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Conference 2024  
Agenda

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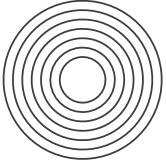
Conference 2024  
15 - 17 May, INEC Killarney

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# Conference timetable

## Wednesday 15th May

14.00	Registration and issue of ballot papers
17.30	Opening of conference including address from local dignitaries
17.50	President's address to conference
18.20	Appointment of tellers and scrutineers
18.25	Adoption of general standing orders
18.30	Standing Orders Report No.2
18.45	Minutes of Conference 2022
18.50	Report on motions from Conference 2022
19.00	Public Policy Motions: <i>Motions to be taken in the following sequence:</i> <ul style="list-style-type: none"><li>▪ Motions 125, 126, 127, and 128 to be taken in common debate</li><li>▪ Motions 129, 130, 131 and 132 to be taken in common debate</li><li>▪ Motion 133, Motion 135, and Motion 146</li></ul>
20.00	Distinguished Service Awards [1]
20.30	Conference adjourns

## Thursday 16th May

09.30	Conference resumes and election ballot box opens
09:35	Pay Policy: Motions 1, 2 and 3 to be taken in common debate
09.45	Address by Mr. Kevin Callinan, Fórsa General Secretary
10.15	Pay Policy continued: <i>Motions to be taken in the following sequence:</i> <ul style="list-style-type: none"><li>▪ Motions 4 and 5 taken in common debate</li><li>▪ Motions 7 and 8 taken in common debate</li><li>▪ Motions 9, 10, 12 and 17 taken in common debate</li><li>▪ Motion 6, Motion 11</li></ul>
10. 45	Address by Ms. Esther Lynch, European Trade Union Confederation (ETUC) General Secretary
11.05	Pay Policy continued: <i>Motions to be taken in the following sequence:</i> <ul style="list-style-type: none"><li>▪ Motions 13, 16 and 18 to be taken in common debate</li><li>▪ Motions 14 and 19 to be taken in common debate</li></ul>

- Motions 15, 20, and 21 to be taken in common debate
  - Motion 22, Motion 23, Motion 24, Motion 25, Motion 26, Motion 27, and Motion 28
- 11.30 Elections: Ballot box closes - presidential election. SOC to announce arrangements for treasurer and other elections as the morning progresses
- 12.00 Conference closed session [I]
- 12.00 Treasurer's report
- 12:05 Internal Union Organisation: *Motions to be taken in the following sequence:*
- Motion 192
  - Motions 226 and 245 to be taken in common debate
  - Motions 183, 184, 196 and 197 to be taken in common debate
  - Motion 194, Motion 198 and Motion 193
  - Motion 181, Motion 182, Motion 188, Motion 199 and Motion 200
- 12.50 Distinguished Service Awards [2]
- 13.00 End of closed session and conference adjourns
- 14.15 Conference resumes
- 14.15 Address by Mr. Daniel Bertossa, Public Services International (PSI) General Secretary
- 14.35 Conference closed session [II]
- 14.35 Strategic Change Presentation
- 14.45 Internal Union Organisation continued: *Motions to be taken in the following sequence:*
- Motions 165, 166 and 167 to be taken in common debate
  - Motions 168, 169 and 170 to be taken in common debate
  - Motions 178, 187 and 189 to be taken in common debate
  - Motions 190 and 191 to be taken in common debate
  - Motion 171, Motion 172, Motion 173, Motion 174, Motion 175, Motion 176, and Motion 177
  - Motions 179 and 180 to be taken in common debate
  - Motions 185 and 186 to be taken in common debate
- 16.15 International Policy: *Motions to be taken in the following sequence:*
- Motions 148, 149, 152, 153, 158 and 159 to be taken in common debate
  - Motions 157 and 161 to be taken in common debate
  - Motion 150, Motion 151, Motion 154, Motion 155, Motion 156, Motion 160, Motion 162, Motion 163, and Motion 164
- 17.30 Pension Policy:
- Motions 101, 102, 103, 104, 105, 106, 107, 108, 109, 110 and 111 to be taken in common debate
- Guillotined and/or emergency motions (if any) to be taken
- 18.00 Conference adjourns

## Friday 17th May

- 09.00 Conference resumes in open session
- 09.00 Public Policy continued: *Motions to be taken in the following sequence:*
- Motion 118, Motion 119, Motion 120, Motion 121, Motion 124, Motion 134, Motion 136, Motion 137, and Motion 112
- 10.00 Address by Ms. Phil Ni Sheaghda, Irish Congress of Trade Unions (ICTU) Vice President
- 10.15 Terms and Conditions: *Motions to be taken in the following sequence:*
- Motions 29, 30, 31 and 33 to be taken in common debate
  - Motions 35, 36 and 37 to be taken in common debate
  - Motions 38 and 40 to be taken in common debate
  - Motions 41 and 42 to be taken in common debate
  - Motions 43, 44, 45, 46, 47 and 48 to be taken in common debate
  - Motions 50, 51 and 55 to be taken in common debate
  - Motions 53 and 54 to be taken in common debate
  - Motions 57, 58 and 59 to be taken in common debate
  - Motions 60 and 61 to be taken in common debate
- 11.30 Address by Mr. Owen Reidy, Irish Congress of Trade Unions (ICTU) General Secretary
- 11.45 Terms and Conditions continued: *Motions to be taken in the following sequence:*
- Motion 64 if passed will cover motion 68 and 69
  - Motions 65, 66 and 67 to be taken in common debate
  - Motions 71, 73, 74 and 75 to be taken in common debate
  - Motions 76, 77, 78 and 79 to be taken in common debate
  - Motions 84 and 85 to be taken in common debate
  - Motions 87, 88 and 195 to be taken in common debate
  - Motions 94 and 95 to be taken in common debate
  - Motion 97 if passed will cover motion 98
  - Motions 99 and 100 to be taken in common debate
  - Motion 32, Motion 34, Motion 39, Motion 49, Motion 52, Motion 56, Motion 62, Motion 63, Motion 70, Motion 72, Motion 80, Motion 81, Motion 82, Motion 83, Motion 86, Motion 89, Motion 90, Motion 91, Motion 92, Motion 93, Motion 96
- 13.00 Conference adjourns
- 14.15 Conference resumes
- 14.15 Address by Dr Jilan Wahba Abdalmajid, Palestinian Ambassador to Ireland

- 14.35 Closed Session [III]
- 14.35 Union Rulebook: Motion 201, Motion 202, Motion 203, Motion 204, and Motion 205
- 15.00 Conference resumes in open session
- 15.00 Public Policy continued: *Motions to be taken in the following sequence:*
- Motion 113, 114, 116 and 117 to be taken in common debate
  - Motion 115
  - Motions 122 and 123 to be taken in common debate
  - Motions 141 and 142 to be taken in common debate
  - Motion 138, Motion 139, Motion 140, Motion 143, Motion 144, Motion 145, and Motion 147
- Guillotined and/or emergency motions (if any) to be taken
- 16.20 Closing business
- 16.30 Conference closes

# Standing Orders Committee

<b>Name</b>	<b>Division</b>
Mick Brophy Helen Lundy (Secretary)	Civil Service
Eileen Coman (Returning Officer) Niamh Jordan	Education
Don Gibney Don Meskill	Health & Welfare
Rose Marie Conroy (Chairperson) Michael Barry	Local Government & Local Services
Tommy Kavanagh Michael Ross	Municipal Employees'
Billy Gallagher (Vice Chairperson) Teresa Kearns (Assistant Returning Officer)	Services & Enterprises



# General Standing Orders for Conference

1. These standing orders shall be read in conjunction with the rulebook of the union. If there is conflict on meaning, then the rulebook 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) or the equivalent grade committee representatives as defined in Rule 25(ii)(e) of the rulebook may address Conference<sup>1</sup>. 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.
8. Where several motions and/or amendments submitted deal with the same topic, the Standing Orders Committee may produce a composite 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 NEC, in the case of motions proposed by the NEC, 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

<sup>1</sup> 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.

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 rulebook.
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.

# Proportional Representation as used at Fórsa NEC Elections

There are various electoral systems used in different countries and organisations to achieve what are considered in those areas to be democratic outcomes. 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.

**Fórsa decided to adopt an electoral system aligned to the Seanad Panel election system where each vote is treated as being equal to 1,000 votes.** 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 equivalent grade committees/national professional committees 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 (e.g. 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 center 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 (e.g. 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 (e.g. 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 i.e.  $[100,000 \div (4+1) + 1]$ .

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, (e.g. union president, treasurer, chairperson of division), this is easy. If one candidate exceeds the quota (50% plus 1 in this case) s/he 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 (e.g. 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 ordinarily 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 (e.g. 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 s/he 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 (e.g. 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 e.g. a copy could be posted in the count center, 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 or re-check of some or all of the ballot papers if s/he 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, e.g. 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, e.g. 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 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 2024

# Standing Orders Report No.2

This report is a consolidated report including Standing Orders Report No 1.

## 1. Conference timetable

The foregoing Conference timetable, including the recommended approach to motions, is set out above.

## 2. General Standing Orders

The foregoing general standing orders are set out above.

## 3. Standing Orders Committee for Union Conference 2024

The names of SOC are set out above.

## 4. Motions received

291 motions were submitted by branches for consideration. In accordance with the notice issued and Rule 21, 287 were received by the deadline and 4 motions were received after the deadline.

All 291 motions are included in this agenda as follows:

- 207 of those motions are listed immediately following this report and are deemed to be in order.
  - Motions 147 and 150 incorrectly appeared in the International Policy section of the Preliminary Agenda and are moved to the Public Policy section of the final agenda.
  - Motion 195 originally allocated to Internal Union Organisation has been moved to Terms and Conditions upon review.
  - Motions 226 and 245 deemed to be out of order in the Preliminary Agenda have been reconsidered following discussion with the relevant branches and now appear under Internal Union Organisation.
  - The numbering from the Preliminary Agenda has been retained and thus these motions (147, 150, 195, 226 and 245) appear out of sequence in the final agenda.
- 38 of those motions are listed in Appendix 1 and are deemed out of order. See (5) below.
- 29 of those motions are listed in Appendix 2 and are deemed to be relevant to Divisional Conferences. See note (6) below.
- 13 of those motions are listed in Appendix 3 and are deemed to reiterate existing policy. See note (7) below.
- 4 of those motions are listed in Appendix 4 and were received after the deadline. See note (8) below.

The Standing Orders Committee (SOC) has noted that many of the motions were not properly formulated as motions to Conference. Some, for example, reference "We call on Fórsa..." or "We call on Government..." "This AGM ..." In reality, Branches need to be mindful that motions should generally take the form "That this Conference calls on the National Executive Committee (NEC)..." The SOC has adjusted the texts where possible to render the motions in order. Having reviewed the Preliminary Agenda, SOC noted errors in the adjusted text of motions 115, 118 and 148. These are corrected in the final agenda.



**5. Motions considered to be out of order**

Appendix One contains 38 motions which are considered to be out of order for the reasons set out below:

- Motions 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 228, and 234 are not in the form of motions to Conference, as they do not contain a direction or request to the NEC or are statements.
- Motion 225 concerns administrative matters which are the responsibility of General Secretary.
- Motion 227 concerns a staffing matter, which is a reserved function of the General Secretary.
- Motions 233 is covered by Rule 33.
- Motions 229, 230, 231, 232, 235, 236, 239, 241, 242, 243, and 244 are comprehended by the Transitional arrangements set out in the Rulebook (Appendix C - 12).
- Motions 237, 238 and 240 have not been submitted in the correct format to amend the rules.

The SOC scrutinise proposed motions to amend the rules by reference to strict criteria. This is to ensure all proposed rule changes specify the rule to be amended or added, any text within the rule to be replaced and the proposed new or additional text. The amendment must include all consequential or additional changes required to that rule and/ or other rules so that there are no contradictions or gaps within the rules if the proposed rule is agreed. Amendments to rules should contain the text of the existing rule; the proposed amendments to the existing text and the text of the proposed new rule.

**6. Motions appropriate to Divisional Conferences**

Appendix Two contains 29 motions which are more appropriate for the relevant Divisional Conference and will be referred to the relevant Divisional Executive Committee for attention.

**7. Motions reiterating existing policy**

Appendix Three contains 13 motions that reiterate existing policy contained within the Union Conference Policy Handbook and therefore do not require a decision at Conference.

**8. Motions received late**

Appendix Four lists 4 motions received after the deadline of 12pm, Wednesday 28th February 2024.

**9. Amendments received**

- A total of twenty-seven (27) amendments were received by the deadline as set out in rule.
- Two further amendments were received late - see Appendix six.
- Two amendments suggested by the Limerick Health & Welfare Branch highlighted typographical errors made in the preparation of the preliminary agenda where SOC adjusted text to render a motion in order. SOC has accepted these amendments and reflected the change in the relevant motions (163 & 164).
- Six amendments are deemed to be in order by SOC and appear next to the relevant motion, those motions being 1, 3, 24, 27, 117, 183.

**10. Amendments considered out of order**

19 amendments, set out in Appendix Five are deemed to be out of order by the SOC for the reasons stated:

- 7 amendments to motions 4, 41, 57, 73, 196, 203 and 204 seek to change the intent of the original motions.
- 6 amendments to motions 7, 71, 124, 201, 226 and 244 have not been submitted in the correct format.
- 6 amendments to motions 213, 214, 216, 217, 219 and 221 seek to render a motion in order where SOC have already deemed the motion out of order.

**11. Approach to motions**

SOC have set out in the Conference timetable the recommended approach to motions in order that delegates have time to debate and discuss the substantial number of motions submitted.

**12. Withdrawal of motions**

Motion 253 has been withdrawn by the Limerick Health & Welfare Branch. Branches wishing to withdraw motions/nominations following the issuing of the final agenda are asked to do so in writing to soc@forsa.ie or in person at Conference using the hard copy form available at the end of this final agenda.

**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 (i.e. where it refers to events that have occurred since the final date for receipt of motions - 11 weeks before Conference). Where branches wish to submit an emergency motion they are asked to make contact with SOC at the earliest opportunity.

**14. Nominations**

The nominations received by the deadline in Rule 21 (v) are set out in Appendix Seven.

**15. Guillotined motions**

It is recommended that any guillotined motions:

- (i) Be taken during Conference if time permits at the end of other sections, with the balance, if any, of guillotined motions being taken at the end of each day of Conference.
- (ii) 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.

**16. Distinguished Service Awards**

The NEC has approved several distinguished service awards which will be presented as outlined on the Conference timetable.

**17. Officer elections and votes**

Officer elections will commence in the morning of Thursday 16th May at 9.30am. The elections to be held in the following order: president, treasurer, and then finally the vice-president. The ballot box for the first election will close at 11.30am. Further updates will be announced by the SOC as Conference progresses. The SOC recommends that Eileen Coman, SOC, be appointed as returning officer. The following names are recommended by SOC for appointment to the role of scrutineer:

<b>Name</b>	<b>Branch</b>	<b>Division</b>
Claudia Jennings	SNA Connacht Ulster	Education
Catherine Quirke	SNA Munster	Education
Neil Rooney	Sligo H&W	Health and Welfare
Joe Sherlock	Tipperary Local Government	Local Government
Florie Hickey	Roscommon HLG	Local Government
Darren St Leger	CSO Executive Branch	Civil Service
Brendan Fox	Longford CS Clerical	Civil Service
Gerard O'Donoghue	Justice Executive Grades	Civil Service
John Moran	IAA Executive Grades	Services & Enterprises

**18. Conference votes**

It is recommended that Conference appoints at least ten tellers to count any votes at Conference.

**19. Queries to SOC**

Where branches or the NEC have queries or wish to seek changes to general standing orders or to SOC reports they are asked to raise these in writing with the SOC as soon as possible by email to soc@forsa.ie and in any event not later than one week prior to Conference.

The SOC will be available to deal with last minute Conference issues between 2.00pm and 4.00pm in the Conference venue on Wednesday 15th May 2022.

**20. Typographical errors**

In order to preserve the integrity of what was submitted, typographical errors within motions are not corrected, they are left and displayed as submitted by the Branch.

**21. Legend on acronyms**

As above, in order to preserve the integrity of what was submitted, acronyms and abbreviations are not amended and have been left as was submitted. To assist delegates and branches, a legend of acronyms that may be unfamiliar to them, is submitted below.

