

Minutes of Irish Society of Homeopaths Committee meeting October 2019

Venue: roots & wings Homeopathy, 3 Saint Gabriel's Court, Old Bray Road, Cabinteely, Dublin 18

Present; Tal Klug; Chairperson, Abbas Ghadimi; Treasurer, Edel Bolger O'Hara; Registrar, Sandy Hudson; Secretary, Anne Finnegan; CPD organiser, Josephine Kelly and Maureen Travers.

1. General secretary.

1.1 We all agree in principle to the idea of a General Secretary.

1.2 Sheelagh's retirement may be our chance to employ a General Secretary, a chance to change positions and job descriptions.

1.3 Is Diane interested in the role of General Secretary?

1.4 N.B. we cannot put our fees up too high. Homeopaths are joining CAMS for €100 a year – we cannot afford to increase our membership too much.

- Plan: We prepare and present the concept of a General Secretary to the AGM with a job description and possibly a candidate in mind ready to go ahead. Sheelagh's replacement to be offered a six month contract on the understanding that all could change from the time of the AGM and the enrolment of a General Secretary.

2. Review by CRANN or WHEEL.

2.1 We need better governance and we need to change our structures.

2.2 Should people be paid? Everybody is very busy, people who run HT, people who get advertising for HT, all are volunteers who do not get to do as good a job as they would like to do because of time pressure. The English society of Homeopaths has paid positions – people who work a day here and there. A review would help us to understand this issue among others.

2.3 Edel has been in touch with CRANN and Abbas has been in touch with WHEEL. One or both of these (charities or semi government, non profit organisations?) run a scheme where, for a fee, they come in and look at our structures and advise on how we can change structures, job descriptions etc.

2.4 They may be able to help us to understand how to put a General Secretary in place.

- Plan: Edel will talk to CRANN.

3. Employees' handbook.

3.1 An employees' handbook must be put in place for Diane, for the new office worker and for the potential general secretary.

3.2 It is a big undertaking to do it correctly. Can we get a standard one? Do we have to get a document appropriate for our office?

- Plan: over the month we will read the documents that Edel has provided which deal with employees' handbook. Abbas will ask in the Citizens' information office. An employees' handbook may come as part of a review from CRANN / WHEEL.

4. Supervisor/mentor training:

4.1 Fergus has been in touch today to say that this years interviews and training are going ahead.

4.2 Our attempts to deal with complaints arising from last years supervisor/mentor group are inconclusive. We depend on their goodwill.

- Plan: Sandy to write a letter thanking last years group for being guinea pigs and asking for any positive advice.

5. Committee meetings.

5.1 Future committee meetings to be held in Cabinteely. Cabinteely is relatively accessible to all committee members and cheaper than previous venues.

5.2 Next meetings; 21st November 10:30 to 1pm and 16th January 2020.

5.3 AGM; Anne will check with school and Easter and see which days are available for AGM and book the hotel.

6. Mutual recognition.

6.1 The Society of Homeopaths in Britain have sent us their documents.

6.2 The Society of Homeopaths is the only one in Britain that is a member of the ECCH.

6.3 Susanne Hayes, who has been dealing with this matter, is leaving and there will be a new person with her job description.

- Plan: ask Diane to send our documents code of ethics etc. To them.

7. Accreditation of schools.

- 7.1 The group who accredited the Irish and Belfast schools have all stepped down now.
- 7.2 The schools paid €1800 to be accredited.
- 7.3 A new group is being formed.
- 7.4 The society of homeopaths in England accredits schools every year.
- 7.5 The Belfast school is a republican school and chooses to be recognised and accredited by us.

8. ECCH.

- 8.1 There are new ECCH standards for schools. In the past they were guidelines.
- 8.2 Teachers must have education training
- 8.3 300 hours of anatomy and physiology to be included each year.
- 8.4 There is now also a requirement for members of the society to report their cpd to the society every year. (In England an officer collects this info and gives a certificate to say required cpd has been completed for the year.)

9. Misunderstood member.

- 9.1 Abbas has done very good work in getting through to our unhappy member. They have come to an understanding between them and Abbas will act as a liaison where useful or necessary.

10. Website.

- 10.1 Do we have contact with website company in Spain? Now that the Spanish company are in a process of change is this a good time for us to find a website company in Ireland?
- 10.2 Sandy suggests eConcepts, a website company that has expertise in building and managing websites that carry a large data base as ours does. This is a specialised area.
 - Plan: Get quotes / price / terms / conditions from three companies.

11. PCO.

- 11.1 There has not been a follow up conversation with our PCO who needs support.
- 11.2 What are our choices of training for the PCO?
- 11.3 Does she have a conflict resolution training programme in mind?
- 11.4 Edel suggests that the PCO should be part of the registration board and that the media

group, social media and HT should all be linked instead of different teams all isolated.

- Plan: Tal will talk to the PCO

12. Registration.

12.1 Edel, our registrar is leaving and we must start to look for a new registrar; someone who is suitable and willing.

12.2 Registration board at the moment is Marina, Ursula and Edel.

12.3 Diane is sending notification to this years students who may like to register. There are ten students.

13. Thank you letters.

13.1 Some thank you letters to previous committee members have been sent.

- Plan: Edel to send thank you letter to Orla Broderick.