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not happy
with the
new Civil
Service Bill**

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19184 Fórsa SPS advert 03-23

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Editorial

Peace requires vigilance... and dedicated public servants

The Christmas period and the year's end is, for me, a welcome opportunity to stop, to reflect on the year that's been, and to gather myself ahead of the year to come.

At the time of publication, there are national pay talks continuing and we await their outcome. In the civil service division, we have made a huge push in 2023 to reform the industrial relations machinery of the civil service, which has proven itself to be far too slow and outdated to deal with disagreed claims and non-existent when dealing with personal grievances. Heavy is the work. But we face into 2024 knowing that our priorities cannot waiver.

The news media is filled with heartbreaking stories from Gaza and from the Ukraine and, less frequently, stories from the conflict in places such as Syria, Central African Republic, Nagorno-Karabakh and others.

Many of us in Ireland feel that we are often isolated from the type of violence and disturbance that generates international headlines. Or, at least, we did until the events of Thursday, 23rd November, when a violent mob decided to burn buses and loot shops in the name of whatever fringe ideology they espouse.

Indeed, while the riots were happening, there was a Fórsa Youth event taking place just a couple of streets away, making the news breaking on our phones feel uncomfortably real and dangerous.

I was in Dublin at 8am the following morning on my way to work. I had expected to see something akin to a warzone. But I did not find it. Instead, as I walked up O'Connell Street, I saw teams of dedicated Dublin City Council workers making the streets tidy again.

One of them told me that he had received 'the call' at 3am to come in and he was happy to do so. I saw glazing vans already on site repairing the broken panes of the night before. And, while I did see the burned-out shells of two buses near the Parnell monument, they were already being loaded on to trucks to be hauled away. By 6pm, when I was leaving for the evening, the City Council had road repair crews fixing the road surface caused by the blazing buses. Dublin looked like new

again. Recently, Ireland was ranked at number three on the Global Peace Index. Peace requires vigilance. It requires the ability to be able to maintain and restore peace when it breaks.

As a person who represents public servants, I was very proud of our Dublin City Council colleagues and all of the public sector workers who restored our city in the days that followed.

A country's budget is not an economic document. It is, rather, a prioritisation of the social priorities that a country has. We therefore hope that, as the pay talks continue, that the government negotiators remember that they are not simply engaged in a cold expenditure exercise.

They are, rather, engaged in ensuring that the public services and public service workers upon which we all rely in order to maintain a peaceful, prosperous country are properly recognised and compensated.

We don't get everything right in this country. But walking down O'Connell Street on the morning of 24th November and seeing our fellow public servants in the act of bringing our capital city back, it reminded me that a lot of the time, we do.

Wishing you and yours a very happy Christmas and a peaceful new year from all of us in Fórsa.

Seán Carabini
Editor



Special Report

Fórsa petition signals level of dissatisfaction at provisions contained in Civil Service Bill



More than 3,000 civil service workers have signed the Fórsa petition against the passage of the new Civil Service Bill. The petition, organised as a response to the new legislation, was designed to record the level of dissatisfaction among workers in the civil service against the proposals that would see a lowering of the standards required to terminate a civil service employment.

"The Bill was first proposed in 2018," explained Fórsa Assistant General Secretary Seán Carabini. "We were immediately aghast at the proposals to make it easier for Secretaries General to fire civil service workers.

"Effectively, it proposed to make the disciplinary process simpler and to delegate the authority for dismissal down from Secretary General to an unspecified lower grade. It's appalling to think that the civil service disciplinary codes - revised as recently as 2015 - should be the subject of an attack from the Department of Public Expenditure and Reform (DPER).

"When I studied employment law in King's Inns, I remember the lecturer holding aloft a copy of the civil service disciplinary guidelines and stating to the class that they were the 'gold standard' and encouraging private sector practitioners to consider adopting them."

In the report from the Oireachtas Joint Committee, it stated: "...an internal review of the disciplinary process in the Civil Service conducted by the Department of Public Expenditure and Reform concluded that the disciplinary

process is unnecessarily complex when compared with those in the private sector, and indeed what is required by employment law."

Asked to comment on this, Mr. Carabini told CSQ: "This is a nonsense. If anything, they should be looking to extend the provisions of the civil service code out to the private and wider public sectors. The report notes that it's complex 'when compared to those in the private sector'.

'Enabling'

"You'll note that it doesn't make a comment on whether or not this is a good thing! Just because something is the norm in the private sector doesn't mean that it's for the best."

In relation to the proposals to allow dismissal decisions to be carried out below the level of Secretary General, the initial DPER submission in 2018 to the Oireachtas Committee noted: "It is intended that the legislation will be enabling rather than prescriptive as to who serious disciplinary functions will be assigned to; it will allow for

the functions to be assigned rather than setting out who the assignment will be made to.

"Any practical changes in relation to this role will be dealt with in consultation with employers and the staff side through amendments to the Civil Service Disciplinary Code in accordance with normal consultative industrial relations procedures."

Mr. Carabini noted with concern that the Department had a "very different understanding of the meaning of the word 'consultation' than we do. I wouldn't be happy with this. For example, in 2016, there was a voluntary agreement reached at EU level between civil service unions and civil service managements across Europe committing signatories to minimum levels of consultation.

"In particular, it refers to 'consultation' being a mechanism to exercise influence over a forthcoming decision. Sadly, the Department of Public Expenditure and Reform has decided not to sign up to this European standard and, consequently, they are not bound by it. Therefore, without a shared understanding of the word 'consultation', we would be very nervous about signing up to their suggestions on this."

Activity on the Bill was shelved in 2018. However, it has re-appeared on the 2023 legislative agenda, thus necessitating the union petition.

Mr. Carabini continued: "Asking civil service workers to sign a petition is unusual. However, it is absolutely necessary in this case as it is needed to demonstrate - clearly - to the

You'll note that it [DPER's internal review] doesn't make a comment on whether or not this is a good thing! Just because something is the norm in the private sector doesn't mean that it's for the best



QUESTION OF DEFINITIONS AGS Seán Carabini

Continued on page 5

Consultation means the exchange of views and establishment of dialogue between the employees' representatives and the employer.

Consultation shall be organised at such time, in such fashion and with such content as enables employees' representatives to express an opinion and so try to have the possibility to influence the administration's proposed measures on the basis of the information provided about the proposed measures to which the consultation is related.

TUNED | Trade Union's National and European Delegation



EUPAE | European Public Administration Employees

General framework for informing and consulting civil servants and employees of central government administrations Agreement

consult (kən'sʌlt) *vb.* 1. (when *intr.*, often foll. by *with*) to ask advice from (someone). 2. (*tr.*) to refer to for information: *to consult a map.* 3. (*tr.*) to have regard for (a person's feelings, interests, etc.); consider. [C17: from F, from L *consultāre*, from *consulere* to consult]

consultant (kən'sʌltənt) *n.* 1. a. a specialist physician who is asked to confirm a diagnosis. b. a physician or surgeon holding the highest appointment in a particular branch of medicine or surgery in a hospital. 2. a specialist who gives expert advice or information. 3. a person who asks advice in a consultation. — **consultancy** *n.*

consultation (,kɒnsʌl'teɪʃən) *n.* 1. the act of consulting. 2. a conference for discussion or the seeking of advice

consultative (kən'sʌltətɪv) *adj.*

consulting (kən'sʌltɪŋ) *adj.* (*pre-nominal*) relating to an advisory capacity on professional matters: a consulting engineer.

consulting room *n.* a room in which a doctor consults

FÓRSA
PETITION

Petition signals level of dissatisfaction over Bill

From page 4

political decision makers that it is unnecessary and uncalled for. It is important that they know the opinions of those who will be impacted by it before they make any decision on it."

Asked about what happens next for the petition, he said: "We have 3,262 signatories to the petition. Each political party in the Oireachtas will be written to with the result and making the feelings of our membership clear to them."

On a broader note, Mr. Carabini suggested concern that this is yet another area where the Government has decided to change employment terms and conditions by direct legislation rather than by negotiation in the civil service.