<b>Acronym/ Abbreviation</b>	<b>Explanation</b>
ADHD	Attention Deficit Hyperactivity Disorder
AHEAD	AHEAD is an independent non-profit organisation working to create inclusive environments in education and employment for people with disabilities
AI	Artificial Intelligence
AO	Administrative Officer
AP	Assistant Principal
ASC	Additional Superannuation Contribution
BDC	Biennial Delegate Conference
BDS	Boycott, Divestment, Sanctions
BEC	Branch Executive Committee
CAB	Criminal Assets Bureau

CAMHS	Child and Adolescent Mental Health Services
CATU	Community Action Tenants Union
CEA	Corporate Enforcement Authority
CO	Clerical Officer
CPSU	Civil Public Service Union
DARE	Disability Access Route to Education
DCU	Dublin City University
DEC	Divisional Executive Committee
DPER	Department of Public Expenditure and Reform
DPPERIN	Department Public Expenditure, NDP Delivery and Reform
EO	Executive Officer
EU	European Union
FEMPI	Financial Emergency Measures in the Public Interest
GDPR	General Data Protection Regulation
GNECB	Garda National Economic Crime Bureau
HEO	Higher Executive Officer
HRA	Haddington Road Agreement
HSCP	Health and Social Care Professional
HSE	Health Service Executive
ICTU	Irish Congress of Trade Unions
ID	Identification
IHREC	Irish Human Rights and Equality Commission
IMPACT	Irish Municipal Public and Civil Trade Union
IPAS	International Protection Accommodation Services
ISO	International Organisation for Standardisation
IVF	In Vitro Fertilisation
LEEF	Labour Employer Economic Forum
LGBTQ	Lesbian, Gay, Bisexual, Transgender, Queer / Questioning persons or the community
NDP	National Development Plan
NEC	National Executive Committee
NSSO	National Shared Services Office
ODCE	Office of the Director of Corporate Enforcement
P&T	Professional and Technical
PDS	Progressing Disability Services
PO	Principal Officer
PR	Public Relations
PRSI	Pay Related Social Insurance
PSA	Public Sector Agreement
PSEU	Public Services Executive Union

PSSA	Public Sector Stability Agreement
SI	Statutory Instrument
SIPTU	Services Industrial Professional and Technical Union
SNA	Special Needs Assistant
SWSO	Social Welfare Services Office
T&S	Travel and Subsistence
UN	United Nations
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNRWA	United Nations Relief and Works Agency
US	United States

**Rose Marie Conroy**

**Chairperson**

**Standing Orders Committee**

**22nd April 2024**

# Motions

## Pay policy

### Motion 1

This Conference notes:

- That the unanticipated increase in the cost of living that became noticeable in the second half of 2021 presents an additional challenge to trade unions;
- That notwithstanding measures taken by the government to lessen the effect of the cost-of-living crisis, the primary role in the protection and improvement of living standards has fallen to pay bargaining;
- The review of the pay terms of Building Momentum in August 2022 and the negotiations that led to proposals for a new Public Service Agreement in 2024;
- The significantly preferential terms negotiated for low paid workers in these agreements;
- The continuing tightness in the labour market underpinned by a low level of unemployment and record numbers at work;
- The strength of the economy reflected in impressive levels of growth, robust public finances, buoyant exchequer revenues and high corporate profits in many areas.

Conference therefore directs the National Executive Committee:

- To continue to prioritise the improvement of living standards through pay bargaining in the public service and elsewhere;
- To seek to use local bargaining to further advance the position of grades, groups and categories in the public service;
- To continue to work for pay parity and pay justice for section 39, section 56 and section 10 workers initially through the early application of post-Building Momentum pay terms in the public service;
- To hold government to account in relation to the commitment to introduce a living wage, based on 60% of hourly median earnings, by 1 January 2026;
- To endeavour to make more progress in relation to low paid workers who have been most severely affected by the cost-of-living crisis;
- To continue to work to close the gender pay gap;
- To apply these principles to pay bargaining in the private sector;
- To take the lead in building consensus around these priorities among colleague unions.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Proposed Amendment to Motion 1:

To insert the term “what the Government has named” before the words “a living wage” (in the fourth bullet point of the second section of the motion), so that the amended motion reads as follows:

This Conference notes:

- That the unanticipated increase in the cost of living that became noticeable in the second half of 2021 presents an additional challenge to trade unions;
- That notwithstanding measures taken by the government to lessen the effect of the cost-of-living crisis, the primary role in the protection and improvement of living standards has fallen to pay bargaining;
- The review of the pay terms of Building Momentum in August 2022 and the negotiations that led to proposals for a new Public Service Agreement in 2024;
- The significantly preferential terms negotiated for low paid workers in these agreements;
- The continuing tightness in the labour market underpinned by a low level of unemployment and record numbers at work;
- The strength of the economy reflected in impressive levels of growth, robust public finances, buoyant exchequer revenues and high corporate profits in many areas.

Conference therefore directs the National Executive Committee:

- To continue to prioritise the improvement of living standards through pay bargaining in the public service and elsewhere;
- To seek to use local bargaining to further advance the position of grades, groups and categories in the public service;
- To continue to work for pay parity and pay justice for section 39, section 56 and section 10 workers initially through the early application of post-Building Momentum pay terms in the public service;
- To hold government to account in relation to the commitment to introduce what the Government has named a living wage, based on 60% of hourly median earnings, by 1 January 2026;
- To endeavour to make more progress in relation to low paid workers who have been most severely affected by the cost-of-living crisis;
- To continue to work to close the gender pay gap;
- To apply these principles to pay bargaining in the private sector;
- To take the lead in building consensus around these priorities among colleague unions.

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 2

Inflation, rising prices, internal and external economic and social factors have resulted in low- and middle-income earners increasingly struggling to make ends meet, eroded savings, and created an abiding sense of anxiety for many members. This Conference calls on the incoming NEC to pursue measures which address the so-called cost of living crisis.

**Westmeath Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 3

That this Conference instructs Fórsa to pursue a starting salary in the Civil & Public Service which is based on the living wage and not the minimum wage.

### Agriculture No. 1 Branch

Amended  Carried  Not Carried  Remitted  Withdrawn

## Proposed Amendment to Motion 3:

Insert the words “calculated by the Living Wage technical Group annually” after the words “based on the living wage”, so that the motion reads:

“That this Conference instructs Fórsa to pursue a starting salary in the Civil & Public Service which is based on the living wage calculated by the Living Wage technical Group annually and not the minimum wage.”

### Finance, Per & Associated Organisations (Clerical & Executive) Branch

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 4

1. notes that European human rights law under Article 4.2 of the Revised European Social Charter establishes
  - a. in the text of the Charter “the right of workers to an increased rate of remuneration for overtime work, subject to exceptions in particular cases”; and
  - b. in the case law under the Charter, “where remuneration for overtime is entirely given in the form of time off, Article 4.2 requires that this time be longer than the additional hours worked” (*Conclusions XIV-2 - Belgium - Article 4-2, published November 1998*),
2. notes that Ireland has been found to be in breach of that provision “on the ground that the right to an increased remuneration for overtime work is not guaranteed to all workers” (*Conclusions 2022 - Ireland - Article 4.2, published January 2023*)
3. notes that civil service circular 8/21 on overtime (and previous circulars dating back to at least 1999) applies to members of Fórsa in the civil service and to some members of Fórsa outside the civil service whose terms are linked to civil service rules, and therefore Conference
4. deplores the facts
  - a. that circular 8/21 provides that no payment or time off in lieu is given to HEOs and certain AOs for the first hour of overtime worked between Monday and Friday (that is, no pay at all not merely not a higher rate of pay),
  - b. that circular 8/21 provides that only completed hours of actual attendance are eligible for overtime for HEOs and AOs, and
  - c. that circular 8/21 provides that where time off in lieu is availed of by any worker to whom the circular applies (that is, not just HEOs and AOs) instead of overtime pay, then it is at a flat rate and not at a higher rate as required by the Charter,



5. notes that the case law under Article 4.2 has established that in the case of State employees 'The only acceptable exception is the category of "senior officials"' and that it concerns, for example, police commissioners or administrative court judges' (*Digest of the Case Law of the European Committee of Social Rights*, summarising the rulings in the cases of *European Council of Police Trade Unions (CESP) v. France*, Complaint No. 57/2009 and *Union syndicale des magistrats administratifs (USMA) v. France*, Complaint No. 84/2012), and
6. considers that the case law clearly demonstrates that neither HEOs nor AOs are envisaged as coming within the category of senior officials in State employment to which the exception the Charter applies,

and therefore Conference

- (i) instructs the National Executive Committee to seek an immediate end to the three breaches of Article 4.2 of the European Social Charter identified in paragraph 4 above, and

further instructs the National Executive Committee to consider bringing these breaches to the European Committee of Social Rights for findings against Ireland under either or both of the reporting procedure or the collective complaints procedure under the European Social Charter if the National Executive Committee regards either or both as useful mechanisms for securing the compliance by Ireland of respect for the rights of workers under the European Social Charter.

**Finance, PER & Associated Organisations (Clerical & Executive) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 5

This Conference calls on Fórsa to urgently negotiate remuneration for those Fórsa members who do not get proper compensation for working beyond the contracted hours of work. The remuneration for working overtime must amount to more than the basic pay.

**South Tipperary Health & Community Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 6

This Conference requests the National Executive Committee to seek agreement with the Department of Public Expenditure, National Development Plan Delivery and Reform under the Local Bargaining Clause of the Public Sector Pay Agreement 2024-2026 or as core part of the successor deal to the Public Sector Pay Agreement 2024-2026, if either agreement is ratified, that public servants in receipt of parents leave be entitled to normal pay for the duration of such leave.

**Defence Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 7

That this Conference instruct the National Executive Committee, as part of the new pay agreement, that the local bargaining mechanism in which is agreed within the new pay agreement is to be used to remove the starting wages of all new staff to add least point 3 in lower paid grades. To help with cost-of-living inflation. We ask you all to support us in this motion.

**Dublin Garda Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 8

That this Conference instructs Fórsa to use part the 1% local bargaining element of the National Pay agreement for the benefit specific only to union members.

**Agriculture No. 1 Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 9

That this Conference calls on Fórsa to engage with DPER to remove the FEMPI-era requirement for new recruits to the civil and public service to start at the bottom of the pay scale without exception

Reason for concern:

Extended pay-scales for P&T staff start at below market salaries for equivalent P&T occupations in the private sector and are far in excess of scale length for equivalent administrative posts. Suitably qualified and experienced professional and technical candidates cannot afford to apply for public and civil service posts.

Contextual material: Civil service architect PayScale starts at €40,862. Civil service engineer grade III and equivalents (e.g. archaeologists, accountants) PayScale starts at €36,086. Civil Service Salary Scales - Fórsa **Local** authority executive engineer/architect and equivalent professional post Pay Scale's start at €55,519. Local Government Salary Scales - Fórsa

The nationally set educational qualifications, job descriptions and experience levels are similar for civil service and local authority architects.

gov - Architectural Services in Local Authorities - Qualifications ([www.gov.ie](http://www.gov.ie))

gov - Engineering Services in Local Authorities - Qualifications ([www.gov.ie](http://www.gov.ie))

Engineers Ireland estimate of engineer salary, 2023 survey: starts at €38,000 rising to approx. €65,000 with 11-15 years' experience. Salary survey | Engineers Ireland Built Heritage section recruited in 2022 but many potential candidates did not apply as the starting salary was below private sector remuneration.

CCMA committee on heritage in March 2023 noted difficulties filling executive level posts due to the uncompetitive salary starting point.

**Architectural & Engineering & Heritage Services Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 10

That this Conference instructs the National Executive Committee to negotiate for the removal of the 2010 Department of Finance directive which stipulates that all new entrants must start at the first point of the salary scale. This recession era provision is impacting recruitment across the civil and public service, especially for professional and technical grades.

**Archivists Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 11

That this Conference calls on Fórsa Trade Union to pursue a negotiating strategy that comprehends the recognition of relevant non-public sector work experience as a basis for the award of incremental credit to clerical and admin staff grades.

**National Education & Training (NETB) Board Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 12

This Conference instructs the National Executive Committee to negotiate a change to the incremental scale to improve the starting pay and pay progression for new entrants. The starting pay in the public service is still very low and appears to be affecting recruitment.

**Kildare Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 13

This Conference instructs the incoming Executive to raise and highlight the issue of the unfairness of the number of increments and years it takes to reach the maximum of a pay scale. It takes from 16 years for the CO and 14 years for the EO to reach the maximum of their pay scales while it takes 8 years for an A.P. and 7 years for a P.O., 4 years for an Assistant Secretary and a Secretary General has only one pay scale. We believe no grade should take more than 10 years to reach the maximum of their pay scale. We request our union make the reduction in the number of increments part of its policy and prioritize it in any and all future talks on pay and conditions with DPER and the Government.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 14

That this Conference Seek to improve the starting pay for Clerical Officer (Code 0409, P36 on Supporting Doc) to reflect the Skills Criteria for the position, presently the starting Point on the Scale is €27895 on a 14 Point scale with Max of €44863

(As a reference we note that Storesperson Grade (Code 4201, P23 on Supporting Doc) where the Skills Criteria is much lower starts at €37697, and is a 7 point scale with Max 44507).

**Donegal Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 15

In light of the dedication, support and commitment shown by the CO grade and that sometimes it can be the most difficult grade to get promotion from, Conference instructs the NEC to seek an additional long service increment to the CO scale. COs are the backbone of the civil service. We are a Jack of all trades, master of none and at times the buck stops with us. The commitment to of this grade should be recognised with a further LSI for those who, through no fault of their own, find themselves “stuck”.

### **Finance, PER & Associated Organisations (Clerical & Executive) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 16

That this Conference calls on the NEC to remove the first 3 points and 3 mid- points of the clerical/ grade III scale across the public and civil service to support our lower paid workers.

### **Higher Education Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 17

That this Conference instructs the Fórsa National Executive Committee to seek the abolition of the first two points on the pay scales introduced for staff recruited from January 2011 onwards.

### **Revenue Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 18

This Conference instructs the incoming executive to negotiate the compression of the clerical scale to 11 points from its present 16 points over a 3 year period.

### **Waterford General Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 19

This Conference instructs the incoming executive to negotiate the CO scale upwards to keep the differential the same from point 1 on the CO and EO scales. Through to point 16 on the CO and EO scales. IE the gap shouldn't widen as CO'S AND EO's progress along the scales.

### **Waterford General Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 20

That this Conference instructs the incoming National Executive Committee to campaign for additional long service pay increments for Clerical Officer and Assistant Officer grades to encourage staff retention and improve living standards for lower paid staff.

**Monaghan Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 21

That this Conference recognise that there are some members in certain roles who have reached the top of limited scales and have no opportunity for progression, we call on the union to support in these cases the extension of scales and introduction of long service payments.

**Community Employment Supervisors Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 22

This BDC instructs the incoming NEC to seek to address the situation whereby members on assignment to the Higher Scale may receive no financial benefit for periods of up to almost 2 years in some instances and instead to seek to achieve that anyone so assigned should progress immediately to the nearest point on the Higher scale that is higher than their current rate on the standard scale.

**Agriculture, Food & Marine Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 23

That this Conference instructs the National Executive Committee to take whatever action is necessary to ensure that overpayments or any other monies owed to NSSO are recouped in a fair, prompt, efficient and timely manner allowing members to have sufficient time to address any financial imbalances through reasonable, suitable and manageable repayment schedules.

**Tourism, Culture, Art, Gaeltacht, Sport & Media Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 24

That this Conference instructs the incoming NEC and Professional P&T group to seek to remove inequalities in pay and allowances for P&T grades across the public & civil service.

**Geological Survey Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Proposed Amendment to Motion 24:

That motion 24 be amended to remove the word "Professional", so that the amended motion reads as follows: "That this Conference instructs the incoming NEC and P&T group to seek to remove inequalities in pay and allowances for P&T grades across the public and civil service."

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 25

That this Conference instructs the incoming Executive in the interest of fairness and equity to have fourth level qualifications (MA's, H. Dips and Ph.Ds.) be taken into account in the calculation of increments, as was the case before 2008.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 26

That this Conference agrees that Fórsa should pursue the introduction of an urban living allowance, the exact parameters of which shall be agreed by the NEC.

**Dún Laoghaire Rathdown Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 27

That this Conference supports the proposition that all hourly pay rates across the public service should be based on worked rather than gross hours and that it instructs the National Executive Committee to act on this. This to utilise the same methodology as that used by the State to establish both the Minimum and living wage and establish descriptive continuity when assessing the comparative pay of members. In the public sector in relation to these two metrics.

**Federated Union of Government Employees (FGE) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Proposed Amendment to Motion 27:

Insert the words "what the Government has named" before the words "living wage", so that the amended motion reads:

"That this Conference supports the proposition that all hourly pay rates across the public service should be based on worked rather than gross hours and that it instructs the National Executive Committee to act on this. This to utilise the same methodology as that used by the State to establish both the Minimum and what the Government has named living wage and establish descriptive continuity when assessing the comparative pay of members. In the public sector in relation to these two metrics."

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 28

That this Conference calls on the National Executive Committee to request the National Professional and Technical Committee (NPTC) to review the grading of all archivists, records managers and conservators in the Civil and Public Service. At present there is no consistency in the grading for members in these grades across the service.

**Archivists Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Terms and conditions

### Motion 29

This Conference calls on Conference to ensure that adequate resources are put in place to safeguard the family friendly and work-life balance initiatives for all administrative staff in the Civil Service and Public sector.

