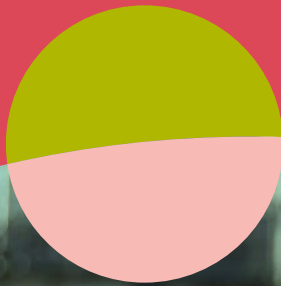


FÓRSA

2022 Conference
Minutes



Minutes of Fórsa's National Conference

Gleneagle Hotel, Killarney
18-22 May 2022

In the Chair: Michael Smyth, President

ATTENDANCE:

Branch	PRINCIPAL DELEGATE
Agriculture, Food & Marine No. 1	Damian Fleming
	Michael Peters
	Frank Reidy
	Tom Delaney
	Tom Morrin
Agriculture, Food & The Marine Executive Grades	Rosaleen Gaughan
	James Higgins
	Fran Doyle
	Audrey McSweeney
	Josephine Broderick
	David Jennings
	Patricia Buss
Agri-Labs	Karl Redmond
	Gillian Madigan
Air Traffic Control	Louise Lyons
	Andy Mullins
An Bord Pleanála	Andy McGloin
	Nicola Ní Riada
	Niamh Woods
	Pierce Dillon
An Post	Mark Masterson
	Richard Deegan
	Michael Caffrey
Arch, Eng & Heritage Services	Mick Ryan
	Andrew Davies
	George Lynch
	Sean Kirwan
Archivists	Pat Fogarty
	Hazel Menton

Branch	PRINCIPAL DELEGATE
Ashtown Gate Revenue Clerical	Martin Gallagher
Ballinasloe	Elizabeth Madden
	Patricia Harte
	Deirdre Forde
Bishops Square SP Clerical	Declan O'Donnell
Boards & Voluntary Agencies	Helen Canning
	Martina Byrne
	John O'Hara
	John McCarthy
Buncrana CS Clerical	Linda McDaid
Cabin Crew	Patricia O'Sullivan
	Angel Garcia Abellan
	Caitriona Jones
	Jake Allen
Carlow Health & Local Government	Brenda Lacey
Castlebar General Clerical	Mary Jo Barrett
	Pauline McNamara
	Ruth-Ann Leak
Cavan/Monaghan CS Clerical	Anne O'Malley
	Lorraine Reville-McCutcheon
Children Equality Disability & Youth Affairs Executive Grades	Orla McGovern
	Colm Parnell
Civil Service No. 1	Leo Kennedy
	Kieron Williamson
	Paul Morgan
	Mick Ryan
	Bernie O'Gorman
	Claire Canny
Clare Health & Local Government	Pat Considine
	Paula Cregg
	Mary K Kearney
	Fiona Ryan
	Mahesh Dayalan
	Mary Skehan
	Carmel Devine
Coillte	Mary K Kearney
Communications	Liam Russell
Community Employment Supervisors	Ian Thomas
	Gillian Byrne
Coolock/Kilbarrack SP Clerical	Declan Hayden

Branch	PRINCIPAL DELEGATE
Cork CSO Clerical	Jonathan Shanahan
Cork General Clerical	Mary O'Driscoll
	Regina Fitzpatrick
	James Joy
Cork Health & Local Government	Liam O'Briain
Cork Revenue Clerical	Owen Matthews
	Noreen O'Flynn
	James Joy
CSO Professional	Maureen Delamere
D.R.C.D Executive Grades	Caoimhín Ótuathail
Defence Executive Grades	Declan Egan
	Amy Hubbard
Donegal Health & Welfare	Angela McGinley
	AnnMarie Boyle
	Daniel Sweeney
Donegal Local Government	Marie Little
	Bernard McNeely
	Declan Gallagher
	Catriona McElhinney
Dublin C&E Revenue Clerical	Joy Cooling
	Declan Geraghty
Dublin Care Services	Simon Rochford
	Dave Mannion
	Mairead Glavin
	Marcus McLaughlin
	Ruth Robinson
	Steven Sweetman
Dublin Central CS Clerical	Sean Malone
	Shane Finnan
Dublin Central Revenue Clerical	Gemma Morris
Dublin City Centre SP Clerical	Daniel Copperthwaite
	Paul Walsh
	Aine Ní Shighin
Dublin City Local Government	Julie Flood
	Audrey Lambert
	Bernie Flood
	Brian Martin
	Tara Robertson
	Jean O'Neill
	John Melvin
	Marcello Bertucelli

