

Health and Welfare Division

▶ Conference 2019



Agenda

Clayton Hotel, Sligo
22nd-24th May 2019


FORSA

FÓRSA



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COVER PHOTOS

Left to right: Corina Glennon
(Westmeath Health and Welfare
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North Health and Welfare Branch)
and Roisin Higgins (Dublin North
Health and Welfare Branch).

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Conference timetable

Wednesday 22nd May

16:00	Opening of Conference Appointment of scrutineers Appointment of tellers Adoption of general standing orders for Conference Standing Orders Committee reports Chairperson's address
17:00	National health policy and structures: Motions 1 to 17
17:45	Pay and related: Motions 18 to 26
18:10	Voluntary sector funding and related: Motions 139 to 143
18:55	Unreached numbered motions
19:00	Close of Conference

Thursday 23rd May

9:30	Conference resumes Election arrangements
9:35	Address by Éamonn Donnelly, National Secretary and Head of Division
9:45	Staffing and related: Motions 27 to 93
12:30	Kevin Callinan, Fórsa Senior General Secretary Designate
13:00	Lunch
14:00	Pensions and related: Motions 94 to 96
14:15	Organisation: Motions 133 to 138
14:35	Health, safety and welfare: Motions 123 to 132
15:00	Conditions of service: Motions 100 to 122
16:00	External matters: Motions 144 to 151
16:30	Unreached numbered motions
17:00	Close of Conference

Friday 24th May

10:00	Unreached numbered motions (if any)
10:30	Joint session
12:00	Close of Conference

General standing orders for conference

1. These standing orders shall be read in conjunction with the constitution of the union. If there is conflict on meaning then the constitution shall prevail.
2. The Standing Orders Committee shall recommend the timetable for Conference and the order in which motions and amendments submitted shall be taken. When the time allotted to a group of motions has elapsed, the chairperson shall allow the debate in progress to finish. S/he shall then proceed to the next group of motions, thus guillotining any remaining motions in the current section. Such guillotined motions may be taken up by the chairperson later in Conference as time permits. Otherwise they are automatically referred to the appropriate executive committee.
3. Unless otherwise decided by Conference, only one motion may be before Conference for discussion at any time.
4. Individual motions and amendments should be proposed by a speaker from the appropriate executive committee or from the branch which gave notice of the motion or amendment. Where no delegate of that branch is present, the motion may be proposed by any other member of Conference. In the case of motions in common debate, all motions and amendments shall be deemed to be formally proposed, unless the Conference has been given advance notice that the proposer of a motion or amendment does not wish it to be proposed. There is no requirement for any motion or amendment to be seconded. Once the agenda has been adopted, motions may only be withdrawn with the agreement of conference.
5. Only members of Conference as defined by Rules 16(i) and 20(ii) of the equivalent grade committee representatives as defined in Rule 25(ii)(e) of the Constitution may address Conference.¹ This rule shall not preclude the Standing Orders Committee from making recommendations to Conference, which shall be considered immediately by Conference.
6. Unless otherwise agreed by Conference, no member shall address conference unless s/he is proposing or speaking to a motion or amendment or
 - (i) is raising a point of order; or
 - (ii) is raising a point of fact; or
 - (iii) is delivering the chairperson's address.
7. All speakers should address conference from the rostrum or microphone, and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant Executive Committee and members of staff will be limited to three (3) minutes when clarifying points or answering questions.

¹ In accordance with rule 20(iv) and with the exception of the casting vote of the conference chairperson, only delegates and members of the National Executive Committee may vote at conference.

8. Where several motions and/or amendments submitted deal with the same topic, Standing Orders Committee may produce a composite or comprehensive motion. If it is not possible to do this, there may be a common debate on the issue covered by the group of motions and/or amendments. The first speaker on behalf of the proposing branch or the first speaker on behalf of the DEC in the case of motions proposed by the DEC shall be deemed to be the proposer of the motion. Each proposer shall have a maximum of four (4) minutes. In the subsequent debate, no-one may speak more than once, but each speaker may refer to any of the motion(s)/amendment(s) then before conference, up to a maximum of three (3) minutes. Proposers of motions taken in common debate shall, subject to the discretion of the conference chairperson, have the right of reply but only in respect of the motion proposed by her/him and the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. When the chairperson is satisfied that sufficient time has been allowed for debate, each motion and/or amendment shall be voted on separately in accordance with the relevant Standing Orders Committee report.
9. Amendments to amendments may not be moved, even under the terms of Rules 17(ix) and 21(ix) of the constitution.
10. Except as otherwise provided, no member of Conference shall speak to a motion more than once. For the purpose of this standing order, an amendment to a motion and a motion which has been amended shall each be considered to be a new motion.
11. Subject to the discretion of the conference chairperson, the proposer of a substantive motion, not in common debate, shall have a right to reply immediately before the motion is put to conference, provided that opposition has been expressed or clarification has been requested. However, the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. The proposer of an amendment shall not have a right of reply.
12. The following types of motion may be moved at any time:
 - i. Motion to "refer to the National Executive Committee or Divisional Executive Committee." The chairperson of conference will then ask the proposer of the motion or amendment if s/he agrees. If not, there will be a short debate on the motion to refer, before Conference decides the issue by voting. If the motion to refer is defeated, the original debate will continue.
 - ii. Motion "that the question be now put." This motion may only be put to Conference if the chairperson is satisfied that a reasonable amount of time for debate has been allowed. If the chairperson is so satisfied, the motion shall be put without discussion.
 - iii. Motion "that Conference proceeds to next business." After this motion has been moved the proposer of the motion/amendment under discussion has the right to speak briefly against the procedural motion, which shall then be put without further discussion. If it is defeated, debate shall continue on the original motion/amendment.
 - iv. Motion to "suspend standing orders." Such a motion shall state the purpose and period of time for which standing orders shall be suspended. This procedural motion must be passed by three-quarters of the delegates present and voting to be adopted.
13. If two or more members of Conference wish to speak, the chairperson will call on the members whom s/he first observes, except that when a member of the Standing Orders Committee rises, s/he shall be the next to speak.
14. If, in the opinion of the chairperson, grave disorder has arisen, s/he may at her/his discretion, adjourn the meeting for a specified time.
15. Mobile phones may not be used in the conference hall while Conference is in session.
16. No literature, other than conference documents – agenda, minutes and reports – may be circulated in the conference hall without the express advance approval of Conference by a simple majority of delegates present and voting.
17. No smoking or vaping is permitted in the conference premises.

Brief outline of proportional representation system as used for Fórsa NEC and DEC elections

There are various different electoral systems used in different countries and organisations to achieve what are considered in those areas to be democratic outcomes. The UK has the first past the post system in single seat constituencies where the person with the largest vote – even if well below 50% – gets elected. In France, there are often two rounds – the first to eliminate those other than the top two – and the second round where one candidate must get a majority to win. In Ireland, we have multi-seat constituencies with a system of proportional representation (PR) with transferable votes. This applies if your first (or second etc.) choice is not elected or is elected with a surplus of votes. The ‘left over’ votes are then transferred to other candidates of your choice. There are some differences between the PR system used for Dáil elections and those used for Seanad elections – where the Panel elections and University Seat elections use further variations of the PR system. Some years ago, the former IMPACT decided on a hybrid version close to the Seanad Panel election system where each vote is treated as being equal to 1,000 votes. CPSU and PSEU operated broadly equivalent arrangements. While the Fórsa system is designed specifically for NEC and DEC elections it can be used for elections at branch and other levels. Branches and vocational groups are, of course, free to use any of the other Oireachtas models of PR should they wish.

Ballot paper

In any election it is important that the ballot paper is accurate, with candidates listed in alphabetical order (by surname, then first name).

While the ballot paper may give instructions as to how to vote (eg mark, 1, 2, 3 etc. opposite each candidate in order of your choice), the ballot paper may not contain any advice or recommendation as to who to vote for.

All ballot papers should have security features. This applies especially where postal ballots are used or when voters have possession of ballot papers for a period before the vote. Security features could include a ‘punched’ watermark, different coloured ink/paper, signatures of returning officers and/or other features that make them difficult to reproduce.

The system of distribution of ballot papers must also ensure that only those eligible to vote receive ballot papers, and that nobody can receive more than one ballot paper. The ballot papers should be placed in a sealed box, which is stored safely until the count. Postal ballots received should be placed on arrival in the count centre in a sealed container. It is essential that the ballot paper cannot identify the voter.

Returning Officer

A Returning Officer, preferably agreed, should be appointed in every case as decisions may be required in relation to

- The validity of ballots
- The order of distribution of surpluses or
- The elimination of candidates or
- In relation to requests for recounts.

While the Returning Officer may be assisted by various scrutineers (vote counters), only the Returning Officer can make decisions. Everyone else is there to assist only.

Valid ballot papers

One of the first jobs of the Returning Officer is to identify any spoiled or invalid ballot papers. The latter includes ‘forgeries’ or any ballot paper that does not carry the security marks. All photocopies of ballot papers are considered to be invalid.