**National Education & Training Board (NETB) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

### Motion 30

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek that the facility to work from home and blended working are not undermined by any changes to Article 41 of The Irish Constitution while retaining Article 41.2.2 which ensures that economic necessity does not supersede working from home.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

### Motion 31

That this Conference instructs the National Executive Committee to investigate and propose a sensible approach to Blended Working expenses re: Electricity, Heating, as there will be an ongoing consequential decrease in Office Expenses over time.

**Revenue Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 32

The right to accrue flexi-leave was withdrawn from Assistant Principals (APs) and their equivalents in the Civil Service, except for those who already had access to the arrangement, under the Haddington Road Agreement in 2013.

Accrual of flexi-leave is a family-friendly policy which we believe should be available to the Statistician and other AP-equivalent grades, in particular in Departments and Organisations where clocking in and out is required for these grades.

This Conference calls on the National Executive Committee to pursue the reintroduction of the right to accrue flexi-leave for Statisticians and other AP-equivalent grades through all available mechanisms.

### Central Statistics Office Professional Grades Branch

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 33

Working from Home is a new and welcome development for Public Service Staff, it allows for a better Work Life Balance and many studies have shown its benefits far out way any perceived negatives. However, Working from Home should not be used as an excuse by management to roll out productivity tools or remote working monitoring software that are the practice in parts of the private sector. These insidious tools include activity tracers that take photos of the staff member at set times throughout the day or monitor mouse and keyboard activity, reporting any gaps when either are not in use.

This Conference calls on the incoming National Executive Committee to ensure that our employer(s) should never be allowed conduct any remote monitoring by installing such software or tools. All management of staff and their duties should be undertaken using the current established protocols and procedure.

### Waterford Health & Local Government Branch

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 34

That this Conference directs Fórsa to campaign for the Introduction of meaningful and robust 'Right to Disconnect' legislation. Recent Research by Cornell University has indicated that remote working can boost workers' wellbeing and work engagement, **but only** if their work is restricted to regular hours. In order to maintain a positive work/life balance and to offset increased employee stress and burnout, new employment standards and management practices need to be put in place and legislated for. France are the pioneers in this area and a review of their legislation, along with for example Kenya's 'The Employment (Amendment) Bill 2022 can act as a starting point for Fórsa/ ICTU in addressing this issue."

### Probation Officers Branch

Amended  Carried  Not Carried  Remitted  Withdrawn



## Motion 35

This Conference notes:

- Artificial intelligence (AI) is the key driver of the Fifth Industrial Revolution affecting both the Irish economy and the working lives of Fórsa members.
- The world's first AI law, the EU AI Act is making its way through the legislative process of the European Parliament and is expected to be adopted into law before the summer of 2024
- On February 21st the decision taken by the EU Commission to establish the European Artificial Intelligence Office ("AI Office") entered into force, underscoring a swift and committed approach to effective AI regulation throughout the EU.

Conference further notes:

- In July 2021 the Irish Government published its' strategy: "AI - Here for Good: National Artificial Intelligence Strategy for Ireland"
- In January 2024 the AI Advisory Council was established by the Minister of State with responsibility for Digital to provide independent expert advice to Government on artificial intelligence policy
- The proposed Public Service Agreement 2024-2026 makes specific reference to artificial intelligence (AI) in clause 2.3.1 stating that the public service must play its part in taking a lead role

Conference therefore directs the National Executive Committee:

- To prepare for the changes to the world of work brought about by AI
- To research and map the use of AI in our workplaces
- To carryout an analysis of threats and opportunities to Fórsa members' working lives as a result of the increased use of AI in the workplace
- To develop training and education resources for Fórsa staff, elected officials and activists to equip them to deal with negotiations linked to the introduction of AI into workplaces
- To hold a seminar in Spring 2025 to brief branches on the implications of national Government and EU policy and law in relation to AI
- To consider establishing a subcommittee with responsibility for reporting to the NEC on AI

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 36

Conference calls on Fórsa to develop a strategy to identify new artificial intelligence or automated workplace tools in our public service that pose a risk to jobs and block any negative impacts on our members and their future roles.

**Kildare Health Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 37

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek a policy of de-automation of Government Services so as to protect Government Service Provision to the General Public while enhancing a value for money Government Service for the Taxpayer.

### **Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 38

This Conference calls on the incoming National Executive Committee to seek that the Mobility Policy in the civil service and the National Transfer Policy in the HSE be made available to all public sector workers across the scheme.

### **National Education & Training Board Branch (NETB)**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 39

That this Conference calls upon the incoming National Executive to negotiate with Corporate Employee Services across all divisions to establish rolling recruitment panels for all of the grades that Fórsa represents. To do this, Recruitment would hold continuous competitions at all grades and establish panels, which can be then used to fill vacancies as they arise. This will reduce the reliance on recruitment agencies to provide staff to the Public Service.

### **Offaly Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 40

That this Conference through the NEC pursue a claim with Department of Public Expenditure, National Development Plan Delivery and Reform to seek that a voluntary mobility panel be put in place for Professional and Technical grades.

### **Professional Accountants Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 41

This Conference instructs the incoming National Executive to call on DPER to reduce probationary periods in the public service from 12 months to 6 months, in line with the civil service and EU Directive 2019/1152. There is a clause within SI 686/2022 applying 12 months probation to new and promoted roles for public servants, but this clause does not include civil servants and is outside the national and European norms of 6 months.

Background:

SI 686/2022 The European Union (Transparent and Predictable Working Conditions) Regulations 2022 became law on 16 December 2022. The Regulations transpose the EU Directive 2019/1152 on Transparent and Predictable Working Conditions

**Marine New Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 42

That this Conference instructs the incoming Executive in the interest of fairness and equity to have the probation period reduced from twelve months to six.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 43

This Conference calls on the National Executive Committee to pursue the current anomaly in annual leave, specifically in relation to loss of leave on promotion. Currently, a staff member with 32 days leave will lose 2 days annual leave on promotion.

**Higher Education Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 44

Since the time of Austerity it has been the case that any staff in the Public Services with a leave entitlement of 32 days per annum who are promoted have been rewarded with a reduction of their leave entitlement of 2 days per year reducing their entitlement to 30.

This Conference calls on Fórsa to consider this matter in future negotiations with the government and seek to stop this practice and return those persons who have had their leave entitlements reduced to their original entitlement.

**Dublin City Branch Local Government**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 45

This Conference calls on the incoming National Executive Committee to establish the optimum amount of annual leave at clerical officer level and for this union to actively pursue thereafter a campaign to achieve parity for all sectors across the public sector in terms of Circular 08/23.

**National Education & Training Board (NETB) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 46

This Conference calls on the incoming National Executive Committee to pursue a campaign to ensure equitable annual leave entitlements are sought for administrative grades across the public and civil service, to included library grades.

**Higher Education Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 47

This Conference calls on the incoming National Executive Committee to increase the annual leave entitlement for Grade III staff across the public and civil service to a minimum of 25 days, with a subsequent increase for entry level grade IV staff. Mandatory closure days in some civil and public service employments mean that staff entering with 23 days leave are required to have up to 5 days deducted from their annual leave.

**Higher Education Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 48

This Conference instructs the incoming Fórsa NEC to negotiate full repeal of FEMPI\* measures to restore annual leave entitlements for grades of workers with higher entitlements prior to the implementation of austerity measures.

*\*FEMPI = Financial Emergency Measures - in the Public Interest Act 2013, 2017 et.al.*

**Limerick Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 49

That this Conference recognises that many of our members have caring responsibilities ("carer") for immediate family members ("dependant"), who are attending non-routine hospital appointments due to serious medical conditions. This Conference requests that Fórsa negotiate with DPENDR, in order to seek a period of Special Leave with Pay to be granted to a "carer" of a "dependent" in circumstances where the "carer" is required to attend medical appointments with the "dependant" with a serious medical condition.

**Revenue Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 50

That this Conference instructs the National Executive Committee to seek to have an adequate amount of uncertified sick leave made available for all members but particularly for those suffering from the pain and stress of menopause, domestic abuse and menstruation and that such bona fide absences be fully discounted so as not to affect lateral mobility or promotion

**Tourism, Culture, Art, Gaeltacht, Sport & Media Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 51

That this Conference work towards making a provision within the current medical appointment leave for the attendance of Hospital appointments or work towards having a separate leave category for the attendance of Hospital appointments on production of proof, e.g. Hospital letter or appointment card.

The current medical leave grants 2.5hrs to attend the appointment and states that it does not allow for travel time. However, this is not sufficient as the assignment of an appointment is out our control in regard to date and time of attendance.

Due to this tact currently most staff with these appointments are having to work up flexi or take annual leave to cover these appointments which is totally unacceptable, this adding additional stress and strain on our members.

We feel that this is marginalising a whole cohort of workers and deem the 2.5hrs for medical appointments to be somewhat discriminatory based on medical grounds.

This Conference asks the incoming NEC to work towards rectifying this imbalance and to allow those members affected by the current insufficient medical time allowance the respect and dignity of being afforded a correct amount of time to attend their necessary medical appointments.

**Kilkenny Civil Service Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 52

The 2024 National Conference instructs the incoming National Executive Committee of Fórsa to seek that, as a matter of equality, recipients of widows/widowers/Surviving civil partners contributory pension can also receive illness benefit when they are sick particularly as they pay P.R.S.I

**Dublin City Centre Department of Enterprise & Social Protection Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 53

This Conference calls on Fórsa Union implement a new policy for members who have been injured in work, as a result of workplace negligence. At the moment, the member has recourse to sue the place of work. However, the leave that is used is the member's own sick leave. We request that a special type of leave should be developed for members who are injured at work through no fault of their own.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 54

That this Conference calls on the NEC to regard “psychological injury” suffered in the workplace is defined and evaluated as seriously as any other injury at work claims. Members who have to take sick leave due to “work related stress”, confirmed by medical personnel should not be penalised in terms of sick leave entitlement, sometimes requiring over 2 months’ sick leave to seek medical/occupational health support due to bullying and other psychological damage/injury inflicted on them in the workplace. Their sick leave must be restored on return to work.

### **Leitrim Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 55

This Conference calls on Fórsa Trade Union to work towards ensuring that the Critical Illness Protocol (CIP) includes the provision for line managers to have the discretion to approve employees use of CIP to facilitate a graded return to full-time work hours.

### **Boards & Voluntary Agencies Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 56

This Conference calls on Fórsa to engage with the government to increase the amount of days currently provided through domestic violence legislation. Under the legislation employees can avail of 5 days over a 12 month period. Submissions from both Women’s aid and advisory working groups recommendation 10 days leave as a minimum. We therefore call on Fórsa to engage with the government to see this increase to 10 days with an agreement to review again in the future.

### **North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 57

This Conference calls on the National Fórsa Conference 2024 to seek and achieve parity of bereavement, marriage and graduation leave across civil and public sector employment. At present there is a range of different leave entitlements for employees working in different sectors. For example, some civil and public sector employees are entitled to up to three days bereavement leave for the death of a near relative whilst employees in other sectors have no entitlement to bereavement leave for the death of a near relative. We call on Fórsa’s incoming National Executive to seek and establish a standardisation of leave entitlement for their members to ensure consistency of application in relation to leave entitlements across civil and public sector employment.

### **Clare Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 58

That this Conference seeks that sick leave, annual leave, bereavement leave, compassionate leave, all leave should be equitable and the same for all employers throughout the public sector. This Conference instructs the incoming executive to seek to ensure that those on less equitable schemes be brought up to those more enhanced schemes in other employments to ensure parity across the public service.

**South Tipperary Health & Community Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 59

That this Conference calls on the NEC to ensure that there is minimum standard of bereavement leave across all employments both private and public sector. Regardless as to where you work or what role you hold, grief is grief and loss is a loss, a minimum standard of bereavement leave should protect all workers in their time of loss.

**School Secretaries Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 60

That this Conference calls on the national executive to seek that the relevant government department have a mandated person for families of members who have passed away while in service, to turn to, to get proper information on how to claim the death in service benefits etc.

**South Dublin South Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 61

This Conference calls on the incoming National Executive Committee to work on a policy for each department to establish a Bereavement Liaison Officer to assist families of deceased staff members and staff members who have been bereaved through the administrative process.

**Revenue Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 62

That this Conference instructs the Fórsa National Executive Committee to seek to provide for specific leave for persons experiencing fertility related issues and going through treatments for same.

**Revenue Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 63

That this Conference instructs the Fórsa National Executive Committee to seek to provide for specific leave for persons experiencing the loss of miscarriage and other related losses during pregnancy to reduce the need for use of sick leave.

**Revenue Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 64

This Conference calls on the incoming National Executive Committee to advocate for the introduction of Surrogacy Leave of 26 weeks in line with Maternity and Adoption Leave.

**Revenue Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 65

This Conference calls on the incoming National Executive Committee to promote the expansion of the "Menopause in the Workplace Policy Framework for Civil Service Organisations" to include all Civil and Public Servants.

**National Education & Training Board (NETB) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 66

This Conference calls on Fórsa to continue to make a priority the need for a Menstrual and Menopause Policy. I am calling for long-overdue measures to support workers and to stop the stigma surrounding menstruation and the menopause. We believe this is an essential response to the demands experienced by workers, and an important step towards equality and dignity in the workplace.

Research has revealed:

1. Menopause and menstruation have a negative impact on the working lives of people who menstruate
2. These health concerns are not taken seriously in many workplaces
3. Several workplaces are ill-equipped to deal with these health concerns
4. A majority of respondents are in favour of implementing a workplace policy that offers a range of supports to help people stay in employment comfortably.

Stop the Stigma's position paper sets out that excluding, or neglecting, to address the specific needs of individuals experiencing menopause and menstruation perpetuates gender-based discrimination, and further creates an inequitable work environment. The Employment Equality Acts of 1998-2015 mandate employer responsibility to implement protective policies for all employees.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn



## Motion 67

As Fórsa members many of us are aware of the 'Stop the Stigma' campaign presented by Irish Trade Unions to government in October 2023. The pursuit for equality in the workplace with the introduction of Menstrual Health Policies is a welcomed step for Fórsa members who experience menstrual health problems. A fit-for-purpose menstrual and menopausal workplace health strategy would see issues experienced by workers addressed in practical ways informed by workplace consultation. This would have a significant impact on the usage of sick leave in Ireland's workplaces, benefiting hundreds of thousands of workers. We as Fórsa members are looking for Union representatives to continue to advocate for women's health rights.

**Clare Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 68

This Conference calls on the incoming National Executive Committee to engage with employers to ensure that they implement a policy on surrogacy. To engage in a campaign to highlight an awareness of the multitude of routes people take to become parents including surrogacy. Currently, people accessing surrogacy as a route to parenthood have no entitlement to paid leave therefore, it is necessary to seek equity of treatment for those becoming parents in line with adoptive leave which are equivalent to the provisions within the Maternity/Adoptive leave for those becoming parents through surrogacy.

**Higher Education Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 69

That this Conference instructs the relevant Fórsa committee to advocate on behalf of members for the introduction of paid Surrogacy Leave for members within the Civil and wider Public service to match similar paid leave allowances provided for as Maternity Leave and Adoption Leave of 26 weeks from the birth of a child(children) born through surrogacy.

**Revenue Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 70

This Conference calls on the incoming National executive committee of Fórsa to seek the extension of the time period during which Parental Leave for a child can be taken. At the moment parental leave can be take up until a child turns 16. Extension of access to Parental leave over the full age range of a child's life to their 18th birthday is recommended.

**Clare Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 71

That this Conference calls the Fórsa NEC to ensure all Public Sector Bodies cease the practice of outsourcing Administrative Grades work to private companies and entities and ensure the use of direct employment is in place.

**National Education & Training Board (NETB) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 72

This Conference calls on the incoming National Executive Committee that Pilot Projects so necessary for the potential to generate new work and innovation to be given a defined platform in the public sector regarding the finite duration, attaching to an existing salary scale and clearly defined provision for the post-pilot phase where required.

**National Education & Training Board (NETB) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 73

That this Conference supports a review of the efficacy of Fórsa's opposition to Privatisation in the public service. To this end it instructs the National Executive Committee to assess what progress has been made in reversing privatisation in all sectors of the public service where Fórsa has representation. This in the context of Fórsa policy to oppose and where it has been identified, reverse such privatisation. To this end that the National Executive Committee produces a report reflecting areas so affected and actions taken to reverse this.

**Federated Union of Government Employees (FGE) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 74

That this Conference calls on the National Executive Committee to oppose the replacement of public service roles with agency and other private sector workers. Whilst there may be a business case for such workers in specified circumstances, these should be clearly flagged and agreed between unions and public sector employers in advance with clear dates of termination.

**Dublin South Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 75

That this Conference calls on the National Executive Committee to oppose the use of private agencies and charities to undertake the roles and responsibilities currently undertaken by public servants when new services, that are already existing in one part of the country, are established in other areas.