Branch	PRINCIPAL DELEGATE
Dublin Education & FHERIS Clerical	Bernie Flood
Dublin Hospitals	Michelle Kelly
	Jacqui Purcell
	Stephen Broderick
	Paddy Brock
	Stuart O'Connor
	Gillian Cawley
	Mandy O'Neill
	Austin Omosigho
	Jennifer Dowdall
	Paul Delaney
	Petty Kaunda
	Susan Hogan
	Louise Twomey
Dublin North Central Revenue Clerical	Catherine Coughlan
Dublin North Health & Welfare	Michael Davis
	Barry Herridge
	Gavin McDonnell
	Liz Butler
	Rosemary Bracken
	David O'Brien
	Oisin O'hAlmahin
	Josefina Riubrugent
	Olivia Sweeney
Dublin OPW Clerical	Brian Burns
Dublin PRA Clerical	Aine Bullock
Dublin Science & Arts Attendants	William Doyle
Dublin South Health & Welfare	Bernadette Mooney
	Colum Geraghty
	Clifford Perrinis
	Bernard Cantillon
	Manuelle Ratte
	Shaun Doyle
	Eoghan Daly
	Olivia O'Neill
Education & FHERIS Executive Grades	Eddie Quinn
	Colette Naughton
	Derbhla Sargent
	Connell M
	Noel Hannon
	Aisling Farrell

Branch	PRINCIPAL DELEGATE
Education Division No. 1	Noreen Kelly-Sheehan
Educational Welfare Services	Paul McCavera
Eir Clerical	Mark Whelan
EIR Executive Grades	Ian Patel
	John McGuane
Enterprise Trade and Employment Executive Grades	Bernie Shelly
	Damien McDonnell
	Laura Horohan
FGE	Ellen Brennan
	Eugene Dunne
	Damion Kelly
	Geraldine Ryan
	Linda O'Donohoe
	Ronan Bolger
	Finbar Meehan
	Stephen O'Neill
Finance, PER & Assoc. Orgs. Executive & Clerical Grades	Sheena Tuite
	Owen Coyle
	Cathal Kelly
	Aisling Burns
Fingal	Geraldine Whelan
	Helen Gad
	Maria Nulty
	Conor Hennessy
	Andy Caverly
Food Safety Promotions Board	James McIntosh
Foreign Affairs & Trade Clerical	Natania Lynch
	Emma Jane Kavanagh
Foreign Affairs & Trade Executive Grades	Brian Hanniffy
	Frances Kielty
	Owen Blackburn
Forensic Science	Amanda Lennon
Galway CS Clerical	Bernadette Bradley
	Roas Sheridan
	Sabina Byrne
Galway Health & Local Government	Gordan Burke
	Neil Murphy
	Corinne Phelan
	Liz Whelan
	Evan Stapleton

Branch	PRINCIPAL DELEGATE
Galway Health & Local Government (continued)	Ann Marie Newell
	Noritte Gallagher
	Tom Browne
	Lorraine Morrin
	Brídín Feeney
	Áine O'Malley
	Maura Sweeney
	Brian Madden
Garda Branch Executive Grades	Liam McLoughlin
	Sheila Murphy
	Ann Gannon
	Patricia Hannifin
	Mary Hannaway
Garda Dublin Clerical	Lucas Spiro
	Paul Doyle
	Jackie Howard
	Christopher Crowley
Health & Children Clerical	Keith Byrne
Housing, Planning and Local Government Executive Grades	Kevin Melinn
I.A.A Executive Grades	Geraldine Hickey
	Colette Kavanagh
Injuries Board	Patrick Sharkey
Kerry CS Clerical	Catherine Griffin
	Joan Kelly
Kerry Health & Local Government	No delegate names supplied
Kildare CS Clerical	Sharon Rowan
Kildare Health	Tracey Clarke
	Gary Buckley
	Keivan Jackson
	Phil White
	Marilyn Cullen
	Celine Ward
	Sharon O'Brien
	Anna McHolmes
	Kildare LG
	Margaret O'Dwyer
	Garrett Byrne
	Una Murphy
	Adrian Foran
Killarney CS Clerical	John Ross