Spoiled votes are those where the ballot paper either does not contain any votes (but might include uncomplimentary remarks) or does not clearly indicate a preference (eg more than one candidate with the same preference or ‘X’ etc. marked against them). A ballot paper may be deemed valid for the first or second preferences but invalid for subsequent counts (eg ballot paper marked 1, 2, 3, 3, 3. This identifies the first two preferences but not subsequent preferences).

First count

All of the valid ballot papers are sorted into parcels according to first preference vote. Each ballot paper is given a value of 1,000.

The quota

The quota is calculated by adding all of the valid first preference votes and dividing that number by the number of places to be filled plus one (ignoring any fractions), and then by adding one to the result. For example, if the number of valid votes was 100,000 (100 votes at value of 1,000 each) and the number of seats to be filled was 4, the quota is 20,001 ie $[100,000 \div (4+1) + 1]$.

Once a candidate reaches or exceeds the quota, on the first or subsequent counts, that candidate is elected. It is not possible, using this quota system, for more candidates to be elected than the number of places to be filled.

Distribute or eliminate?

The biggest causes of confusion in the PR system are:

- To decide whether to distribute one or more surpluses or to eliminate the lowest candidate(s), and
- If a surplus is to be distributed, how to calculate this and which votes, physically, are transferred.

In one-seat elections, eg union president, treasurer, chairperson of division, this is easy. If one candidate exceeds the quota (50% plus 1 in this case) he/she is elected. If no candidate reaches the quota, then the candidate with the lowest number of votes is eliminated. More than one candidate may be eliminated at the same time; if for example, the total of the bottom two candidates does not exceed the votes of the next highest candidate.

In the single seat election, the lowest placed candidates are eliminated in order and their second preferences (or third preferences etc., if their second preference candidates are already eliminated) are transferred until one candidate either reaches the quota or only two candidates remain in the race. In the latter situation the candidate with the highest vote is deemed to be elected without reaching the quota. The ballot papers to be physically transferred in the case of eliminated candidates are the actual ballot papers showing the next highest preference. Where there is no remaining preference, then the vote is non-transferable.

However, where there is more than one position to be filled, the position becomes more complex.

In multi-seat elections (eg union vice president, 'ordinary' DEC members), the likelihood is that a number of candidates will exceed the quota on the first count. The surpluses in these cases may be very small in each case. The issue for the Returning Officer is to decide whether to eliminate one or more candidates or whether to distribute the surplus(es).

The Returning Officer will distribute the surplus(es) where the total value of all surpluses to be distributed exceeds the difference in votes between the lowest two candidates. This may alter the order of these lowest candidates and in particular the order in which they might be eliminated or moved up the list. The Returning Officer will distribute all surplus(es), (where available) before anybody is eliminated. When each surplus is distributed the lowest candidate will be eliminated.

The order in which surpluses are distributed is as follows:

- The greatest surplus is distributed first.
- If there are two or more surpluses that are equal the first to be distributed is the surplus that arose on the earliest count.
- Where this is also equal the surplus to be first distributed is that of the candidate with the highest first preferences.
- If all of these are still equal, the first surplus to be distributed is that of the candidate who was first ahead of the other candidate at the first count at which they were unequal.
- If there was no such count (eg first count surplus only to be distributed) then the Returning Officer shall decide by lot* which surplus to distribute first.

The order in which candidates are eliminated is as follows:

- The candidate with the lowest vote (total original and transferred) is first eliminated.
- Where two or more candidates equally have the lowest vote, the candidate who is first eliminated is that who received the lowest first preference votes.
- Where these are equal, the first candidate to be eliminated is that which was lowest at the first count at which they were unequal.
- Where these are equal (or cannot arise, as in the first count) the Returning Officer can exercise judgement based on a scrutiny of the preferences cast, however if the judgement of the Returning Officer is that they are still equal he/she shall decide by lot* which of them is to be eliminated first.

Where the votes of the lowest two or more candidates together with the total surpluses to be distributed does not exceed the votes of the next highest candidate, these may all be eliminated together.

*For the avoidance of any doubt "by lot" means a first preference paper of each equal candidate is placed in a hat and one is drawn out. The remaining paper (NOT the paper that has been drawn out) is the candidate to remain in the election.

Physical transfer of ballot papers

Where a surplus is to be distributed, the number of second preference (or next highest preference votes if the second preference is already elected or eliminated and so on) is calculated and the ballot papers are placed in bundles by reference to the second (or next highest preference vote as the case may be). Non-transferable votes (if such exists) are placed in a separate bundle. A ballot paper is non-transferable if it does not indicate a preference for a remaining candidate (eg there may not be any second or later preference indicated or any such candidate(s) may be already elected or eliminated).

The value of each bundle of votes is calculated by assigning a value to each vote by reference to the proportion of the surplus votes (of the elected candidate whose surplus is being distributed). These bundles (of ballot papers) with the 'adjusted' value written on the top are then physically transferred to the bundle of the appropriate candidate's first and any other transferred votes.

Where a candidate is eliminated their second preference votes (or remaining preferences as appropriate) are transferred to the remaining candidate who is named next highest on their list of preferences. Each of these transferred votes (if original votes or votes already valued at 1,000 from other eliminated candidates) is valued at 1,000 each, exactly the value as if they were first preference votes. This does not apply where the eliminated candidates' votes contain original and transferred "surplus" votes.

The value of each of the transferred "surplus" votes in this case is based on the value allocated at the time of the transfer. The other original votes and preference votes (but not those not containing "surplus" votes - see last paragraph) transferred from other eliminated candidates are valued at 1,000 each.

Elected without reaching the quota

Where at the end of any count the number of remaining candidates equals the number of vacancies remaining to be filled, they are deemed to be elected even if they have not reached the quota.

Where there is only one vacancy remaining and the highest placed candidate cannot be overtaken by any other remaining candidate (even if the next highest placed candidate were to receive the total value of any undistributed surpluses and the votes of all candidates to be eliminated) then that candidate is deemed to be elected.

Result sheet

The Returning Officer should complete the result sheet as the election proceeds showing:

- (1) The total number of votes cast.
- (2) The number of spoiled votes.
- (3) The total valid poll.
- (4) The number of seats to be filled.
- (5) The quota.
- (6) The list of candidates and their votes, showing transferred votes etc., at each count.

This result sheet should be made available to all candidates and everyone else with an interest in the outcome of the election eg a copy could be posted in the count centre, conference hall, etc. The Returning Officer will make the result sheet available to the candidates, and respond to any queries they may have, prior to making it available to others with an interest in the election.

Re-count

The conference election procedures do not specifically provide for re-counts.

However, the Returning Officer may at any time during the count require a re-count of some or all of the ballot papers if he/she has any reason to be concerned that an error may have been made.

There is no specific provision for candidates to seek a re-count either in part or in total. However, a Returning Officer would be required to have regard to any points made by candidates as to why a full or partial re-count should take place when deciding whether to order such a recount, eg if a clear error was spotted, where in the judgement of the Returning Officer the votes are close enough for any possible error to have a material effect on any outcome.

It would generally be useful to agree the timescale within which candidates could seek a re-count. This is required for very practical reasons, including that the conduct or outcome of later elections may be dependent on the outcome of the election in dispute, eg at union conference the vice president elections are not held until the presidential and treasurer election results are known. The security of the ballot papers is also an important factor if there were delays in holding a recount. As such, any requests for re-counts should preferably be made before the declaration of the results.

Fórsa conference election procedures

Rule 19 covers the divisional executive and its officers.

The election of the chairperson or cathaoirleach is straightforward. A standard PR STV election is conducted and the winner is elected.

Following that election, any candidates from the winner's constituency for the positions of vice-chairperson or leas-cathaoirleach are excluded from the election and any preferences voted for any such candidate move to the next preference. However there is a possibility that two candidates from the same constituency could be 'elected' in the vote for vice-chairpersons or leas-cathaoirleach. In that event, the last candidate elected from a constituency that has had a candidate already elected shall be replaced by the last eliminated candidate from a constituency that has not had a candidate elected.

If a vacancy subsequently arises in the office of chairperson or cathaoirleach, it shall be filled by the election by the DEC of a vice-chairperson or leas-cathaoirleach. In turn, the Divisional Executive shall elect a member of the Divisional Executive to fill that vacancy of a vice-chairperson or leas-cathaoirleach from the constituency of the original chairperson or cathaoirleach in order to fulfil the requirement regarding the three officers coming from different constituencies.

Rule 23 covers the National Executive and its officers. The president, treasurer and three vice-presidents must be from different divisions. For the purposes of this rule, the Local Government and Local Services Division, and the Municipal Employees' Division are combined.

The election of the president is straightforward. A standard PR STV election is conducted and the winner is elected. Following that election, any candidates from the president's constituency for the position of treasurer are excluded from the election and any preferences voted for any such candidate move to the next preference.