**Dublin South Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 76

That this Conference calls on NEC to engage with Government and examine the way statistics are gathered in relation to the employment of persons with disabilities. The minimum statutory employment target for persons with disabilities to be employed in the public sector is currently at 3%. This will increase to 6% by 2025. Public bodies are required to create equitable, diverse and inclusive work cultures that promote and support the increased recruitment and retention of people with disabilities. However, the current way of employing many people with disabilities is predominantly through short term schemes. There is little permanent employment offered when the scheme ends and recruitment processes like psychometric testing can disadvantage many with disabilities, such as those with learning or intellectual impairments. Public service employers often include medical data of pre-existing staff in the figures collected and reported upon, allowing them to reach and exceed the 3% target rather than actively employing people at whom the scheme is aimed, and assisting them in finding meaningful employment. It is important that this motion is passed so that the public service will need to look at, and adjust their employment policy, to allow people with disabilities access to meaningful employment opportunities and increased participation in mainstream society without restrictions.

**Cork Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 77

This Conference instructs the Incoming Executive to ensure people with a disability have greater access to competitions within the public service, with a view to accessing meaningful employment and progression across the public sector.

**Kildare Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 78

This Conference instructs the National Executive Committee to seek that a disability resource toolkit be created by Employers to support line managers in the management of new staff on probation, existing staff who have a disability and existing staff who may acquire a disability in the future. Fórsa could ask that this could be done across all the Employments that have Fórsa members.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 79

This Conference directs the NEC to campaign for the government to set higher targets for the employment of people with disabilities in the public sector.

The minimum statutory employment target for persons with disabilities in the public sector is currently at 3%, and this will be increasing to 6% by 2025 as outlined in the recently enacted Assisted Decision-Making (Capacity) (Amendment) Act 2022. However, based on the 2022 census figures, the actual percentage of disabled persons in Ireland is 22%.

This gap needs to continue to decrease in the coming years in order to enable systemic change and proper representation of people with disabilities at all levels in the workplace. This goal could be aided by targeted advertising campaigns highlighting accessible roles within the public and civil service. Increased recruitment of people with disabilities will incentivise the provision of reasonable accommodations and decrease stigma, empowering them to live independently and pursue occupations that are meaningful to them.

**Transport Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 80

This Conference instructs the incoming executive to negotiate a Walk to work scheme similar to the Cycle to work scheme.

**Waterford General Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 81

As the impacts of climate change continues to impact Ireland. This Conference request that Fórsa Union implement a policy for staff that maximum and minimum temperatures in our place of work be addressed immediately. For example, last year temperatures reached thirty degrees in workplaces throughout the country in September. Heat and cold stress have a direct impact on life expectancy.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 82

That this Conference calls on the National Executive Committee to seek the establishment of a body, comprising representatives of the public sector employers and the Unions in order to undertake a full examination and evaluation of all public sector positions comparing salaries and responsibilities with those of equivalent positions in the private sector.

**Dublin South Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 83

This Conference calls on the incoming National Executive committee to conduct a review/analysis, of the pros and cons, of seeking to equalize the length of the working week for all public servants. This review/analysis should ensure that any future claim will not end up disimproving any members' current length of the working week.

**South Tipperary Health & Community Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 84

That this Conference calls upon the incoming National Executive to negotiate the abolition of ambiguous duties and responsibilities from the job specifications of all the grades it represents. Terms like these in job specifications can lead to scope creep where staff are directed to carry out higher duties not appropriate to the post.

Examples:

- A. "Undertake any other administrative support and assignments as directed"
- B. "The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him /her from time to time and to contribute to the development of the post while in office".

**Offaly Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 85

That this Conference instructs the Fórsa National Executive Committee to seek a clear definition of the role of HEO and AO. AO's are being placed into HEO roles and are expected to perform the same as a HEO. This practice means AOs are struggling to pass probation and are not being put into roles relevant to their education. This practice also reduces internal promotion opportunities for EO/CO. HEO are also being expected to compete with AO for promotion to AP while being excluded from development opportunities and training aimed at AOs progression.

**Revenue Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 86

A recent recruitment campaign by the Department of Social Protection to recruit Clerical Officers as Deciding Officers who will automatically be promoted to Executive Officers after 2 years completed service has caused outrage among Fórsa Clerical Officers in the SWSO Sligo. This Conference instructs the NEC to lodge a claim for all clerical officers in the Civil and Public Service who have completed over two years service to be treated equally and fairly. This decision by DSP will have a knock on effect throughout the Civil and Public Service

**Sligo Pension Services Office Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 87

This Conference instructs the incoming National Executive to call on DPER to revise the current T&S rates for the civil and public service. While they were updated recently in December 2023, the updates were woefully inadequate.

1. There is no facilities for milage rates for electric or hybrid car owners.
2. The overnight rate of €197 still leaves travelling colleagues mostly out of pocket, apart from budget accommodation in off seasons.

October 2023	*€155.84 (€131.21 for 3 star)
September 2023	€176.09 (€144.99 for 3 star)
August 2023	€195.18 (160.23 for 3 star)
June 2023	€186.14 (154.72 for 3 star)

\*Figures taken from Fáilté Ireland's Accommodation reports

**Marine New Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

**Motion 88**

This Conference calls on the incoming National Executive Committee to seek a review of the foreign travel circular to reflect the increased costs in accommodation and travel for staff whose positions include the necessity to travel abroad.

**Higher Education Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

**Motion 89**

That this Conference calls on the national executive to engage with the relevant government departments to seek to have appointments with occupational health made more accessible to members who live outside of major urban areas.

**South Dublin South Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

**Motion 90**

That this Conference directs the incoming Executive Committee seek to establish national policy and protocols for public sector employers regarding maintaining a "Status Quo", with regard to their work role and status, where industrial relation issues exist. This is in order to seek to protect workers, from having their work roles or locations changed, without their consent, where they are the subject of a workplace complaint.

**Cavan Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

**Motion 91**

That this Conference calls on the incoming National Executive Committee to negotiate for a special grade code for information Technology/eHealth staff across the civil and public sector.

**Dublin South Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 92

That this Conference instructs the NEC to ask government to give workers both in the public and the private sector the option to decide on a personal basis to remain in employment beyond the company/public sector designated retirement age. Provided that the individual is fit and well to continue in their role. If a medical is required to support this then the individual should be willing to comply.

**Eir Executive Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 93

This Conference instructs the incoming Fórsa NEC to negotiate full repeal of FEMPI\* measures relating to “working hours” in effect (including Appendix 9 of HRA\*\*) to restore for those members previously in employment with “working hours” as ‘returned’ for payroll purposes and reflected in hourly rate of pay on payslips.

*\*FEMPI = Financial Emergency Measures - in the Public Interest Act 2013, 2017 et.al.*

*\*\*HRA=Haddington Road Agreement*

**Limerick Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 94

That this Conference requests that Fórsa seek statutory leave for employees who are in the process of a marital separation /divorce. Staff are entitled to marriage leave however if a marriage breaks down, staff have to use Annual leave to attend solicitors/courts. This adds additional strain on individuals with Annual leave being used up very quickly.

**Revenue Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 95

This Conference calls on the incoming National Executive Committee to work on a policy to increase paid leave to two weeks for all staff to avail of if they are going through a divorce or separation.

**Revenue Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 96

That this Conference calls on Fórsa to strongly oppose any Government proposals which, if implemented, would allow public servants to be dismissed without such dismissal having been considered and approved at top level within the public service body in question.

**Architectural Engineering & Heritage Services Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 97

That this Conference calls on Fórsa national executive committee to resist all attempts by the government to amend parking arrangements for civil and public servants. This motion instructs Fórsa to engage with government on behalf of all Fórsa members to counteract the proposal to charge civil and public servants for parking at their offices where these parking spaces were previously at no cost to our members. It further calls on Fórsa national executive committee to construct a campaign of protest if required.

### **Dept. of Enterprise, Trade & Employment Executive Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 98

That this Conference instructs the incoming Executive to ensure that pre-existing parking arrangements for Fórsa members are maintained both at local and national level and that no parking arrangements are removed without the consent of Fórsa.

### **Kildare Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 99

The National Executive Committee is requested by Conference to engage with the Department of Public Expenditure, NDP Delivery and Reform and the NSSO with a view to restoring services to civil service and public service employees regarding deductions from salaries for long established civil and public service charities, all union subscriptions, health insurance premia and related salary deductions while staff are serving, and when retired, having their pension paid and deductions made through the NSSO agreements. The NEC is requested to agree and secure a binding Memorandum of Understanding between the Unions/Representative Associations and the NSSO to ensure service levels are maintained while remuneration/pensions are being paid to staff and retirees.

### **Dept. of Transport Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 100

That this Conference instructs the Fórsa National Executive Committee to call on the NSSO to put in place a dedicated team to deal with staff who work on a Shift roster

### **Revenue Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 195

That this Conference instructs Fórsa at the next review seeks to have the current mileage and subsistence rates index linked to reflect the actual cost of T&S currently.

### **Agriculture No. 1 Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn



# Pension policy

## Motion 101

That this Conference calls on Fórsa to ensure that Pension Entitlements and Lump Sums are paid in full on retirement dates.

**Dublin Hospitals Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 102

This Conference instructs the incoming NEC to seek work-sharer pension entitlements. Work-sharing patterns are mainly availed of for caring purposes, either to care for children or elderly relatives. This time is not recognised for pension purposes which results in very low pension entitlements. We were asking that time taken for work-sharing to care for family be recognised for pension purposes.

**Sligo Pension Services Office Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 103

This BDC instructs the incoming NEC to seek to ensure that assignment to the Higher scale be treated as normal incremental progression for pension purposes and not as is currently the case require anyone so assigned to have to serve three years on the higher scale for their final salary for pension purposes to be based entirely on the Higher Scale as is the case on promotion to a higher grade.

The higher scale should be treated as normal incremental progression and not a grade change for pension purposes.

**Agriculture, Food & Marine Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 104

In January 2024, the supreme court delivered its judgment in relation to the entitlement of an unmarried cohabiting parent to a widows, widowers or surviving civil partners contributory pension. Given this judgment the Laois Branch Health and local government call on the incoming National Executive Committee to actively pursue a equivalent recognition relation to the spouse and children formerly (widows and orphans) entitlement.

**Laois Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 105

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek to protect State Pension Provision and arrangements for all Workers so as to maintain control of monies already paid in by workers over the years.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 106

That this Conference instructs the National Executive Committee to negotiate the removal of the Additional Superannuation Contribution (ASC). The Additional Superannuation Contribution (ASC) has remained as an unfair deduction in the pay of civil and public servants to this day, despite the improved financial landscape.

**Kildare Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 107

That this Conference instructs the incoming NEC to seek to have the Additional Superannuation Contribution (ASC), introduced under FEMPI, abolished without any corresponding diminution in pension terms and conditions for Public Servants

**Revenue Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 108

This Conference instructs the incoming Fórsa NEC to negotiate full repeal of FEMPI\* application relating to the implementation of the so-called "Pension Levy" and restore pension contributions to the rates in effect prior to the implementation of austerity measures. This is important as higher rates of PRSI are being applied to all workers and continued application of the "Pension Levy" unfairly discriminates Fórsa members required to pay this cost of austerity into the future.

*\*FEMPI = Financial Emergency Measures - in the Public Interest Act 2013, 2017 et.al.*

**Limerick Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 109

That this Conference calls on the NEC to seek to change the refunding of employee pension contributions order after 40 years of service from contributions paid earliest to a refund of those paid most recently.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 110

That this Conference calls on the incoming NEC to ensure that no Fórsa member working in a civil and public service role is excluded from relevant civil and public service pension scheme. Currently there are members who have worked for over twenty years across the civil and public service but without access to the relevant pension.

**Dublin South Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 111

That this Conference calls on the NEC to highlight the disparity between the workers who have access to the public service pension schemes and those who do not, despite being employed at the service and direction of the State. Conference instructs the NEC to seek to end this two-tiered workforce and protect those workers across our divisions who are unfairly excluded from public service pension schemes. By so doing Fórsa will contribute to a more equitable and secure future for these workers and uphold the principles of social justice and fairness that are at the core of Fórsa's mission.

**School Completion Programme Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Public policy

### Motion 112

Conference notes the:

- acceptance by the Irish government of the Labour Employer Economic Forum (LEEF) High- Level Group Report on Collective Bargaining,
- adoption by the EU of a Directive on Adequate Minimum Wages in Europe, and
- Ireland's obligation to present an action plan to the European Commission as part of its transposition of the Directive no later than November 2024.

Conference recognises that the Report of the High-Level Group and the EU Directive have the potential, if properly implemented, to transform the collective bargaining landscape.

Conference highlights the importance of the State's role in exemplifying a strong commitment to collective bargaining. The State should lead by example by ensuring that all public procurement or concession contract arrangements include a requirement to recognise trade unions for collective bargaining purposes.

Conference, therefore, demands that the incoming National Executive Committee:

- Lobby the Irish government, in consultation with the Irish Congress of Trade Unions, to bring forward legislation to fully transpose into Irish Law the EU Directive on Adequate Minimum Wages and the letter and spirit of the High-Level group report.
- Campaign for the full adoption of the High-Level Group Report and increased measures by the State to promote union recognition for collective bargaining purposes, including provision for tax relief on union subscriptions.

- Ensure that all public procurement or concession contract arrangements include a requirement to recognise trade unions for collective bargaining purposes.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 113

Conference believes:

- That the far-right is mobilising on our streets and in our communities across Ireland, seeking to divide society with their hateful messages of racism, misogyny, homophobia, transphobia and bigotry. These agitators are exploiting the cost of living and housing crisis to divide people. That racism has no place in Irish society, and Fórsa must continue to stand in solidarity with those who have escaped conflict, oppression, climate and economic catastrophe to come to Ireland in search of safety and a better life.
- The ongoing protests in various locations are being orchestrated by a small number of people attempting to stoke fear, hatred and division in our communities, by intimidating people in direct provision and refugee centres.
- That Fórsa members working in libraries have been subjected to vile, sustained harassment and intimidation by a small number of agitators seeking the removal of certain LGBTQ+ books.

Conference instructs the NEC to:

- Support members that may be subject to far-right agitation and backlash in their workplaces and communities.
- Continue to support those people living in IPAS to live with dignity, peace and free from harassment and intimidation. To demand that Government meets Ireland's obligations under domestic and European Union law, to provide reception conditions to international protection applicants who do not have sufficient means to support themselves, this includes housing, food and associated benefits.
- Work with branches to promote positive relations between communities and people living in direct provision and asylum centres,
- Strengthen our efforts to counter the rise of far-right ideology in Ireland and in particular to capitalise on the central role that the trade union movement can play in this critically important issue. To work with Congress, NGO's and civil society organisations to create a more inclusive, tolerant, and multicultural society.
- Ensure that members are briefed on the dangerous far-right ideology at the forthcoming elections and that far-right candidates are in no way facilitated, supported or encouraged. To promote education and information against arguments from the far-right amongst Fórsa members by working with organisations such as ISD and the Hope and Courage Collective, ensuring that workers, their families and communities have access to information and arguments against hate, division and misinformation.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 114

That this Conference expresses concern at the growing presence of hate speech aimed at minority groups in public discourse. This Conference notes our members' responsibility as public servants to engage with elected public representatives. This Conference agrees however that the union should support any member who refuses to engage with any public representative who repeatedly breaches equality legislation by engaging in hateful discourse.

**Dún Laoghaire Rathdown Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 115

This Conference calls on the NEC to support and foster an equitable society for all. We need to ensure that those coming to Ireland feel supported, not hated. Our government needs to engage with communities when determining emergency accommodation for asylum seekers to ensure our communities are involved and supported and most importantly, have capacity to support those placed in emergency accommodation.

**Higher Education Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 116

This Conference notes the dangerous rise of the far right in Ireland and internationally. This Conference condemns attacks on migrants, the LGBTQ community, our own Fórsa member Library workers and all Trade Unionists, workers and minorities facing these threats and violence.

This Conference calls on the incoming National Executive Committee to show solidarity and actively support and mobilise the Fórsa membership in opposing the Far Right through protests, marches, and campaigns. We also call on Conference to initiate a "Build Homes and Services Not Racism campaign", to push back against these attacks. Finally, this Conference calls on the Fórsa union to initiate a protest campaign to launch this.

**An Post Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 117

Conference notes and condemns the rise of the far-right in Irish society and condemns the role that government failures and policies have contributed to that rise. Conference instructs the NEC to encourage and support all Fórsa members, activists and employees to fight the far-right in their workplaces and communities, as the ideology runs counter to the democratic and emancipatory principles of trade unionism. As demonstrated by the Dublin riot in November, ordinary working class people were targeted and immigrant workers and union members were made to fear coming to work in the following days. Conference calls on the NEC to work with other organisations, political parties and groups that share similar objectives.

**Garda Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Proposed Amendment to Motion 117

Replace the word “fight” with the word “oppose” so that the amendment motion reads:

Conference notes and condemns the rise of the far-right in Irish society and condemns the role that government failures and policies have contributed to that rise. Conference instructs the NEC to encourage and support all Fórsa members, activists and employees to oppose the far-right in their workplaces and communities, as the ideology runs counter to the democratic and emancipatory principles of trade unionism. As demonstrated by the Dublin riot in November, ordinary working class people were targeted and immigrant workers and union members were made to fear coming to work in the following days. Conference calls on the NEC to work with other organisations, political parties and groups that share similar objectives.