Branch	PRINCIPAL DELEGATE
Kings Inns/Nth Cumberland SP Clerical	Jessica Somerville
Laois Health & Local Government	Deirdre Alexander
Legal Offices Executive Grades	Gerard Egan
Legal Professional	Anne Collins
	Eimear Codd
	Mary O'Donoghue
Leitrim Health & Local Government	Finbarr Kearney
	Ger McLoughlin
	Maeve Coultry
Letterkenny CS Clerical	Heather Neilands
	Alannah Sweeney
	Declan Cullen
Limerick Health	Geraldine McCarthy
	Trish Ahern
	Lesley Quilter
	Helen Barry
	Mary Conroy
	Killian O'Sullivan
	Irene O'Connor
Limerick Local Government	Anne-Marie Mulcahy
	Helen O'Neill
	Marie Coffey
	Sinead Burke
	Roisin Ross
Limerick Revenue Clerical	Sarah Kinehan
	Paddy Hartnett
	Maeve Humphreys
Local Enterprises	David Orford
Longford CS Clerical	Julie Lynch
	Michael Lynch
	Brendan Fox
Longford Health & Local Government	Pauline Kelly
	Hugo Carey
	Fiona Baskett
	Annemarie McKeon
	Paula Lloyd
Mullingar CS Clerical	Helen Shaw
Municipal Employees	Mark Wynne
	Joseph Malone
	John Gaynor

Branch	PRINCIPAL DELEGATE
Municipal Employees (continued)	Paul Lavelle
	Vincent Bruton
	Derek Martin
	James Cole
	Jason Boothman
National Education & Training Board	Brenda Mullins
National Shared Services (NSSO)	Niall Burnam-Roy
	Ray Keleghan
	Noreen Ronaldson
	Kasia Zielonka
NCSE	Paula Cashin
Nenagh Revenue Clerical	Siobhan Kiely
O.P.W Executive Grades	Pascal Tobin
	William Geraghty
OCFA	Eoin Bates
Oireachtas Executive Grades	Ian Moore
Ordnance Survey	Mick Scully
	Owen Jennings
P.R.A.I Executive Grades	Catriona McDonnell
Portlaoise CS Clerical	Kelly O'Rourke
Public Appointments Service Executive Grades	Ciaran Howley
Revenue Commissioners Executive Grades	Patrick Murtagh
	Doreen Doggett
	Des Ryder
	BJ McAteer
	Deirdre Houston
	Joe Cunnion
	Tanya O'Neill
	John O'Connor
	Liam Larkin
	David O'Brien
	Brian Redmond
	Emma Gumley
	Deirdre Quinlan
	Kevin Curtin
	Helen O'Reilly
	Daryl Foy
	Gearoid MacCraith
	Danny Kelly
	Aileen O'Hagan

Branch	PRINCIPAL DELEGATE
Revenue Commissioners Executive Grades (continued)	Paul Smith
	Deirdre Mehigan
	Frances Flood
	Therese O'Hanlon
	Emma-Louise Halloran
	Pat Wolohan
	Joe Sullivan
	Patricia Weir
	Ronan Gill
Roscommon Health & Local Government	Florence Hickey
	Dion Hegarty
	Frances McCann
	Sharon Moffit
	Josie Glynn
Rosslare Revenue Clerical	Trish Walsh
School Completion Programme	James Kavanagh
	Cait Ní Mhurchu
School Secretaries	Karen Ennis
	Luisa Carty
	Susan Phelan
	Hilary Kellett
	Lesley Davey
	Eileen Barry
	Rena McGrath
	Susan O'Donnell
	Noreen O'Callaghan
	Anita O'Reilly
	Orla Greaney
Sligo CS Clerical	Gerard Fallon
Sligo Health & Local Government	Pat Fallon
	Sinead Costello
	Denis Rooney
	Neil Rooney
	Rodrigo Frade
	Marie Brennan
	Peter Duigan
	Francis Conboy
	Tommy Gallagher
Sligo PSO Clerical	Carmel Kennedy Mahon
	Michelle McMorrow

