

Minutes of Executive Committee Meeting Monday 8th December 2025 at 16:00 at AHCPS Offices and online.

Present: Orla McBreen Chairperson, Rhona McEleney Vice Chair, Bernard O'Shea – Treasurer, Peter Johnston, Louise O'Meara, Ross Hathaway, Emma Kinsella, John O'Neill, Des Henry (online), Teresa Kavanagh, Nigel Hutson, and Karen McCarthy(online)

Apologies: Ciaran Rohan - General Secretary, Joe Gallagher, Lisa Allen, Paul Brady, Kevin Fidgeon.

In Attendance: Paul Malone Deputy General Secretary, Ken White Assistant General Secretary, Eimear Allen Assistant General Secretary and Billy Thompson Assistant General Secretary (online).

The Executive held a minute silence on the passing of Billy Rohan father of Ciaran Rohan and sent its sympathies to Ciaran .

1. 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.

The Department of Health propose nominated Laura Mangan to replace Eimear Allen. The Chair welcomed Laura to the meeting and to the Executive.

- 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 11th November were agreed. The condensed minutes were also agreed.
- 4. Matters Arising** – There were no matters arising.

5. Governance –

- Membership Remedial Actions - project kick off meeting with DB Alliance set for 10th December.
- Admin Assistant Interviews took place on 26th November. Candidate selected by the board and is due to commence on 12th January.
- On accounts it was noted that income was ahead of target. This was in-part due to exceeding recruitment target. Excess of income will be transferred to the accumulated fund.
- The Executive requested that a year-on-year comparison of the investment portfolio be drafted. This request was agreed.
- The Executive agreed to consider a survey of members to identify any member initiatives that may be achievable.
- John O'Neill and Ross Hathaway agreed to serve on the Audit & Risk Committee.

6. SDC 2025

- Special Delegate Conference was held on 24th November 2025. The SDC rejected the proposed rule change.
- The Executive has agreed to hold a Consultative Council in February 2026 on the issue of increasing the size of The Executive.

7. Local Bargaining – DGS provided and update on Local Bargaining

- Process agreed with DPER who will write to Departments in early 2026 to commence the increased number of Higher Scales.
- The Executive agreed that the asks for the local bargaining were relatively benign and agreed to accept the proposal.
- Circular to issue to all members outlining to them the agreement.

8. Communications and Member Engagement

- EDI Network update. Executive suggested getting IHREC involved. This will be discussed this network Chair.
- The Chair proposed conducting a Women in Leadership seminar during Trade Union Week. The Executive agreed to this proposal.

9. Civil Service General

- **Revenue Commissioners** – Issues discussed.
- **Garda** - Issues discussed.
- **NSSO** – Issues discussed.
- **Agriculture** – Issues discussed.
- **Taoiseachs** – Issues discussed.

- **Housing** – Issues discussed.
- **DETE** – Issues discussed.
- **DSP** – Issues discussed.
- **Education** - Issues discussed.
- **Ombudsman** – Issues discussed.
- **Finance**: Issues discussed.
- **Courts**: Issues discussed.
- **Justice**: Issues discussed..
- **Foreign Affairs** Issues discussed.
- **General Council**: Issues discussed.
- **Legal Advice** – Requests approved

10. State Enterprises

- **An Post** – Issues discussed.
- **IAA** – Issues discussed.
- **AirNav Ireland** – Issues discussed.

- **National Lottery (Premier Lottery Ireland – PLI)**: Issues discussed.

11. Administration Items: General applications for membership attached.

12. AOB

- Surrogacy and Assisted Human Reproduction in terms of access to leave. The Association is to support a member in the issuing of a Section 21 Equal Status Act notice.

13. Date of next meetings – Monday 19th January.

Signed _____ Date _____
Chairperson

Paul Malone
 Deputy General Secretary