The election of the treasurer is also straightforward. A standard PR STV election is conducted and the winner is elected. Following that election, any candidates from the treasurer's and president's constituencies for the positions of vice-presidents are excluded from the election and any preferences voted for any candidates move to the next preference.

However there is a possibility that two or three candidates from the same constituency could be 'elected' in the vote for vice-president. In that event, the last candidate elected from a constituency that has had a candidate already elected shall be replaced by the last eliminated candidate from a constituency that has not had a candidate elected. In the event that this does not satisfy the rules, then the second last candidate from a constituency that has had a candidate already elected shall be replaced by the last eliminated candidate from a constituency that has not had a candidate elected.

When a vacancy arises in the office of president, it shall be filled by the senior vice-president.

When a vacancy arises in an office of vice-president, subject to the requirement that the president, treasurer and three vice-presidents must be from different divisions, the rule prescribes that it shall be filled by the person who, in the election held at the previous biennial meeting of the union conference, most closely failed to be elected, provided that, when there is no such person, the vacancy shall be filled by the election of a member by the National Executive.

April 2019

Standing Orders Committee

Standing Orders Committee Report No.2

Civil Service Division

Siobhan Daly
Helen Lundy

Education Division

Eileen Coman
Maggie Ryan

Health and Welfare Division

Gerry Foley
Gina McDonald

Local Government and Local Services Division

Kathryn Collins
Rosemarie Conroy

Municipal Employees' Division

James Cole
Tom Kavanagh

Services and Enterprises Division

Teresa Kearns
Anna Farrell

This report is a consolidated report that includes Standing Orders Committee Report No.1.

1. Motions and nominations received

One hundred and fifty-three (153) motions were received by the deadline and one hundred and fifty-one (151) are included on the final agenda, which indicates a number of identical motions received from more than one branch.

All nominations received in time are set out as Appendix One of this Conference booklet.

No motions or nominations were received late.

2. Motions considered to be out of order

Two (2) motions were considered to be out of order. Motion 152 and 153 because the SOC believes both are more appropriate to the next Biennial Delegate Conference. The SOC has adjusted the union terminology in some motions to make them in order.

3. Motions appropriate to divisional conference

In accordance with rule, and until decided otherwise at National Conference, each divisional conference shall determine policy on pay, conditions and other matters affecting only the members in the division. However, divisional conferences may also consider other matters provided that they are not matters which are of sole concern to the members of another division, or which conflict with policy as previously determined by the union conference. Decisions of divisional conference in relation to such matters have the status of recommendations to the national executive who shall decide on any action to be taken.

Where a motion covers a matter that has, or could have, both divisional and central (ie, more than one division) dimensions, it is recommended that unless the substance or text of that motion clearly requires otherwise, it should be presumed that it is intended by the proposers as a matter for action at divisional and not at central level within the union. As such, motions in this category would not be deemed to fall into the category of advice to the NEC. However, such motions cannot be portrayed as deciding anything other than divisional policy on the issues covered.

4. Amendments received

A total of three (3) amendments were received by the deadline as set out in rule. No amendments were received late.

5. Amendments considered out of order

No amendments were deemed to be out of order by the SOC.

6. Advisory motions

In accordance with the rule, and until otherwise determined by National Conference, each divisional conference shall determine policy on pay, conditions and other matters affecting only the members in the division. However, divisional conferences may also consider other matters provided that they are not matters which are of sole concern to the members of another division or which conflict with policy as previously determined by the National Conference. Decisions of divisional conference in relation to such matters have the status of recommendations to the National Executive who shall decide on any action to be taken.

Where a motion covers a matter that has, or could have, both divisional and central (ie, more than one division) dimensions, it is recommended that unless the substance or text of that motion clearly requires otherwise, it should be presumed that it is intended by the proposers as a matter for action at divisional and not at central level within the union. As such, motions in this category would not be deemed to fall into the category of advice to the NEC. However, such motions cannot be portrayed as deciding anything other than divisional policy on the issues covered. The following motions are advisory:

Motions 21 to 23, 25, 26, 94 to 96, 101 to 103, 111, 116, 133, 134, 136, 137 and 138.

7. Common debates

It is recommended that the following motions are taken in common debate:

Motions 1 to 3

Motions 6 and 7

Motions 8 and 9

Motions 11 to 13

Motions 14 to 16

Motions 21 to 22

Motions 25 to 26

Motions 27 to 30

Motions 31 to 33

Motions 36 to 40

Motions 41 and 42

Motions 43 and 44

Motions 49 and 50

Motions 61 and 62

Motions 67 and 68

Motions 73 and 74

Motions 75 and 76

Motions 97 and 98

Motions 104 and 105

Motions 113 and 114

Motions 124 to 128

Motions 139 to 142

Motions 144 and 145.

8. Guillotined motions

These will be taken during Conference at the end of other sections if time permits, with the balance, if any, of guillotined motions being taken at the end of Conference. It is recommended that guillotined motions be taken in the order they were guillotined, with all guillotined motions in a section being completed before moving to the next set of guillotined motions.

9. Standing Orders Committee

The Standing Orders Committee for the Health and Welfare Division is Gerry Foley and Gina McDonald. However these will be assisted by other members of the national SOC as necessary at the divisional Conference. The names of the 12 SOC members are set out elsewhere in this document.

10. Brief outline of proportional representation system as used for Fórsa elections

The SOC is recommending to all conferences that this document be formally adopted as part of SOC report No.2.

11. Withdrawal/remission of motions

The SOC has not been made aware at the time of drafting this report of any proposing branches seeking or agreeing to the withdrawal or remission of any of the numbered motions from the preliminary agenda issued on 27th March 2019. Any branches attending Conference who wish to do so may use the form supplied at the back of this Conference booklet.

12. Withdrawal of nominations

The SOC wish to advise that if any branches are of a mind to do so and would prefer for these not to appear on the ballot papers issued at Conference then they must be requested by noon on Wednesday 8th May 2019. Nominations may be withdrawn at the Conference before the elections using the form supplied at the back of this agenda booklet.

13. Emergency motions

The union rules provide that motions or amendments not included in the final agenda cannot be considered at Conference other than where two-thirds of the delegates agree to add a motion of which timely notice could not have been given (ie, where it refers to events that have occurred since the final date for receipt of motions). At the time of writing the SOC has not received any for consideration.

14. Composite motions

General Standing Orders No.8 provides that the SOC may produce a composite or comprehensive motion where several motions or amendments submitted deal with the same topic. A composite motion is where the main items in the motions on the same topic are combined within it, while a comprehensive motion is one that is fully inclusive of all of the separate elements of each motion on the same topic. In general, the SOC tries to use the text of an actual motion submitted as the text for a composite motion rather than to draft a separate text.

The number of motions, including identical motions received from more than one branch, is very substantial even when those considered as out of order are excluded. It is highly unlikely that all of these can be properly discussed at Conference given the time available to Conference for motions and the other items of Conference business.

As such, the SOC has considered how best to try deal with all of the Conference business. The general approach by the SOC in these matters in relation to Conference business is as follows:

Where several motions and/or amendments submitted deal with the same topic, the SOC, in accordance with General Standing Order No.8, has produced a composite or comprehensive motion for the final agenda. (Such instances are annotated in the numbered motions on the agenda). The SOC has done this to the maximum extent possible for the 2019 Health and Welfare Division Conference, and has identified a number of topics already where this was possible.

The SOC asks, in light of the heavy business load of Conference, that branches agree this approach. It will facilitate Conference to get through the maximum amount of business without unduly curtailing the time required for important debates and decisions. It will also allow all proposing branches to have the opportunity to speak to the relevant topic.

Branches and divisional executive who have queries or who wish to seek changes to standing orders or SOC reports are asked to contact the SOC as soon as possible, preferably well before Conference. The SOC will also be available in the Conference hotel to branches on the opening day, Wednesday 22nd May 2019, from 1pm to 2pm.

Motions

National health policy and structures

Motion 1 – Health and Welfare Divisional Executive Committee

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to ensure that the community health network operating model does not diminish the pivotal role of a head of discipline within the health and social care professional cohort.

Withdrawn Amended Carried Not Carried Remitted

Motion 2 – Health and Welfare Divisional Executive Committee

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, in recognising that the community health network model has not yet resolved the issue of the reporting model by nursing grades, to seek to reserve the right to re-enter negotiations should any emerging operating model create significant inequities in the treatment of respective professions represented by Fórsa.

Withdrawn Amended Carried Not Carried Remitted

Motion 3 – Health and Welfare Divisional Executive Committee

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to recognise the magnitude of the cultural shifts required to realise the ambitions of a universally accessible single-tiered health system as envisaged in the Sláintecare report. This Division, notwithstanding those obstacles, would pursue the advancement of solid community health structures which would be directly aligned with revised hospital group structures.

Withdrawn Amended Carried Not Carried Remitted

Motion 4 – Health and Welfare Divisional Executive Committee

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, in light of the pressures evidenced in recruitment of clerical and administrative grades and the creation of national panels, and the capacity issues affecting National Recruitment Services, to press strongly for these recruitment processes to be moved in to respective geographical functional areas and appropriate resources put in place to support this.

