

FORSA

2019

Dublin North Health & Welfare Branch



A.G.M.



2/21/2019



Dublin North Health & Welfare Branch

Members Newsletter

June -July 2019, Volume 3



Cover 1) L-R: Ann McGee, President of FÓRSA with Kevin Callinan, Senior General Secretary Designate and Eamonn Donnelly, National Secretary, behind-David Geraghty Branch Rep and Barry Geraghty, Branch Secretary
Cover 2: L-R M.McGoldrick, Tony Stafford, Liz Butler, Siobhan Redmond, Josefina Riubruaent. Eimear Ryan. AGM

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Message from our Cathaoirleach

I am aware that our Members are under constant demands and pressure but they should be reassured by the positive changes the small pay restoration's brought to their salaries in the last year through direct negotiations by their union FÓrsa.

Positive changes on a Branch level have also meant that we have had to say goodbye to two stalwarts, former D.E.C. Representative Finan Gallagher and former Hon Secretary Colum Geraghty who are moving on to new posts with our sincere regret and with our Good Wishes for their future [see tribute in this issue].

At all times however, we, as a Branch, are always aware from our Members-through visits to local areas in the Dublin North Area-that it is YOU the Members who require access to advice and clarification on local and national issues despite the current improved economic climate. We try to facilitate this need as much as we can, but we need Members, **ON ALL LEVELS** to become more **INVOLVED**. Is there a new colleague in the office? Does she/he know about FORSA? We encourage YOU to have a chat and introduce the union and its supporting arm to them. Remember, the **LESS** members we have, the **WEAKER** we are - it's as simple as that. So your Involvement **IS** vital and **IMPORTANT**, especially at this time.

I want to extend warm wishes to all our Members hoping they have time for an enjoyable summer break and thank every member for their continued dedications to the principals of trade unionism.

*-ROSEMARY BRACKEN, CATHAOIRLEACH,
DUBLIN NORTH HEALTH & WELFARE BRANCH*

DUBLIN NORTH HEALTH & WELFARE AGM, FEBRUARY 2019



Cathaoirleach Rosemary Bracken addresses AGM L-R: Ryan McKinney-AGS, Michael Davis-FTRO, RB-C, Eimear Ryan- IRO, Gavin McDonnell- Treasurer, Orla McDonnell-National Woman's Council of Ireland.



Connolly Hospital Staff meet with DNH&W L-R Eimear Ryan, IRO, Dabney Melia, Branch Rep-Connolly, Michael Davis, FTRO, Josefina Riubrugent, Branch Rep-Connolly, Siobhan Redmond, Medical Secretary, Oisín O'hAlmhain, Senior Pharmacist



Rosemary Bracken, Cathaoirleach, DNH&W Branch welcomes Ryan McKinney, Assistant General Secretary to AGM.



Orla McDonnell, speaks to members about importance of Gender pay gap and how Irish women

AGM - Dublin North Health & Welfare

The Dublin North Health & Welfare AGM 2019 took place on Thursday 21st February 2019 at the Teachers Club on Parnell Square. DNH&W Members turned out in larger numbers than originally expected, signalling the importance of this meeting. Rosemary Bracken, Cathaoirleach DNH& W Branch gave a warm welcome to those attending and then kicked off the meeting with introduction to Orla McDonnell of The National Woman's Council of Ireland.

[cont'd page 3]

AGM - Dublin North Health & Welfare[cont'd]

Orla introduced the National Women's Council and how it represents over 180 Women's groups in Ireland. Orla noted that:-

- Women make up ONE HALF of the Irish workforce
 - Occupy low paid/part time-work such in areas such as *Childcare, Domestic Work, Hospitality, Elderly Care*
- Orla emphasised growing concern re the Gender pay gap between women and men in Management; the impact on life earnings of Women in all pay level scales. Orla advised "this situation can change but Women have to be the catalyst to seek change with planning that includes"-
- Universal Pension Guarantee – without Staff pay contributions
 - Resolve the Pension Gap – Complex but Solvable"

Orla McDonnell reminded FORSA Members, especially Women, that when union negotiations occur, that they should consider how any outcomes are going to affect them as Women. Rosemary Bracken, Cathaoirleach thanked Orla for coming to speak to Members.