Branch	PRINCIPAL DELEGATE
Sligo PSO Clerical (continued)	Ray Walsh
	Dermot Gillan
SNA's Connaught Ulster	Declan Kavanagh
	Jennifer Bradley
	Niamh Jordan
	Caroline Burke
	Claudia Jennings
	Annemarie McGuire
	Angela Gildea
SNA's Munster - South West	Anne Flynn
	Katrina Margaron
	Catherine Quirke
	Martina McEneaney
	Neville Fitzpatrick
	Siobhan Hurley
	Helen Hogan
	Deborah O'Connor
	Damien Mulchay
	Sinead Roche
SNA's North Leinster - North East	Anne Marie Melia
	Yvonne Connolly
	Breda Rogan
	Edel Callaghan
	Christine Scott
	Deirdre Behan
	Bridie Shortall
	Linda O'Sullivan
	Clare Keaveney
	Dolores Cunningham
	Carol McSharry
SNA's South Leinster - South East	Annette Murphy
	Louise Power
	Eileen Kerins
	Dermot Daly
	Emer Woods
	Ray Cullen
	Marty O'Shea
	Jude Carry
	Caroline Farrell
	Niall Barrett

Branch	PRINCIPAL DELEGATE	
SNAs South Leinster - South East (continued)	Rachel Fennelly	
	Bridget Dillane	
	Valerie Johnson	
	Antoinette Mulle	
	Benita Harbourne	
	Maggie Devoy	
	Mary Keating	
	Debbie McGlade	
	Sue Kelly	
Social Protection Executive Grades	John Buggy	
	Denis Conway	
	Jennifer Drohan	
	Gary Fagan	
	Martin Kehoe	
	Brian Callaghan	
	Jon Corry	
	Michael Cryan	
	Dorothy Doherty	
	Carol Gorman	
	Ann Marie Loughran	
	Seamus Mahon	
	Francis McHugh	
	Collette O'Callaghan	
	Brian Reynolds	
	Sally Shovelin	
	Gerry Stapleton	
	Miriam Duggan	
	Christina Millea	
	Pauline Murray	
	Padraig DeBuitlear	
	John Wims	
	Niall Convey	
	Caitriona Forristal	
	Ann Harkin	
	State Laboratory	Sean McGowan
	Tallaght Revenue Clerical	Sharon Martin
Taoiseach Executive Grades	Nial McGuirk	
Teagasc General	Catriona McKenna	
	Danielle Boland	
Third Secretaries Executive Grades	Conor Fagan	

Branch	PRINCIPAL DELEGATE
Tipperary CS Clerical	Paula Gilman
	Majella Fogarty
	John Healy
	Michael Ryan
Tipperary Local Government	Joe Sherlock
	Vincent Savage
	Louise Phillips
	Gemma Larkin
Tipperary North Health and Community	Noel McCormack
	Michelle Spearman Geraghty
Tipperary South Health and Community	Teresa McNicholas
	Colette O'Connell
Transport Executive Grades	Michael Harhen
	Isabella De Luca
Tullamore CS Clerical	Larry Kelly
	Cathal Whitney
Waterford CS Clerical	Jonathon Cloono
	Ciaran McCloskey
Waterford Health & Local Government	Catherine Slattery
	Mary Carberry
	Siobhan McCarthy
	Dean McGrath
	Mike Keating
	Barry Walshe
	Raymond Cowman
Westmeath Health & Welfare	Audrey McDonald
	Charney Weizman
	Anna Carroll
	Harry Whelan
	Bernie Devlin
Westmeath Local Government	Richard Frank
	Felim Haduvan
Wexford CS Clerical	Edel Scally
	Christine Duffy
Wexford Health & Local Government	Nicola Kennedy Cosgrave
	Kate Miskella
	Sharon Ryan
	Mary Foley
Wicklow Health	Bob Bent
	Margaret Coughlan

