

Minutes of Executive Committee Meeting Tuesday 8th July 2025 at 12:45 at AHCPs

Offices and online.

Present: Orla McBreen Chairperson, Rhona McEleney Vice Chair (in person), Bernard O'Shea – Treasurer, Peter Johnston, Louise O'Meara, Eimear Allen, Ross Hathaway, Emma Kinsella, Paul Brady, Karen McCarthy, John O'Neill and Teresa Kavanagh

Apologies: Des Henry, Joe Gallagher, Kevin Fidgeon, Paul Malone, Karen McCarthy, Lisa Allen and Billy Thompson.

In Attendance: Ciaran Rohan - General Secretary (in person), Ken White– Assistant General Secretary.

- 1. Welcome to New Members** – The Chairperson welcomed Ross Hathaway and Emma Kinsella following their co-option at the June meeting. 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 will be agreed at this meeting.
- 2. Conflict of Interest** – The Chair outlined the conflict-of-interest principles that applies to Executive Committee members and gave all present the opportunity to declare any conflict of interest. There were no conflicts declared.
- 3. Minutes** - Minutes of meeting held on 9th June were agreed. The condensed minutes were also agreed.
- 4. Matters Arising** – It was agreed that the new condensed minutes would be published on the members area of the website.
- 5. Governance** – The Executive discussed the new code of conduct for Executive members. The code of conduct was agreed subject to amendment and will be issued to all. Review of membership database ongoing with report set for Executive consideration in September.
- 6. Accounts** – Income and expenditure accounts issued in advance of meeting. Both are on profile. It has been acknowledged that ADC 2025, due to the non-Dublin location, will cost more than in previous years.

7. Pay - Two meetings have taken place in with the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation (DPEIPSRD) relation to Local Bargaining. At a meeting held on the 30th of June the Official Side outlined their “ask” in relation to the LB 3%. These are as follows:

- Open recruitment at all grades
- Enable greater movement of staff and skills across the Civil and Public Service by formalising the Temporary Deployment policy.
- Co-operation with a review of legacy work practices and allowances in the Civil Service and subsequent implementation of the outcome of the review.
- Processing and payment of all new hires and TCOs two weeks in arrears.
- Processing and payment of all Civil Service payrolls on a fortnightly basis, and transition expense payments from weekly to monthly.

A further engagement will take place on the 14th of July.

8. Communications and Member Engagement – New member networking event proposed for November has been deferred until early 2026 due to the Special Delegate Conference proposed for November.

The AHCPS EDI network has been launched with 50 applicants received. The Executive queried was there a hard deadline for applications and it was outlined there was. The Executive agreed to enable the efficient establishment of the network and to make the network manageable that there would be no late applications accepted. Late applicants may be considered for subgroups as required. The Executive proposed a formal launch event for the EDI network in October 2025.

9. ADC 2026

- ADC 2026 will be held on Friday 8th May 2026 in Radisson Golden Lane, Dublin.
- Special Delegate Conference expected to take place on 24th November 2025 at the Radisson Golden Lane.

10. Civil Service General

- **Revenue** – Issues discussed.

- **Garda** - Issues discussed.
- **NSSO** – Issues discussed.
- **Injuries Board** – Issues discussed.
- **DETE** – Issues discussed.
- **General Council:** Issues discussed.

11. State Enterprises

- **An Post** - Issues discussed.

12. Blended Working – No Update.

13. Administration Items: General applications for membership attached.

14. AOB

- New members of Executive subgroup 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.

Date of next meetings –

Tuesday 9th September and Consultative Council

Thursday 23rd & Friday 24th October Away Day

Tuesday 11th November 2025

Monday 8th December followed by Xmas Dinner

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

Ciaran Rohan

General Secretary