Rosemary Bracken, Cathaoirleach addressed Members on how 2019 WAS a Good year, with extra Euro negotiated to pay and emphasised that although front line staff remain challenged, that negotiations had lead to Grade III and Grade IV National Competitions for Admin/Clerical staff in 2018. Rosemary then invited Eamonn Donnelly, National Secretary-FÓRSA and leader in Health to the podium.

Eamonn Donnelly, National Secretary thanked all DNH&W Branch Volunteers for their 'on the ground' results locally. Eamonn also thanked D.E.C. Representative Finan Gallagher for his extensive efforts and contributions to the D.E.C. Eamonn then focused on FORSA/HSE issues. He advised the recent publication of SLAINTECARE action plan 2019, designed to reconfigure health/social care services and clarify the roles of the HSE, health department and regional and community groups. Eamonn insisted FORSA is for this programme - proposed advantages financially and speed of practice. But he advised HSE designed "reviews" and "road maps" are not sufficient to fund local HSE services and address the private medicine services which exist in public health service facilities.

Eamonn turned then to the 'Job Evaluation Scheme'. Eamonn reminded those present that only HSE/TULSA staff Admin/Clerical Grades III to VI had this programme- no other public sector designate had same. 'Yes' Eamonn said, the HSE managed programme had been slow to get underway. However, despite this, OVER 350 ADMIN/CLERICAL staff are upgraded since its official start in September 2016.



Orla McDonnell speaking to FORSA Members and Personnel



Eamonn Donnelly, National Secretary and Health Leader emphasizes the value of DNH&W Branch and its lay members work, DNH & W Branch AGM

AGM-Dublin North Health & Welfare Branch

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Eamonn added, thanks to Members direct engagement and protests, additional assessors/office staff had finally been provided by the H.S.E. to facilitate the Scheme's demands.

Kevin Callinan, FORSA Senior General Secretary Designate spoke on the rewarding merge of IMPACT, CPSU and PSEU which is now *FORSA*. Kevin emphasised while larger, the union faced enormous challenges. Kevin advised "Our density is way too low in these vital and growing Groups [Health & Social Welfare]" and advised his new role was focusing on Strategic and Organising Section of the union. Kevin went on to speak of:-

- Trade union commission 2019. Kevin noted "organised labour does better than unorganised labour. Our membership is better off in collective bargaining". He advised FORSA would be reaching out to the many Speciality unions to come together on a mutual position. "Next pay/benefit negotiations for Health Sector staff are expected to take place in the 2nd Qtr 2020". Kevin also stated it will be important "to craft longer term benefits and recover as much of the losses which had been generously sacrificed by Members in 2008".
- FORSA would be concerned relating to fallout from BREXIT.

Kevin summed up that it was incumbent on EVERY FORSA MEMBER to protect their representation by introducing the advantages of being in a trade union to NEW Colleagues AND encourage them to join.

Anne McGee, President of FORSA then reminded Members that it was incumbent for union/Membership to work as a Team. Anne praised the Volunteers present – she noted that FORSA wouldn't exist without lay Volunteers. She called on Members to provide input and suggestions to facilitate improved the terms and conditions FORSA would be negotiating for its Health Members at forthcoming negotiations. Anne also noted the struggles Health workers face after a long day, with limited evening time/family time. Despite this, and with Women in mind, Anne introduced the recently established FORSA Women's Activist Group 'INSPIRE' and how successfully its training day on Saturday 26/01/2019 attracted from all work areas Women members to train together and development ideas.



