introduction of a Branch Campaigns Officer position.
- ✓ Design and introduction of the Cork HLG Branch Induction Pack for incoming BEC members.

Branch Organising Priorities 2019 - 2020

1. Membership Recruitment & Retention:

- i. Local Government Boundary Extension – Retention of Cork County Council members who transfer to Cork City Council.
- ii. Initiate a targeted Retired Membership campaign in the 2 site specific employments in 2019 with a roll out to the wider membership.
- iii. Awareness campaign with Workplace Reps on Retired Membership benefits and promoting same.
- iv. Continued recruitment of new and lapsed members.

2. Community Healthcare Organisations (CHOs) Operating Model

- i. Workplace Reps and Points of Contacts across all locations and grades of CHO members.
Currently there is only one CHO Workplace Point of Contact in a specific geographical location representing a particular grade of CHO workers in that site.

The Health and Welfare (HW) Section makes up 70% (2,475) of the Branch membership with our CHO membership broken down as follows*:

- 60% of the HW Section membership is comprised of HSE members (1,483).
- 51% of the HSE members work in the CHO (760).

To ensure effective and consistent representation of the CHO workers issues, more Reps and POCs are required give a clear voice to the workers and ensure that information relating to the CHO Structures is communicated to all relevant members.

3. Communications

- i. Redesign and development of the Cork HLG Branch website.
- ii. Development of a sustainable Branch communication infrastructure to enable direct Branch communications with all members across the 3 Sections.

Thank you to all the Branch Executive and Activists for working with me throughout the year, I look forward to continuing working with the existing and incoming elected Executive members and activists across the REDNet in the coming year.

I would also like to take this opportunity to thank my regional office colleagues Hilary Kelleher AGS, Linda Kelly AGS, Eddie Walsh AGS, and their PA's Jackie Spoonley and Rosemarie O'Sullivan Hourihan for their guidance and support throughout the year.

Yours in solidarity,

Ruth Crowley

Organiser
Fórsa Trade Union

* Membership figures obtained from the Fórsa national membership database during December 2018.

Biennial Conference 2018 – Chair's Report

In May of 2018 20 delegates from the Cork Health and Local Government Branch attended Fórsa's inaugural Biennial Conference in Killarney.

Conference is a gathering of Branches of the Union that come together to vote on the motions (submitted to our Branch AGM) that will go on to form the body of work that you the members wish the Union to action on your behalf. It is also at Conference that the national executives are elected. Conference is governed Fórsa's Rule Book, the application of which is overseen by a team from the Standing Orders Committee.

Unfortunately due to the ill effects of Storm Emma the Cork Branch missed the deadline for submissions to conference by 4 hours. Our appeal was heard by Standing Orders but fell. Thus began a body of work by our delegates to speak to branches who had similar motions that we the Cork Branch, would speak to or amended.

I am happy to say that all of our motions were in some way shape or form encapsulated within those of other Branches. We had no less than 9 speakers at conference supporting or amending upwards of 20 motions.

The Branch has since taken measures to ensure that this does not occur again.

Rule 13 of Standing Orders governs all delegates to conference for the Cork Branch. In accordance with this rule mandatory training was provided to all delegates. The buddy system was implemented. This allowed for Local Government and Health & Welfare members to integrate and so that those new to conference had someone experienced close by to whom they could refer. A WhatsApp group was set up so that decisions on motions could be communicated effectively and respectfully on the floor without interrupting or disrupting the flow. This also ensured that we had a fair representation for voting available at the table at all times.

In accordance with Rule 13, all those elected to national positions as well as the Officers of the Branch met to discuss a voting strategy for the NEC. This committee honoured any pacts that were entered into.

I am pleased to say that Rule 13 was fairly well accepted by the delegates to conference. This Rule once again allowed for an organised and well prepared delegation from the Cork Branch to Conference.