"The Prisons Bill also has a clause that allows for the same downgrading of dismissal responsibility to lower grades. That will impact all civil service workers in the Prison Service. Our Fórsa colleagues have had to lead a battle against the proposed Policing Bill that would see all civil service workers working in the Garda Civilian area lose their civil service status and transfer completely to the Garda area. Since when is bypassing meaningful

DPER has a very different understanding on the meaning of the word 'consultation' than we do... In 2016, there was a voluntary agreement at EU level between civil service unions and civil service managements committing signatories to minimum levels of consultation

Image: Filip Maljkovic (CC BY-SA 2.0)



EUROPEAN STANDARD EU Parliament, Brussels

consultations and negotiations and jumping straight to legislation preferable to ensuring a harmonious engagement between workers and management? It really is remarkable. We're effectively relying on the Oireachtas joint committee to be the conduit and substitute for meaningful negotiation.

'Lack of awareness'

"It's either a woeful lack of awareness of how industrial relations should be conducted or something worse. Neither explanation is particularly gratifying."

Asked about next steps, Mr. Carabini said: "We will make the political system aware of the unhappiness of civil service workers at the proposed bill. It would be wise to heed it. If not, then who knows what the consequences are?"

"This is much bigger than this individual bill. It is about the removal of proper consultation and negotiation from the industrial relations frame. If they keep trying to legislate for industrial relations issues an by-passing negotiations, then we'll have to call for a full removal of the ban on civil service workers from being members of political parties.

"If they're leaving it up to political parties to navigate their way around industrial relations issues, what other choice will we have?"

Infographic on page 6

Infographic

Civil Service Regulation (Amendment) Bill 2018



Picture: Houses of the Oireachtas (CC By 2.0)

When was the Civil Service Regulation (Amendment) Bill 2018 into the Dáil?

The Bill first appeared in 2018. Following initial representations, the Bill was inactive until it unexpectedly reappeared on the 2023 legislative agenda.

Has it gone to the Committee stage?

In 2018, Fórsa made a joint submission to the joint Oireachtas committee together with all other civil service unions.

What is the union's biggest concern?

The Bill, if enacted, will downgrade the power to terminate a civil service worker's employment from Secretary General to a lower grade (currently unspecified).

Who is driving this?

The Department of Public Expenditure and Reform is seeking this legal change to allow it to reform civil service disciplinary procedures to bring them "more in line with other organisations".

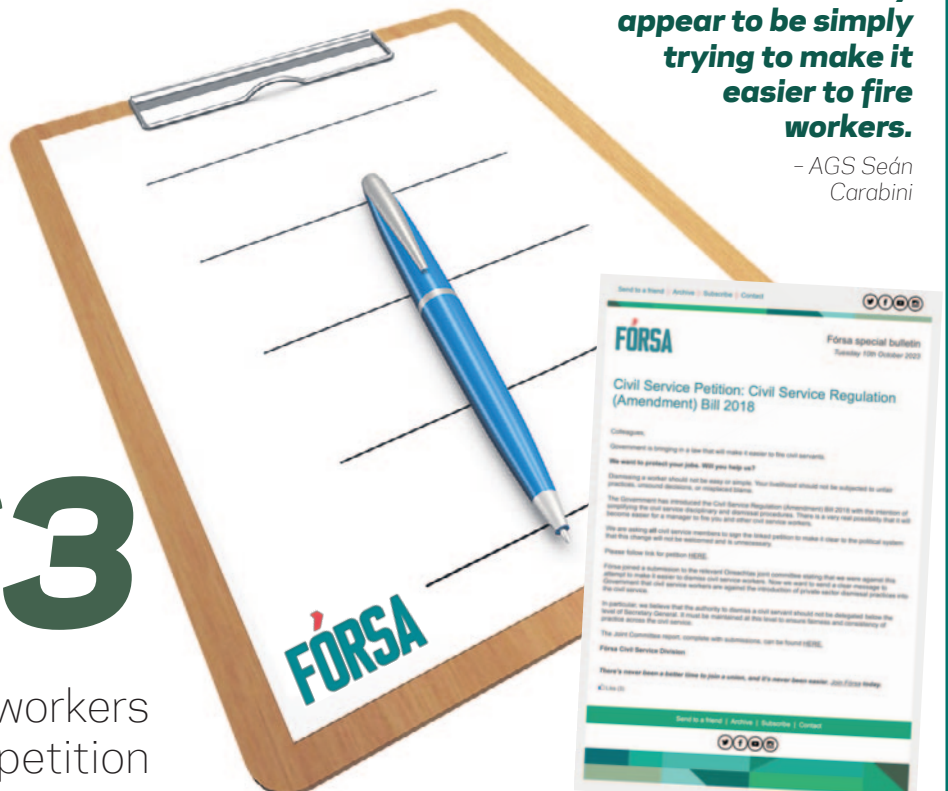


Civil service disciplinary procedures are the gold standard. They have clearly defined roles and spaces for everyone's voice to be heard. They should be held up by the State as the model for all sectors. Instead, they appear to be simply trying to make it easier to fire workers.

- AGS Seán Carabini

3,363

Number of civil service workers who signed the Fórsa petition



Message from the Chair

This is a time of reflection and a time to look forward

Hello Colleagues,

As we enter the Christmas season I would like to take this opportunity to thank you all – reps on the ground, activists, and DEC members – for your dedication and hard work during 2023. The union couldn't exist without you.

We have achieved a lot of what we set out to accomplish at our Conference last May, such as the Domestic Violence Policy that we are seeking to build on, and the Menopausal Welfare Policy.

A lot of work is ongoing with regard to other projects such as blended working, the introduction of a four-day working week, wider clinical psychological support for civil servants who encounter trauma as

We will continue this work into 2024 to improve the working lives of our members

part of their work. We will continue this work into 2024 to improve the working lives of our members.

I wish you all a happy and peaceful Christmas with special thoughts for those of you who have suffered loss and bereavement in 2023.

We also think at this time of colleagues who passed away during 2023. May they Rest in Peace.

With very best wishes for 2024.

Helen Linehan
Chairperson,
Civil Service Division, Fórsa



In numbers...



Quote UnQuote...

Our bottom line is that every worker, whoever they are, has a right to health and safety, they have a right to go home at the end of their work unharmed. We also want to send a message that the xenophobic and racist nature of some of the violence last week does not represent us, we have to reject that. Whether you were born in this city or whether you were born anywhere in the world if you live and work here, you are part of our community.

ICTU General Secretary Owen Reidy speaking after the violence in Dublin on 23rd November

CanalEuthusiast (CC BY-SA 4.0)

Numbers...



Ireland's global rank for **literacy** for 15 year olds



Ireland's ranking on the 2023 **Global Peace Index**



Ireland's current rank in the **Climate Change Performance Index** - down 6 places

The Big Number...

50♂ : 50♀

The civil service has reached a **50:50** female:male ratio of Principal Officers, up from a ratio of 26:74 as recently as 2007

"The welfare system also needs reform. In particular, all social protection rates should be integrated into a coherent benchmarking process that ensures adequacy for all households. Finally, the social insurance system needs to be enhanced and reformed in order that we can properly meet the just transition challenges and disruptions of the 21st century in a way that ensures security for all!" - **Dr. Tom McDonnell** of the Nevin Economic Research Institute. *Read in full his paper on tax and welfare reform by scanning the QR code (right)..*



Kobi Gideon / Government Press Office of Israel (CC BY 3.0)

BRUTAL Site of the 7th October Re'im concert massacre

Palestinian News & Information Agency (Wafa) in contract with APAimages (CC BY-SA 3.0)

**DEBRIS** Palestinians scramble through ruins after Israeli attack

Statement on the situation in Israel and Palestine

Adopted at the EPSU Executive Committee 29th-30th November 2023



Enough. The time for peace is now...

**DEVASTATION** IDF forces on the ground in Gaza

IDF Spokesperson's Unit (CC BY-SA 3.0)

The EPSU Executive Committee at its meeting on 30th November expressed its deep concern about what is happening in Israel and Palestine and the increasing instability in the European region and beyond. The Executive welcomed the temporary ceasefire and release of prisoners and hostages, but insisted that the ceasefire becomes permanent.

The PSI Congress (resolution Number 48) condemned Hamas' brutal terrorist attacks of 7th October that resulted in over one thousand people dead and more than two hundred hostages taken as prisoners.