Kevin Callinan speaks to AGM



AGM Attendees listening to speakers, AGM

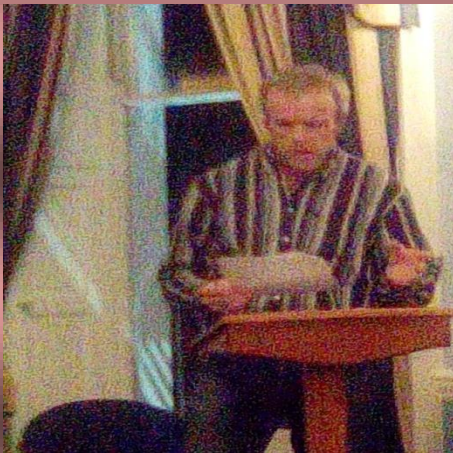


Ann McGee, President of FORSA speaking at AGM

AGM-Dublin North Health & Welfare Branch



Ryan McKinney, AGS reminding Members the importance of initiating contact with their union Reps – submit their feedback on Labour issues.



Gavin McDonnell, Treasurer DNH&W Branch giving 2018/2019 Report.

Ryan McKinney, AGS, DNH & W Branch addressed members on the variety of grievances the Branch Representatives received in 2018/19 e.g.:

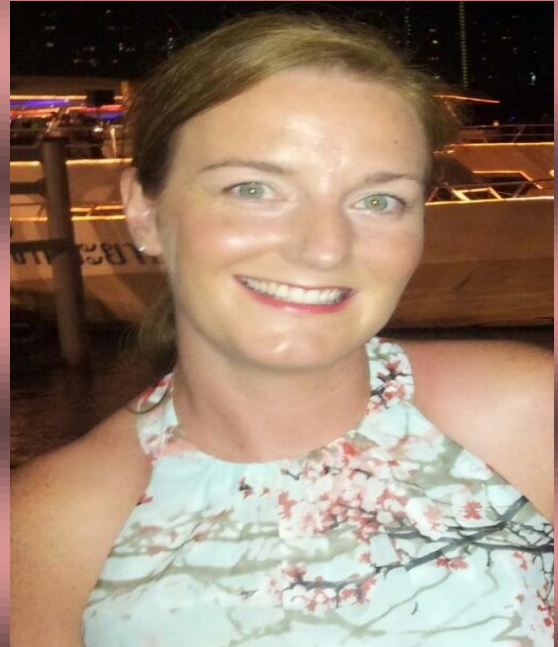
- Matters relating to Pension qualifications
- Bullying
- Temporary Contracts

Ryan also noted that queries came into his office every week relating to Terms and Conditions of employee contracts. These as well as the ongoing focus he has to give to National issues and negotiations require balancing and prioritizing on a daily basis.

Ryan quoted Al Pacino saying “We have to fight for every inch” as a union. Ryan advised some grievances are resolved by a phone call, but many need negotiations with HR – with a number requiring further resolve through the Workplace Relations Commission (WRC). Ryan said the consistent thread coming from Members is that management rarely go out of their way to give something “so we need to be there to protect and defend our Members”. Ryan reiterated that Members “need to let us know what are their concerns and feedback”. We need to hear from Members so we know in turn we have an active and engaged Membership”.

Gavin McDonnell, Treasurer DNH&W Branch then presented the Treasurer’s Report 2018/2019 together with financial disclosure to Members present, with a review of same which was provided in print to all Members attending the AGM. After carefully reviewing contents of same, a vote to accept the Treasurer’s Report was held and the Report was accepted by a unanimous vote of Members present.

Nominations were then announced and the following were returned to the Branch: Rosemary Bracken, Cathiorleach, Michael Davis, FTRO, Gavin McDonnell, Treasurer and Barry Herridge, Hon. Secretary. Rosemary Bracken then nominated Michael Davis as D.E.C. Candidate for the election taking place at Health & Welfare Conference 2019. By an overwhelming vote, Michael Davis was voted by the Branch as to go forward as our D.E.C. Election Candidate.

