A good week for dispute resolution

After a week of news featuring industrial action and the challenges faced by the WRC of late, this week, the situation seems to be brighter in the Industrial Relations arena.

On Friday 15 April, Tesco began the process of improving the condition that were causing such distress among long-serving staff. SIPTU attributed this to the “resolve and organisation” of the unionised workers. The firm has now offered improved voluntary redundancy terms to affected staff; work that becomes available by these redundancies will be offered to current part-time staff.

Tesco has been invited to further conciliation meetings at the WRC to talk about the other issues of dispute, such as terms for long-serving members of staff who wish to remain in their positions.

Notice of industrial action was served early last week, based upon the deteriorated situation. Whether or not these planned days will go ahead seems to be dependent on the outcome of the upcoming talks.

Another Industrial Relations minefield, the on-going Luas driver dispute, seems to have reached a small moment of peace, with this weekend’s planned 48-hour work stoppage (Saturday 23 and Sunday 24) being cancelled. SIPTU Divisional Organiser, Owen Reidy, said, “As well as this move by the drivers the three other grades of Luas workers - traffic supervisors, revenue protection officers and revenue protection supervisors - will meet with the company tomorrow in order to clarify some issues surrounding its revised offer.”

Two general meetings will take place, in order for all affected workers to be accurately informed. They will take place in Liberty Hall on Wednesday 20 April and Thursday 21 April.

FIE seek further stall on felling in Longford

The Friends of the Irish Environment (FIE) have urged the caretaker Minister for Agriculture to investigate a felling project at Castle Forbes in County Longford.

The Felling is currently suspended due to a complaint by the environmental group. The issue, they say, is that there is a missing clause in the two licenses which should stop them felling during bird nesting season from 1 May to 30 September. However, the licenses issued in January and February did not contain this bird protection condition for this woodland.

The woodland is also designated as a Special Area of Conservation, a mature forest with recorded oak, elm and ash as old as 1682. It is also a habitat for protected species such as kestrels, woodpeckers, stoats and red squirrels.

The FIE have condemned the screening checklist that is a prerequisite for acquiring a felling license “has been shown to be inadequate to protect our environment”.

They urge that the caretaker Minister continue the suspension until a thorough investigation into the felling of the area can take place.
The Third Age: What to do after retirement

Dr Edward Kelly, a life coach, has been developing the idea of a “third age” in life. This Third Age, according to his website, is a time for:

“transformation, second chance, new career after retirement; time, space, opportunity for growth and development” and usually takes place between the ages of 55 and 80. His organisation, the Third Act, helps people transition into this stage of life.

The Third Act will be the topic of a conference held next week, Tuesday 26 April, in the Royal College of Physicians in Ireland, in Kildare Street. The theme of the conference is “A Taste of Transition”.

This whole idea is based on the premise that we are now, in the developed world, living 25 to 30 years longer than our great-grandparents. The average Life Expectancy across this region is 80 years old in 2015. With, generally, a retirement age of between 65 and 70, this is a markedly long pension period.

Dr Kelly has likened reaching retirement to looking off a cliff. He says, “Looking over this new horizon we have a new question not faced by previous generations - what am I going to do and be in this new third act of my life? ... Third actors everywhere are on the move. For instance, in the US, the highest number of new entrepreneurs are coming from the 55 to 65-year-old and not the 25 to 35-year-old age bracket as might be expected.”

PriceWaterhouseCooper publish economic crime in business report

In February 2016, PAI published an article about the increased need for awareness of cybercrime, particularly CEO Fraud.

A new PwC survey has found that more than one-third of organisations in Ireland had experienced economic crime in the last two years. This was up from one-quarter in 2014. Cybercrime in particular was shown to be on the rise.

The figures of the PwC 2016 Economic Crime Survey shows the prevalence of various types of economic crime, summarised as such:

• Misappropriation of assets was reported by 53%;
• Cybercrime accounted for 44% of crimes;
• Accounting fraud accounted for 18%; and
• Money Laundering accounted for 15%.

According to the survey, the cost of fraud, on average, to an Irish organisation rose from €498,000 in 2014 to €1.7m with this report.

Cyber-attacks had also doubled. This is, perhaps, due to the lack of attention to “cyber-readiness”. Only four out of ten firms had employees capable of first-response in the event of a cyber-attack. Almost 30% of firms had no plan in place for dealing with a situation of the type.
This week at Public Affairs Ireland

On the Blog

IMF says “Too slow for too long”
Tom Ferris
Read here

Fourth Generation Economic Regulation
Michael Griffin
Read here

On INIS’ Annual Report 2015
Stephen Collins
Read here

Modern treatment of drug use: moving away from criminalisation towards medicalisation?
Maureen O’Sullivan
Read here

Protect your organisation from CEO Fraud
PAI editor Shauna Nimmo
Read here

Events for your calendar

At PAI

Editing Skills with Sarah Marriot
Half-day course
Tuesday 26 April
9am to 1pm
At PAI HQ

Certificate in Policy Development and Legislative Drafting
Two-day course
Tuesday 26 and Wednesday 27 April,
9.30am to 4pm
at PAI HQ

IMPORTANT REMINDER

Census night is this Sunday, 24 April.
If you have not yet received your form, contact your local enumerator or the CSO directly to ensure you have one in the house on the night.

If you have any questions, you can contact the CSO website at http://census.ie/, where they have a helpdesk section.
Seanad Éireann nominations are underway. Please not the following dates for nominations:

Panel Members
- The period for nominations by Nominating Bodies will expire at noon on Monday 14 March 2016.
- The period for nominations by members of the Oireachtas will expire at noon on Monday 21 March 2016.
- The Seanad Returning Officer will sit for the completion of the panels on Wednesday 30 March 2016.
- The ballot papers will be issued to the electorate on Monday 11 April 2016.
- The poll will close at 11.00 a.m. on Monday 25 April 2016.

University Members
The period for nominations in the university constituencies will expire on Thursday 3 March 2016.
- The ballot papers will be issued to the electorate on Monday 21 March 2016.
- The poll will close at 11.00 a.m. on Tuesday 26 April 2016.

Dáil Éireann

**Wednesday 20 April 2016**

10.30 a.m.  
Statements on Health (to conclude at 3 p.m. if not previously concluded)

3.00 p.m.  
Statements on Insurance Costs (to conclude at 6.30 p.m. if not previously concluded)

6.30 p.m.  
Dáil Adjourns

**Thursday 21 April 2016**

10.30 a.m.  
Statements on EU / UK Relations (to conclude at 6.30 p.m. if not previously concluded)

6.30 p.m.  
Dáil Adjourns

Committee Meetings

**Wednesday 20 April 2016**

Sub-Committee on Dáil Reform  
Due to meet at 9.30 a.m. (Private Meeting)

Seanad Éireann