The reaction of the Israeli Government has provoked a humanitarian crisis of devastating impact for the population living in the Gaza Strip and the occupied West Bank. In a few weeks, thousands of men, women and children have died, even more have had to flee their homes, and thousands of people have been injured. The conflict has made it impossible for medical services and hospitals to treat the injured and to effectively function as required by the Geneva Convention.

The conflict is a humanitarian crisis with huge implications for workers, particularly for those employed in public services such as

health care, education, energy, water and firefighters, as well as all the key sectors that are committed to provide access to fundamental human rights.

EPSU unreservedly condemns all forms of violence targeting any segment of the civilian population and calls for an immediate and durable humanitarian ceasefire, as set out in the UN General Assembly Resolution approved on 27th October 2023.

The bombing campaign which is devastating vital medical services must stop. Hospitals must never be targets. We call for an immediate ceasefire and humanitarian

corridors through the Gaza Strip and the occupied West Bank to facilitate the supply of essential goods and services.

We express our solidarity with all public services workers who continue under devastating conditions to take care of civilian population. It is time for diplomacy to work to stop the war, stop the bombing from all sides, and protect civilians.

The European Union, the UN and all actors must stop military actions, to ensure the release of hostages and to give protection to the people and to public services workers.

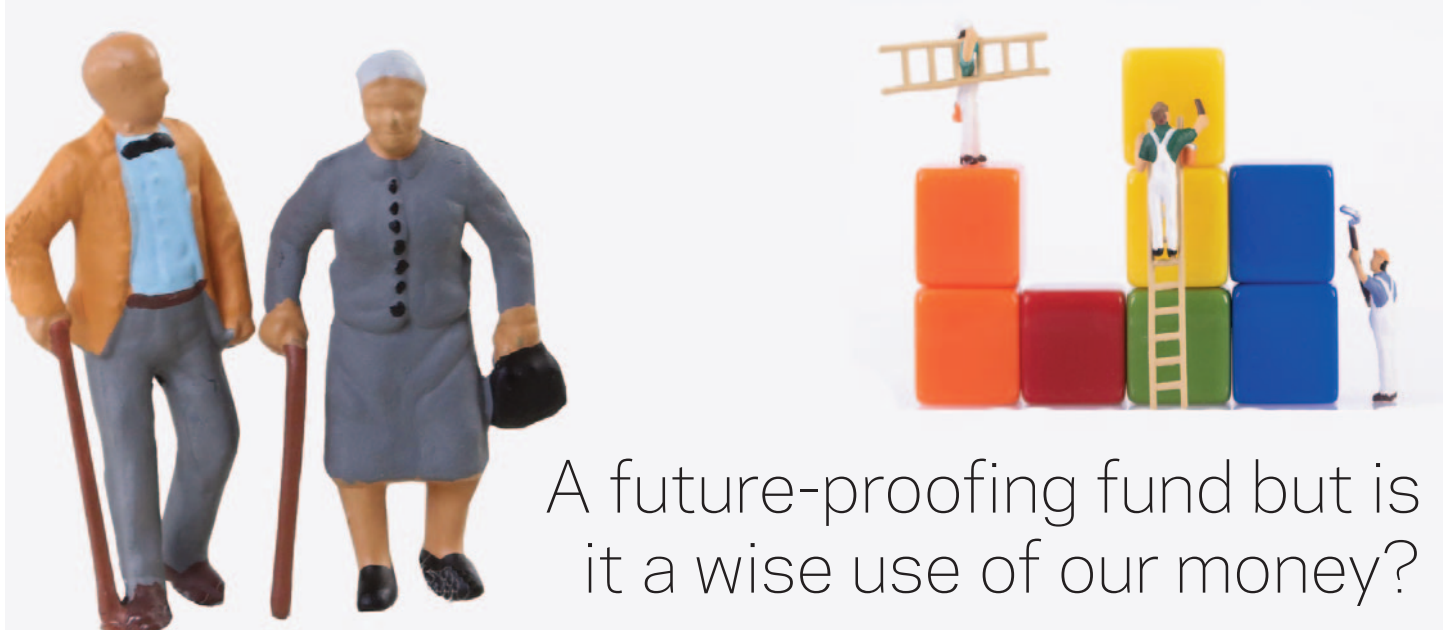
The immediate ceasefire is essential to ensure the "Two people-two state" solution which will lead to viable, sovereign and independent states with all populations living in peace. This requires the implementation of the many UN resolutions already in place.

The trade union movement must condemn the escalation of antisemitism and islamophobia around the world and must be strongly opposed to war, violence and all forms of racism. We want peace and justice for all.

Enough. The time for peace is now.

Förssa is a member of European Public Service Union.

EPSU unreservedly condemns all forms of violence targeting any segment of the civilian population and calls for an immediate and durable humanitarian ceasefire, as set out in the UN General Assembly Resolution approved on 27th October



A future-proofing fund but is it a wise use of our money?



The Future Ireland Fund - the Government plan to future-proof Ireland against increasing pension and elderly care costs - will have relatively little effect argues economics lecturer **Dr Rory O'Farrell** and calls for windfall taxes to be invested in infrastructure projects at home instead...

One of the measures put forward in Budget 2024 is the establishment of a €100 billion Future Ireland Fund to pay for ageing costs from 2040 onward. However, despite large sacrifices, this will have little effect.

Ageing costs, such as pensions and medical care, are expected to rise from just under a quarter of GNI* (the modified measure of national income which removes profits of foreign multinationals) to almost a third by 2070 (Figure below). Such costs can be dealt with by saving money in advance, or by directly reducing the costs (such as by raising the pension age).

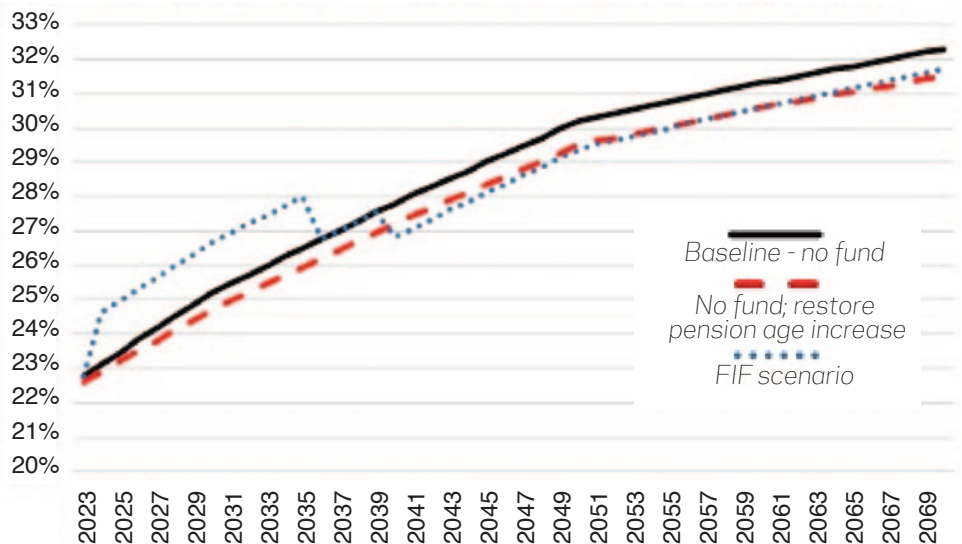
The Government's plan is to front-load ageing costs by creating the Future Ireland Fund. It is planned that the fund will be seeded with funds from the National Reserve Fund (NRF), and each year the equivalent of 1.5% GNI* (0.8% of GDP) will be saved until 2035.

This money will not be invested in Ireland, but abroad. It is anticipated that a fund of €100 billion would be accumulated, and the returns from this fund would be drawn down from 2040 onwards.

Despite the high upfront costs, the benefits of the fund will be relatively small. As shown in the above figure, setting aside 1.5% of GNI* over the next decade will only reduce ageing costs by 1% in 2040, falling to 0.6% by 2070. This small impact is because the economy is expected to grow over the next decades: effectively Ireland will be saving while we are relatively poor to spend when we are relatively richer.