INTRODUCING...**EIMEAR RYAN,
INDUSTRIAL RELATIONS OFFICER,
WIFE,
MOTHER,
FOODIE AND
HOLIDAY LOVER****My story:**

I have made the journey from branch, to divisional executive, to Organiser, and now Industrial Relations Officer, and most importantly, continue to be a union member. I joined the union when I started my first job after university in an employment that wasn't unionised at the time.

I quickly learned the benefits of recruitment & organising and carry these with me in my work as an IRO.

I currently have a remit for the Dublin North Health and Welfare branch but have previously worked in the North East and North West and with the Connacht/Ulster SNA branch. I always endeavour to respond to the needs of the member in a timely and professional manner and am privileged to work alongside the Dublin North Health & Welfare branch who work tirelessly on behalf of members.

I enjoy communicating with FÓRSA members and work harmoniously with members and employers across all grades. I am passionate about visiting workplaces and engaging with activists.

I have recently completed a Diploma in Employment Law from UCD and later this year will seek a qualification with the Mediation Institute of Ireland.

All of this experience gave me an appetite for trade unionism and the passion for my work as a full time representative. I am committed to the union movement and its future.

***"You may fall many times
but always stand-up"***

RETIRES FOR FÓRSA MEMBERSHIP

WHY STAY WITH FÓRSA?

By remaining a Member, you can continue to support the vital work needed to protect YOUR pension and increase the representation of retired workers.

Retired Members Group

The primary focus of the Retired Members Group is the pension rate, (including maintenance of parity with salaries), retired members' conditions, and since the reduction in pay, seeking the full restoration of the pension itself.

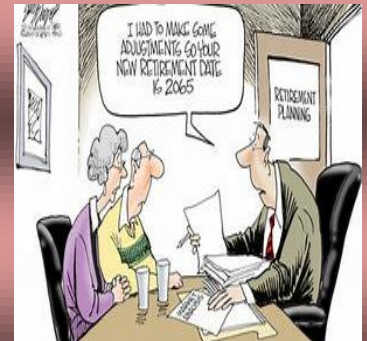
- The average Public Sector Pension is approximately €20,000 p.a. Low paid pensioners have not had an increase in over 10 years.
- There is little prospect of one, until at least 2021 (see Programme for Government). Unlike public sector WORKERS, public sector pensioners had to accept unilateral cuts imposed because they had no negotiating rights.
- Now in 2019, for the sixth year running, we have one of the fastest growing economies in Europe – the emergency is well and truly over.

Advantages for Members:

- Members stay attached to their Branch, they are also entitled to join Participate in the Retired Members Group
- Membership is just €96.00 p.a. (est. €8.00 per month)
- Comprehensive range of financial and discount benefits available include cheaper house, car and health insurance and a range of retail discounts, savings and cash back.
- A large range of benefits are now extended to 70 years of age, e.g. death benefit payment
- FORSA Group scheme – offering discounts on holidays, hotels, restaurants.
- Most importantly – they stay connected, in communication with their Branch AND with their union on a regular basis. This offers them the opportunity get involved in the Retired Members Group, stand up and be heard as a member of Retirees nationwide.

For more information, email retiredmembers@forsa.ie

For application forms visit:
<https://www.forsa.ie/wp-content/uploads/2019/04/Retired-members-application-brochure1.pdf>



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 counseling 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.



PLEASE FILL OUT IN BLOCK CAPITALS

(Deduction at source only)



MEMBERSHIP BY RETIRED FORMER MEMBERS

Personal Details

(Include name as registered with your employer or former employer ie name on payslip)

Surname:

First name(s):

Also known as:
(If different from above)

Address:

Eircode:

Gender: Male Female

Date or year of birth:

Daytime phone number:

Mobile number:

Email:

Former Employment Details

Former employer:

Department/Section:

Payroll/Employee/Staff Number:

Annual Pension: €

Workplace Address:

Eircode:

Grade/Job Category:

Union Membership History

When did you cease to be a Fórsa member:

I hereby apply for retired membership of Fórsa Trade Union. I undertake to abide by the union rules and decisions taken in accordance with these rules. I confirm that the information provided above is correct to the best of my knowledge. I acknowledge that my entitlement to services from the union arises only from the date of joining the union and only in respect of issues arising on, or after that date.

