

Minutes of Executive Committee Meeting Monday 9th June 2025 at 12:45 at AHCPS Offices

Present: Orla McBreen Chairperson, Rhona McEleney Vice Chair, Bernard O'Shea – Treasurer, Des Henry, Joe Gallagher, Kevin Fidgeon, Peter Johnston, Louise O'Meara, Eimear Allen, Lisa Allen, Paul Brady, Karen McCarthy, John O'Neill and Teresa Kavanagh

Apologies: Nigel Hutson and Billy Thompson.

In Attendance: Ciaran Rohan - General Secretary, Paul Malone – Deputy General Secretary, Ken White– Assistant General Secretary.

- 1. Welcome to New Members** – The Chairperson welcomed all new members to the Executive. The chairperson reminded the Executive of the need to maintain confidentiality regarding discussions of the Executive and that Executive members were not elected to represent their Branch on the Executive but the membership as a whole and reminded all their collective responsibility as members of the Executive. The Chair also highlighted the requirement to disclose conflicts of interest for Executive members. This will be a standing item on agendas going forward. A new Code of Conduct is in the process of being introduced.
- 2. Co-options to Executive Committee**

The following is the relevant rule:

Rule 11. THE EXECUTIVE COMMITTEE

(a) The Executive Committee shall comprise:

(i) The Chairperson, Vice-Chairperson and Treasurer;

(ii) Twelve other members elected by simple majority by the Annual Delegate Conference from nominations made by branches; and

(iii) not more than two members co-opted by the Executive Committee. The Executive Committee, in making the co-options, shall have regard to candidates nominated for but not elected to the Executive Committee, to the desirability of representations being accorded to smaller branches of the Association and as between the various employments where the Association has representation and of a balanced representation as between gender and grade on the Executive Committee.

Following a discussion and by consensus, the Executive Committee agreed to co-opt Emma Kinsella and Ross Hathaway to the Executive Committee. The Executive agreed it would consider observers and thank all candidates for engaging in the election. The Chair noted the long-standing contribution to the Executive of Marianne Nolan and also the contribution of Denis Ryan on the Executive in the last year.

3. **Minutes** - Minutes of meeting held on 29th April were agreed. It was agreed that in future, there would be two sets of minutes approved by the Executive. One set the actual minutes of the meeting and a second set for placing on the website. The second set of minutes would exclude confidential and personal information.
4. **Matters Arising** – No matters arising.
5. **Accounts** – Income is currently at 47% of profile and Expenditure is 40% of profile. ADC expense to be fully accounted for, full update at July meeting.
6. **Corporate Governance** - Review of Membership Database with a view to designing and implementing a new database ongoing.
7. **Communications and Member Engagement** – New member networking event proposed for November.
8. **ADC 2025**
 - ADC 2025 deemed to have gone well. Work is ongoing in delivering on motions passed.
 - ADC 2026 will be held on Friday 8th May 2026 in Raddison Golden Lane, Dublin.
 - Work underway in organising a Special Delegate Conference to look at the rules of the union around elections. Joe Gallagher, Paul Brady, Lisa Allen, Peter Johnston, Karen McCarthy and Louise O'Meara have volunteered to sit on this group.
 - Special Delegate Conference expected to take place in late November.
9. **Civil Service General**
 - **Revenue Commissioners** – Issues discussed (confidential)
 - **Garda** – Issues discussed (confidential)
 - **Justice** – Issues discussed (confidential)
 - **NSSO** – Issues discussed (confidential)
 - **Ombudsman** – Issues discussed (confidential)
 - **Injuries Board** – Issues discussed (confidential)
 - **Courts** – Issues discussed (confidential)
 - **DSP** – Issues discussed (confidential)

- **DETE** – Issues discussed (confidential)
- **Agriculture** – Issues discussed (confidential)
- **Fiosru** – Issues discussed (confidential)
- **General Council:** The General Council Staff Panel met on the 1st of May. General Council met on the 29th of May. Some progress is being made in relation to reform of the C&A scheme.

10. State Enterprises

- **Air Nav Ireland** - Issues discussed (confidential)
- **IAA** – Issues discussed (confidential)
- **An Post** – Issues discussed (confidential)
- **ETB/Solas** – Issues discussed (confidential)

11. Blended Working – No Update.

12. Equality Diversity and Inclusivity – Per Motion 11 at ADC 2025

That Conference instructs the Executive Committee to establish AHCPS' first EDI Network including as a first sub-Committee an LGBT+ Network. This would coincide with a similar FORSA Committee established and would champion equality, diversity and inclusion initiatives for all our members across the Civil and Public Service.

The Executive approved the establishment of an EDI Network and circular to issue to members immediately.

13. Administration Items: General applications for membership approved.

14. AOB

- New members of Executive sub group to be established alongside an online induction for new Executive members. An FAQ will be designed to support this.
- Governance will be a standing item on agenda going forward.

15. Date of next meetings – Tuesday 8th July Tuesday 9th September

Please confirm your attendance at the meeting info@ahcps.ie or tel: 01 6686077.

Ciaran Rohan
General Secretary