Restoring the pension age increases abandoned in 2022 would have a similar effect on ageing costs, but without the upfront pain. Instead of creating a fund that invests abroad, the Government should use windfall

Projected ageing costs net of contributions to fund, as percentage of GNI*



This FIF money will not be invested in Ireland, but abroad. It is anticipated that a fund of €100 billion would be accumulated, and returns from this fund would be drawn down from 2040 on

corporation tax receipts to create a fund that will invest in infrastructure in Ireland. Such a fund has been proposed by groups such as NERI and IBEC, and there is a consensus that windfall taxes should not be spent immediately.

An infrastructure fund would have two main benefits. Firstly, it would ensure secure funding of infrastructure and prevent the boom-bust pattern following the Global Financial Crisis. Secondly, and more importantly, it would allow expertise to be retained within a single infrastructure procurement agency.

It is inevitable that errors are made in procurement (such as with the National Children's Hospital). However, at present what is learned from such mistakes is not retained.

Ireland now has an opportunity, not just to build infrastructure, but also to build on the experience gained from previous projects.

Former NERI economist Dr Rory O'Farrell and is now lecturing in economics at Technology University Dublin

Fórsa launches atypical working patterns survey

Seán Carabini

CSQ Editor

Fórsa has launched a survey of atypical working patterns for members working in the Revenue Commissioners.

The survey results will be used to inform the union of the experience of our Revenue members and enable us to prepare to engage with your employers on this issue as it evolves.

Fórsa Assistant General Secretary Una Faulkner told CSQ: "This is an important piece of work. Not only will it give good data on where the priorities of members are on this issue, it will also send a very clear signal that atypical working arrangements, including blended

working, belong to all Revenue members.

"Any changes to them are bigger than simply changing a policy - they can impact people's lives. We see this as a renewal of our mandate to negotiate on behalf of our members on these issues. It ensures that we speak with the authority and understanding of our members."

The results of the survey will be forthcoming and shared with branches. Questions related to the survey should be directed to your local Revenue rep in the first instance



RENEWAL Una Faulkner

This is an important piece of work. Not only will it give good data on priorities, it will also send a very clear signal that atypical working arrangements, including blended working, belong to all Revenue members.

Policing Bill amendment welcomed

Jim Mitchell

Assistant General Secretary

The Policing Bill was amended by Government (Amendment 38 Section 54) at Committee stage on 12th December. It means that a Ministerial order to change the status of existing Garda civilian staff cannot be made until at least 24 months after commencement of the Act.

This demonstrates significant progress on the issue as we had been told that there would be no amendments to the Bill.

This allows members a period of time to decide on their career options as well as allowing the Department of Justice and Garda management time to properly engage with Fórsa and allow proper engagement under the auspices of a relevant third party - our preference being the WRC.

While we still await a timetable and framework for that engagement, huge credit must go to the local representatives and mem-



CREDIT Orlagh Fawl & Bernie Ashton

bers. They demonstrated a great unity of purpose and confidence in the strategy developed centrally through the lobbying of TDs and Senators and being present in the Seanad when decisions were being made as well as articulating directly to the Minister their concerns and difficulties when the opportunity arose.

As this is entering its final phase in the legislative process, it is entirely appropriate that both Orlagh Fawl and Bernie Aston from Strategic Organising are recognised and thanked for all their hard work and sage guidance in this complicated episode.

Meanwhile, the TCO to CO Con-



CIVILIAN STAFF GISC workers

fining competition - which Fórsa had pressed for - has concluded with 83 candidates passing interview. Some 74 Temporary Clerical Officers have accepted an offer of permanent Clerical Officer positions in An Garda Síochána.

An Open nationwide CO/TCO

competition was also launched in the same month and 5,000 candidates have reached the standard to be called forward for interview.

Garda HR has confirmed that both of these cohorts will have civil service terms and conditions of employment.

Image: Garda Press Office

Public Service Friendly Society

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ABOUT US The Public Service Friendly Society is a non-profit organisation which operates within the Civil Service and approved Public Bodies. Using the contributions made by members, we adopt an altruistic approach by providing confidential assistance to those members and their dependants in times of need. We strive to fulfil this commitment to our fellow staff members in the most effective and efficient manner possible.

OUR AIM Public Service Friendly Society aims to provide relevant assistance to Civil Servants and staff employed in approved Public Bodies as well as retired staff and their dependants.


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www.psfs.ie

Your CSQ guide to...

Image: Martin Abegglen (CC By-SA 2.0)

PARENTAL LEAVE

Background

Parental Leave is a mechanism that allows a worker who is a parent to take up to 26 weeks of unpaid leave before their child reaches a certain age.

It was initially negotiated at European level, issuing as a Directive in 1996. In Ireland, it is enshrined in the Parental Leave Acts, 1998-2019.

Since its inception, civil service unions in Ireland have negotiated to ensure that the parental leave scheme is as strong as possible.

As will be explained later, the civil service scheme is currently stronger than the statutory minimum, having been strengthened as recently as this year.

Continued on Page 14

Your CSQ guide to Parental Leave...

From page 13

What is my entitlement?

- As of 2023, a parent is able to apply for a maximum of 26 weeks' parental leave.
- This is per parent, **not** per child.
- It is unpaid leave.
- The maximum age of the child for whom a parent is seeking to take the leave is now 16 years.
- Parental Leave can be transferred between the parents of the child if the parents work in the same employment. Unions have secured agreement that, for Parental Leave purposes, the civil service is considered a single employer and therefore the leave can be transferred between partners who work for the civil service.
- The definition of what constitutes an eligible parent is contained in both the Act and the principal circular (Department of Finance Circular 20/2008). However, it includes adoptive parents and those acting 'in loco parentis'.

Parental Leave up to the point that a child is 16 is now allowed for all applications in the civil service. This is an improvement on the statutory minimum, which allows an upper age of 16 only in cases of long-term illness or disability.

What notice do I need to give?

A minimum of six weeks of notice is requested.

Can it be refused?

Parental Leave is a statutory right. It cannot be refused. However, an employer can postpone it for a maximum of six months while they make arrangements for you to be able to take the Parental Leave. If you request it and are refused, it is important to ask your employer on what grounds they are refusing and by what date do they anticipate you being able to take the Parental Leave.

How should it be taken?

There is no requirement to take the full allowance. However, the circular states the following as guidance:

An officer may take the Parental Leave as follows:

- one continuous period of 14 weeks, or two separate periods each consisting of not less than six weeks and not exceeding 14 weeks in total. The officer will not be entitled to take the second of these two separate periods until not less than 10 weeks have elapsed since the end of the first period, unless the Department/Office consents; or
- subject to the agreement of the decision maker concerned:
 - one or more days on which, but for the leave, the officer would be working in the Department/Office concerned;
 - one or more hours during which, but for the leave, the officer would be working in the Department/Office concerned; or
 - any combination of periods referred to in sub-paragraphs (b) (i) and (ii) above e.g. weekly blocks, monthly blocks, etc

Is Parental Leave the same as Parents Leave and Paternity leave?

This is an important distinction. Parental Leave, Parents Leave and Paternity Leave are all different forms of leave.

Parental Leave is designed to assist parents to balance their parenting responsibilities up to the 16th birthday of their child.

Paternity Leave is specifically a leave for the partner of the mother of a new child. In the case of adoption, Paternity Leave is usually available to the partner that



Image: Frank De Kleine Coloring (CC BY 2.0)

Continued on page 15

PARENTAL LEAVE

From page 14

does not take the adoptive leave.

Parents Leave is a separate, paid leave granting up to seven weeks of leave before the child reaches the age of two years and is governed by the Parent's Leave and Benefit Act 2019.

● **It is important to note that the three leaves referred to do not impact on one another. Your entitlement to Parental Leave is not affected if you have also sought your leave entitlement under the other schemes.**


Paternity Leave	New parents of children (up to the child reaching 6 months of age)	2 weeks paid benefit	Not transferrable between parents
Parental Leave	Parents and guardians of children under 12	26 weeks unpaid benefit	Transferrable between civil service workers
Parent's Leave	Parents of children under 2 (or within 2 years of adoption)	7 weeks paid benefit (to increase by end 2024)	Usually not transferrable

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Research

NERI weighs in on what makes a job 'good' or 'bad'

Seán Carabini

CSQ Editor

"Some people have really good jobs and they enjoy being at work. Why is this? How is that some people have good jobs and others do not? What are the attributes of a 'good job' and a 'poor job' and who are those who have the good and poor jobs?" (Job Quality in Ireland, page 3)

The NERI institute, in collaboration with UCD, have published the first findings of their 2021 job quality survey. The research paper, titled *Job Quality in Ireland*, considers the question of what makes a 'good' job.