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 118

This Conference calls on the NEC to engage with our government to support increased funding for our health care, and particularly our mental health services. To support families in critical need of accessing our mental health services.

**Higher Education Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 119

This Conference calls on the NEC to formulate a campaign which will Endeavour to strengthen legislation to tackle workplace discrimination.

- Urge the Government to improve working conditions for migrant workers through regulation of visa consultants, reduction in fee for visa renewal applications to a cost-neutral basis, improve ease of access to family reunification and greater labour market mobility (the ability to change jobs).
- Call for the repeal of the Employment Control and Training Framework which has given rise to insecure working conditions in the Higher Education sector.
- Work towards extending maternity, paternity, and parental leave, supporting families and promoting gender equality.
- Work to abolish subminimum youth rates of the National Minimum Wage, ensuring fair pay regardless of age

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 120

Conference notes the recent referenda in Ireland held on the 8th March on Family and Care and the national conversation that is currently taking place about the value of care in Irish Society.

Conference also notes the successful 2023 IHREC Campaign “Care About Equality” which challenged entrenched societal attitudes towards the heavily gendered nature of caring, both unpaid and low-paid, and how this impacts on women in the workplace.

Conference further notes the development of an EU Care Strategy which calls on member states to provide high-quality, affordable and accessible care services with better working conditions and work-life balance for carers.

Conference recognises that the conversation on care is complex and multi-faceted. It includes both unpaid and paid care work, as well as formal and informal care arrangements. Conference also recognises that care has a universality of impact on all citizens and people living in Ireland.

Conference re-affirms its commitment to the provision of formal care through high quality public services and notes in this regard the recent Fórsa/ICTU pay parity campaign for workers in the Irish Disability Services and the SIPTU Early Years campaign.

Conference calls on the incoming National Executive Committee to:

1. Conduct a survey of Fórsa members which will identify their current care responsibilities and needs as well as their care priorities.
2. Draft a position paper on care priorities from a public service perspective taking into account all aspects of the value of care and the care economy.
3. Continue to campaign for the provision of formal care through public services both at national and European level.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 121

Conference notes the impact that the reproductive cycle can have throughout a woman's life journey. Many women suffer throughout often in silence and when seeking treatment are met with expensive medical bills.

The Irish health service and its two-tier system is particularly unkind as social determinants and inequalities continue to determine access to healthcare.

Conference recognises that there has been much progress in the area of Women's Health over the last decade in Ireland. However, despite this progress there are still areas of significant concern, for example, limitations on the public IVF provision, limitations on the free contraceptives scheme, and lack of support for those going through the menopause.

Conference recognises there is a need for many of the initiatives included in the recent Women's Health Action Plan (2022 -2023) to be rolled out at greater pace across all areas of Ireland.

Conference calls on the incoming National Executive Committee to campaign for a new Women's Health Action Plan to be developed and implemented which would address the concerns outlined in this motion and which would seek additional funding for implementation of new/extended services.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 122

This Conference calls on Fórsa to engage with the government to abolish the current three day wait for those accessing abortion services. As per the repeal review, this wait can impose a physical and psychological burden on women as by its very existence is an infringement on a woman's right to choice and personal reproductive autonomy.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 123

This Conference calls on Fórsa to engage with the government to implement legislation for abortion leave. No woman should be forced to take ordinary sick leave or unpaid leave and be at a financial loss when accessing this healthcare.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 124

This Conference asks that Fórsa pursue a policy of requesting that the government provide funding for period products for refugees in direct provision and governmental accommodation for refugees. Period products are expensive and sometimes they are needed urgently or unexpectedly.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 125

The lack of affordable and adequate housing has become a pressing issue for the citizens of Ireland. The rising cost of rent, shortage of social housing, and lack of affordable home ownership options have left many individuals and families struggling to find suitable housing and increased the numbers experiencing homelessness. According to the latest reports, there are approximately 13,500 people homeless in Ireland, with more than 4,000 children in emergency accommodation.

This Conference calls on the incoming NEC to actively engage with government to advocate for a meaningful and workable resolution to the housing crisis in Ireland. We call on the union to fight for stricter regulations on landlords, developers, and Hedge/Vulture funds to ensure fair and affordable housing options for all. We also call on the union to work to increase funding for social housing and more support for those experiencing homelessness and dealing with Vulture funds.

**Westmeath Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 126

In regard to maintaining the quality and the continued delivery of public services - the lack of adequate and affordable accommodation for members of the civil and public services throughout the country is a serious issue that needs to be addressed. Members of the civil and public services are struggling with the high rent costs throughout the country. Also, members of the civil and public services are being forced to live further from their place of employment in order to find more affordable accommodation.

This is unacceptable and this Conference urge Fórsa to engage with the Government on finding solutions to the housing issue, such as, rent controls, the provision of affordable/subsidised housing or the acquisition of houses/apartments for civil and public sector workers in order to address this problem. This is an issue that affects all levels of the civil and public sector.

**Cork General Clerical Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn



## Motion 127

This Conference requests that the incoming National Executive of Fórsa Trade Union to actively campaign to try and abolish homelessness within the Republic of Ireland by lobbying, campaigning and actively pursuing a move back to public and social housing.

**Municipal Employees Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 128

That this Conference notes Fórsa's campaign work on housing and looking at different forms of organising in the community through its work with Jane Mc Alevey.

This Conference observes that prevailing housing policies have exacerbated the housing and cost of living crisis, resulting in exorbitant private rents, unattainable housing, homelessness, and lack of tenants' rights in Ireland.

Additionally, the Conference acknowledges that these housing and community issues disproportionately impact vulnerable groups, including workers, women, migrants, LGBT+ individuals, travellers, and others.

Furthermore, the Conference recognises the emergence of new organisational models inspired by the trade union movement, embracing principles such as membership, solidarity, and collective action. Examples include organisations addressing housing precarity and advocating for improved public services, like community and tenants' unions, such as CATU. CATU is a community union set up by tenants, mortgage holders, and individuals in precarious housing situations, aims to provide support to people in housing difficulties and build collective power within the community.

Acknowledging existing collaborations between other unions in Ireland such as Unite, and community or tenants' unions, this motion urges the Conference to establish working relationships with CATU across Ireland and advocate within ICTU for similar collaborations.

This Conference calls on Fórsa to actively support such organisations by:

- Conducting joint education sessions with unions like CATU on housing, workplace rights, and organising.
- Backing campaigns by these groups, including support for Universal Public Housing and Anti-Eviction efforts.
- Encouraging Fórsa members to join and actively participate in appropriate community or tenants' unions such as CATU.
- Directly collaborating on collective direct action, such as housing and community services agitation and workers' action.
- Collaborating with CATU to survey members on housing issues impacting them and publishing the report.
- Organising wider housing forums across Ireland in collaboration with CATU to address member concerns and launch campaigns based on these discussions.
- Providing resources to assist unions like CATU in mapping the housing situation in Ireland.
- Campaign within ICTU to get support from other unions in Ireland.
- Campaigning for more protection for tenants within the current Residential Tenancies Act.

- Support a ban on investment companies acquiring properties, contributing to the current housing crisis.
- Supporting campaigns against corporate landlords evicting tenants.

**Justice Executive Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 129

This Conference instructs the NEC to proactively campaign for the government to ratify the optional protocol of the United Nations Convention on the Rights of Persons with Disabilities, at the earliest possible date. This would allow Ireland to be held accountable to the UN in the case of potential rights violations affecting people with disabilities. The campaign would include being a visible presence at rallies to support Ireland signing up to the optional protocol.

**Dept. of Transport Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 130

This Conference calls on the NEC to pursue the adoption of human resource policies in the public sector that recognise the unique nature of communication-based disabilities, i.e., specific communication policies regarding Autism, ADHD and other forms of neurodivergence. These policies must be specific to the accommodation needs of employees with these disabilities and aim to introduce flexibility in the application of performance management, in order to work with the strengths of people with disabilities, rather than their perceived deficiencies. Actions may also include lobbying the Department of Public Expenditure, NDP Delivery and Reform to issue a circular on Equality, Diversity and Inclusion and for these principles to be included in corporate governance documents. The introduction of a neuro-affirmative model in public sector workplaces would promote increased recruitment and retention of people with disabilities. In many cases neurodivergent employees have unique skills and perspectives that are underutilised and underappreciated in professional environments.

**Transport Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 131

That this Conference calls upon the NEC to petition all public & civil service bodies to provide access to protected funding for the purchase of disability supports to include but not limited to the purchase of assistive technology for hearing loss.

**Meath Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 132

This Conference calls on Fórsa to advocate for those workers who have disabilities. This can be done in a range of ways to allow people with disabilities to remain in work, and to facilitate people with disabilities who wish to take up employment.

I further call on Fórsa to pursue a future Constitutional amendment to recognise the rights of people with disabilities to work and to support any future campaigns to protect from cuts to disability services.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 133

Conference notes the significant impact climate change is currently having and will continue to have in the coming years.

Conference recognises that there will be significant changes to everyday life across the world as a result of the impact of climate change. These changes will have an enormous impact on people's everyday lives including their working lives.

Conference notes that there are increasing levels of demands to transition to a low carbon neutral society. This transition is critical and should be primarily focused on people, communities, and workers. Any transition must be a just-transition.

To ensure a just transition we must adequately equip our members, activists and staff with the right tools to respond to, and develop, just transition programmes in their workplaces and communities.

A just transition is not something that should happen to workers but something that should be led by them.

Conference mandates:

- The NEC to develop a just transition training programme for Fórsa members, activists and staff.
- The union to negotiate action plans with public sector employers that delivers on the employer responsibility to improve staff awareness and development around the just transition.
- The NEC to develop resources to make Fórsa trade union a leading and meaningful contributor to just transition campaigns, projects and, initiatives in Ireland.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 134

Following from a successful joint union Conference between Fórsa's Health and Welfare Division and UNISON NI, this Conference call on the incoming NEC to explore how this union can support the introduction of The Marmot Principles and Policy Objectives into Irish public policy. The Principles:

1. Give every child the best start in life
2. Enable all children, young people and adults to maximise their capabilities and have control over their lives

3. Create fair employment and good work for all
4. Ensure a healthy standard of living for all
5. Create and develop healthy and sustainable places and communities
6. Strengthen the role and impact of ill-health prevention

**Westmeath Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

### Motion 135

This Conference requests that the incoming National Executive of Fórsa Trade Union actively campaign to continue to oppose and take steps to reverse outsourced work in order to bring back direct labour, where it has been eroded, within the public sector.

**Municipal Employees Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

### Motion 136

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to campaign for an amendment to Article 40, Section 6, Sub-Section 1, part iii, of The Irish Constitution, whereby an Employer would have to recognise a Trade Union especially within the context of any envisioned unification of Ireland.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

### Motion 137

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek clarity from Government and Opposition Parties or Groups on plans to privatize the ESB and/or Eirgrid given that this would cause a loss to the taxpayer and increase living costs to the General Public and to advance instead an alternative plan to Nationalize electricity provision.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

### Motion 138

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek that any Defence Arrangements into which The Irish State enters into are subjected to Article 29, Sections 1, 2, and 4 part ix of The Irish Constitution given the potential cost to The Taxpayer and the Health and Safety of The General Public in the form of a referendum.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 139

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek the formulation and implementation of a Strategic Industrial Strategy by the Government of Ireland as a matter of urgency given the radically changed and deteriorating Global situation.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 140

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek a Campaign against Fuel Poverty and Food insecurity in Ireland as a matter of urgency in the context of the 21st Century Shortage Economy.

**Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 141

This Conference calls on Fórsa to engage with the government to implement legislation to ensure automatic access to legal aid for those accessing divorce when there has been safety, protection orders or coercive control in the marriage/separation.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 142

This Conference calls on Fórsa to engage with the government to change the current timeframes for those seeking separation and divorce. The current period of two years causes undue stress and prolonging of difficult circumstances both personally and financially in particular for those who have experienced domestic violence or coercive control.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 143

That this Conference calls on the National Executive Committee to continue efforts to lobby government to enact legislation granting representation and negotiation rights to unions with respect to retired members.

**Cavan Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 144

That this Conference directs the incoming Executive Committee to seek to have legislation enacted that enable all organisation in receipt of Public Monies be held accountable to the Public Accounts Committee.

**Cavan Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 145

This Conference requests that the NEC make representations to the Department of Social Protection on behalf of members who are currently excluded from the Wig Grant Treatment Benefit Scheme due to their class of PRSI.

It was announced in May 2023 that a new grant was now available to support women and men who suffer hair loss due to illness resulting from cancer and other forms of alopecia. However, the grant of €500 is only available to people, and their dependent spouse, civil partner or cohabitant who satisfy the medical requirements and have paid the relevant number of Class A, E, P, H or S PRSI contributions. Amongst others, this excludes civil servants paying Class B1 PRSI and public servants paying Class D. Pre-1995 civil servants, for example, have no choice but to pay B1 PRSI (which gives very limited entitlements) and are totally excluded from the wider Treatment Benefits Scheme.

The spirit and intention of this grant, which is to support people suffering from loss and trauma associated with sudden hair loss, is not met by linking its application to the Treatment Benefits Scheme. This Conference believes that the grant should be universal to all whether working or retired under equality legislation and should not be tied to PRSI contributions.

**Dept. Transport Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 146

That this Conference recognises and affirms that education is a fundamental human right and calls on the NEC to commit to advocating for the continuous development of its members. As the modern workplace is rapidly evolving, with new technologies and processes emerging continuously, necessitating ongoing skill development and education for workers, Conference calls on the NEC to advocate for expanded access to Lifelong Learning, including literacy and numeracy supports, in the workplace. Lifelong learning in the workplace would contribute to personal and professional development, increase job satisfaction and enhance career progression prospects. Conference notes that the lack of access to learning and upskilling opportunities disproportionately affects lower income workers, contributing to social and economic inequality. Conference therefore calls on employers to recognise the value of ensuring workers have access to fundamental skills and learning opportunities at work.

**School Completion Programme Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 147

That this Conference calls on the Irish Congress of Trade Unions through the NEC, to formulate a policy to ensure that workers are fully protected from any potential risks arising from the introduction of Artificial Intelligence, whilst also ensuring that workers are able to claim their fair share of any benefits that may result from the future use of Artificial Intelligence in the workplace.

**Dún Laoghaire Rathdown Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 150

This Conference urges Government through the NEC to prioritise the holding of a referendum on the public ownership of our water system and management of our water services.

**Kildare Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## International policy

### Motion 148

That this Conference calls on the NEC for a permanent end to the conflict in Gaza and urges trade unions to unite in support for peace and the provision of humanitarian assistance to the region and its peoples.

**Cavan Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

### Motion 149

That this Conference notes the ongoing conflict in Palestine. Conference condemns violence against non-combatants in Israel and Palestine. Conference calls on the Irish Government, through the NEC, to commit ministers and officials to action at national, EU and international coalition levels to boycott, divest from, and sanction Israel, and companies and individuals benefiting from the occupation of Palestine, until such time as:

- a) Israel withdraws its military, officials, intelligence services and assets from all Palestinian territory
- b) Israel permits the creation of an independent sovereign Palestinian state with complete administrative and security control over its own territories and waters in accordance with the aspirations of United Nations Security Council Resolution 242.

**Revenue Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 151

This Conference reaffirms support and solidarity with the people of Ukraine who have endured over 2 years of illegal war and occupation. At our Conference in 2022 our Union pledged to support the people of Ukraine and we agreed to stand with them against the illegal and unprovoked Russian invasion. We continue to stand with them today in their determination to maintain their own democracy and self determination. The Irish Government must continue to abide by its legal obligations under the EU Temporary Protection Directive to provide Ukrainian refugees with housing, healthcare, education and access to the labour market. Ukrainian refugees fleeing war come to Ireland seeking safety and protection from the gross abuses of human rights and many war crimes committed by the Russian army. As long as the war continues civilians will need to find safety. This Conference calls on the Irish Government, through the NEC, to maintain existing supports for all those forced to leave Ukraine who come here seeking safety. We commend the continuing work of our public services and public servants who have helped so many refugees at ports and airports, in schools, colleges and workplaces. Conference reaffirms supports for strong and united European and global action against Russia for as long as its illegal invasion continues.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 152

Conference welcomes the interim ruling against Israel by the International Court of Justice (ICJ), on the 26th January 2024 stating that there is plausible evidence that Israel is committing a genocide against the Palestinian people in Gaza. This important ruling creates a legal duty under the Genocide Convention for other states to ensure they are not complicit. Conference calls on the Irish Government, through the NEC, to join South Africa in the legal case at the International Court of Justice on the Application of the Convention on the Prevention and Punishment of the Crime of Genocide in the Gaza Strip.

