



**NOTIFICATION TO ATTEND MEETING OF THE PROTOCOL COMMITTEE TO BE
HELD BY REMOTE VIDEO CONFERENCE ON THURSDAY 4 APRIL 2024 AT 8.00 AM**

AGENDA

THURSDAY 4 APRIL 2024

		PAGE
1	Minutes of the meeting held on 22nd February 2024 and matters arising.	3 - 10
2	Receptions of the Lord Mayor and Engagements of the Deputy Lord Mayor.	11 - 13
3	Councillor Conference Reports: Councillor Danny Byrne: "2024 Annual Suck Valley Way Training Conference - The Rise of Loneliness on The Emerald Isle: How Community Development & Planning may be the remedy." 13 th & 14 th March 2024, Hannon's Hotel, County Roscommon.	14
4	Approval of Councillor attendance at the Local Government Tourism Conference 2024 "Tourism - Leading Change" in Killashee House Hotel, Naas, County Kildare on 18th and 19th April 2024. https://tourismconference2024.ie/	
5	International Relations Quarterly Report	
6	Celebrating the 125th anniversary of Ireland's first Council Elections	
7	City Hall Illumination Requests: <ul style="list-style-type: none">• Global Congenital Diaphragmatic Hernia Awareness Day on April 19th, 2024.• An Garda Síochána, "Go Purple Day for Domestic Violence" on 3rd May, 2024• World Neurofibromatosis Awareness Day on 17th May, 2024• World Multiple Sclerosis Awareness Day on 30th May, 2024	
8	Correspondence in relation to the Board of St. Patrick's Festival	15

9 Motion in the name of Cllr Cat O'Driscoll:

'This committee agrees to give speakers addressing a meeting of Council, or its committees, in Irish an additional 1 minute to summarise their contribution in English. This is in place in the Union of Students of Ireland Comhdháil and ensures speakers can use their Gaeilge without the need for interpretation services. An exception for meetings taking place mainly in Irish should be included.'

10 Manger's Report.

11 A.O.B.

12 Proposed date of next meeting: 2nd May 2024 at 8am.

Ruth Dowling
Senior Executive Officer
29th March 2024

MINUTES OF THE PROTOCOL COMMITTEE MEETING

HELD ON THURSDAY 22 FEBRUARY 2024

1 Minutes of the meeting held on 25th January 2024 and matters arising.

The Chair informed the meeting that the Seoul Metropolitan Government responded to the Committee's request for clarification regarding the proposed Animal Welfare legislation. They confirmed that on January 9th, the National Assembly passed a special bill prohibiting the slaughter, breeding, and propagation of dogs for the purpose of consumption. The law was enacted on February 6th and it will come into effect from 7th February, 2027, after a three-year grace period. It was agreed that the correspondence would be circulated to the Committee.

Order: Minutes agreed.

2 Receptions of the Lord Mayor and Engagements of the Deputy Lord Mayor

Order: Receptions and Engagements noted.

3 Human Resources Workforce Planning - Presentation by E. Quinlivan, Deputy Chief Executive. 4 - 8

Eileen Quinlivan gave a presentation to the Members on the issues facing the Council with regard to the recruitment and retention of employees. (Presentation attached).

The Members thanked Eileen for the presentation and raised the following issues:

- The delays in appointing Rangers to Bull Island
- GO recruitment and targeted recruitment in areas such as Ballymun, Cherry Orchard and Darndale.
- Recruitment from within the Traveller Community.

Order: Presentation noted.

4 Newcomen Bank - verbal update from Donncha Ó'Dúlaing

Donncha Ó'Dúlaing gave an update to the Committee. He confirmed that Newcomen Bank will be a flexible space providing cultural, social and meeting facilities. The usage will be determined in part by the capacity of each floor. The Pre Part 8 consultation had been completed before Christmas and the Preliminary Business case has been approved. The Part 8 Application will be lodged within the next two weeks. Thereafter, there will be a six week period for submissions which will be hosted through Citizen Space. It was agreed that Councillors would be notified when the application goes out for public consultation. It was envisaged that the Part 8 application would come before the City Council at the July meeting, with detailed designs finalised in August and a tender issued in September.