"It is reasonable, then, to claim that the more good jobs there are, the better for everyone. Having a good job not only enhances a person's well-being and life satisfaction, but happy, healthy workers enjoying their work are also more productive workers and are less likely to go sick or leave their jobs." (Job Quality in Ireland, page 3)

The research tackles these questions by grouping jobs into five broad categories:

- Demanding, highly controlled, precarious jobs;
- Precarious, low-paid jobs;
- Secure, moderately good, unionised jobs;
- Secure, moderately good jobs with strong employee-management relations; and
- Secure, high-quality jobs.

Applying the results of the survey to this model, it suggests that approximately a quarter of jobs are of 'poor quality', with the remainder being considered moderate to good jobs where demands are fewer and the resources available to do the work are better or more available.

Broadly, the paper reached eight conclusions, including:

1. Females' job quality is generally poorer than males;
2. Age matters;
3. Caring occupations have

poor scores – no matter what way you 'cut' the data, but they are not alone;

4. Even good jobs have negative attributes;

5. Working in the FDI sector is generally associated with having a good job but not always;

6. The ICT sector performs well across many aspects of job quality, but falls short in a number;

7. Higher levels of educational attainment are associated with better jobs, but it is not a fail safe; and

8. Where you live matters.

Workers living in the border counties have the poorest job quality.

The research will play an important role in considering national employment strategies.

In a related summary document, the authors noted:

"Finally, the State can and should do more to improve job quality. It has several options. It could establish a set of minimum standards across a series of job quality dimensions. While this is not without difficulty, there is precedent for doing so.

"For example, we already have a national minimum wage, and we are working towards the achievement of a living wage. Workers have rights in respect of sick pay and maternity leave, and there is the forthcoming code in respect of the right to request flexible working..."

"Good jobs enhance the productive capacity of an economy. Poor jobs do not and worse they lead to negative spill-overs where the state – to put it prosaically – is compelled to pick up the tab."

The full paper can be read at www.neriinstitute.net



Here for you.

Fórsa members can avail of counselling, legal advice and support 24 hours a day, 7 days a week, 365 days a year, at no additional cost to the member, through the following helplines:

- At no additional cost to the member, legal help in bodily injury cases **0818 776644**
- At no additional cost to the member, 24/7 legal advice helpline **0818 776644**
- At no additional cost to the member, 24/7 confidential counselling helpline **1800 776655**
- At no additional cost to the member, 24/7 domestic assistance helpline **091 545928**

Health and medical information service – **0818 254164**

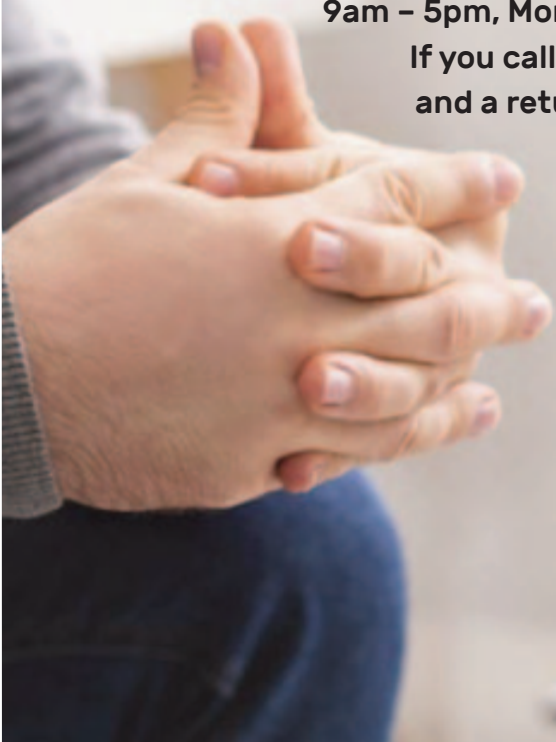
Another service exclusive to Fórsa members is an information service on health and fitness, and non-diagnostic advice on medical matters.

Advice on allergies, the side effects of drugs and how to improve general fitness are also available as part of this service.

Health and medical information is provided by qualified nurses 9am – 5pm, Monday to Friday, excluding public and bank holidays.

If you call outside these times, a message will be taken and a return call arranged within the operating hours.

Call **0818 254164**



Fórsa Youth Network mobilising young workers

The trade union movement has a crucial role to play in ensuring young workers are protected from the impacts of the wider changes in global economic conditions. The reality is that the future membership density of trade unions, including Fórsa, depends on the extent to which unions act to tackle the primary issues faced by young workers today.

One of the most important topics for the future of our union is organising young workers. This is



HOPEFUL President Michael Smyth

why the Fórsa Youth Network is determined to strengthen the voice of young workers.

In doing so, we must also understand the key social and workplace issues affecting younger members and reasons for hesitancy to join trade unions.

Fórsa Youth will be undertaking research into these areas to provide an evidence-base for future initiatives.

We are encouraged by the words of support we have re-

ceived from Fórsa President Michael Smyth: "For me, youth is the hope for the future of the trade union movement.

"The foundation of every organisation is the involvement of its youth and so we need to encourage and nurture youth participation in Fórsa.

"I urge the Youth Network and its members to push the boundaries with courage while at the same time working in equal partnership with all members."

The foundation of every organisation is the involvement of its youth and so we need to encourage youth participation in Fórsa

Establishing a presence and setting the agenda...

Fórsa Youth has been hard at work establishing its presence. Over the past year, the network held in-person meetings and interactive workshops in Cork, Limerick and Dublin. These meetings set the foundations to develop the network in advance of its formal re-launch at its AGM this year.

'Locked Out: The Working Homeless', a panel discussion on the housing crisis, was the inaugural event and the committee has since been developing a number of social and workplace campaigns. Pay increases, cost of living, the housing crisis, Palestine and disability rights are high on the agenda.

Trucks for Colombia

Fórsa Youth organised a fundraising initiative in aid of Trucks for Peace in Colombia, by hosting a Table Quiz on 23rd November.

Trucks for Peace in Colombia is a global fundraising initiative to contribute to a stable and lasting peace in Colombia. In 2016, a peace agreement was signed between the FARC insurgency and the Colombian Government.

In transition towards building a future for communities, former FARC guerrilla members have opened a number of worker cooperatives producing coffee, clothes,

beer, among many other products.

The Trucks for Peace fundraiser came out of a Justice for Colombia (JFC) delegation of trade unionists and politicians that visited Colombia in May 2022.

The fundraiser aims to enable local worker cooperatives to commercialise and sell their products through access to decent transport in the form of a truck.

The project faces huge challenges - in remote areas of Colombia inequality is an extremely serious and complex problem. In-

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Winter 2023 ONLINE **CSQ**



ACTIVE AND ENGAGED Fórsa Youth Network has big campaign plans for 2024



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Trucks for Colombia

Infrastructure is poor and transport is essential. In the spirit of internationalism, Fórsa Youth sought to raise funds to help build a more just and fairer Colombia.

Unfortunately, the fundraiser was disrupted by the attacks on Dublin City that night. The quiz was cut short, and the focus was on getting anyone who made it into the event home safely. In this light, Fórsa Youth are still accepting donations from branches who wish to make a contribution to Trucks for Peace. For information on how to donate, branches can contact the email addresses below.

Fighting to end crisis in housing

The social consequences of the housing crisis has resulted in many full-time workers in their 20s and 30s choosing to stay living at home.

Figures from 2022 show that more than two in three people in Ireland aged between 25 and 29 (68%) are still living at home with their parents. An entire generation have become locked out of the housing market.

In 2018, a national opinion poll of trade union members under the age of 34 found that more than half (54%) of all young workers are struggling to cover their housing costs.