To date, over 28,000 Palestinians mostly woman and children have been killed and nearly 70,000 wounded in Gaza since the war commenced, following the attacks by Hamas on the 7th October 2023. Nearly 11,000 children have been killed and many thousands have suffered terrible injuries. Many casualties have been treated without anaesthetic in operating theatres while exposed to live fire from the Israeli Defence Forces.

Israel has indiscriminately bombarded Gaza using weapons supplied by the United States of America resulting in the destruction of homes, schools, hospitals, mosques and every vestige of civic society. Most of Gaza lies in rubble with no access to drinking water or the bare necessities of human life.

At the same time the repression of Palestinians in the Occupied West Bank has intensified through mass arrests and detention without trial, random killing of innocent civilians by the military and armed groups of settlers.

We condemn these actions which amount to the collective punishment of the civilian population. We call on Israel to put in place a permanent ceasefire, to withdraw its forces from Gaza, to allow humanitarian aid to reach the people of Gaza and to enter peace talks to secure a just and viable settlement.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn



## Motion 153

That this Conference calls on Fórsa to condemn the current attack on Gaza by Israel in the strongest possible terms.

It notes that many thousands of people have been killed including a large number of children.

This is the latest episode in the ongoing campaign by Israel to expand its territory and deny the rights of the Palestinian people.

We note that Israel has been condemned as an Apartheid State by many human rights bodies including Amnesty International and Human Rights Watch and now faces charges of genocide in the International Criminal Court. Israel's regime is one of apartheid, racism and oppression. We support the people of Palestine in their struggle to end this regime and establish their right to self-determination.

We also note that an international campaign of boycott and sanctions was a key instrument in bringing down the Apartheid regime in South Africa and the important role played by the Dunnes Stores strike in Dublin in the 1980s in forcing the Irish government to ban the importation of South African goods.

The Cork Health & Local Government Branch calls on Conference to mandate the NEC to immediately implement the following:

Full support of the international campaign of Boycott, Divestment and Sanctions (BDS) against Israel and the strongest pressure applied to ICTU to also endorse this campaign.

Fórsa to call on its members and all trade unionists not to handle Israeli goods or cooperate with Israeli institutions.

To fully support any members who are implementing BDS.

Fórsa to refrain from using any business contracts the union might have with companies that are complicit in or profit from Israel's apartheid regime.

Fórsa to apply the maximum pressure on the Government to immediately enact the Occupied Territories Bill.

To fully support the ongoing demonstrations in support of Gaza and send a clear message to members that their presence on the marches is an essential act of trade union solidarity.

To call on the Government to state its support for the action by South Africa to charge Israel before the International Criminal Court with genocide.

**Cork Health & Local Government**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 154

This Conference calls upon Fórsa to support South Africa's case in the International Court of Justice in the Hague against Israel for its war crimes and genocide by offering its name, voice and resources in furtherance of that process.

**Garda Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 155

That this 2024 National Conference of Fórsa instructs the incoming National Executive of Fórsa to seek that the Control of Economic Activity (Occupied Territories) Bill 2018 previously passed by Dáil Éireann is implemented immediately, particularly in light of the recent invasion of Gaza and illegal settlement of Palestinian territory in the west bank.

**Dept. of Social Protection Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 156

This Conference condemns Israeli apartheid and its genocide of the besieged people of Gaza. Conference condemns our government for failing to expel the Israeli ambassador and for attending St. Patrick's Day in the White House with Joe Biden.

Conference will donate to Palestinian causes that are outside the scope and control of the Palestinian Authority and Hamas such as UNRWA, Medical Aid for Palestinians and the Red Crescent. This Conference will instruct the Fórsa Union to show our solidarity and actively campaign with the people of Palestine in their struggle for peace and freedom.

**An Post Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 157

Fórsa has previously committed to supporting Boycott, Divestment, Sanctions (BDS), and this Conference calls on the National Executive Committee to continue to make that support keenly felt through practical action.

BDS is a Palestinian-led movement for freedom, justice and equality which seeks to undermine the material ability of the Israeli state to oppress the Palestinian people.

It seeks to break economic links with companies linked to the Israeli state. Examples include Hewlart Packard, G4S, Siemens and Axa.

This Conference calls on the incoming National Executive Committee to support the BDS campaign objectives in the following ways:

- To adopt a procurement policy within Fórsa that excludes products or services from Israeli and international companies that are complicit in violations of Palestinian rights. Branches should also be directed by the National Executive Committee to adopt this policy locally.
- To use branch networks to identify contracts and services in workplaces which involve engagement with companies that have been identified as operating in Israel, are Israeli-owned, or hold other strong ties to the Israeli state and economy, helping and profiting from Israel's systematic occupation and destruction of , and oppression of the Palestinian people.
- To ensure that our members be afforded protection for engaging in BDS activities as a clause of all future collective agreements.
- To constitute a BDS Monitoring Group with the aim of helping to guide our members in having up-to-date information and research on how they can coordinate and direct their efforts to demand BDS compliance in their workplaces to maximum effect.

**Justice Executive Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 158

This union, at Conference in 2018, 2020 and 2022, carried motions in favour of solidarity with the people of Palestine. The scale of suffering, hardship, and trauma being inflicted upon the civilian population of Gaza is unquestionable. The EU, and others, recognise Hamas as a terrorist organisation and have condemned Hamas for using civilians and hospitals as human shields in the current conflict, while also calling on Israel to exercise restraint, recognising the complexities of the conflict and its historical antecedents.

This Conference calls on the National Executive Committee to recognise the complexity that is Palestinian-Israeli conflict. We move that Fórsa, in its work, supports universal human rights for all peoples. We respectfully ask Conference to instruct the incoming NEC to support measures which work towards the creation of a lasting peace between the peoples of Israel and Gaza, and which respects the rights of both Palestinians and Israelis to life, liberty, security, and a recognised homeland.

**Westmeath Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 159

The Westmeath Health and Welfare Branch condemns the magnitude of casualties and suffering being experienced by the civilian population of Gaza as a result of the on-going conflict between Hamas and Israel. This Conference instruct the incoming NEC to support and fight for humanitarian aid to the civilian population of Gaza while supporting work towards a lasting peace in the Gaza and Israeli conflict.

**Westmeath Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 160

This Conference calls on the NEC to condemn the unprecedented terrorist attack and associated atrocities committed by Hamas on Israeli civilians on 07 October 2023.

**Westmeath Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 161

Fórsa is affiliated to the BDS campaign but should do more to inform members on this issue, send out information listing products and companies that should be boycotted and should also ensure that all Union investments including pension funds do not hold any stock in Israeli companies or equities. This Conference seeks that Fórsa Trade Union engage on an information campaign to raise awareness about the BDS campaign. This should include all resources at the Unions disposal and should seek to educate members of the importance of this movement. Fórsa should also ensure that none of member's money is used to support Israelis continuing occupation. Including pension funds and investments. Fórsa should seek out every opportunity to highlight the plight of the people of Palestine.

**Connacht Ulster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 162

This Conference calls for Fórsa Trade Union to seek the release of Anas Abu Srouf the Director of the Aida Youth Centres who was rounded up and arbitrarily detained by authorises in Israel when returning from taking an exam. We ask the Conference to note Fórsa's history of international solidarity and support this this motion showing our solidarity with the people of Palestine. We ask Conference to support this motion.

### **Boards & Voluntary Agencies Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 163

That this Conference calls on the National Executive Committee of Fórsa to pursue a policy within Irish Congress of Trade Unions to campaign for the export of "dual-use" goods and services to become more transparent, by updating the provisions of the Control of Exports Act so that statistics collected on arms exports to Israel and other states are automatically de-anonymised and information on licences granted for export is in the public domain.

This Conference also calls on the National Executive Committee of Fórsa to lobby the government, through Irish Congress of Trade Unions, for the immediate cessation of dual-use exports to Israel, as any such exports be intended for military use in the war on Palestine.

### **Justice Executive Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 164

That this Conference calls on the National Executive Committee of Fórsa to make it known through a media campaign that Fórsa is opposed to the use of Shannon Airport by the US military given the continued US complicity in the transfer of munitions and weapons of war to Israel for the slaughter of Palestinian civilians.

Conference calls on the National Executive Committee of Fórsa to adopt a policy of supporting members who choose to refuse to allow or participate in any work-related activity which aids the utilisation of Shannon Airport for these violent and nefarious purposes. The National Executive of Fórsa should also endeavour to make members aware that this support is there by informing members about the supports available in sections of the union where it is likely to be relevant.

Conference calls on the National Executive Committee of Fórsa to seek protection from workplace disciplinary action for members who refuse to engage with these activities as an act of moral conscience.

### **Justice Executive Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

# Internal union organisation

## Motion 165

BDC commends the work of General Secretary Kevin Callinan during in his Presidency of the ICTU which led to agreement by affiliate unions to support the Trade Union Renewal Project and in particular, the 'Better in a Trade Union' PR Campaign launched in January. That Campaign and the other elements of the Renewal Project are critical to growing our movement and improving membership density.

For too long Local Councils of Trade Unions, which have a historic place in the trade union movement, have been left behind with little or no support from the affiliates of the ICTU. These 20 or so Councils have the potential to co-ordinate local and regional inter-union activity giving real meaning to the hopes and aspirations set out in the Trade Union Commission Report adopted by the ICTU over 12 years ago. Almost alone, Fórsa is the success story of that Commission and there remains so much more work to be done to strengthen and unify our movement. The Local Councils of Trade Unions can play a huge part.

BDC calls on the Fórsa NEC to lead the way by nominating delegates across the country including full-time officials to take up leadership roles in the Local Councils of Trade Unions in regions where the union has significant numbers of branches and membership. In the same way as we have led in building the largest and strongest Public Service Trade Union, we can lead in building stronger Councils of Trades Unions to deliver increased membership recruitment and new union activists at local and regional centres across the country.

### Dublin Central Branch Motion

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 166

Conference recognises the importance of defining the strategic direction of Fórsa, and the benefits of Fórsa's first strategic plan 2021-2025, in providing a central roadmap to help build a better, stronger union that futureproofs Fórsa for the challenges ahead.

The current strategic plan was developed through extensive engagement with members, activists, branches and staff and was adopted at Fórsa's 2020 Conference.

Key priorities identified included the development of a join online facility, a new membership system, a branch supports, development and membership engagement project, the standardisation of organising, mapping and density building, improving diversity in the union, a climate action and sustainability strategy, a comprehensive digital strategy and a human resources and staff development plan.

Conference notes that the current Strategic Plan covers other key objectives that are still underway, and a review is required in 2025 to update the plan for the next five-year period.

Conference instructs the National Executive Committee and the strategic plan implementation board to review and develop a successor strategic plan 2026-2030 aimed towards fulfilling the core objectives of the union. The new plan shall be endorsed by the National Executive Committee in 2025, and presented to BDC in 2026 for adoption.

### National Executive Committee

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 167

This Conference calls on the National Executive Committee to continue to promote and support, the central tenets of social justice and trade union activism in the workplaces of all members; through the adoption and promotion of an agreed annual day of solidarity actions, in keeping with our ongoing fight for inclusion, equality and social justice.

This day which will be determined by the NEC shall become an annual event, the theme of which will be decided being cognisant of national and international solidarity campaigns.

This Fórsa Annual Day of Actions will allow for workplace actions to highlight social injustice, and for Fórsa members to collectively organise across the movement – at local and national level in the spirit of collectivism, fairness and equity for all by highlighting a single agreed issue each year.

### **Kildare Health Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 168

That this Conference instructs the Executive to establish an Anti-Racism Campaign Committee, inviting nominations to the Committee from the union membership. This committee will support local campaign groups organising protests against racist groups that target and scapegoat migrants for the housing and cost-of-living crises. In addition, to affiliate with the anti-racist group Le Cheile.

As part of this campaign, the Conference calls for the organisation of a public forum for Fórsa members to contribute insights on advancing the campaign. Through Fórsa's communication to members, counter conspiracy theories, misinformation (including racist, transphobic and homophobic narratives). Furthermore, to use Fórsa's position within ICTU to get support from other unions for the anti-racism campaign.

The Conference acknowledges recent instances of far-right harassment targeting library workers and commends Fórsa's efforts in supporting demonstrations in solidarity with these workers. This Conference will continue to support ongoing efforts to counter the far right and to mobilise all Fórsa members in community demonstrations against them and against harassment of public sector workers.

### **Justice Executive Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 169

That this Conference instructs the National Executive Committee to request Fórsa to arrange more anti-racism training courses for Fórsa activists to help them deal with such challenges.

### **Revenue Executive Grade**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 170

This Conference instructs the National Executive Committee to seek that unconscious bias training be provided on a mandatory basis to all Fórsa DEC & NEC executive members.

### **Dept. of Social Protection Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 171

This Conference instructs the National Executive to adopt a policy instructing all branches to actively promote and encourage union involvement amongst members under the age of 35 at branch level and also as candidates for election on divisional and national executive committees. This includes:

- (1) Nominating members to the Fórsa Youth Network and providing funding for travel and subsistence where possible to enable nominees to attend meetings.
- (2) Putting in place succession planning for branch executive committees, encouraging young members to take on leadership roles with the support of experienced activists.
- (3) Where applicable, ensuring that delegate spaces at Conferences are made available for young members who have shown an interest in getting more actively involved in the union.

**Dept of Transport Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 172

BDC expresses grave concern at the impact of Covid 19 and greater remote working on the ability of our Branches to recruit new branch activists and to communicate effectively with our branch members. While we welcome the new options for remote working for our members it is critical that our branch structures and their operation should be revised to address the insufficient numbers of activists in the workplace to carry out the traditional role of the shop steward and branch representative.

BDC calls on the NEC to work with our branches to identify new ways to increase the numbers of voluntary activists coming forward and to devise new training courses to provide them with the communications skills needed to reach out to members working remotely several days a week, very often from their homes. These courses should include understanding and adapting to communications in a social media world, using the different types of social media platforms, recognising the implications of GDPR and filming and editing skills using smart phones etc.

**Dublin Central Branch Motion**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 173

This Conference calls for Fórsa to produce public information in an accessible format to make trade unionism assessable to the half a million people in Ireland who have literacy difficulties.

Trade unionism is open to everyone However, current public information for example, website, is not currently accessible to all.

Figures from the National Adult Literacy Agency show that in Ireland 1 in 6 people have literacy difficulties. There are many reasons why people may have literacy difficulties, for instance, they did not learn to read well, English is not their first language or due to a disability or neuro diversity.

Availability of accessible information is a fundamental human right.

People with literacy difficulties find reading information time consuming as they:

- Read every word, wading through lots of irrelevant information, and not fully understanding the big picture.
- Skipping information if they get stuck.
- Interpret words and sentences literally.
- Can become distracted from important information.
- Finish reading too soon

Information can be made accessible by using the following methods:

- Plain English: An approach to writing and speaking the English language that is easy to 1, understand even when someone may not be familiar with the topic. This includes the use of short sentences, active verbs, the pronouns 'we' and 'you', words appropriate to the reader and avoiding acronyms.
- A good example of a Plain English website is:  
<https://www.gov.uk/>,  
<https://www.nala.ie/plain-english/>
- Easy Read: An approach specifically for people that have literacy difficulties. Sentences should include no more than ten to fifteen words, with each sentence containing one idea.

**North Dublin North Leinster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 174

This Conference calls on the National Executive of Fórsa to promote and support the daily use of informal Irish within and beyond union activities by informing members of and encouraging them to engage with Gaeilge le Grá's 21 Day Irish Language Revival Challenge. Gaeilge le Grá promotes the revival of Irish as a living language across the island of Ireland and seeks the National Executive's support through the creation of receptive environments that welcomes members' language learning journeys in a positive, encouraging and proud way. As the biggest trade union of the state, the promotion of its official language should be firmly and proudly placed on Fórsa's agenda.

**Civil Service No 1 Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 175

That this Conference calls on the incoming National Executive committee to establish a LGBTI+ network to support all members and staff who identify as a member of the LGBTI+ community by instructing each branch to elect or employ, at their own discretion, a dedicated LGBTI+ Officer.

**Galway Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn



## Motion 176

Conference calls on the incoming National Executive Committee to create a new NEC sub-committee focusing on climate action and a just transition.

**Kildare Health Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 177

That this Conference calls on the NEC to provide a balanced position outlining the pros and cons on the issues put before members in a union sponsored sectoral or national ballot thus respecting the principles outlined in the McKenna Supreme Court decision regarding fair and balanced information to assist voters (in decisions affecting them).

**Sligo Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 178

This Conference calls on Fórsa to commence an information and awareness campaign on bullying, breaches of dignity and respect, sexual harassment and sexual assault/violence for all its members.

**Higher Education Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 179

Branch officers, as volunteers, are often under pressure due to employer demands for efficiencies and increased productivity. This Conference calls on the incoming NEC to negotiate with employers to seek paid release for branch officers to carry out union work.

**Westmeath Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 180

That this Conference recognises the dedication shown by many workplace reps and calls on the incoming National Executive committee to negotiate that the hours spent at monthly BEC meetings can be calculated as hours of work.