Withdrawn Amended Carried Not Carried Remitted

Motion 5 – Ballinasloe Branch

This Conference calls on the Health and Welfare Divisional Executive to resist all proposed changes to reporting relationships and departmental structures within the SAOLTA hospital group, unless and until there is proper consultation and agreement with Fórsa.

Withdrawn Amended Carried Not Carried Remitted

Motion 6 – Dublin Hospitals, Dublin North Health and Welfare, Dublin South Health and Welfare Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to direct all physiotherapy members to refuse to co-operate with any changes in reporting relationship that might undermine the role of physiotherapy manager resultant from the introduction of the CDNMM posts or similar network manager posts in primary care.

Withdrawn Amended Carried Not Carried Remitted

Motion 7 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure that there will be no change in the line management structure for the therapy professions in relation to children’s disability network manager (CDNM) posts.

Withdrawn Amended Carried Not Carried Remitted

Motion 8 – Kerry Health and Local Government Branch

That this Conference calls on the incoming Executive to engage actively with HSCP members to draft a clear position statement regarding HSCP HSE/Fórsa negotiation processes which are required to address, in advance, material changes to staff, working conditions and professional roles and responsibilities arising from HSE CHO reconfiguration processes (across social care, primary care, mental health, hospital, and health and wellbeing divisions).

Withdrawn Amended Carried Not Carried Remitted

Motion 9 – Kerry Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to direct all occupational therapy, psychology, physiotherapy, speech and language therapy and other affected HSCP members to refuse to co-operate with any changes in reporting relationship that might undermine the role of the occupational therapy, physiotherapy, speech and language therapy and psychology manager resulting from the introduction of the complex disability network managers.

Withdrawn Amended Carried Not Carried Remitted

Motion 10 – Kerry Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek clear advanced negotiations with the HSE regarding issues which affect members under HSE ‘progressing disability services’ planning and implementation across the country. To support member non-engagement with team structure reconfiguration; alteration to line management arrangements; material changes to work-setting and range of responsibilities; and change which impacts on provision of services to service users – in the absence of meaningful negotiation and agreement relevant to issues raised by affected members to Fórsa Health and Welfare DEC over the past number of years.

Withdrawn Amended Carried Not Carried Remitted

Motion 11 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to, on behalf of social work members, vigorously oppose in 2019 the current attempt by the HSE to use the development of nationwide CHO network ‘pilot sites’ to remove members who social work in primary care from being core members of primary care teams and to reclassify social worker in primary care as ‘non-core.’ Accordingly, this Fórsa national social work professional committee calls on both the Health and Welfare Division and the National Executive Committee of Fórsa trade union to immediately carry out a review of the social work services within HSE primary care.

Withdrawn Amended Carried Not Carried Remitted

Motion 12 – Laois, Meath and Westmeath Health and Local Government Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to vigorously oppose in 2019 the current attempt by the HSE to use the development of nationwide CHO Network ‘pilot sites’ to remove social work in primary care from being core members of primary care teams and to reclassify social worker in primary care as ‘non-core.’

Withdrawn Amended Carried Not Carried Remitted

Motion 13 – Offaly Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to, on behalf of social work members, to vigorously oppose the current attempt by the HSE to use the development of nationwide CHO network ‘pilot sites’ to reclassify social workers in primary care as ‘non-core.’ The health department policy since 2001 to present day establishes social workers in primary care as core members of primary care teams. That this policy should be enforced by Fórsa on behalf of social work members.

Withdrawn Amended Carried Not Carried Remitted

Motion 14 – Louth and Meath Health and Local Government Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to direct that the current reporting and line management relationship for occupational therapy, physiotherapy, psychology and speech and language therapy staff will not change as a result of the recent agreement to create new children network managers post or proposed primary care network manager posts.

Withdrawn Amended Carried Not Carried Remitted

Motion 15 – Meath Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to direct all occupational therapy, psychology, physiotherapy, speech and language therapy and other affected HSCP members to refuse to co-operate with any proposed changes in reporting relationship that will result in staff being subject to line management, operations or work practices from non-HSE agencies, as detailed in the proposal for implementation of the children's disability network arrangements in Meath.

Withdrawn Amended Carried Not Carried Remitted

Motion 16 – South Tipperary Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to direct all physiotherapy members to refuse to co-operate with any changes in reporting relationship that might undermine the role of physiotherapy manager resultant form the introduction of the CDNM posts, or similar network manager posts in primary care.

Withdrawn Amended Carried Not Carried Remitted

Motion 17 – Roscommon and Sligo Health and Local Government Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to resist all proposed changes to reporting relationships and departmental structure changes within the Saolta hospital group, unless and until there's proper consultation and agreement with Fórsa.

Withdrawn Amended Carried Not Carried Remitted

Pay and related

Motion 18 – Ballinasloe Branch and Limerick Health Branche

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to request that Fórsa negotiate the re-introduction as soon as possible of the allowance for coordination and overseeing undergraduate student therapists during clinical placements for members of the therapy professions including dietitians, physiotherapists, occupational therapists and speech and language therapists so that all therapists participating in undergraduate student training can receive the allowance.

Withdrawn Amended Carried Not Carried Remitted

Motion 19 – Dublin Care Services Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to propose that Section 56 organisations and those organisations funded by Pobal and Tusla be included in the model of roll-out of pay restoration for Section 39 organisations.

Withdrawn Amended Carried Not Carried Remitted

Motion 20 – Dublin Hospitals Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to work on behalf of the AHP groups (techs) that have not been included in the vocational group to engage with management for the purpose of the introducing an additional pay scale level.

Withdrawn Amended Carried Not Carried Remitted

Motion 21– Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to express our support for others working in the health and welfare area, including nurses and midwives, when in struggle for pay restoration and other fairness issues.

Amendment to Motion 21 – Cork Health and Local Government Branch

Substitute word “when” with “currently”

Amended motion to read:

“That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to express our support for others working in the health and welfare area, including nurses and midwives, currently in struggle for pay restoration and other fairness issues.”

Withdrawn Amended Carried Not Carried Remitted

Motion 22 – South Tipperary Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, given that the Irish Nurses and Midwives Organisation won concessions for their members during their current agreement, to lodge a claim for a similar deal for its members.

Amendment to Motion 22 - Cork Health and Local Government Branch

Substitute word “lodge” with “pursue”.

Amended motion to read:

“That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, given that the Irish Nurses and Midwives Organisation won concessions for their members during their current agreement, to pursue a claim for a similar deal for its members.”

Withdrawn Amended Carried Not Carried Remitted

Motion 23 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to observe that the Dublin North Health Branch notes the recent report by TASC, which reports that Ireland is one of the worst countries in the EU in terms of numbers of low-paid workers and lack of pay equality and calls on the new HWDEC to initiate a Fórsa-wide campaign to improve pay in these areas.

Withdrawn Amended Carried Not Carried Remitted

Motion 24 – Leitrim Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to engage with the HSE to develop further the pay scales of health and social care professions. These professionals' pay scales have been stagnant for years even though different proposals for development have been looked at by this union. Other health care professionals not only have had a more enhanced pay scales scheme, but they have been reviewed in the recent past.

Withdrawn Amended Carried Not Carried Remitted

Motion 25 – South Tipperary Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to direct the Health and Welfare Divisional Executive Committee to robustly seek the complete or partial reduction in the Haddington Road Agreement unpaid working hours in the next public sector pay agreement talks. Furthermore Fórsa members must be fully updated and informed of all efforts made in national negotiations on this issue.

Withdrawn Amended Carried Not Carried Remitted

Motion 26 – Cork Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to request that Fórsa trade union negotiate a reduction in the working week from 37 hours per week to 35 hours per week with no reduction in pay.

Withdrawn Amended Carried Not Carried Remitted

Staffing and related

Motion 27 – Ballinasloe Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the appointment of social work clinical tutors in the workplace throughout the country to support social work student training.

Withdrawn Amended Carried Not Carried Remitted

Motion 28 – Ballinasloe Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the appointment of social work advanced practitioner posts throughout the country.

Withdrawn Amended Carried Not Carried Remitted

Motion 29 – Ballinasloe Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to prioritise and dedicate resources to a national workforce planning review for social work, together with a review of social work student training including assessment of capacity to train students in the workplace, overcoming barriers, supports required, creating capacity and determination of student numbers.

Withdrawn Amended Carried Not Carried Remitted

Motion 30 – Ballinasloe Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to dedicate resources to reviewing the career pathway for social workers, which has not been the subject of review since the McHugh-Doran report, 2004.

Withdrawn Amended Carried Not Carried Remitted

Motion 31 – Ballinasloe Branch and Limerick Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the appointment of dietitian clinical tutors in the workplace throughout the country to support undergraduate dietetic student training.

Withdrawn Amended Carried Not Carried Remitted

Motion 32 – Ballinasloe Branch and Limerick Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to prioritise a national workforce planning review for dietitians together with a review of dietetic student training including workplace practice placement education (PPE) and assessment of capacity to train students in the workplace, overcoming barriers, supports required, creating capacity, and determination of student numbers.