Signed: Date:

Please check that you have fully completed and signed this form. Then return it to Membership Applications, Fórsa, Nerney's Court, Dublin D01 R2C5.

AUTHORISATION FOR EMPLOYER TO DEDUCT UNION SUBSCRIPTIONS



To: (Name of former employer/pension provider)

I authorise and request the deduction from my pension, to commence as soon as possible and to continue until further written notice, of the Fórsa trade union subscription, at the rate determined from time to time in accordance with the rules of the union and to pay this amount to Fórsa on my behalf. I also authorise you to provide, either in paper or electronic format, to Fórsa on its request to you, with updates of the basic and employment related data set out in the Fórsa membership application form, for use by Fórsa in connection with my union membership.

My pension is paid: (Please tick appropriate box) Weekly Fortnightly Monthly Other

Surname: First name(s):

Former grade

Former staff number: Pension Ref No.

Signed: Date:

PLEASE FILL OUT IN BLOCK CAPITALS
(Bank standing order only)



MEMBERSHIP BY RETIRED FORMER MEMBERS

Personal Details

(Include name as registered with your employer or former employer ie name on payslip)

Surname:

First name(s):

Also known as:
(if different from above)

Address:

Eircode:

Gender: Male Female

Date or year of birth:

Daytime phone number:

Mobile number:

Email:

Former Employment Details

Former employer:

Department/Section:

Payroll/Employee/Staff Number:

Annual Pension: €

Workplace Address:

Eircode:

Grade/Job Category:

Union Membership History

When did you cease to be a member of Fórsa:

I hereby apply for retired membership of Fórsa Trade Union. I undertake to abide by the union rules and decisions taken in accordance with these rules. I confirm that the information provided above is correct to the best of my knowledge. I acknowledge that my entitlement to services from the union arises only from the date of joining the union and only in respect of issues arising on or after that date.

Signed: Date:

Please check that you have fully completed and signed this form. Then return it to:
Membership Applications, Fórsa, Nerney's Court, Dublin D01 R2C5.

STANDING ORDER



To: The Manager:

Name of Bank:

Address of Bank:

Account Names(s):
(Include both names where joint account)

BIC: IBAN:

I/We authorise and request you to debit my/our (type of) account the sum of € commencing on (date) and payable monthly there after and to credit this amount to the trade union at the bank account, and number and payee reference number specified below, until further notice in writing. I understand that the bank shall not be under any liability for damage or loss caused by any omission to make these payments.

This standing order is in substitution for any other standing order to Fórsa being paid from the above account

Signed: (i) Date:

Signed: (ii) Date:

FÓRSA ACCOUNT DETAILS

To be completed by Fórsa head office before transmission to members bank

Bank: AIB plc BIC: AIBKIE2D IBAN: IE75AIBK93208689340740 Bank Address: 7/12 Dame Street, Dublin 2

Payee Reference Number:

* CPSU, IMPACT or PSEU

HEALTH & WELFARE Conference 2019 SLIGO



Jackie Kelly proposing Motion 112 on behalf of DNH&W Branch, to delegates and the D.E.C. at Health & Welfare Conference SLIGO on Thursday 23/05/2019.

FÓRSA’s Health & Welfare Conference 2019 at Sligo took place between Wed 22nd and Friday 24th May. It called nationwide Branch Representatives together who represent the largest number of FORSA Members, namely H.S.E./TUSLA employees. The Conference which takes place bi-annually, balances the achievements of the previous year with forward thinking towards the many challenges which exist in the Health and Community services.

The Dublin North Health & Welfare Branch put forward 11 Motions of which 9 were carried 1 remitted and 1 withdrawn. Motion 112 proposed by Jackie Kelly, Returning Officer, stated:-

“That this Conference calls on the incoming Health & Welfare Divisional Executive Committee to report on the claim for additional compassionate leave as per the civil service policy, as has been applied in the local authorities now”.