Costs for the construction phases are estimated at €10 million. Currently, no funding source has been identified. However, the City Council is investigating Central Government funding through the URDF, as well as through the DCC Capital Programme and the European Office.

Cllr. Mannix Flynn asked if efforts could be made to improve the visual appearance of the building and to inform the public of what is proposed as in its current state it is attracting anti-social behaviour. Donncha confirmed that they were considering temporary ground floor use in the interim and would also look at creating formal signage for the front of the building. Ruth also confirmed that Michael Ryan in the Press Office was working on improving the branding of Capital Projects.

Donncha also confirmed that he was happy to facilitate an onsite inspection of the building for the Protocol and South East Area Committees. A possible date was after the Protocol Committee meeting in March.

Ruth confirmed that she would bring an update to the Members on works in City Hall at the next meeting and would investigate shower facilities and report back.

Order: Report noted.

5 **Manager's Report**

- The Manager reported that the Lord Mayors Awards would take place on 22nd March 2024 at 7pm in the Round Room of the Mansion House. Members were asked to RSVP.
- The March Council agenda would be published in English in advance to allow Members to prepare for the meeting as Gaeilge. A bilingual version would be published on the Wednesday prior to the meeting.
- The deadline for registering to vote in time for the Referenda was 20th February. The Franchise Section has received thousands of applications and was working extended hours and weekends to process all the requests. The Franchise Section will also be operating a customer care service on polling day, operating from 7am until 10pm to assist with those who encounter difficulties on the day. The Manager will circulate details of the service to the Councillors in advance of polling day.

6 **A.O.B.**

The Members proposed a formal event to acknowledge the contribution made by all Members of the current council but in particular those not standing for re-election. The Manager agreed to raise the matter with the Lord Mayor and would report back at to the next meeting.

Order: Noted.

7 **Proposed date of next meeting: 28th March 2024 at 8am**

Order: Agreed.

Councillor Deirdre Heney
Chairperson
Thursday 22 February 2024

Attendance:

Members:

Deirdre Heney (Chairperson)
Anthony Connaghan
Mannix Flynn
Briega MacOscar
Michael Pidgeon

Members:

Fiona Connelly
Janet Horner
Naoise Ó Muirí
Noeleen Reilly

Members:

Donna Cooney
Darcy Lonergan
Cat O'Driscoll

Officers

Ruth Dowling
Donncha Ó'Dúlaing

Michael Gallagher

Eileen Quinlivan

Apologies:

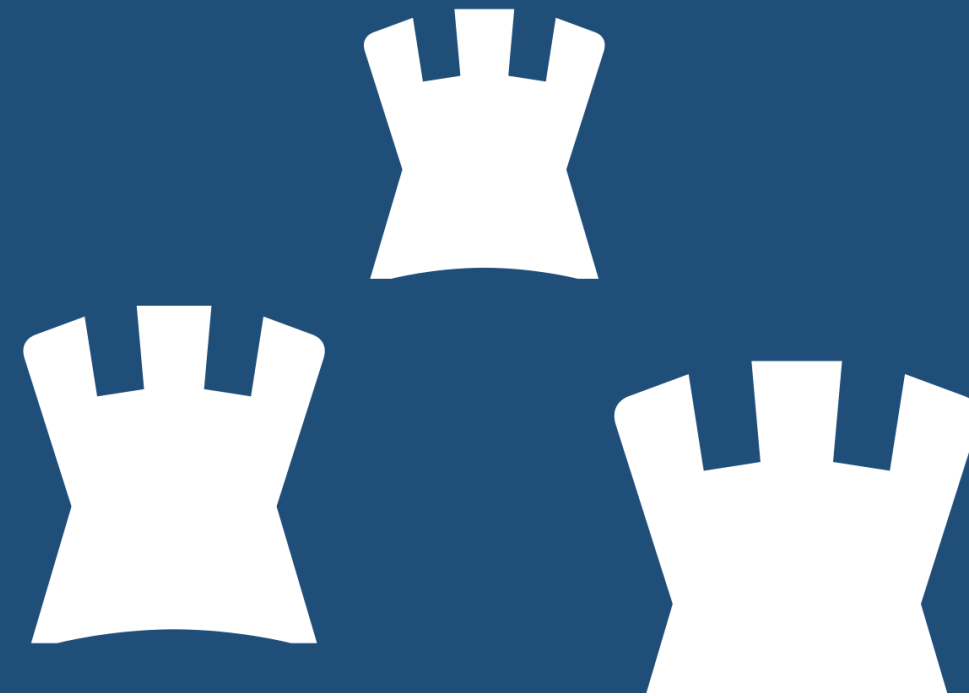
Daithí de Róiste

Dermot Lacey

HR Department:

Attracting and retaining employees

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Comhairle Cathrach
Bhaile Átha Cliath
Dublin City Council

Eileen Quinlivan, Deputy Chief Executive
Protocol Committee
22nd February, 2024

Recruitment & Resourcing Activity	Number
Competitions	102
Applications received	7,457
Panels formed	95
New starts	540
Promotions	190

Total employees (HC)	
31 Dec 2022	31 Dec 2023
5,897	6,085

Staffing Numbers (WtE)	2016	2023	% change
Management	35	30.8	-12%
Clerical/Admin	1585.2	1792.2	13.05%
Prof/Tech	420.2	537.9	28%
Operational	2193.1	2088	-4.79%
DFB Operational	898.0	1019	13.47%
Contract	132.7	223	-11%
Seasonal	26	23	55%
Total	5290.2	5713.9	8%

Attracting new employees

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Attracting and retaining staff:

- Employer branding and marketing
- Employee onboarding and support

A screenshot of a LinkedIn job search page. The search filters are set to 'Dublin City Council' and 'Worldwide'. The results show several job listings, including 'Assistant Chief Executive' and 'Accountant'. The 'Accountant' listing is highlighted, showing details like salary range (€53,345 - €65,172) and employment type (Full-time).

Welcome to Dublin City Council
We're delighted that you've decided to join us!
We understand that starting a new job can be daunting, so we've created this site to help you to get to know the Council. Click the 'Play' button for a Welcome Message from our Chief Executive.
After that, the site is yours to explore as you begin your adventure with us!

A blue banner with the Dublin City Council logo and the text 'Comhairle Cathrach Bhaile Átha Cliath Dublin City Council'. Below the logo, it says 'A Welcome Message from our Chief Executive'.

A video thumbnail showing a woman in a headset talking to a man, with the text 'Introduction to Your Job' overlaid.

A video thumbnail showing a modern building with the text 'Guide to the Civic Offices' overlaid.

A video thumbnail showing a desk with a pencil and pushpins, with the text 'Work and Leave Arrangements' overlaid.

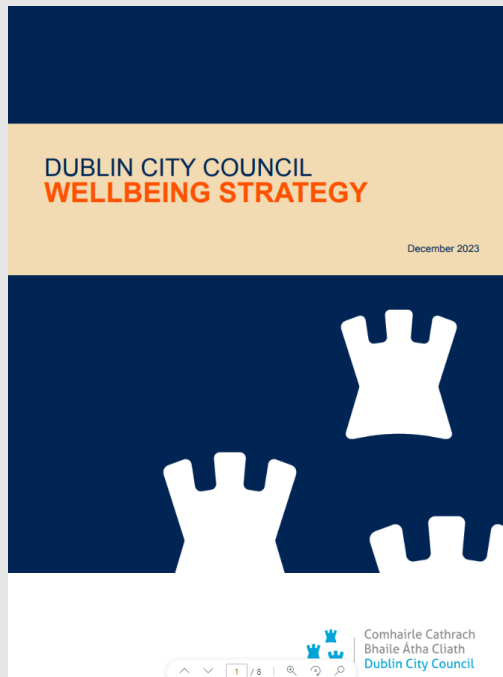
A video thumbnail showing three people in a meeting, with the text 'Support and Resources' overlaid.

A video thumbnail showing a man smiling, with the text 'DCC Employee Benefits' overlaid.

