

Road Safety Authority

Virtual Board Extraordinary Meeting Minutes

Thursday 19 February 2026

Present	In Attendance
Ms Anne Graham, Chairperson	Ms Alison Coleman, Director People, Development & Culture
Mr Dave Montgomery	Ms Nessa Kelly, Director of Strategy, Performance and Transformation
Mr Brian McCormick	Mr Des O'Brien, Director of Finance & Commercial Services
Mr Dónall Curtin	Mr Gerry Maguire, Director of Technology, Platforms & Solutions
Ms Helen Hughes	Ms Kathleen Callanan, Head of Driver Testing Administration
Mr Adrian Moynihan	
Ms Sinéad Kilkelly	

- Minutes taken by Ms A. McGowan, Board Secretary

Item	Agenda
1	Introduction and Apologies The Chairperson welcomed everyone to the extraordinary meeting called to address the Industrial Relations matter. Apologies were received from Mr Sam Waide, Mr Brendan Walsh, and Mr Michael Rowland.
2	Conflict of Interest Declaration There was nothing to declare.
3	Overview of the Industrial Relations Matter. The RSA provided an overview of the industrial relations matter including the timeline and background to the issue. It was noted that the issue has been a standing item on the agenda for IR quarterly engagement meetings with FÓRSA. This matter which was progressing since a paper was shared with the Department of Transport (DoT) in August 2024. The RSA engaged fully in the processes with the Workplace Relations Commission (WRC) and FÓRSA to resolve the matter. Following the WRC conciliation hearings in February, the WRC recommended an adjournment in the process as a resolution was not forthcoming. Subsequently FÓRSA issued notice of intention to strike on February 20 th as well as putting in place an ongoing industrial action from that date. The RSA, in the interests of customers, proactively cancelled tests ahead of the day of potential strike notice to minimise the impact on customers. The RSA subsequently re-entered into direct negotiation with Fórsa. The negotiations resulted in an agreement with a ballot to adjourn strike action passed by FÓRSA members on Tuesday 17 th February.



	The RSA have communicated with impacted customers and have reopened the test slots for the day of the proposed strike action. It was noted that the resolution includes a change in way of working and as an interim measure, changes in the documentation requirements for driving test candidates, which will come into effect from March 9th. The RSA have engaged with Insurance Ireland to ensure they are aware of this change and new requirements. A media campaign is planned to ensure the requirements are communicated to all driving test candidates. A driver tester will be included in the implementation group establishing access to the MIBI database with other key stakeholders being DoT and MIBI, the agreed long-term resolution.
4	Board Discussion The Board noted the importance of conducting a review of the dispute escalation to establish the lessons learned, taking into account any recommendations to strengthen governance. The RSA noted they will conduct this following March 9th so the impact on customers is also included. The Board requested that this review consider how items are escalated to the ARC and Board including notification of issues needs to be done by management for Board as soon as possible. The importance of clarity on what documentation constitutes proof of insurance under the new requirements was highlighted. The RSA clarified that this has been agreed with the union in the revised SOP. A draft template noting the information required has been shared with Insurance Ireland for onward sharing to insurance companies. An open media campaign is being considered given the short timeframe before implementation of these requirements. The Board discussed relationships with the Unions with the Executive noting they are largely strong relationships with positive engagement. The Board requested that the RSA update them on any potential emerging issues. It was noted that this will be brought to the People and Culture Committee (PCC) once established. The Board requested clarification on the technical issue of insurance cover which was the subject of the dispute. The RSA provided clarification that there is and was no insurance/indemnification gap, as confirmed by the State Claims Agency and the Motor Insurers' Bureau of Ireland (MIBI). A visual chart of the cover that was shared with Driver Testers will be shared with the Board. It was noted that other similar agencies have insurance cover noted in their governing legislation which is not included in the Road Safety Authority Act 2006. DoT have confirmed that they will work on the legislative aspect in the coming months which will



	allow access to the MIBI database as well as clarifying the insurance cover within the RSA Act 2006. The Board noted the work involved in resolving the matter and averting the strike action. The Board thanked all staff involved for their dedication and work in achieving this outcome. The Board emphasised the importance of prioritising the customer and minimising impact on the customer where possible in the coming weeks.
5	Items for Future Discussion and Any Other Business It was noted that industrial relations matter will be included on the next Board meeting agenda should further developments arise.

Signed: _____
Board Chairperson

Date: _____