Withdrawn Amended Carried Not Carried Remitted

Motion 33 – Ballinasloe Branch and Limerick Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the introduction of a catering dietitian role and grading(s) for dietitians.

Withdrawn Amended Carried Not Carried Remitted

Motion 34 – Ballinasloe Branch and Limerick Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to prioritise resourcing of dietitians and staffing to meet unmet needs within paediatric and adult disability services.

Withdrawn Amended Carried Not Carried Remitted

Motion 35 – Ballinasloe Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to prioritise negotiating with the HSE to improve efficiency regarding recruitment of HSCPs and other staff in the HSE by speeding up the approval and recruitment process to make it more efficient and with less delay.

Withdrawn Amended Carried Not Carried Remitted

Motion 36 – Health and Welfare Divisional Executive Committee

That the Health and Welfare Divisional Executive Committee pursues vigorously a modernisation of the career pathways for health and social care professionals originally set out in the McHugh-Doran report following the expert review group on allied health professions. That the Health and Welfare DEC would seek to have these matters concluded by the end of 2019.

Withdrawn Amended Carried Not Carried Remitted

Motion 37 – Cavan and Monaghan Health and Welfare Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek an expert review of the therapy professions, following the Report of the Expert Group on Various Professions in April 2000, to include a review of pay and conditions, grade structure, recruitment, retention and promotional opportunities.

Withdrawn Amended Carried Not Carried Remitted

Motion 38 – Cavan and Monaghan Health and Welfare Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to use industrial relations channels to seek that the therapy unit in the Department of Health be reinstated as recommended by the Expert Group in Various Health Professions in April 2000.

Withdrawn Amended Carried Not Carried Remitted

Motion 39 – Clare Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to build upon the recommendations of the Expert Group Report 2000 via the McHugh-Doran process in relation to the career structure of the health and social care professionals. This is in order to attract and retain HSCP and offer them meaningful career opportunities in the public service.

Withdrawn Amended Carried Not Carried Remitted

Motion 40 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to dedicate resources to reviewing the career pathway for social workers, which has not been the subject of review since the McHugh-Doran report 2004.

Withdrawn Amended Carried Not Carried Remitted

Motion 41 – Cavan Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to engage in discussion with therapy unit Recruit in relation to the current senior physiotherapy panels. This is in order to seek redress in relation to issues of fairness, where panels are left remaining in place for extended periods, resulting in staff being restricted in their job applications to only a few areas.

Withdrawn Amended Carried Not Carried Remitted

Motion 42 – Monaghan Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to engage with HBS recruitment in relation to the current senior physiotherapy panels and the unfairness of the current system, in particular the length of time the panel is in existence and what process is in place for exiting panel members on expiration of such panels.

Withdrawn Amended Carried Not Carried Remitted

Motion 43 – Clare Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek a commitment from the HSE for training in suicide prevention for all admin staff in mental health facilities.

Withdrawn Amended Carried Not Carried Remitted

Motion 44 – Clare Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek mindfulness training for all admin staff in mental health facilities to foster wellbeing and self-awareness.

Withdrawn Amended Carried Not Carried Remitted

Motion 45 – Clare Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to support its members through the ongoing transition of national health promotion staff and the regional CHO and to ensure that health promotion professionals are retained and all vacant posts are backfilled.

Withdrawn Amended Carried Not Carried Remitted

Motion 46 – Cork Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to immediately engage with Tusla, the child and family agency, with a view to putting in place enhanced terms and conditions of employment for child protection social workers to reflect the more onerous, complex and crisis driven nature of their work. We request the Health and Welfare Divisional Executive Committee call on the Divisional Executive to commence engagement as soon as possible with a view to reporting back to affected social workers within a period of six months.

Withdrawn Amended Carried Not Carried Remitted

Motion 47 – Dublin Care Services Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure that the HSE provides evidence that it has a budget to fund the necessary CPD/training for all staff who will be moved into the PDS disability network teams in Dublin and Wicklow, before Fórsa allows any of its members to transfer, or facilitate the transfer of staff, to PDS.

Withdrawn Amended Carried Not Carried Remitted

Motion 48 – Dublin Hospitals and Galway Health and Local Government Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to engage with the HSE to challenge inaccuracies and gaps in information, findings and recommendations in relation to health and social care professionals (referred to as AHPs in the report) in the 'Health Service Capacity Review Report, 2018.'

Withdrawn Amended Carried Not Carried Remitted

Motion 49 – Dublin Hospitals Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to assist with establishing grade recognition, protection of title and appropriate remuneration for the role of advanced practice physiotherapists (APPs). We ask for acknowledgement that while physiotherapists who are APPs can be clinical specialist physiotherapists, not all clinical specialist physiotherapists may be APPs.

Withdrawn Amended Carried Not Carried Remitted

Motion 50 – Sligo Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to engage with the HSE to create the grade of advanced practice physiotherapist grade within the physiotherapist profession. The existing career structure does not allow career progression, to reflect the increasing autonomous scope of the physiotherapy profession. The creation of this grade would take into account this new responsibility and associated risk, and align the HSE with international standards.

Withdrawn Amended Carried Not Carried Remitted

Motion 51 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to address the inaccuracies in the health service capacity review, 2018, in relation to therapy professions as they are not reflective of future demand requirements for SLT, OT and physiotherapy and dieticians.

Withdrawn Amended Carried Not Carried Remitted

Motion 52 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to condemn the outsourcing of work traditionally done by environmental health officers in Fingal County Council to private contractors and asks for a report on the referral of the matter to the oversight committee of the Public Service Stability Agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 53 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, in the light of the ongoing ethical and fitness to practice concerns in relation to the Safeguarding and Vulnerable Adults 2014 policy, to ensure that all workers, be they social workers or other health and social care professionals, will continue to have the support of the union to assist them in relation to the ethical and fitness to practice that may arise as a result of following the current version of the policy.

Withdrawn Amended Carried Not Carried Remitted

Motion 54 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the appointment of social work clinical tutors in the workplace throughout the country to support social work student training.

Withdrawn Amended Carried Not Carried Remitted

Motion 55 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the appointment of social work advanced practitioner posts throughout the country.

Withdrawn Amended Carried Not Carried Remitted

Motion 56 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to prioritise and dedicate resources to a national workforce planning review for social work together with a review of social work student training including assessment of capacity to train students in the workplace, overcoming barriers, supports required, creating capacity and determination of student numbers.

Withdrawn Amended Carried Not Carried Remitted

Motion 57 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, on behalf of social work members, to continue to pursue in 2019 a swift resolution of the ongoing issues for social workers, arising from the draft HSE 'Adult Safeguarding Policy 2018,' to support the further development of safeguarding as a specialist social work role, and to protect the current terms and conditions of employment of social workers working in other services and sectors.

Withdrawn Amended Carried Not Carried Remitted

Motion 58 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee that Fórsa urgently meets with Tusla senior management and HR to look at the issue of retention of social workers within sectors of Tusla.

Withdrawn Amended Carried Not Carried Remitted

Motion 59 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to join with Fórsa national social work professional Committee in proposing that the children in care and children in the community child protection teams staffing crisis is recognised. That this Conference, given the level of risk and the weight of the cases carried by these teams, propose it is necessary for a special allowance be given to social workers following the completion of three years working in this area.

Withdrawn Amended Carried Not Carried Remitted

Motion 60 – Dublin South Health and Welfare and Roscommon Health and Local Government Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to oppose the attempt to introduce a pre-registered grade of social worker in Tusla or any graduate entry scheme in the HSE or in any agency employing professionally qualified social workers.

Withdrawn Amended Carried Not Carried Remitted

Motion 61 – Dublin South Health and Welfare and Roscommon Health and Local Government Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, on behalf of the national social work professional committee, to review Tusla’s use of private agencies and services in meeting the needs of Tusla. In reviewing these services it is in consideration as to the impact it is having on the role of social workers within Tusla and to identify how widespread this practice is within Tusla.

Withdrawn Amended Carried Not Carried Remitted

Motion 62 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to oppose the privatisation of the social work profession.

Withdrawn Amended Carried Not Carried Remitted

Motion 63 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to be supportive of the Fórsa national social work professional committee in requesting that Fórsa carry out an audit on the changing role of social work within Tusla, to assess roles which are specifically identified for social workers and other professions and grades are not eligible to apply for these posts.

Withdrawn Amended Carried Not Carried Remitted

Motion 64 – Dublin South Health and Welfare and Roscommon Health and Local Government Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure that Tusla policies and procedures are put in place in a transparent manner and involve consultation, and do not compromise social work professional ethics and values, or exclude social workers from aspects of the service formerly delivered by social workers.

Withdrawn Amended Carried Not Carried Remitted

Motion 65 – Dublin South Health and Welfare and Roscommon Health and Local Government Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to request a review and audit by Tusla of the joint agreement for senior social work practitioner recruitment. This is to ensure that there has been and is transparent and open competition for these posts with an equitable distribution of posts nationally, to ensure that all Tusla social workers with required work experience can apply.