I wish to thank those who journey to Killarney for their commitment and hard work in preparing for and in some instances speaking at conference and ensuring that it was a learning experience for all.



Chairperson,
Cork Health & Local Government Branch

Enjoy retirement Stay in Fórsa

There's no reason to leave Fórsa just because you're retired or retiring. Your union welcomes retired members, and more and more are choosing to stay with Fórsa. We have an established retired members' group, which deals exclusively with issues that affect you in retirement. It's good value and it makes sense for retired members to be in Fórsa.

Fórsa retired members are entitled to*

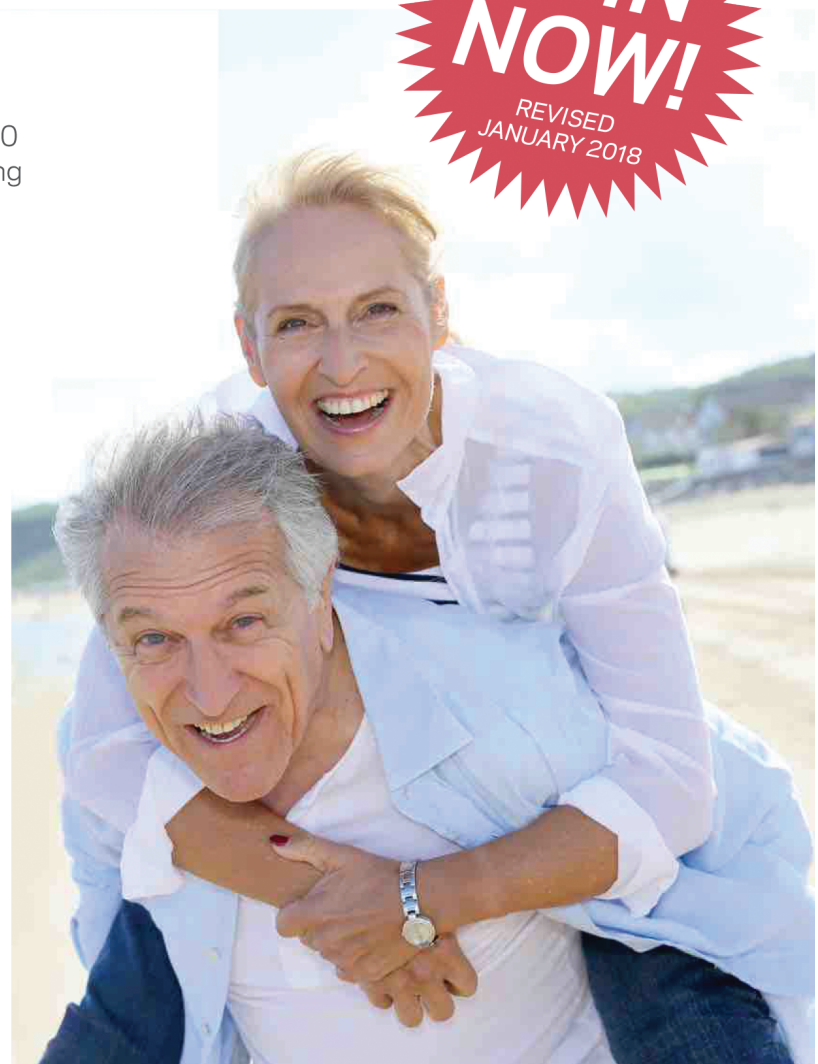
- €5,000 personal accident insurance
- €5,000 critical illness or death benefit
- €5,000 death of a spouse or qualifying partner
- Evacuation or repatriation expenses of up to €250,000 for members who die or are seriously ill abroad, including emergency medical expenses incurred for members temporarily 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.

Retired Members can opt in to Fórsa-facilitated financial benefits

- Car insurance
- Home insurance
- Travel insurance**
- Fórsa Group Discount Scheme Sign up at <https://forsa.group-login.com/login>

*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.

**Terms, conditions and age limits apply





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