PROTEST Fórsa Youth at Cost of Living march in Dublin on 7th October

Fórsa Youth steering committee intends to take an active role in housing and cost-of-living campaigns

Five years later, nothing has changed. In some instances almost 30% of disposable income is going on rent. Meanwhile, more than €5.5 billion of public money has been paid out in rent supplement to private landlords in the last 15 years – a sum which could have built 30,000 homes.

ICTU has rightly called for a local authority-led social housing programme – this simply makes economic sense.

For these reasons, the newly-elected Fórsa Youth steering committee intends to take an active role in housing and cost-of-living campaigns, with a view to highlighting how the housing crisis and high inflation affects young members and to work towards policy changes in these areas at government level.

In doing so, we will be attending protests as Fórsa Youth and working with the Director of Campaigns to further the union's involvement with the Cost of Living Coalition and Raise the Roof in order to engage the membership around these issues.

Fórsa Youth attended the recent Cost of Living rally in Dublin and calls on all members to join us at future rallies.



How do I get involved with Fórsa Youth?

Fórsa Youth is open to all members between the ages of 18-35 across all divisions of the largest public sector union in Ireland. The committee actively encourages youth participation across all levels of our union structure and within the six divisions of Fórsa (Civil Service, Education, Health & Welfare, Local Government & Local Services, Municipal Employees and Services & Enterprises). The primary purpose of the network is to

focus on issues and campaigns that are of interest to younger members, encourage participation and to be a voice for young workers. If you are under the age of 35, then join in solidarity with other young workers and become an activist for the change you deserve. Contact your local branch representatives to find out more, or email Forsayncsecretary@forsa-rep.ie or youthcommittee@forsa.ie

Keeping you in the loop...

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Fórsa Trade Union



Fórsa trade union



forsa_union



FÓRSA.ie

Report

Seeking clarity for AOs about their pay, role and career progression

Seán Carabini

CSQ Editor

The union has held a meeting with the Department of Public Expenditure, NDP Delivery and Reform about the future of the AO grade. The meeting is the latest activity in a union campaign to seek to address the issues identified by members of the grade in union engagements over 2022 and 2023.

The union outreaches to AOs identified a number of issues, including:

- A lack of clarity over the purpose of the grade;
- Concerns over career progression opportunities;
- Different approaches by different departments about the deployment of the grade; and
- A lack of clarity on what is meant by the term 'graduate recruitment'.

As part of the outreach, the union found that there were at least four different understandings

of the purpose of the grade. In some departments, recruits were being deployed to policy and analysis work, similar to the work that was traditionally undertaken by the grade.

In other departments, the AO was seen as completely interchangeable with the grade of HEO, which is problematic because of the pay differential between the grades and the different competencies attaching to each grade.

The third category of AO definition relates to departments that are somewhere between these two points. The final category relates to AOs who are recruited with spe-

cialist academic backgrounds but who do not have a career pathway associated with the specialism.

The grade was originally introduced before the foundation of the State and was, at the time, seen as a 'cadetship' of sorts for the AP grade, guaranteeing that at least some APs at the time would have third level qualifications.

'Graduate'

Once an AO came through their 'cadetship' period, they automatically became APs, a situation that ended approximately 20 years ago. In relation to the 'graduate' nature of the role, the union found

that there was a difference between advertising a post as 'graduate entry' versus 'graduate development'.

A large number of AOs believed that they were going to be developed as public service policy analysts. However, they also felt that any guidance given on this was rarely related to the actual work being carried out on the ground.

The ratio of AOs to other grades has increased exponentially in recent years. Traditionally, when compared to the HEO role, for every seven HEOs in the civil service there was approximately one AO. Now, however, there is approximately one AO for every 4.5 HEOs.

The increase in AOs is partially attributed to the fact that the moratorium in the austerity years did not largely apply to the grade and some departments used the availability of the grade to fill criti-

Continued on page 21

The AO grade was originally introduced before the foundation of the State and was, at the time, seen as a 'cadetship' of sorts for the AP grade, guaranteeing that at least some APs at the time would have third level qualifications

Working for you on all platforms...

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Fórsa Trade Union



Fórsa trade union



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Picture: Hideya Aita (CC BY 2.0)

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cal vacancies that they could not otherwise fill. This has contributed to the lack of clarity in different departments on what the grade can and should be used for.

Fórsa recognises that there is a series of issues to be remedied in relation to graduate recruitment into the civil service and the definition and deployment of the AO grade. The research was well re-

ceived by the Department of Public Expenditure, NDP Delivery and Reform and it is clear that there is an appetite to engage on this issue.

Isabella De Luca, an Administrative Officer on the Divisional Executive Committee and Chair of Fórsa Youth told CSQ: "It is encouraging that DPER have acknowledged that there

are fundamental issues with the structure of the AO grade.

"We hope to continue this engagement in the new year, to secure a commitment from DPER to undertake a meaningful review of how graduate recruitment is managed in the civil service.

"There is no simple



NO SIMPLE SOLUTION Isabella De Luca

solution, but it is important to highlight the long-standing concerns of our AO members with regards to pay, career development and progression, particularly with a view to ending the practice of interchangeability with other grades."

The union has made it clear that it believes that any resolution to these issues needs to be done in a holistic way – no one part of it can be fixed in isolation.

Picture: Charles Deluvio on Unsplash

News

Fórsa wins arbitration case for GNTB civilian specialists

Seán Carabini

CSQ Editor

Fórsa has won a case in front of the Civil Service Arbitration Board on behalf of photographers and cartographers working in the Garda National Technical Bureau in Forensic Science Ireland.

The claim sought to improve the career and promotion prospects of the grade which was considered a stand-alone grade as opposed to a grade with defined promotional outlets.

Fórsa Assistant General Secretary Paul Moyer told CSQ: "These are people who do a demanding, professional job. They have a crucial role at recording and mapping crime scenes. They are integral to the justice system."

He added: "This role is carried out by two streams - a Garda and a civilian stream. Both, however, do the same job. We were simply seeking that the civilian stream would have access to similar pay, conditions and opportunity as their Garda colleagues."

In their report the Civil Service Arbitration Board noted: "The Board consider the principle of equal pay for equal work lies at the heart of this case. It is accepted

Picture: Marco Verch (CC BY 2.0)



by all sides that the expertise and responsibilities of Garda photographers and civilian photographers are equally in evidence and of equal importance in respect of these duties.

"It is, therefore, reasonable that the quantum of remuneration should broadly reflect the quantum of responsibilities."

The Board recommended a pay arrangement equivalent to the pay of Forensic Scientist Grade III. Discussions have begun over the implementation of the Arbitration finding.



'DEMANDING JOB' AGS Paul Moyer

Fórsa threatens protective ballot at Garda College

Seán Carabini

CSQ Editor

Fórsa has threatened to issue a protective ballot to members in the Garda College at Templemore following the threat to discipline five members who refused to undertake duties contrary to those agreed.

The dispute involves cleaning staff who were instructed to complete tasks that would have undermined a 2019 adjudication on the matter.

Fórsa Assistant General Secretary Paul Moyer told CSQ: "The Adjudication stated that there should be a minimum level of 38



DISPUTE Garda College, Templemore

cleaning staff in the Garda College, two new Service Attendant posts and procedures for the removal of used linen and rubbish from floors by the Service Attendants.

"That minimum number hasn't

been reached and the cleaners are being asked to carry out duties the Service Attendants were employed to do.

"The adjudicator went into detail about the duties that should be undertaken by the cleaners. To

have this disregarded is wrong, but to have members threatened with disciplinary action for not going against the adjudication finding is appalling.

"We cannot stand for this and are prepared to issue a protective ballot if the issue isn't resolved."

There were a number of proposals by both sides to resolve the dispute but these were unsuccessful. The matter will now be referred under the dispute mechanism set out in *Building Momentum*.

Fórsa has been in regular contact with the members on this issue and will not hesitate to act if disciplinary proceedings begin.

Civil Service DEC backs CWS ballot

Paul MacSweeney

Assistant General Secretary

The DSP Executive Grades Branch and the Civil Service Divisional Executive Committee of Fórsa have unanimously supported a ballot of members working in Community Welfare Service (CWS).

DSP HR has been informed about the ballot, which is to be held in January if significant progress is not made on a review process agreed following a deal in June 2023.