**Galway Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 181

That this Conference calls on Fórsa to initiate the installation of a Chatbot System.

**Dublin Hospitals Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 182

This Conference seeks that Fórsa trade union develop a dedicated mediation process that is an in-house service available to volunteers. Where conflict or miscommunication arise between any parties, between volunteers and or volunteers and staff prior to beginning any complaints procedure, this service can be utilised. We seek that in addition to this services, there be a complementary advisory element which helps volunteers navigate any grievance procedure that may wish to engage in or find themselves a party to. The idea of this service is to triage conflicts that arise and prevent them escalating and resulting in lack of services to members. Where conflict arises between volunteers and staff, they will also be able to use this service.

**Connacht Ulster SNA Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 183

That this National Conference supports a review of all benefits made available to Fórsa members. To this end that it instructs the National Executive Committee of to review the operation of all benefit schemes made available to Fórsa members as a matter of urgency. In particular, that it addresses difficulties which have been experienced by members in accessing these benefits when need arises.

**Federated Union of Government Employees (FGE) Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Proposed Amendment to Motion 183:

Insert the word “Fórsa” after “the National Executive Committee of” in Line Two to read:

That this National Conference supports a review of all benefits made available to Fórsa members. To this end that it instructs the National Executive Committee of Fórsa to review the operation of all benefit schemes made available to Fórsa members as a matter of urgency. In particular, that it addresses difficulties which have been experienced by members in accessing these benefits when need arises.

**Limerick Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 184

That this Conference calls on the National Executive Committee to seek to have the age covered by the Salary Protection Scheme increased to age 70, in order to end age discrimination against Union members, and to ensure all members are treated equally.

**Health Executive Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 185

This Conference calls on the N.E.C. to engage with Public Service management at national level, with the objective of encouraging the inclusion of union membership information, alongside other staff support options, as standard practice at entry or induction level.

This would help normalise and encourage union membership, while encouraging the creation of a more preventative culture around workplace risks.

We believe that this would also, particularly in workplaces where stress, burnout, and low staff retention are common and rising, also serve to encourage increased participation of workers as union reps.

This would send a powerful message by the Union, to both new and existing workers, that support is available, and that somebody cares.

**Kildare Health Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 186

This Conference direct Fórsa to seek an agreement with the employers that all Fórsa member grades be issued a Fórsa membership packet at the outset of their employment in the public sector.

**South Tipperary Health & Community Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 187

That this Conference instructs the NEC that in light of the fact that the Bullying in the Workplace Survey carried out by Fórsa noted that 68% members reported they had personally experienced workplace bullying, 67% had witnessed a colleague experience workplace bullying and 54% stated they had witnessed a colleague being threatened or insulted, Fórsa Health and Local Government is proposing the motion that Fórsa engage with the Anti Bullying Unit in DCU to carry out a comprehensive, methodological project to examine and analyse Bullying in the Workplace across the Divisions. This would be similar to that carried out already by them in relation to Bullying in the Higher Education Sector. Starkly 235 members reported feelings of suicide because of bullying and 3000 members reported psychological or physical symptoms because of same.

All research has established that bullying in the workplace is a major problem in the Irish workplace, and Fórsa should continue to demonstrate leadership in forensically examining its actual prevalence for our members and ensuring the Employer meets its obligations to protect staff.

**Leitrim Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 188

That this Conference calls on the NEC to re-iterate the Employer is bound by law to ensure compliance with the Safety, Health and Welfare Act 2005, which crucially includes "Managing Psychosocial Hazards in the Workplace 2023" guidance from the Health and Safety Authority. Our members regularly report the Employer is often ambiguous and at times in denial they have an obligation to ensure safety in the workplace. HR departments have been seriously derelict in their respective duties to ensure their legal obligations.

Fórsa Health and Local Government is proposing this Motion to actively implement training for Union personnel on implementation of the “Psychosocial Safety Climate” programme and protocols as it describes the extent to which policies, practice and procedures within an organisation value and support psychological health. PSC actively examines contexts whereby professional contributions from members at basic and senior levels are not valued or respected by Line Management, and regularly ignored. This is acknowledged in the research as the “breeding” ground for dissatisfaction. Our Union colleagues in other EU countries are leading out on PSC and Fórsa Ireland must be regarded as being a leading force in implementation of PSC nationally.

**Leitrim Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 189

That this Conference calls on the National Executive Committee to establish a team within the NEC to deal with all Fórsa reps who are subjected to bullying and targeting by Management.

**Dublin South Health & Welfare Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 190

The new Protected Disclosures (Amendment) Act 2022 came into effect in Ireland. That this Conference calls on the NEC to ensure the Employer is compliant with this Act, and ensure user-friendly whistleblower software is installed by the Employer; to protect case data in line with GDPR and local legislation; customisable to Employer’s whistleblower policy while adhering to the EU Whistleblowing Directive. That this Conference requests that a designated officer is established in Fórsa to ensure the above and seek appeals processes (in conjunction with Legal personnel) when members are often penalised in the workplace due to their protected disclosures.

**Leitrim Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 191

That this Conference mandates the National Executive Committee to provide dedicated and specialised resources, to support members that make protected disclosures.

**Cavan Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 192

That this Conference appoints Mary McPartlan, Gerry Monaghan and Tara Robertson as union trustees from the close of this 2024 National Conference until the close of Conference 2026, and appoints the following to the panel provided for in Rule 32 (iii); Gina O’Brien, Stephen Pilgrim, and Denis Rooney.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 193

This Conference notes the success of recent targeted strike action affecting Section 39, Section 56 and Section 10 organisations and commends Fórsa on this approach. This Conference states that members taking active part in targeted strike action be considered for higher rate of strike pay; where a targeted cohort of staff within an employment sector is selected to run a strike picket as a result of which all employees in an employment sector will benefit. This Conference instructs the incoming NEC, Financial committee, Disputes committee will give consideration to supplemented strike pay to as close as that members normal daily rate of pay as possible. This would ensure that members, our colleagues out on strike are not financially disadvantaged, particularly when the purpose of their action has broader benefits for their colleagues and the wider membership.

**South Tipperary Health & Community Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 194

That this Conference endorses the NEC to research and implement a scheme of membership fees for former members rejoining, where membership has lapsed, with a break in membership and no dues paid, for a period of six months or more, according to the following:

- Payment of a membership contribution of 1.2% of salary for a period of six months, reducing to the standard membership fee of 0.8% thereafter.
- The scheme to provide for exclusions such as career breaks and where the member applies to rejoin within three months of resuming employment.

**Cavan Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 196

This Conference instructs the incoming national executive to seek to ensure that Fórsa uses the weight of numbers of its members, to secure favourable reduction of Health insurance rates for members.

**South Tipperary Health & Community Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 197

That this Conference notes the wide range of member benefits and services which add value to the overall membership package for Fórsa members. Conference calls on the national executive to seek to negotiate further added benefits, which could add value to Fórsa membership through discounts for goods and services, such services which provide access to reduced bills and utilities costs. Conference calls on the NEC to undertake to secure such additional benefits and report back to the next BDC in 2026.

**South Tipperary Health & Community Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 198

This Conference instructs the National Executive Committee to increase Fórsa T&S Rates in line with Circular 19/2023 and all future Civil Service T&S Circulars.

### **Dept. of Education & Skills Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 199

This Conference acknowledges the work done by Fórsa activists to increase membership and union density in the workplace. This Conference calls for increased supports for Branches nationwide to ensure that existing members' needs are met.

### **South Tipperary Health & Community Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 200

That this Conference mandates the incoming Executive Committee, to take a position on findings from media, or other investigations, where considered appropriate, particularly where such findings highlight mismanagement by Public Representatives and/or Senior Management and where the reputation of public service organisations are tarnished, as a result. This is in order to allow our representative organisation, to defend the reputation and integrity of public service provision and public sector workers.

### **Cavan Health & Local Government Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 226

That this Conference call on Fórsa to insure, that where costs are paid by head office to a provider, that branches receive a detailed invoice outlining their specific charges, following any Conferences, meetings etc., within 1 calendar month of the event/meeting so that the costs can appear in branch expenses for the year in which they occurred. The current arrangement doesn't allow for this, capitation is reduced without a detailed breakdown for the actual expense and in some situations in the year post-dating the event.

### **Dublin City Branch Local Govt**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 245

That this Conference calls on Fórsa to ensure that when branch funding is being paid to branches, that the branch receives the following information breakdown in relation to the payment

- a. The number of members in the branch
- b. The total amount of subs collected from those members in the previous year
- c. A breakdown of how the branch funding was calculated

### **Revenue Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

# Union rulebook

## Motion 201

This Conference agrees to adopt a new rule after Rule 25. Equivalent Grades Committees to read:

### Rule 26. Fórsa Youth Network

- (i) There shall be a Fórsa Youth Network whose duty it shall be to:
  - a) Promote issues and campaigns that are of interest and relevance to members under the age of 35.
  - b) Organise, mobilise, strengthen and empower young members.
  - c) Encourage participation and promote youth representation on decision-making bodies of the Union, as well as at the Irish Congress of Trade Unions and the European Federation of Public Service Unions.
  - d) Serve as liaison between young members and the decision-making bodies of the Union.
  - e) Promote greater understanding of Fórsa and its collective endeavours, as well as the wider relevance of unions and trade unionism, amongst young people.
  - f) Work with other Union committees and affiliate bodies on campaigns to actively promote the interest of all workers.
- (ii) Fórsa Youth Network shall consist of members under the age of 35 nominated by the Branches. Each Branch shall be entitled to one voting member on the Fórsa Youth Network. Branches may nominate additional non-voting representatives to the Fórsa Youth Network.
- (iii) The members of Fórsa Youth Network shall elect a Steering Committee from amongst themselves, consisting of a Chairperson, Vice-Chairperson, Secretary, Campaigns Officer, Communications Officer and Recruitment Officer. The Steering Committee shall conduct the business of the Network in accordance with, and subject to, the decisions of meetings of the Network and are subject to the overriding authority of the National Executive.
- (iv) The Steering Committee of Fórsa Youth Network, on behalf of its members, shall be entitled to:
  - (a) Make representations to the Union on matters relating to the salaries and conditions of members under the age of 35, and matters relating justice, equity and equality in the workplace and in society.
  - (b) Be informed and consulted by the Union on matters of interest to members under the age of 35.
  - (c) Participate in negotiations and the development of negotiating strategies affecting members under the age of 35.
- (v) Members of Fórsa Youth Network shall have speaking rights at Union Conference and at Divisional Conferences.
- (vi) Fórsa Youth Network shall be able to submit motions for consideration at Union Conference and at Divisional Conferences.
- (vii) Members of Fórsa Youth Network shall not have voting rights at Union Conference or at Divisional Conferences unless they are attending as delegates nominated by Branches from their members.
- (viii) Fórsa Youth Network shall conduct their business in accordance with such procedures as are approved by the National Executive.

- (ix) The General Secretary shall appoint a member or members of staff to assist Fórsa Youth Network in its activities.

**Dept. of Transport Executive Grades Branch**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 202

Amendment to Rule 12(vi) - Branches: Conference notes that this rule currently states that branches are to make annual returns to Head Office "subject to such deadline not being earlier than 31st March of the year." This text should be deleted, bringing this rule into alignment with Fórsa's operational change to branches annual returns.

The existing text of Rule 12 (vi) reads:

"A Branch shall make an annual return of finances and membership for the preceding calendar year in such a form, and before any deadline, as may be set by the National Executive, subject to such deadline not being earlier than 31st March of the year. Exceptionally, following a written appeal from a branch, the National Executive may give an extension of this deadline in respect of that branch. Branch accounts may be subject to an audit at the discretion of the National Executive."

The text to delete:

"subject to such deadline not being earlier than 31st March of the year"

The amended text of Rule 12 (vi) to read:

"A Branch shall make an annual return of finances and membership for the preceding calendar year in such a form, and before any deadline, as may be set by the National Executive. Exceptionally, following a written appeal from a branch, the National Executive may give an extension of this deadline in respect of that branch. Branch accounts may be subject to an audit at the discretion of the National Executive."

**Central Statistics Office Executive Grades**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 203

After Appendix C add: Appendix D: Retired members and the retired members professional committee.

To appear:

Appendix D

Retired Members and the Retired Members Professional Committee

1. Retired membership
  - (i) Retired members shall be associated with the branch relevant to their former employment, where such a branch is operational; however, they shall not be entitled to vote on matters subject to consideration by the branch and shall only be entitled to speaking rights where such an entitlement has been agreed by a decision of the branch or if provided for within the relevant Standing Orders.



- (ii) In the event of any dispute arising around the association of a Retired Member with a particular branch, Rule 44 shall apply, and the decision of the National Executive shall be final.

2. Retired Members Professional Committee

- (i) The National Executive shall be responsible for organising Retired Members into the Retired Members Professional Committee.
- (ii) The Retired Members' Professional Committee shall exist to advance the aims and interests of Fórsa members, retired public servants and other retired workers.
- (iii) Retired Members who have paid their annual subscription, or have payment arrangements in place, and are not in arrears, shall be affiliated with the Retired Members Professional Committee.
- (iv) The management of the Retired Members Professional Committee shall be vested in a committee, elected in accordance with standing orders ratified by the National Executive.
- (v) Rule 25 shall apply to the governance of the Retired Members Professional Committee
- (vi) A Retired Member shall be entitled to participate in the activities of the Retired Members Professional Committee and may avail of such benefits as might be determined from time to time by the National Executive.
- (vii) The Retired Members Professional Committee may organise membership services and benefits specific to retired members, subject to ratification by the National Executive.
- (viii) The Retired Members Professional Committee may organise meetings and activities for Retired Members, provided that such meetings and activities do not conflict with the interests of the Union.

3. Elected positions

- (i) Retired Members shall not normally be entitled to hold Officer Positions outside of the Retired Members Professional Committee.
- (ii) Retired Members shall be entitled to be elected as Union Trustees.

4. Union conferences

Representatives of the Retired Members Professional Committee shall be entitled to attend Union Conferences but shall not be entitled to vote in any matter of business. They shall, however, at the discretion of the Chair, be entitled to speaking rights.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 204

Existing rule:

7. Retired members

- (i) A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6.
- (ii) A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union Conference.

Proposed changes:

7(i) After: "in accordance with Rule 6." Add: "Such members will be known as Retired Members."

7(ii) Delete: "A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union Conference."

Replacw with: "Retired Members shall be affiliated with the Retired Members Professional Committee, as shall be set out in Appendix D to these rules."

After 7 (ii) Add: 7 (iii): "A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Professional Committee."

To appear:

7. Retired members:

1. A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6. Such members will be known as Retired Members.
2. Retired Members shall be affiliated with the Retired Members Professional Committee, as shall be set out in Appendix D to these rules.
3. A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Association.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

## Motion 205

Existing rule:

33. Membership subscription

- (i) The Union subscription payable by members, including retired and trainee members, shall be as set out in Appendix B to these Rules.
- (ii) Responsibility for ensuring that the Union subscription is paid at the correct rate, and for the payment of any arrears arising, shall rest with the member.
- (iii) Without prejudice to Rule 10, the National Executive may, following a recommendation from a branch, reduce, refund or waive subscriptions in the following circumstances: (a) where a member has had a prolonged absence from duty, or (b) where a member has suffered financial loss as a result of prolonged sick leave (c) on other grounds of hardship.

Proposed changes:

33 (i) After "payable by members, including", Delete "retired and".

Move 33 (ii) to 33 (iii).

Move 33 (iii) to 33 (iv).

Add 33 (ii): "The Union subscription payable by Retired Members shall be set by the National Executive. Where appropriate, the National Executive shall consult with the Retired Members Professional Committee before adjusting the Union subscription payable by retired members."

To appear:

33. Membership subscription

- (i) The Union subscription payable by members, including trainee members, shall be as set out in Appendix B to these Rules.
- (ii) The Union subscription payable by Retired Members shall be set by the National Executive. Where appropriate, the National Executive shall consult with the Retired Members Professional Committee before adjusting the Union subscription payable by retired members.
- (iii) Responsibility for ensuring that the Union subscription is paid at the correct rate, and for the payment of any arrears arising, shall rest with the member.
- (iv) Without prejudice to Rule 10, the National Executive may, following a recommendation from a branch, reduce, refund or waive subscriptions in the following circumstances: (a) where a member has had a prolonged absence from duty, or (b) where a member has suffered financial loss as a result of prolonged sick leave (c) on other grounds of hardship.

**National Executive Committee**

Amended  Carried  Not Carried  Remitted  Withdrawn

# Appendix one

## Motions considered out of order

### Motion 206

That this Conference recognise that many members are finding it hard to make ends meet, as prices increase their pay does not, we support the unions campaigns to negotiate realistic pay increases to reflect the rises in the cost of living over recent years.

**Community Employment Supervisors Branch**

### Motion 207

That this Conference resolves to rethink the premises of future negotiation on pay deals, while seeking to increase all levels of pay. Conference will be more ambitious in aiming to close the gap of inequality between workers who are lower paid and those who are higher paid. Conference notes that pay deals that seek to universally apply percentage increases further exacerbate pay inequality.