Branch	PRINCIPAL DELEGATE
Wicklow Health (continued)	Mary Burke
	Chris Robinson
Wicklow Local Government	Nicki Kintsch
	Anne Marie Roberts
	Fiona Scannell

NATIONAL EXECUTIVE COMMITTEE	
Name	Title
Martin Walsh	Senior Vice- President
Betty Tyrrell - Collard	Vice-President
Eugene Gargan	Vice-President
Kevin O'Malley	Treasurer
Bernadette Mooney	
Clodagh Kavanagh	
Daniel Sweeney	
Darragh Fox	
Eilise McGarrell	
Evan Cullen	
Helen Linehan	
Jarlath O'Connor	
Jean Taylor	
Julie Flood	
Kathleen O'Doherty	
Majella Murphy	
Melissa Brennan	
Michael Crowe	
Michael Whyms	
Niall Mullally	
Noreen O'Mahony	
Seamus Kavanagh	
Sean Lowde	
Steve Pilgrim	
Thomas Murtagh	

STANDING ORDERS COMMITTEE	
Division	Name
Civil Service	Siobhán Daly
	Helen Lundy (Secretary)
Education	Eileen Coman
	Audrey Warren
Health and Welfare	Gerry Foley (Vice-Chairperson)
	Don Meskell
Local Government and Local Services	Kathryn Collins
	Rose Marie Conroy (Chairperson)
Municipal Employees	Tom Kavanagh
	Michael Ross
Services and Enterprises	Billy Gallagher
	Teresa Kearns (Returning Officer)

TRUSTEES
Trustees
Gerry Monaghan
Mary McPartland
Tara Robertson

1. **Opening ceremony**

The President welcomed all to the Conference.

2. **The President introduced Killarney's Deputy Mayor Cllr. Niall Kelleher who opened Conference.**

The Deputy Mayor paid tribute to all the branches represented at Conference and asked all to reflect and remember people affected by Covid. He spoke of inflation, cost of living increases, war in Ukraine, challenges of meeting the needs of refugees, and energy uncertainty.

It was noted that John Breen, Director of Services Kerry County Council was unable to attend but wished all well in their deliberations.

3. **President's address**

President Michael Smyth addressed Conference. In his speech he noted that the collective strength of Fórsa was instrumental in achieving the restoration of the hours under the Haddington Road Agreement (HRA).

4. **Appointment of tellers and scrutineers**

Each of the six divisions were invited to nominate two scrutineers to count the ballots in the elections.

The President then selected 10 members to act as tellers to conduct a re-count of votes on motions where the result is very close. These tellers reported to the SOC for instructions.

5. **Adoption of standing orders**

Rose Marie Conroy drew attention to general standing orders for Conference, on page 7 of the agenda.

Standing Orders Report No. 2, which incorporates General Standing Orders

Proposed by Rose Marie Conroy, Chair, Standing Orders Committee

ADOPTED

Standing Orders Report No. 3

Proposed by Rose Marie Conroy, Chair, Standing Orders Committee

ADOPTED

6. **Minutes of Conference 2020**

Agreed.

7. **Report on motions from Conference 2020**

Proposed by Tanya O'Neill, Revenue Executive Grades, seconded by Lorraine Marian Dunne, DSP and agreed.

8. Adoption of Biennial Report 2020

Proposed by Liam O'Briain, Cork branch, seconded by Denis Rooney, Sligo branch, and agreed.
Conference adjourned.

9. Address by Kevin Callinan, General Secretary

The General Secretary delivered a wide-ranging address which included a reference to the recently invoked review of Building Momentum and anticipated tasks.

MOTIONS

Note: the Action on Motions document included in the Conference documents for 2024, lists all the motions that were passed.

10. National agreements and related:

Motion 1 (to cover the following motions: 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 17 and 18).

