

# The Defence Women's Network

## Summer 2022 Newsletter

Welcome to the Summer edition of the DWN newsletter. We really hope you got to listen into or even attend our June hybrid event "Career Stories", from a Military and Departmental Perspective.

A big thank you to both Comdt. Aileen Keating and PO Bernie Maguire for opening up and speaking to us about their fascinating career paths as women in Defence.

If you missed this you can play back the Recording [here](#). Password **Dud3tZzn**

A Summer of change is in the air, from both a Departmental and Defence Forces perspective. The town hall events really highlighted a joined up and progressive approach to our work in the future.

In the [High Level Action Plan For The Report Of The Commission On The Defence Forces](#) the DWN is cited as an integral part of progress in the area of gender and diversity.

As Summer can be an uplifting and also exhausting time we have included some strategies for resilience and some inspirational pieces in this issue, enjoy!



We look forward to keeping you informed and we will be launching a new Calendar of events in the Autumn.

I would like to take this opportunity to thank our wonderful committee, below, for all their work over the past year and our Secretary, Jane Nolan. And for this newsletter, I would particularly like to thank Comdt. Aileen Keating for her contribution and, as always, our editor Jenny Fox-Lennon.

*Brigitta O'Doherty*

Chairperson for **DWN**

Committee: Ciara Burke, Valerie Byrne, Linda Butler, Lt. Aoife Campbell, Joan Connaughton, Comdt. Jean Fitzgerald, Comdt. Aileen Keating, Comdt. Orla Jennings, Siobhan Joyce, Lt Col. Mairead Murphy, Ann Price.

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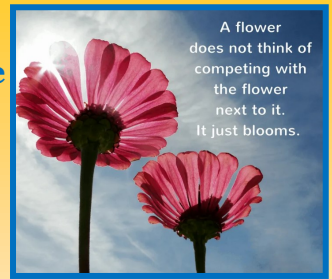
## Strategies for Building Resilience

Taken from the [Defence Health and Wellbeing –](#)

Understanding and Reducing Stress self-guided course.

Created by The Defence Wellness Team, it is available to

Department staff through the LMS



**Personal & Social connections** – maintain links with family, friends, colleagues etc.

**Coping with crisis** – you can't change the fact that stressful events happen but you can change how you interpret and respond to these events.

**Accept**—that change is part of living and focus on the circumstances that you can alter, not on those you cannot change.

**Set goals** – develop some realistic goals and do little things to help you achieve those goals.

**Nurture a positive view of yourself** – remind yourself of your strengths and accomplishments.

**Maintain a hopeful outlook** – positive thinking doesn't mean ignoring the problem in order to focus on positive outcomes, setbacks are transient.

**Take decisive actions** – start working on the problem immediately, this way you can take steps towards making your situation better and less stressful.

**Develop problem solving skills** – whenever you encounter a new challenge, make a quick list of some of the potential ways you could solve that problem and experiment with different approaches.

**Seek help/support if required** – CSEAS, GP, HSE services, counselling etc.

**Civil Service Employee Assistance Service (HQ)**

**Tel: 0818 008120**

**Email: - [cseas@per.gov.ie](mailto:cseas@per.gov.ie)**

**For Defence Forces: INSPIRE - 1800 409673**

## Story of An Irish Female Trail Blazer

Kate Tyrrell (1862 – 1921) was the first woman ship’s sea captain in Ireland.

At the time, only men were allowed to be employed in this role. Kate smashed the glass ceiling to rewrite the gender rulebooks for her profession, leading the way for future generations of female seafarers.

It was forbidden for women to captain a ship but that didn’t stop Kate Tyrrell from registering her captaincy in the name of a man in order to sail. Tyrrell spent most of her time captaining the *Denbighshire Lass* from her base in Arkow, becoming adept at navigation and passionate about all aspects of sailing. She had a reputation for being a stern enforcer of order on board her ship, intolerant of any drunken crew members on duty. The *Denbighshire Lass* continued to sail throughout World War I, navigating landmines in the Irish Sea without incident, despite having no insurance. Kate’s was the first ship to fly the new Irish tricolour flag at a foreign port.

Excerpt from: Wicklow County Council’s Arts and Heritage Offices & Herstory




We don't have girls in the army, we have soldiers who happen to be female

“I am no bird; and no net ensnares me: I am a free human being with an Independent will.”



## Parental Leave Fact Sheet

- The period of unpaid parental leave extended to 26 weeks per parent per child up to the age of 12 from 1 September 2020.
- Both men and women have the right to take unpaid leave from employment to allow them to take care of their children, parental leave to be taken either as a continuous block or, with the agreement of the employer, broken up over a period of time.
- The employment rights of the employee are protected while on parental leave.
- If the child has a disability, the leave must be taken before the child reaches 16 years of age or ceases to have a disability, whichever occurs first.
- Generally, the employee must have at least one year's continuous service with the employer to be entitled to take parental leave. However, where the child is nearing 12 (or 16 if the child has a disability) and the employee has more than three months, but less than one year's, service with the employer, the employee will be entitled to pro rata parental leave.
- Each parent has a separate entitlement to parental leave.
- An employee must give written notice that he or she would like to take parental leave, not later than six weeks before the employee plans to take the leave.
- The employer may decide to postpone the parental leave if satisfied that granting the leave would have a substantial adverse effect on the operation of the business.
- An employee is entitled to return to work at the end of a period of parental leave to the job held immediately prior to the leave under the same contract.
- Each parent of a child born or adopted on or after 1 November 2019 will be entitled to two weeks paid parent's leave that must be taken within 52 weeks of the birth of the child, or in the case of adoption, the date of placement of the child.



**“Deep summer is when  
laziness finds respectability.”**

**- SAM KEEN**