It was with great satisfaction that our Branch learned on 12th June that the Labour Court on 22/5/19 issued a Recommendation relating to Bereavement Leave/Compassionate Leave Entitlements-that those within the Civil Service and Local apply in the Health sector, that the quantum of bereavement leave has been increased in line with Civil Service, from 5 days to 20 days in the case of a spouse or child. Recommendations also were that the union would return to conciliation, with regards to the practicalities around the application of this increase. The Labour Court has also indicated a date of application date from 01 October 2019.



**Finan Gallagher,
Principal Environmental
Health Officer**

Finan gave generously to D.E.C. and the Branch of both skills at negotiating and his advice in handling difficult and sometimes very delicate matters arising for members of the DNH&W Branch. He applied skills learned in addition to the Environmental Sciences. Finan grasped and applied a political understanding of how to negotiate in time-tight situations at senior union level and while on the D.E.C., Finan as the Branch's representative never forgot to support primary matters concerning the Branch while ensuring that the ever-changing demands of D.E.C. were met.

Our Cathaoirleach, Vice-Chairperson and Hon. Secretary would like to convey their thanks again to Finan for all his hard work. We wish him much success in his new post in Donegal!



**R-L: Colum Geraghty acknowledges camera
(with Michael Davis Vice-Chairperson)**

**Colum Geraghty,
After Care Worker,
Dublin South Central**

Colum showed incredible calm and forward thinking in his ability to balance the demands of his Branch position as Hon. Secretary and in his former post as a Social Care Leader based in a Dublin North residential house working with teen age clients on a 24 hour rota. Colum was admired for his ability to get Branch Reps to attend meetings, ensure they received National and D.E.C. notifications when published and focus in accurately recording and distribute Minutes from what could be very challenging branch meetings. In addition, Colum made it his business to offer to new Branch Representatives advice on how union procedure for propositions and submissions should be dealt with. We will let Branch Representative Josefina Riubrugent speak on our behalf in saying:- "Of all the years I've known Colum I found him to be a very nice person. Colum respected and accepted everyone as they are. He welcomed me to the Union like if we knew each other for years. At conference he advised me on matters with due respect for me as a new Representative. Congratulations Colum on your new job and best wishes for the future!"



David Geraghty, Branch Rep and Barry Herridge Branch Secretary at AGM.



Serious Point noted by Colum Geraghty, DNH&W Branch



Jackie Kelly, Returning Officer



Finan Gallagher, DNH&W Branch



Figure 1 Cathaoirleach Rosemary Bracken and Orla McDonnell, National Woman's Council



Olivia McLoughlin capturing notes at AGM

**Dublin North Health & Welfare Branch
2019-2020 Branch Representatives**

Rosemary Bracken

Cathaoirleach & Area Catering Mgr, HSE St Mary's

Liz Butler

Campaigns Officer & Tusla Family Support Ballymun

Michael Davis

Leas Cathaoirleach, D.E.C. Representative & FORSA FTRO

Barry Herridge

Branch Secretary & HSE Addiction Services

Gavin McDonnell,

Treasurer Officer & Environmental Health

Michael McGoldrick,

Training Officer & HSE Addiction Services

Olivia McLoughlin

Data Protection Officer & Family Support Tusla

Dabney Miller-Melia,

Communications Officer & Administrative Ass't, Connolly Hospital

Ciara Ni Raghallaigh,

Branch Representative & Speech & Language Therapy

David O'Brien

Branch Representative & HSE Addiction Services

Josefina Riubrugent

Equality Officer & and Staff Officer, Connolly Hospital

Tony Stafford,

Retired Members Officer & Addiction Services Primary Care Centre

NEXT ISSUE:

Focus On:

- **Michael Davis – FTRO/D.E.C. REP**
- **Job Evaluation Update**
- **Branch Family Day Out!**