11. National agreements and related - Motion 15

12. Living wage - Motion 19

13. Pay agreements - Motions 19A, 20, 21 and 21A (to be taken in common debate)

14. Elections - Presidential election

15. Presentation: Strategic Change Project

A presentation on the Strategic Change Project was delivered by Ruth Crowley and Ryan McKinney.

16. Elections - Presidential results

Teresa Kearns, SOC announced the results of the presidential election.

Michael Smyth was deemed elected.

Arrangements for the Treasurer election were announced.

17. Public policy: Motion 22 (to cover motion 23)

Conference closed session.

18. Treasurer's Report

The financial reports 2021 and audited accounts 2021 were circulated to branches on 5 May 2022. The Conference was advised that a detailed presentation of the accounts was given by the auditors to the Trustees and that the NEC had subsequently adopted the financial reports. It was noted that the finances of the union are in good health.

19. Address by Deputy General Secretary Eoin Ronayne

Eoin Ronayne DGS addressed the Conference.

20. Appointment of union trustees

The following were proposed as Trustees of the Union:

Mary McPartland

Gerry Monaghan

Tara Robertson

A panel of substitute Trustees was also nominated:

Gina O'Brien

Paul Carey

Pierce Dillon

These were agreed unanimously.

Conference adjourned.

MOTIONS

21. Rules and related: Motions 75 and 76

22. Union finances: Motion 77

23. Other internal matters: Motions 78, 79, 80 and 80A

End of closed session.

24. Guest speaker

25. Distinguished Service Awards:

Presentation of Distinguished Service Awards to the following:

William Carty	Dublin South Health and Welfare
Kathryn Collins	Cork Health and Local Government
Brona dePaor	Kildare Health and Welfare
Gerry Duffy	Ordnance Survey
Eugene Farrelly	Meath Health and Local Government
Rita Farrelly	Meath Branch
Benita Harbourne	SNA South Dublin/South Leinster
Helen Lundy	Galway CS Clerical
Rita Moran	Meath Branch
Pauline Murphy	Kildare Local Authority
Cáit Ní Mhurchú	School Completion Programme
Siobhan O'Callaghan	Higher Education
Deborah O'Connor	SNA Munster
Aoife O'Malley	Kildare Local Authority
Mary Phillips	Revenue Dublin North Central
Gerard Quinn	Dublin South Health and Welfare
Ann McGee	Former President
Eugene Gargan	NEC
Niall McGuirk	NEC
Sue Kelly	NEC
Antoinette Mullen	NEC
Corinne Phelan	NEC

26. Climate change: Motion 24 (to cover motion 25)

27. Taxation and related: Motions 26 and 27

28. Social policy: Motions 28, 29 and 30

29. Palestine: Motion 31

30. Defence policy: Motion 32

31. Other policy: Motion 33
32. Other policy: Motion 34
33. Remote and blended working: Motion 35 (to cover motions 36 and 37)
Conference adjourned.
Emergency motion on Ukraine, originally ruled out of order, allowed back onto the agenda.
Emergency Motion 1 - Ukraine.
34. Address by Patricia King, ICTU General Secretary
35. Working time: Motion 38 (to cover motions 38A and 39)
36. Annual leave: Motion 40
37. Sick leave: Motions 41 (to cover motions number 43, 44 and 46),
42 (to cover motion 50), 45, 47, 48 (to cover motion 49) and 51
38. Other leave: Motion 52
39. Other leave: Motion 53 - withdrawn
40. Other leave: Motion 54
41. Mileage rates: Motion 55
42. Address by Public Services International (PSI) General Secretary, Rosa Pavanelli
43. Living donors: Motion 56

44. Organising for increased density: Motion 57 (to cover Motion 58)
45. Disability students: Motion 59
46. Domestic violence: Motion 60 (to cover the following motions: 61, 62, 63, 64, 65, 87 and 92)
Conference adjourned.
47. Health and safety: Motions 66 and 67
48. Pensions and related: Motions 68 (withdrawn), 69, 70, 71, 72, 73 and 74 (to be taken in common debate)
49. Promotions: Motions 74A
50. Motions not requiring decision unless opposed.

Conference closed.



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