The commitment to a work review was part of agreement between DSP and Fórsa to resolve the industrial relations dispute at the CWS hub in Sligo.

This review was to involve an analysis of work volumes, staffing and duties within the hub as well as future plans for CWS.

It was to be carried out by DSP with Fórsa being fully consulted throughout the process.

The dispute in the Sligo hub related to downgrading of work from Higher Executive Officer

(HEO) to Executive Officer (EO) level. Despite the agreement and a follow-up meeting to discuss the terms of reference (TOR), there has been no progress to date on the review.

The HEO grade has been the only grade in the department that has decreased in numbers over the last five years.

Fórsa has outlined its concerns about the reduction in the number of HEO-level Community Welfare Officers and the knock-on impact on serving some of the most vulnerable of customers. We had hoped that the review, in outlining the future plans for CWS, would allay these concerns.

Fórsa seeks changes to digital customer rollout

Paul MacSweeney

Assistant General Secretary

Fórsa has advised DSP that, against the backdrop of an increased number of incidents, we do not support the proposal that some of our Intreo Centre CO or EO members would work on the floor (directing customers to engage with DSP online) rather than from behind counters.

DSP wishes to introduce this measure from January 2024. About 60 additional TCOs have been recruited to support this move. Both the department and an external health and safety company have carried out sepa-

rate risk assessments. A number of recommendations have been made to mitigate the level of risk.

Fórsa has acknowledged these risk assessments and subsequent recommendations but has also noted that reported accidents and injuries have risen considerably in DSP.

The union has asked that split-screen technology be used to allow members to guide customers through online applications while working behind the counter. Now is not the time to put COs and EOs on the floor when the risk of verbal and physical assaults has increased.

Both the Fórsa DSP Clerical National Committee and DSP Executive Grades Branch Committee have raised concerns following a number of serious incidents in Intreo Centres.

The department has responded that this customer service initiative had been piloted and that there has been no negative impact on the staff involved.

Service Officers or Security Guards will be on duty in the area when COs and EOs are on the floor. Management further stated that this digital customer service initiative could help to reduce queues. Lengthy queues can in-

crease workplace stress and frustration among waiting customers.

While it is noted that it is a very small minority of customers who engage in verbal abuse and threaten physical abuse, these instances are on the rise. In that context putting our members at greater risk through the digital customer service rollout is not something Fórsa can support.

A protective ballot was backed by the Civil Service Divisional Executive Committee on 12th December. The ballot, if passed, will only be enacted where members face the disciplinary process for not going out on to the open floor.



FORSA Join a trade union that wins...



Organising

Winning for workers

US academic's essential how-to guide to getting it done...

BOOK REVIEW

Ryan McKinney

Fórsa National Secretary, Head of Strategic Change

Fórsa recently hosted the launch of *Rules to Win By: Power and Participation in Union Negotiations* the fourth book by union organiser, author and academic, Dr Jane McAlevey, a name known to many in the trade union movement often because they've turned to her methodology to build more powerful organisations.

Her latest book shouldn't be your starting point, it is essentially volume 4 in a series which represents the development of her ideas as she organised, trained and led thousands of workers.

Her first three books *Raising Expectations*, *No Shortcuts* and *A Collective Bargain* have already become essential reading for trade unionists globally, and they are why unions trust her approach so it comes as no surprise to learn that more than 50,000 workers have been trained using methods developed by McAlevey.

'Super majorities'

For doubters *Rules to Win By* includes convincing and in-depth case studies which show practically how and why they work. For the already convinced this is a how-to guide to building high participation unions where members are engaged in worker-to-worker activity aimed at building 'super majorities' which employers simply cannot ignore. I'm in the latter category.

Of course, there is hardly a shortage of trade union literature which seeks to plot a path out of 40 years of union decline, more marked in the US than here, but which acknowledging the many factors contributing to this McAlevey has, since *No Shortcuts*, argued that "the chief factor the scholars overlook and that is absent from the literature on union decline is the one factor that unions and workers can control: our own strategy."

An indispensable part of the strategy according to the author is the involvement of workers. For our own part, Fórsa very consciously seeks to encourage high participation, deliberately pushing for large turnouts in union ballots and regularly surveying members to gauge opinions on industrial relations priorities.

However, McAlevey acknowledges that



GRASSROOTS Dr Jane McAlevey advocates building from the bottom up and involving workers in negotiations

Picture: Via Wiki - Alice Attie [CC BY 4.0]

... the chief factor the scholars overlook and that is absent from the literature on union decline is the one factor that unions and workers can control: our own strategy

"seldom do union members experience the actual process of collective negotiations over the issues which are crucial, urgent and relevant to their own lives"...and in writing *Rules to Win By* she lays out the evidence to convince us that there are huge gains out there if unions adapt their strategy specifically to include workers in the negotiations process itself.

That's a big leap for many but here she has outlined each step in the process, from the setting of ground rules and the agile communications strategies which - when

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Winter 2023 ONLINE **CSQ**



Picture: Doug Geisler (CC BY-NC 2.0)

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embraced – have delivered victories in the toughest anti-union environments.

Key to this approach is the power structure analysis which gives an insight into the networks workers have outside of their workplace and how that can be deployed.

The book deals with the timely intervention of the powerful Baptist Pastors and Ministers Coalition in Philadelphia and I was left thinking what networks would we see in similar circumstances in Ireland.

Rules to Win By is not only for trade unionists.

CSQ ONLINE Winter 2023

Anyone engaged in efforts to secure social change will find logic in the methodology here, and the fundamentally democratic, and inclusive approach of high participation is very attractive in avoiding misinformation in today's world. As citizens we seem to be experiencing what feels like a permacrisis which begs for trade unions to stand back and question how we approach our nuts and bolts work.

Fórsa is committed to working with Dr McAlevey as we build a high participation union where members are engaged and involved.

Think about what part you can play.

THE
NEW YORKER

*Jane McAlevey's life and work as a union organiser, author and academic was the focus of a New Yorker magazine feature last month: **How Jane McAlevey Transformed the Labor Movement.***

Go to <https://bit.ly/47Sikgt>

In conversation...

We talk to **Fiona Dunne**, Fórsa's director of membership training, about the innovative approach to training she has developed during her first year in the role. She also discusses her future plans for the brief as well as the *Fórsa 101* training initiative.

Building Fórsa into the future block by block...

You've been in the role a little over a year now.

How have you found it so far?

It's been interesting because I haven't worked inside a trade union for more than 14 years. I've been learning how it all works, how the branches work, who's who, etc.

It's been exciting though. I've been able to identify gaps and know what I can fill quickly and what I can develop as part of a training 'pathway'.

Now that you have your feet under the table, how do you see it developing?

I really believe in training. I know it sounds like a bit of a cliché. I trained first as a shop steward before going through intermediate and advanced and tutor training. I learned that we're only as good as our most capable activists. If we're building our activists, we need them to be strong and confident in what they're doing.

Training is crucial to that and to standardise approaches. My vision is to have something similar to CPD - the idea of professional development.

I'd like to have a pathway that reps can see from being a workplace rep to being on the Divisional or National

Executive Committee and perhaps on from that.

We should have people who can go right through the pathway. The idea of a continuous development for activists - I see it as a five-year plan.

Tell me about the Fórsa 101 training.

Fórsa 101 was there previously in a different shape. It was there to encourage people to take up the role of being a rep. But my experience in

working with members is that until you explain exactly what a union is and how it works, it's very hard for them to put their hand up and volunteer to do something that they're not clear about.

How often does it run?

We've opened this up and will have 22 sessions a year for brand new members. We try to get them on as early as possible so that they don't have time to form an inaccurate picture of a union. We bring them in early for a two-and-a-half hour session and talk to them about the structure, the importance of members and the way unions work.