Withdrawn Amended Carried Not Carried Remitted

Motion 66 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to meet with Tusla to start the process of discontinuing the practice of placing children as social admissions in hospitals due to the lack of appropriate alternative care placements available to the agency.

Withdrawn Amended Carried Not Carried Remitted

Motion 67 – Galway Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the appointment of social work clinical tutors in the workplace throughout the country to support social work student training.

Withdrawn Amended Carried Not Carried Remitted

Motion 68 – Laois Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to urgently negotiate the appointment of social work clinical tutors in the workplace throughout the country to support social work student training.

Withdrawn Amended Carried Not Carried Remitted

Motion 69 – Galway Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the appointment of social work advanced practitioner posts throughout the country.

Withdrawn Amended Carried Not Carried Remitted

Motion 70 – Galway Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to prioritise and dedicate resources to a national workforce planning review for social work together with a review of social work student training including assessment of capacity to train students in the workplace, overcoming barriers, supports required, creating capacity and determination of student numbers.

Withdrawn Amended Carried Not Carried Remitted

Motion 71 – Galway Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to dedicate resources to reviewing the career pathway for social workers, which has not been the subject of review since the McHugh-Doran report 2004.

Withdrawn Amended Carried Not Carried Remitted

Motion 72 – Galway Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to note the loss of social work posts across Tusla which are being filled by social care workers and this Divisional Conference requests on Fórsa to ensure there is no further erosion to social work posts.

Withdrawn Amended Carried Not Carried Remitted

Motion 73 – Galway Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure that professionally qualified social workers are eligible to apply for all management posts across Tusla.

Withdrawn Amended Carried Not Carried Remitted

Motion 74 – Roscommon Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure that social workers have the right to apply for all senior posts in Tusla, such as aftercare coordinator, and that these senior posts are not restricted to any one profession.

Withdrawn Amended Carried Not Carried Remitted

Motion 75 – Laois Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the appointment of social work advanced practitioners in the workplace for all social workers throughout the country.

Withdrawn Amended Carried Not Carried Remitted

Motion 76 – Laois Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the appointment of social work research coordinator posts throughout the country.

Withdrawn Amended Carried Not Carried Remitted

Motion 77 – Roscommon Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to request an urgent meeting with senior management within HR in Tusla to look at the issue of retention of social workers nationally.

Withdrawn Amended Carried Not Carried Remitted

Motion 78 – Laois Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to target resources to a national workforce planning review for social work together with a review of social work student training including assessment of capacity to train students in the workplace, identifying and overcoming barriers, looking at supports required, creating capacity and determination of student numbers and supporting social work graduates as they enter the workforce for the first time.

Withdrawn Amended Carried Not Carried Remitted

Motion 79 – Laois Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, in the light of the ongoing ethical and fitness to practice concerns in relation to the Safeguarding and Vulnerable Adults 2014 policy, to ensure that all workers, be they social workers or other allied health professionals, will continue to have the support of the union to assist them in relation to the ethical and fitness to practice that arise as a result of following this policy.

Withdrawn Amended Carried Not Carried Remitted

Motion 80 – Laois, Meath, Offaly, and Westmeath Health and Local Government Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to continue to pursue in 2019 a swift resolution of the ongoing issues for social workers, arising from the draft HSE ‘Safeguarding Vulnerable Persons at Risk of Abuse’ policy. Fórsa to support the further development of safeguarding as a specialist social work role and to protect the current terms and conditions of employment of social workers and other staff members working in other services and sectors.

Withdrawn Amended Carried Not Carried Remitted

Motion 81 – Irish Youth Justice Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to secure release of the Hardwicke and Goldstein report, which dealt with operational issues at Oberstown detention centre with particular reference to any staff issues raised within same.

Withdrawn Amended Carried Not Carried Remitted

Motion 82 – Kildare Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek standardisation of working conditions for dental nurses.

Withdrawn Amended Carried Not Carried Remitted

Motion 83 – Leitrim Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to oppose any alteration in service delivery within the HSE which will result in the centralisation to the greater Dublin area of any established posts within the provinces.

Withdrawn Amended Carried Not Carried Remitted

Motion 84 – Limerick Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, as it did in 2017 and 2015, to negotiate a national staffing and grading structure for all grades in procurement and logistics. Senior management in logistics have an agreed national structure but other grades do not. A national structure for logistics continues to be long overdue and must be agreed as a condition of the continued roll out of the procurement operating model.

Withdrawn Amended Carried Not Carried Remitted

Motion 85 – Limerick Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to initiate discussions with Tusla to facilitate social care workers working in residential and special care children services to, once they reach the age of 50, be able to avail of the option of working in a less challenging environment.

Withdrawn Amended Carried Not Carried Remitted

Motion 86 – Limerick Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee, following the review of the civil registration service, to seek immediate implementation of decisions agreed between Fórsa and the HSE.

Withdrawn Amended Carried Not Carried Remitted

Motion 87 – Offaly Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to work with the HSE on expediting the filling of temporary posts. Currently from the time of notification of a vacancy to filling of post, eg, maternity leave, the maternity leave could be nearly complete in some instances. This is putting extreme pressure on the remaining staff and services.

Withdrawn Amended Carried Not Carried Remitted

Motion 88 – Offaly Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure a transparent process for the filling of administration posts is implemented by the HSE. If the requirement of an administration post is clinical experience or qualifications, Fórsa should pursue the reason the post is classed as administration. Members are becoming very frustrated by the fact they have been exempted from applying for administration posts which have certain conditions, thereby precluding them from applying even though they may have relevant experience. Such posts should be advertised as clinical not under the umbrella of administration, which is been used as an avenue for other grades of staff to change their grades based on a clinical requirement.

Withdrawn Amended Carried Not Carried Remitted

Motion 90 – Offaly Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to expedite national panels for grades V, VI and VII to give our wider membership the opportunity to apply and compete for promotional posts, as local competitions are restrictive to the particular post being advertised.

Withdrawn Amended Carried Not Carried Remitted

Motion 91 – Roscommon Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to object to, and resist in the strongest way possible, any further attempts by management in the HSE to centralise schemes currently being processed by local offices. This has a negative effect on both our members and on the local community and service users.

Withdrawn Amended Carried Not Carried Remitted

Motion 92 – North Tipperary Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to request details from the HSE on how many ‘already’ permanent staff are on specific purpose contracts (SPCs) following interviews for promotional opportunities for positions other than maternity leave cover, and then to demand that all those posts be converted to permanent posts.

Withdrawn Amended Carried Not Carried Remitted

Motion 93 – South Tipperary Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to propose that the position of senior dental hygienist be implemented on a national level without delay.

Withdrawn Amended Carried Not Carried Remitted

Pensions and related

Motion 94 – Kildare Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to amend the current HSE superannuation scheme to reflect the fact that we can now work to the age of 70.

Withdrawn Amended Carried Not Carried Remitted

Motion 95 – Westmeath Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to have the Government decision, that civil servants (and public servants generally) appointed on or after 6th April 1995 should be subject to the class A rate of PRSI contribution, and that their occupational and State pensions should be ‘integrated’, reversed.

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to engage with the HSE and Tusla to have this inequity addressed and ensure our retired/retiring members all receive the full pension amount to which they are entitled.

Withdrawn Amended Carried Not Carried Remitted

Motion 96 – Westmeath Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to engage with the HSE and Tusla so that where the abatement of the full State contributory pension is found to be more than the actual State contributory pension received, that back monies are paid to balance the discrepancy to the pension paid by the public service pension.

Withdrawn Amended Carried Not Carried Remitted

Job evaluation

Motion 97 – Donegal Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure the categories identified as priority for job evaluation are actually dealt with in the first instance.

Withdrawn Amended Carried Not Carried Remitted

Motion 98 – South Tipperary Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to vigorously complain to the HSE and Department of Health about the length of time it is taking to fully process job evaluation scheme applications. Furthermore, Fórsa must insist, on behalf of our members, that the HSE put more resources into the process, so that our members may experience a faster process from the initial application to the final recommendation.

Withdrawn Amended Carried Not Carried Remitted

Motion 99 – Westmeath Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek the extension of the job evaluation scheme within Tulsa and HSE to encapsulate health and social care professionals.

Amendment to Motion 99 – Cork Health and Local Government Branch

Insert words “and modification” between words “extension” and “of”.

Amended motion to read:

“That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek the extension and modification of the job evaluation scheme within Tusla and HSE to encapsulate health and social care professionals.”

Withdrawn Amended Carried Not Carried Remitted

Conditions of service

Motion 100 – Ballinasloe, Dublin South Health and Welfare, Galway, Laois and Limerick Health Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate the capping of the CORU registration fee for HSCPs at €100 in future pay negotiations.

Withdrawn Amended Carried Not Carried Remitted

Motion 101 – Cork Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek an amendment to the Paternity Leave Act, 2016, to include an allowance for paid time off for prospective fathers to attend key ante-natal appointments associated with the development of their unborn child.