A video thumbnail showing a pattern of question marks, with the text 'Frequently Asked Questions' overlaid.

Promoting an inclusive, diverse workplace

- Inclusion in the Workplace e-modules
- Public Sector Duty roll-out
- New Disabled Persons Organisation consultation process
- Women in Leadership Programme
- Traineeship programme through ETB
- Access to Apprenticeship Programme



Retaining our people

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Racial Inclusion in the Workplace

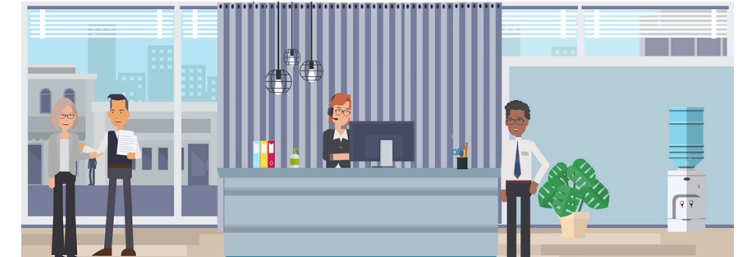
Review mode



What is Unconscious Bias?

People can have negative attitudes towards colleagues based on their racial, ethnic or national status and not even be consciously aware of it. Such attitudes can lead to discrimination.

Watch the scenario below to see an example.



Promoting employee Health & Wellbeing

- Launch of Health & Wellbeing Strategy
- Programme of over 25 events or courses scheduled for 2024

Priorities 2024

- Employer branding
- New entry pathways
- Targeted recruitment Cherry Orchard
- Proactive recruitment programming
- Strategic Workforce Plan
- Blended Working Policy Review
- Employee Onboarding Phase 2
- Learning and Development Strategy



27/03/2024

Ms. Ruth Dowling,
Senior Executive Officer,
Chief Executive's Department

Ardmhéara Bhaile Átha Cliath
Lord Mayor of Dublin
Daithí de Róiste

Dear Ruth,

Please see below, list of functions, receptions and events in which I had a Deputy/Representative attend on my behalf for February 2024:

Date:	Function:	DLM/Cllr:
03/02/2024	12th Eastern Bay Invitational International Ice Mile Swim	Cllr Donna Cooney
08/02/2024	Official Opening of the Dodder Greenway	Cllr Dermot Lacey
10/02/2024	Funeral of former Taoiseach John Bruton	Cllr James Geoghegan
11/02/2024	Hill Street Family Resource Centre 2024 Lunar New Year Community Celebration	Cllr Janet Horner
21/02/2024	Pass-out Parade of DFB Recruit Class 2022/2023	Cllr Keith Connolly
22/02/2024	Lucan U3A Retirement Group Visit and Tour	Cllr Dermot Lacey
27/02/2024	One Dublin One Book Campaign Launch	Cllr Cat O'Driscoll
27/02/2024	FAI Republic of Ireland WNT v Cymru Wales Match	Cllr Briega MacOscar
28/02/2024	Dublin City Student Enterprise Final	Cllr Michael Pidgeon
29/02/2024	British Irish Chamber of Commerce Members Day Meeting	Cllr Tom Brabazon

Yours sincerely,

Daithí de Róiste
Lord Mayor of Dublin



Ardmhéara Bhaile Átha Cliath
Lord Mayor of Dublin
Daithí de Róiste

27/03/2023

Ms. Ruth Dowling
Senior Executive Officer
Chief Executive's Department

Dear Ruth,

I would be obliged if you would bring the following receptions for the month of February 2024 to the attention of the Protocol Committee:

Date	Function	Nos
01/02/2024	St. Brigid's Day Women In Business Network Event – Room only	80
03/02/2024	Sail Training Ireland Awards	80
06/20/2024	Amy Ryan Book Launch	80
07/02/2024	The Rising Voices Choir Performance	50
07/02/2024	Autism Assistance Dogs Ireland Meeting	20
08/02/2024	Afternoon Tea	48
08/02/2024	Round Room Drinks Reception – Room only	45
08/02/2024	Dublin Fire Brigade Appreciation Night	100
09/02/2024	Launch of Seeking Safety Ireland	80
10/02/2024	Rathingle Brownies Visit & Tour	25
10/02/2024	Ballyfermot Utd. Girls Teams Visit & Tour	80
10/02/2024	Dublin Painting and Sketching Club 150th Anniversary	70
11/02/2024	Open Doors Initiative Photography Project	25
12/02/2024	Debate Your Decision Makers Event	50
12/02/2024	Ana Liffey Drug Project Reception	80
13/02/2024	DCC Arts Fundraiser for Glass Mask Theatre Space – Room only	80
14/02/2024	Robert Emmett History Group Visit & Tour	15
14/02/2024	Afternoon Tea	48
15/02/2024	Afternoon Tea	48
15/02/2024	Project Arts Centre - Ireland's Pavilion for the Venice Biennale 2024 – Room only	80
16/02/2024	Ukulele Tuesday Performance & Reception	30
19/02/2024	Q Mark Award Presentation Reception – Room only	40

Teach an Ardmhéara, Sráid Dásain, Baile Átha Cliath 2, D02 AF30, Éire.

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Mansion House, Dawson Street, Dublin 2, D02 AF30, Ireland.

T. 222 6200 E. lordmayor@dublincity.ie




Ardmhéara Bhaile Átha Cliath
Lord Mayor of Dublin
Daithí de Róiste

20/02/2024	Believe in Dublin Workshop	22
20/02/2024	Presentation to Participants in DCC and CDETB Return to Learning Programme – Room only	80
21/02/2024	Estonian Embassy Reception – Room only	80
22/02/2024	U3A Retirement Group Visit and Tour	20
22/02/2024	Lord Mayor's Autism Engagement Session	30
23/02/2023	De Paul Ireland Certificate Presentation	40
23/02/2024	Cathal Brugha Barracks	80
24/02/2024	St. Patrick's GAA Palmerstown and Chapelizod	20
27/02/2024	One Dublin One Book Campaign Launch	80
28/02/2024	Dublin City Student Enterprise Awards - Room only	20
28/02/2024	DCC Arts Heritage Talks – Room only	80
29/02/2024	British Irish Chamber of Commerce Members Day Reception – Room only	50

Yours sincerely,

Daithí de Róiste
Lord Mayor of Dublin

Report to the Protocol Committee for noting and referral to the City Council

Councillor Name	DANNY BYRNE
Conference/Seminar Name	SUCK VALLEY TRAINING CONF
Conference/Seminar Topic	THE RISE OF LONGINES
Venue/Location	HARRISON HOTEL, Co. ROSCOMMON.
Date (s) of Conference	13 + 14 MARCH 2024.
Brief Summary	
<p>TRAINING CONFERENCE BASED ON ISSUE OF LONGINES, A GLOBAL PROBLEM</p>	
Recommendations	
<p>The use of technology can assist in combating longines. A simple visit can mean so much to a lonely person.</p>	
Declaration	
I certify that I attended the above-mentioned Conference/Training Seminar.	
Signed by	Date
	15-03-2024.



Cllr. Deirdre Heney
michaelm.gallagher@dublincity.ie

27 March 2024

Our Ref: CHG-MO-00466-2024

Dear Cllr. Heney,

I refer to your recent correspondence in relation to Councillor representation on the Board of St. Patrick's Festival, and thank you for bringing this matter to Minister Martin's attention and consideration.

I note the substantial financial contribution Dublin City Council makes towards the St. Patrick's Festival on an annual basis, and for the importance Dublin City Council places on the enhanced democratic oversight and accountability that having Councillor representation on the Board would provide.

I also note that St. Patrick's Festival have deliberated the issue, and suggested a potential solution through the establishment of a dedicated engagement forum with the aim of ensuring the involvement and input of Council members.

While this Department contributes financial support towards the St Patrick's Festival, the day-to-day operations of the organisation are a matter for St Patrick's Festival. As you correctly note, this Department has no direct role in the appointment of Board Members to the Board of St. Patrick's Festival.

I trust this information is beneficial.

Yours sincerely,

Helen Francis
Private Secretary