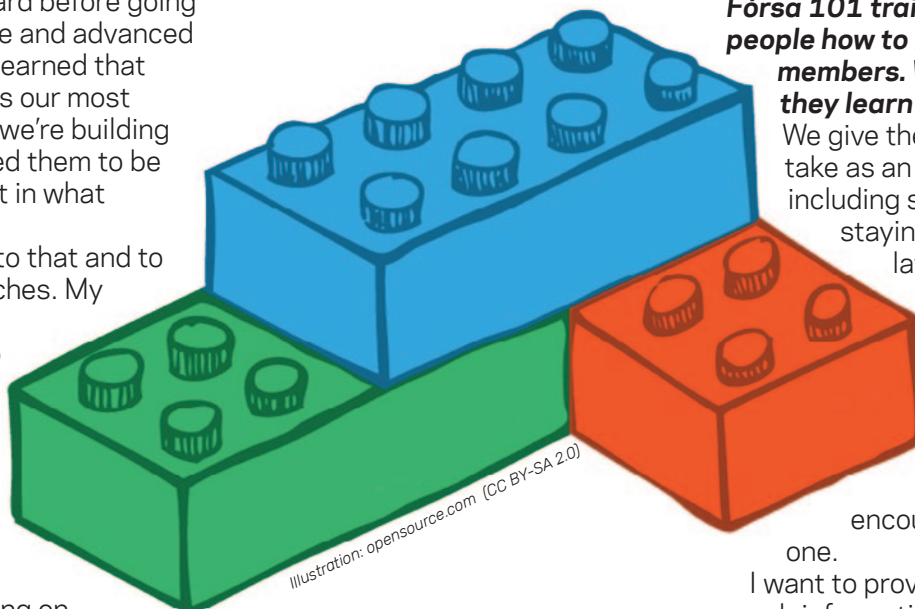
Fórsa 101 training teaches people how to be more active members. What advice can they learn from the training?

We give them 10 actions to take as an active member, including simple things like staying abreast of the latest union

communications, talking to their rep, engaging with our social media and, of course, the act of voting in ballots. We try to encourage them from day

one.

I want to provide people with as much information as possible so



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In conversation...

Fórsa 101 was there previously in a different shape. It was there to encourage people to take up the role of being a rep. But my experience in working with members is that until you explain exactly what a union is and how it works, it's very hard for them to put their hand up and volunteer to do something that they're not clear about

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that people can make informed decisions about their level of engagement. We don't all have to be a rep, but we'd like everyone to be active.

If people want to take part in the Fórsa 101 training, where can they find out more?

We advertise every month, three to four weeks in advance, through the branches directly and through the *Fórsa ebulletin*.

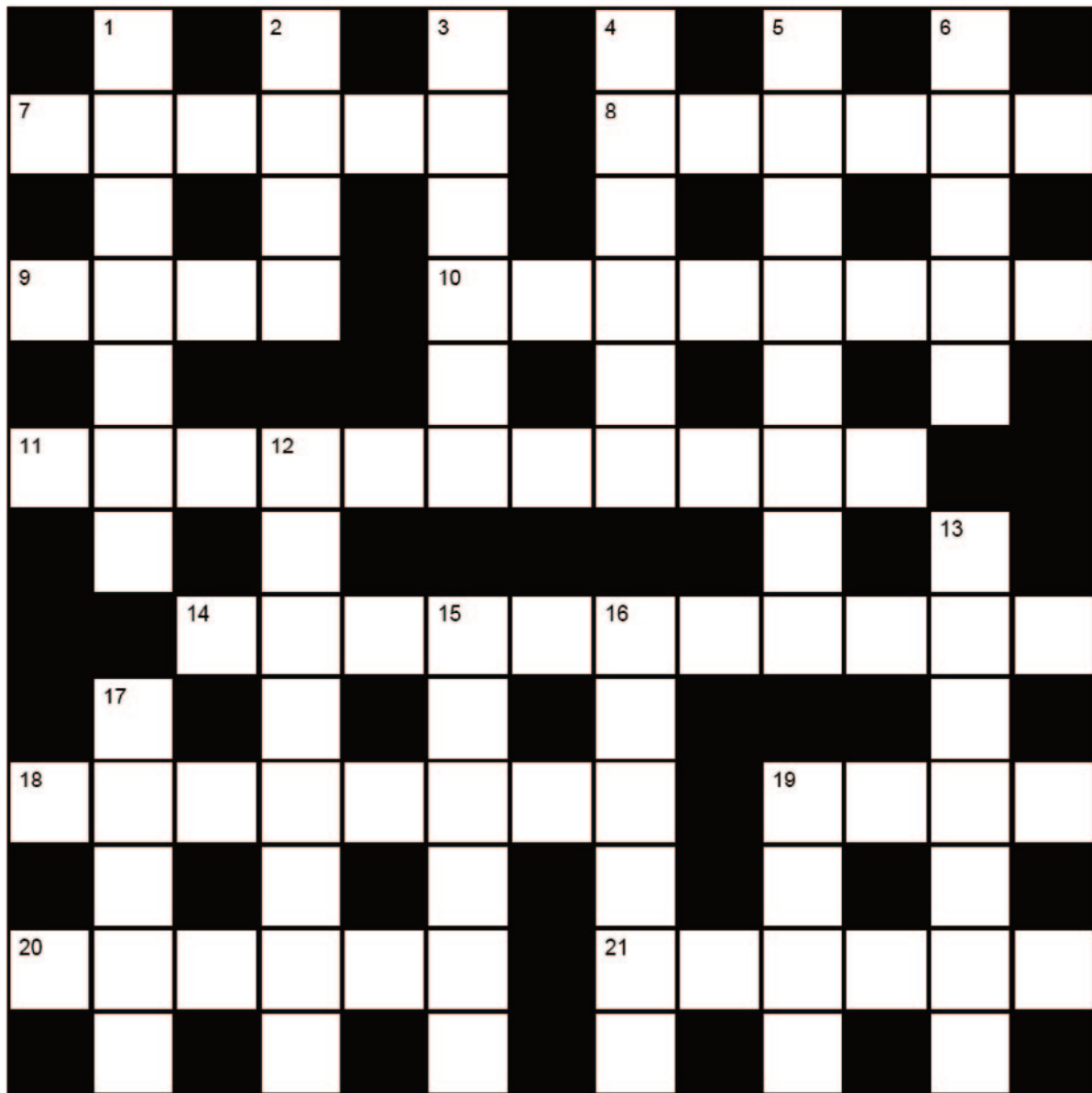
Subscribe to the *Fórsa ebulletin* at: <https://bit.ly/3uMguUs> or scan the **QR code** below...



NURTURING ACTIVISM Fiona Dunne, director of membership training at Fórsa: 'We're only as good as our most capable activists'

Crossword

As **CSQ** is currently being published **online only**, we have decided to end the competitive element to the crossword as it is more difficult to track returned entries to Head Office. However, the crossword will continue to run in CSQ.



Crossword set by Peter Connaughton

Across

7. Home of the Red Sox and The Bruins (6)
8. Domesticated South American camelids (6)
9. A Greek tragedy in Amsterdam (4)
10. The capital city of Brazil (8)
11. Influential rapper, shot dead in 1996 (5,6)
14. American singer, known as The Queen of Christmas (6,5)
18. Large Eurasian maple tree with winged fruits, native to central and southern Europe. (8)
19. And 17 down - Irish winner of the 2023 Booker Prize (4)
20. A tool used for cutting crops, with a long curved blade (6)
21. Detective Inspector Steve, Line of Duty character (6)

Down

1. A French 'Hello' (7)
2. In Greek mythology, a goddess and river of the Underworld (4)
3. Egyptian god of the underworld, depicted as a man with a canine head (6)
4. Prague's river (6)
5. Roman Emperor, who is said to have made his horse a Consul (8)
6. The lowest point - opposite of zenith (5)
12. Italian soccer club, based in Bergamo (8)
13. Order of priests & brothers founded by St. Ignatius Loyola (7)
15. Pressed (6)
16. Shenzi, Banzai and Ed in The Lion King (6)
17. See 19 Across (5)
19. 568 ml (4)

CROSSWORD SOLUTIONS CSQ autumn 2023

ACROSS: 7. Naples; 8. Hoinis; 9. Fife; 10. Lady Gaga; 11. Sean Heuston; 14. Lady Gregory; 18. Shambles; 19. Rush; 20. Brasco; 21. Donnie
 DOWN: 1. Canines; 2. Blue; 3. Isolde; 4. Shades; 5. King Kong; 6. Virgo; 12. Near Miss; 13. Brassic; 15. Yellow; 16. Reside; 17. Shard; 19. Rang