Withdrawn Amended Carried Not Carried Remitted

Motion 102 – Cork Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate a change in the current sick leave entitlements from 12 weeks with full pay in a four-year period to 12 weeks with full pay in a two-year period.

Withdrawn Amended Carried Not Carried Remitted

Motion 103 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to commence a proactive process in negotiating and restoring the sick leave benefit for workers. With the Public Service Stability Agreement concluding in 2020, it's imperative that the restoration of the sick leave benefit is prioritised on the union's negotiating agenda.

Withdrawn Amended Carried Not Carried Remitted

Motion 104 – Cork Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate a flexitime arrangement for members in the health service to ensure that members have access to similar schemes that currently exist in other parts of the public service.

Withdrawn Amended Carried Not Carried Remitted

Motion 105 – Dublin Hospitals Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek an extension of flexi hours from 07.00 to 19.00 hours so as to facilitate members' work and lifestyle balance.

Withdrawn Amended Carried Not Carried Remitted

Motion 106 – Dublin Care Services Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to develop a policy to protect members when storms or bad weather disrupt normal work patterns, with consideration of the recent national agreements with the HSE around red weather warning days.

Withdrawn Amended Carried Not Carried Remitted

Motion 107 – Dublin Care Services Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek that the conditions enjoyed with the standardisation of annual leave applied to Section 38 voluntary hospitals should also apply to all other Section 38 voluntary Organisations.

Withdrawn Amended Carried Not Carried Remitted

Motion 108 – Dublin Care Services Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure that staff who are being moved from their existing posts into the HSE 'progressing disabilities service for children' will not have to accept working conditions of a lesser standard than what they currently have.

Withdrawn Amended Carried Not Carried Remitted

Motion 109 – Dublin Hospitals Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure that staff of Dublin voluntary hospitals should be allowed equal access to training opportunities as HSE staff.

Withdrawn Amended Carried Not Carried Remitted

Motion 110 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek that the HSE/Tusla and other healthcare employers provide a paid hour per working day to all breastfeeding mothers for feeding or expressing, extending this from the current provision providing this only for the child's first six months of age.

Withdrawn Amended Carried Not Carried Remitted

Motion 111 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek a substantial increase in the motor travel rates in bands I and III at the next review of these rates.

Withdrawn Amended Carried Not Carried Remitted

Motion 112 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to report on the claim for additional compassionate leave as per the civil service policy, as has been applied in the local authorities now.

Withdrawn Amended Carried Not Carried Remitted

Motion 113 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek clarification on the standardisation of the annual leave claim in relation to backdating of the claim.

Withdrawn Amended Carried Not Carried Remitted

Motion 114 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to substantively improve the annual leave entitlements for new entrants and new promotees since 2014.

Withdrawn Amended Carried Not Carried Remitted

Motion 115 – Kildare Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek that the annual leave year run from 1st January to 31st December instead of 1st April to 31st March.

Withdrawn Amended Carried Not Carried Remitted

Motion 116 – Laois, and Dublin South Health and Welfare Branches

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to advocate for greater supports for parents. This could include allowing parents to share their full tax credit allowance for the first seven years of their children’s lives, as well as introducing free or affordable childcare for those who need it. The Conference further calls on the Health and Welfare Divisional Executive to advocate for increased levels of maternity and paternity leave, in line with our EU neighbours, allowing parents to take a year to care for their child.

Withdrawn Amended Carried Not Carried Remitted

Motion 117 – Laois Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to continue to work with the HSE and voluntary agencies to guarantee that all staff within these agencies who have to register with CORU, will have the same funding and protected time for CPD as has been negotiated with Tusla, and will be given access to training to meet their professional requirements. Due to government funding, nursing solely in mental health has access to educational centres, training and funding for further education. We are asking in the interests of fairness and equity that similar arrangements and funding are put in place for all MDT disciplines on mental health teams.

Withdrawn Amended Carried Not Carried Remitted

Motion 118 – Leitrim Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to amend the current Dignity at Work Policy, 2009, as it does not comply with new statutory legislation such as the Data Protection Act 2018, new employment and industrial relations law and EU labour and human rights law, and is therefore obsolete.

Withdrawn Amended Carried Not Carried Remitted

Motion 119 – Leitrim Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to set up consultation process with the employer to agree, design and implement a new dignity at work policy and address governance and protocol procedures pertaining to the newly-established HR Work Relations Unit, and seek to guarantee best practice standards for HSE HR investigation personnel.

Withdrawn Amended Carried Not Carried Remitted

Motion 120 – Roscommon Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to engage with the stakeholders in the HSE and Tusla, to develop a clear and fair transfer policy, to allow members the opportunity to transfer between the two employers. Although there is agreement in principle, the reality is that a mechanism to allow this is not currently in place.

Withdrawn Amended Carried Not Carried Remitted

Motion 121 – Sligo Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to allow the health and social care professions to partake in continuous professional development (CPD) commensurate with their grade and in line with their professional registration without financial or reckonable service loss to the staff member, ie, time training, travel costs, training budget etc.

Withdrawn Amended Carried Not Carried Remitted

Motion 122 – Wicklow Health Branch

That this Conference notes and welcomes the introduction of a raft of legislation and policies aimed at protecting the rights of vulnerable adults and children. Any move to protect society’s most vulnerable people is welcomed by Fórsa and the wider trade union movement.

This Conference calls on the incoming Health and Welfare Divisional Executive Committee to support this motion calling for a fair, open and transparent independent investigation procedure to be available to all health and social care staff across all services charged with supporting and providing care for vulnerable adults and children.

Withdrawn Amended Carried Not Carried Remitted

Health, safety and welfare

Motion 123 – Boards and Voluntary Agencies Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to call on Government to end the anomaly whereby County Council emergency temporary halting sites and are not subject to the same health and safety regulations as permanent halting sites.

Withdrawn Amended Carried Not Carried Remitted

Motion 124 – Boards and Voluntary Agencies Branch

This Conference calls on the incoming Health and Welfare Divisional Executive Committee to call on Government, through the Department of Enterprise, Trade and Employment, to strive to reduce work-related stress within the health and other employment sectors.

Withdrawn Amended Carried Not Carried Remitted

Motion 125 – Clare Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to develop a process to address the mental health needs of its members in a meaningful way. It is noteworthy that depression is the single biggest cause of absence from work worldwide. This takes many different forms and different severities. However, it should be the subject of greater attention from employers and employees, both individually and as part of bigger organisations.

Withdrawn Amended Carried Not Carried Remitted

Motion 126 – Clare Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to de-stigmatise what is a very common condition and is usually eminently treatable. This can only come about through the fostering of a cultural change in organisations that encourages people to speak freely in a supportive atmosphere about mental health matters. Mental health and ill health should be treated on a par with physical health and ill health, which will lead to a quicker and more effective resolution of the difficulty.

Withdrawn Amended Carried Not Carried Remitted

Motion 127 – Health and Welfare Divisional Executive Committee

That this Division seeks robust discussions with health sector employers to create an environment of meaningful support, including structures and assistance programmes, for those workers who experience mental health issues.

Withdrawn Amended Carried Not Carried Remitted

Motion 128 – Health and Welfare Divisional Executive Committee

That this Division seeks robust discussions with health service employers on developing and implementing policies around the removal of stigma associated with workers who experience mental health and wellbeing issues.

Withdrawn Amended Carried Not Carried Remitted

Motion 129 – Clare Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to lend their voice to the discussion regarding controversial uses and abuses of social media and the possible negative effects it may have on people's health.

Withdrawn Amended Carried Not Carried Remitted

Motion 130 – Donegal Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate with the HSE to achieve an occupational health service that better serves the needs of employees.

Withdrawn Amended Carried Not Carried Remitted

Motion 131 – South Tipperary Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to note that South Tipperary Health Branch demands that any introduction to proposed changes to established rosters for social care workers take account of the health effects of proposed changes. More importantly, any proposed changes must be with prior agreement of members being forced to work these rosters.

Withdrawn Amended Carried Not Carried Remitted

Motion 132 – Health and Welfare Divisional Executive Committee

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee for a motion on a higher level calling for the HSE and the Government to invest seriously in the mental health service, and to be fully committed to developing and implementing a plan to address the failure of the state services to support this vulnerable society.

Withdrawn Amended Carried Not Carried Remitted

Organisation

Motion 133 – Boards and Voluntary Agencies Branch

From January 4th 2019, no government department or agency will buy single-use plastic cups, cutlery or straws for use within their offices. This Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to discontinue providing drinking water contained in single use plastic bottles at all conferences and to cease using single use plastic cups, cutlery or straws in Fórsa offices.

Withdrawn Amended Carried Not Carried Remitted

Motion 134 – Dublin Hospitals Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to review the Gaeltacht scholarship scheme, with the view to increasing the number of grants available and also to increase the monetary value of each grant as the cost of the Irish language courses in Gaeltacht areas have greatly increased over the years.

Withdrawn Amended Carried Not Carried Remitted

Motion 135 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to commence a process that will progress a move towards a branch structure dedicated to social work, such as the branch for probation officers.

Withdrawn Amended Carried Not Carried Remitted

Motion 136 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to promote and establish within branches nationally a system to respond to members' correspondence and concerns in a timely manner outlining actions to be taken towards addressing and resolving members issues.

Withdrawn Amended Carried Not Carried Remitted

Motion 137 – Louth Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek the training committee of Fórsa to look into a module for activists on mental health and wellbeing as part of the new representative training.

Withdrawn Amended Carried Not Carried Remitted

Motion 138 – Westmeath Health and Local Government Branch

We believe that the decision by the NEC to strictly limit numbers of representatives branches can send to Conference is contrary to the spirit of partnership and activism. We recognised the logistical and practical constraints which room size and host location present. We move that in future, delegate credentials which are transferable between branch representatives are issued, to facilitate a rotation of delegates and support greater participation by branch activists at conferences.

Withdrawn Amended Carried Not Carried Remitted

Voluntary sector funding and related

Motion 139 – Boards and Voluntary Agencies Branch

The acceptance by Fórsa of the Public Service Stability Agreement has ensured the restoration of public service pay for members working in Section 38 organisations. Section 39 funded organisations are not included in the Public Service Stability Agreement. 'Caring At What Cost,' a report published by IMPACT in 2015, stated that Section 39 organisations "provide services in place of state services, on behalf of the state." In 2018, engagement commenced on pay restoration for Section 39, HSE-funded organisations. We call on Conference to strive to bring this issue to an equitable conclusion for all Section 39 organisations.

Withdrawn Amended Carried Not Carried Remitted

Motion 140 – Cavan Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to support, consult and represent Section 39 members, to ensure that pay parity is restored and the WRC recommendations of October 2018 are enacted, so that the relevant employees receive payments in April 2019 and 201, as recommended. This Conference also mandates the NEC to work to ensure that Section 39 union members are represented at any future pay negotiations.

Withdrawn Amended Carried Not Carried Remitted

Motion 141 – Longford Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to continue to advocate on behalf of Section 39 workers to bring them in line with their counterparts in Section 38 organisations in relation to pay restoration and conditions.

Withdrawn Amended Carried Not Carried Remitted

Motion 142 – Health and Welfare Divisional Executive Committee

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek to include on the next national pay agenda structured dialogue aimed at the creation of a new, more effective, fair and sustainable funding model in respect of Section 39 agencies in the context of such agencies providing services directly for the State. Such a model should incorporate the principles of sustainable funding for State services combined with the relative autonomy of voluntary agencies.

Withdrawn Amended Carried Not Carried Remitted

Motion 143 – Cork Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to examine the terms and conditions of employment of Brothers of Charity day services staff nationally, and will endeavour to secure the most favourable of these conditions for Brothers of Charity day services staff in every sector and division of Brothers Charity, Ireland.

Withdrawn Amended Carried Not Carried Remitted

External matters

Motion 144 – Boards and Voluntary Agencies Branch

This Conference condemns the arson attacks on planned direct provision centres and agrees that racial hatred has no place in Irish society.

Withdrawn Amended Carried Not Carried Remitted

Motion 145 – Boards and Voluntary Agencies Branch

Conference notes Ireland has changed in the last 20 years. In 1996, less than 1% of our population was from outside of Ireland. In 2016, that figure has grown to over 12%. While this brings great opportunities for Ireland, we should also recognise the challenges. People living on the margins, possibly exploited at work and experiencing discrimination in accessing accommodation. Unfortunately, racism is a reality in Ireland, as evidenced by research from ENAR Ireland, Immigrant Council and others. Conference calls on Government to increase funds for integration and to develop a coherent plan in response to a changing demographic of Ireland.

Withdrawn Amended Carried Not Carried Remitted

Motion 146 – Clare Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to continue to advocate on behalf of the homeless and the lack of affordable housing. In particular, the economic, social and health impact and the impact on the mental health of children and families and where homelessness is impacting greatly on the provision of health services in both community and hospitals.

Withdrawn Amended Carried Not Carried Remitted

Motion 147 – Dublin Hospitals Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to continue to campaign for improved conditions for those asylum seekers in the direct provision system.

Withdrawn Amended Carried Not Carried Remitted

Motion 148 – Dublin North Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to ensure all members of this Division are contacted and invited to take part in actions of the ‘Raise the Roof’ campaign. In health and welfare jobs we see at first hand the need for massive investment in public housing and government support for the rights of homeless people, tenants and mortgage holders.

Withdrawn Amended Carried Not Carried Remitted

Motion 149 – Dublin South Health and Welfare Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to continue to advocate for the adequate provision of housing for homeless families and for children through campaigning for a constitutional right to housing.

Withdrawn Amended Carried Not Carried Remitted

Motion 150 – Laois Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to continue to advocate for the adequate provision of housing for all our homeless citizens through campaigning for a constitutional right to housing.

Withdrawn Amended Carried Not Carried Remitted

Motion 151 – Sligo Health and Local Government Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to continue the debate and take a lead role in highlighting the threat to jobs and living standards arising from the effects of Brexit.

Withdrawn Amended Carried Not Carried Remitted

Motions considered to be out of order by the SOC

Motion 152 (formerly Motion 116) – Dublin Hospitals Branch

That all members be entitled to a portion of their pension lump sum in advance of retirement age if personal urgent needs are required.

Withdrawn Amended Carried Not Carried Remitted

Motion 153 (formerly Motion 143) – Kildare Health Branch

That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek annual leave to be allowed by the hour for all employees.

Withdrawn Amended Carried Not Carried Remitted

Appendix one: Nominations

Cathaoirleach (1)

Edward Harte
Martin Walsh

Nominated by

Cork (2nd Preference), Roscommon, Sligo
Carlow, Cavan, Cork (1st Preference),
Galway, Limerick, Louth, Mayo, Meath,
Monaghan, Tipperary North, Waterford,
Westmeath, Wexford

Leas Cathaoirleach (1)

Don Gibney

Nominated by

Carlow, Cavan, Cork (2nd Preference), Galway,
Laois, Limerick, Longford, Louth,
Mayo, Monaghan, Roscommon,
Tipperary North, Westmeath, Wexford

Edward Harte
Clodagh Kavanagh

Sligo
Cork (1st Preference), Waterford

Divisional Executive Member (13)

Stephen Broderick
Helen Canning
Margaret Coughlan
Michael Davis
Don Gibney
John Hanily
Chris Harrison
Edward Harte
Clodagh Kavanagh
Frankie Mangan
Andrew Meaney
Patricia Mellsop

Nominated by

Dublin Hospitals
Boards and Voluntary Agencies
Cork, Wicklow
Dublin North
Cork, Longford, Westmeath
Roscommon
Cork, Kildare
Cork, Longford, Sligo
Cork, Kerry, Kildare, Waterford
Dublin South
Cork, Waterford
Laois, Longford, Offaly

Divisional Executive Member (13)

continued

Jarlath O'Connor
Corinne Phelan
Michelle Spearman Geraghty
Daniel Sweeney
Martin Walsh

Nominated by

Longford, Mayo, Roscommon, Tipperary North
Galway
Longford, Mayo, Tipperary North
Cork, Donegal
Cork, Monaghan

Divisional Representative on NEC (4)

Margaret Coughlan
Michael Davis
Don Gibney
Edward Harte
Clodagh Kavanagh
Andrew Meaney
Jarlath O'Connor
Corinne Phelan
Michelle Spearman Geraghty
Daniel Sweeney

Nominated by

Cork, Wicklow
Dublin North
Westmeath
Cork, Sligo
Cork, Waterford
Cork, Waterford
Mayo, Roscommon, Tipperary North
Galway
Longford, Mayo, Tipperary North
Cork, Donegal

Standing Orders Committee (2)

Gerry Foley
Gina McDonald

Jennifer Verling

Nominated by

Cork, Westmeath
Cavan, Dublin South, Louth, Mayo
Roscommon, Tipperary North, Wexford
Cork, Sligo

Fórsa health and welfare conference 2019

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
[Please use BLOCK capitals]

Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
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Election	Nomination
Name of principal delegate	
Signature of principal delegate	
Date	Time
SOC signature	Date Time

Health and Welfare conference 2019
Motion, amendment and nomination withdrawal forms



Fórsa health and welfare conference 2019

Fórsa health and welfare conference 2019

Motion, amendment and nomination withdrawal form

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
[Please use BLOCK capitals]

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Signature of principal delegate	
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Signature of principal delegate	
Date	Time
SOC signature	Date Time



Fórsa health and welfare conference 2019

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
[Please use BLOCK capitals]

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Name of principal delegate	
Signature of principal delegate	
Date	Time
SOC signature	Date Time

Fórsa health and welfare conference 2019

Motion, amendment and nomination withdrawal form







.....Branch wishes to withdraw:
[Please use BLOCK capitals]

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Name of principal delegate	
Signature of principal delegate	
Date	Time
SOC signature	Date Time



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