**Cabin Crew Branch**

### Motion 208

That This Conference supports the proposition that no public servant should earn less than the National living wage.

**Federated Union of Government Employees (FGE) Branch**

### Motion 209

That this Conference amends the divisor of 43.25hrs with which overtime is calculated to 35hrs, to more accurately reflect our hourly rate. Currently, our weekday OT is calculated at approximately 80% of our base rate of pay due to this outdated divisor. For every €10 we make, we only receive €16.18 on 'double time'. We ask you all to support us in this motion.

**Dublin Garda Clerical Branch**

### Motion 210

That this Conference resolves to pursue subsidies for workers who work antisocial hours or live in areas not served by regular public transport. Recognising that shift workers, including but not limited to those working in aviation, healthcare, civil service, Revenue, and many others, bear disproportionate transport costs despite often being low-paid positions.

**Cabin Crew Branch**

## Motion 211

That this Conference works to actively campaign for increased access to flexible working conditions (e.g. flexi-time availability, compressed working week, 4 day working week, WFH practices).

**Forensic Science Branch**

## Motion 212

That this Conference works to reinstate flexi-time conditions for all professional and technical grades. Flexi-time was removed from those at Grade 1 engineer level and above during austerity measures. We seek to restore these conditions to ensure promotion to these roles remains appealing to all.

**Forensic Science Branch**

## Motion 213

That this Conference advocate for the immediate adoption of “The Right to Disconnect” (R2D) by all organisations now in alignment with the Workplace Relations Commission’s Code of Practice, considering the specific needs of businesses and workforces in anticipation of legislation coming into force in the near future.

Rationale: Since April 2021, the Workplace Relations Commission (WRC) has introduced an R2D Code of Practice, marking the initial step towards addressing the right to disconnect in Irish workplaces. While no formal legislation exists yet, this code offers practical guidance for employers and employees, aiding in the creation of healthier work environments. Employers are urged to collaborate with trade unions to develop Right to Disconnect Policies, considering the specific needs of their workforce. The detrimental effects of being “always on” are highlighted, especially for those with care giving responsibilities, predominantly women in lower-paid roles. The 2021 UCO survey Report in Ireland underscores increased stress levels, an inability to disconnect, and diminished health and wellbeing among workers, particularly women. Fórsa should advocate for the implementation of R2D policies in all workplaces, emphasising the importance of monitoring work-life balance and allowing flexibility in communication while endorsing the adoption of the WRC code of practice or a similar version thereof.

**Legal Professional Branch**

## Motion 214

That this Conference negotiates a transfer policy across the public and civil service with “like for like” corresponding grades.

**Limerick Health & Welfare Branch**

## Motion 215

The motion aims to advocate for the conversion of temporary and contract staff positions within the civil and public service to permanent roles, ensuring fairness and stability in employment opportunities.

\*Whereas\*, temporary and contract staff within the civil and public service play crucial roles in fulfilling organisational functions and serving the public interest;

\*Whereas\*, the current prevalence of temporary employment arrangements can lead to job insecurity and lack of stability for staff members, impacting morale and productivity;

\*Whereas\*, transitioning temporary and contract staff to permanent positions promotes job security, enhances employee well-being, and fosters a more stable work environment;

\*Be it Resolved\*, that all staff positions within the civil and public service be offered on a permanent basis, ensuring stability and continuity in service delivery;

\*Be it Further Resolved\*, that a fair and transparent process be established to provide temporary and contract staff with equal opportunities to be considered for permanent positions, based on merit, qualifications, and performance evaluations;

\*Be it Further Resolved\*, that measures be implemented to assess and address any potential barriers to the conversion of temporary positions to permanent roles, including budgetary constraints and organisational restructuring needs;

\*Be it Further Resolved\*, that this motion be communicated to relevant authorities, including government agencies, departments, and human resources offices, urging them to take necessary actions to implement the provisions outlined herein.

**Road Safety Authority Professional Branch**

## Motion 216

This Conference seeks the abolition of the current public sector sick leave policy that an employee is docked a full day SL hours when leaving work early due to being sick. An employee must be paid for hours worked and sick leave deducted appropriate to the amount of hours absent from work due to being sick.

**South Tipperary Health & Community Branch**

## Motion 217

That this Conference review the bereavement policy where no day granted for uncle/aunt/grandmother/grandfather.

**Limerick Health & Welfare Branch**

## Motion 218

That this Conference actively campaigns for paternity leave equal to maternity for families inclusive of adoption and same sex couples.

**Forensic Science Branch**

## Motion 219

That Fórsa Conference now advocate for the adoption of a 'Wellbeing at Work Strategy' policy aligned with the ISO46003 standard in every workplace.

Rationale: Organisations traditionally prioritise reducing physical risks in the workplace, neglecting psychological safety. Today the ISO 45003 introduces a global standard for managing psychological health risks, recognising their importance alongside physical hazards in the workplace. Psychological hazards, including excessive workloads, poor communication, and job burnout, can lead to both mental and physical health problems over time, imposing costs on businesses and society. Implementing ISO 45003 promotes a psychologically safe work

environment, enhancing employee wellbeing, better relationships in workplace and productivity of staff. Fórsa should now advocate for the adoption of a formal Wellbeing at Work policy aligned with ISO 45003 in every workplace to address these issues comprehensively as such a policy aims to ensure psychological health and safety for all employees, addressing aspects such as work organization, social factors, and the work environment.

**Legal Professional Branch**

## Motion 220

That this Conference recognise the need for clarification from government and guidance from the union around the pending introduction of auto enrolment later this year

**Community Employment Supervisors Branch**

## Motion 221

That this Conference notes the change in pension provisions to career average schemes for younger workers starting their working lives in recent years. This AGM states that Fórsa must do all in its power to advocate and ensure that pension schemes are fair and equitable and commensurate with the cost of living in this country. Considering that inflation rates are soaring, that the cost of owning a home or renting continues to soar to rates that are unaffordable for the average worker and that we are seeing more and more people who have worked all their lives and who are now facing pension poverty instead of income surety in their later years. Career averaged pensions will effectively increase the incidence of pension poverty in future generations.

**South Tipperary Health & Community Branch**

## Motion 222

That this Conference resolves to pursue an extension of the Rent Pressure Zones scheme beyond 2024, recognising that the housing crisis is an ongoing issue that will require further review measures.

**Cabin Crew Branch**

## Motion 223

That this Conference condemns deliberate attacks on and the killing of Journalists by military forces in Gaza. The freedom to report and to bring independent account, to the world, of atrocities being committed, is sacrosanct. No military force has the right to attack or kill innocent journalists, working in their profession, in cold blood, to further their propaganda machine.

**Cavan Health & Local Government Branch**

## Motion 224

That this Conference welcomes the initiative by the Congress unions, to establish a Trade Union Week around the annual May Day celebrations, to promote the values and benefits of trade union membership.

**Cavan Health & Local Government Branch**

## Motion 225

That this Conference calls on the national executive to seek to improve their application, processing, and communicative procedures in relation to membership and financial service benefits.

**South Dublin South Leinster Special Needs Assistants Branch**

## Motion 227

The Higher Education Branch calls on Conference to take into consideration the goals and aims of Fórsa's Strategic Plan by assigning organisers to all branches within the Trade Union for the purposes of increasing membership/density and supporting branches with campaigns.

**Higher Education Branch**

## Motion 228

Create a short video/document that Branches can use to circulate information, to existing members and new staff, on the recent achievements of Fórsa, the benefits of being a member, and what Fórsa are continuing to do on an ongoing basis.

**Roscommon Health & Local Government Branch**

## Motion 229

That this Conference instructs the National Executive Committee to put in place within all Divisions a procedure that all candidates running for Election have to provide documentation from their Employer confirming their Grade/Eligability to represent those in the respective Branch.

**Cork Central Statistics Office Clerical Branch**

## Motion 230

That Conference 2024 instructs incoming nec to ensure all candidates running in elections have to provide evidence they hold the appropriate grade for that graded election. Co must confirm they are a co. Eo must confirm they are Eo ao must confirm that they are eo and so on.

**Dublin City Centre Department Enterprise & Social Protection Branch**

## Motion 231

That this Conference instructs the NEC that all candidates running in the Elections process must obtain support from their own Branch in order to proceed on to the Ballot Paper.

**Cork Central Statistics Office Clerical Branch**



## Motion 232

The 2024 National Conference instructs the incoming National Executive Committee of Fórsa to seek and ensure that active branches officer roles and membership are made up of the active workforce. No branch that has active workplace membership should have retired members sitting on the branch committee. Incoming NEC are instructed to ensure those who retire are no longer members of that functioning branches structure.

**Dublin City Centre Department Enterprise & Social Protection Branch**

## Motion 233

That Fórsa consider allowing members who are on Carers leave/Career break or other long term unpaid leave to pay reduced subs (similar to retired members) which would continue to allow them access to membership while on unpaid leave.

**Roscommon Health & Local Government Branch**

## Motion 234

This Conference seeks a new mechanism within Fórsa which allows a Branch to apply for a 3month subscription freeze or delay for new members as an incentive to remove a barrier where advantageous in employments with low or difficult recruitment such as places with multiple Union options for Staff. Furthermore, other incentive options should be explored.

This Conference is requested to approve the creation of a new mechanism which branches can apply to activate to waive union subscription fees for an initial period of up to 3 months at the start of new members joining. We look to encourage new members to join and break down any hurdles that that gives them cause to refrain from joining a union. This motion does that and might help to mitigate any uncertainty or second guessing. It would especially be an advantage in a more competitive work environment with two or more union choices. It could assist a recruitment team asking once and achieving a positive answer and would increase the density of a union which is of huge benefit for long standing members to hear that another new staff member has joined our ranks. Please look favourably on this motion

**An Post Branch**

## Motion 235

That this Conference in relation to Branch funding from Central Funds reviews the current funding structure of 10% of subs paid by branch members in addition to an amount determined by branch size currently ranging from a minimum of €200 for 1 - 25 members to a maximum of €4765 for >700 members. It is my understanding that this funding structure is in place since 2001 and warrants a review.

**School Secretaries Branch**

## Motion 236

That this Conference instructs the incoming executive to consider paying T & S for smaller branches for attendance at Divisional Meetings and Fórsa training from central funds rather than individual branch funds. EG: Equivalent Grades Committees/Divisional Council/Consultative Council/type meetings. Smaller branches may find it hard to justify attendance at all meetings due to lack of funds. It may help with boosting participation in the union, particularly from the smaller branches.

**Irish Aviation Authority Executive Grades**

## Motion 237

Under Section 41 this Conference agrees to amend Section 40.(i) in the following way:

- Delete Section 40.(i) which reads: The National Executive shall employ a General Secretary who shall be the Chief Executive Officer of the Union. The appointment of the General Secretary shall be subject to the ratification of the Union Conference.

And replace it with the following:

The General Secretary shall be a member in good standing of Fórsa Trade Union and shall be directly elected by a one-member-one-vote ballot of all Fórsa members when the position becomes vacant.

The General Secretary will serve for a period of four years. A person who holds, or who has held, the position of General Secretary, shall be eligible for re-election to that position once, but only once.

In order to be eligible to stand for election to the position of General Secretary a member must have at least one nomination from a branch in each Division of Fórsa.

**Garda Executive Grades**

## Motion 238

That this Conference agrees to adopt a new sub clause after Rule 23 National Executive (ii) to read: (iii) In the event that no member under the age of 35 is elected to the National Executive through the procedures outlined above, the voting members of Fórsa Youth Network shall nominate the Chairperson or an alternative member of their Steering Committee as an additional voting member to the National Executive.

**Cork General Branch**

## Motion 239

This Conference instructs the incoming National Executive Committee to change 23 (1) of the Fórsa Rule and the process by which the President of the Union is elected, ensuring that in future, each union member will be granted a single transferable vote for the purpose of this election.

Rule 23 of the Fórsa Rulebook states that the President of the Union (and 4 other positions) shall be elected from nominees of branches at each biennial meeting of the union Conference.

**State Enterprises No 1 Branch**

## Motion 240

That this Conference agrees the following rule change;

*“Page 34, Section 40. Delete paragraph (i) “The National Executive shall employ a General Secretary who shall be the Chief Executive Officer of the Union. The appointment of the General Secretary shall be subject to the ratification of the Union Conference”*

*Replace with: “When the position of General Secretary becomes vacant the General Secretary will be elected via a one member one vote ballot of the Fórsa membership. The General Secretary will serve for a period of five years and will be eligible to stand re-election. In order to be eligible to stand for election or re-election to the position of General Secretary a candidate must have at least one nomination from one branch in each of the Fórsa divisions.”*

**Probation Officers Branch**

## Motion 241

The BDC instructs the incoming NEC to seek to change the rule regarding the capitation grant, this grant need to be increased to match inflation and rising costs in general as the costs of sending delegates to Conference have increased and the current rule regarding the capitation grant does not adequately cover the costs of sending delegates to Conference leaving branches to cover the costs from central funds.

**Agriculture, Food & Marine Executive Grades Branch**

## Motion 242

That Rule 19, Divisional Executive, which reads as follows, be deleted and replaced with the Amended wording of Rule 19 Divisional Executive as set out below.

That this change would not come into effect until after the Divisional Conferences in 2025.

### 19. Divisional Executive\*

- (i) There shall be a Divisional Executive for each Division which shall conduct the business of the Division in accordance with and subject to the decisions of meetings of the Divisional Conference and subject to the overriding authority of the National Executive.
- (ii) With the exception of the Civil Service Divisional Executive, each Divisional Executive shall consist of a Chairperson or Cathaoirleach, Vice-Chairperson or Leas-Cathaoirleach and not more than 13 other members elected by each Biennial Meeting of the Divisional Conference from the nominees of Branches with members in the Division provided that:
  - (a) such nominees shall be selected from members in the Division,
  - (b) the Chairperson or Cathaoirleach and Vice-Chairperson or Leas-Cathaoirleach shall not be from the same Branch and not more than one of the other members of the Divisional Executive shall be from the same Branch,
  - (c) each Biennial Meeting of the Divisional Conference shall elect one or more of the other members of the Divisional Executive (elected by a separate ballot at that meeting) to be members of the National Executive in addition to the Chairperson or Cathaoirleach and Vice-Chairperson or Leas-Cathaoirleach, in order to fill the following total divisional representation on the National Executive:
    - Civil Service Division (six members)
    - Education Division (three members)
    - Health and Welfare Division (six members)

- Local Government and Local Services Division (three members)
  - Municipal Employees' Division (two members)
  - Services and Enterprises Division (three members),
- (d) the terms of office of the Chairperson or Cathaoirleach, Vice-Chair person or Leas-Cathaoirleach and other elected members of the Divisional Executive shall commence at the conclusion of the meeting at which they were elected and shall cease at the conclusion of the following Biennial Meeting of the Divisional Conference,
- (e) when a vacancy arises in the office of Chairperson or Cathaoir leach, it shall be filled by the Vice-Chairperson or Leas- Cathaoirleach;
- when a vacancy arises in the office of Vice-Chairperson or Leas- Cathaoirleach the Divisional Executive shall elect a member of the Divisional Executive to fill the vacancy;
- when a vacancy arises in one of the other places on the Divisional Executive, and should the Divisional Executive decide that it be filled, it shall be filled by the person who, in the election held at the previous Biennial Meeting of the Divisional Conference, most closely failed to be elected, provided that, when there is no such person the Divisional Council shall elect a member in the Division to fill the vacancy, and
- (f) a member of the Divisional Executive who becomes an Officer of the Union shall be deemed to have resigned from the Divisional Executive.
- (iii) In the case of the Civil Service Division, the Divisional Executive shall consist of a Chairperson or Cathaoirleach, two Vice- Chairpersons or Leas-Cathaoirligh, and not more than 26 other members elected by the Biennial Meeting of the Divisional Conference from the nominees of Branches with members in the Division provided that:
- (a) such nominees shall be selected from members in the Division,
  - (b) there shall be three constituencies consisting of branches that were formerly branches of the CPSU, formerly branches of the PSEU, and formerly branches of IMPACT.
  - (c) the Chairperson or Cathaoirleach and Vice-Chairpersons or Leas-Cathaoirligh shall not be from the same constituency,
  - (d) ten members shall be nominated and elected by the constituency consisting of branches that were formerly branches of the CPSU, ten members shall be nominated and elected by the constituency consisting of branches that were formerly branches of the PSEU and six members shall be nominated and elected by the constituency consisting of branches formerly of IMPACT.
- (iv) The Divisional Executives shall normally meet monthly unless otherwise decided.
- (v) The National Secretary shall convene a meeting of a Divisional Executive at the request of the National Executive or of the Divisional Executive or of half of the members of the Divisional Executive or of the Chairperson or Cathaoirleach thereof.
- (vi) A meeting of the Divisional Executive shall be quorate if half of the Divisional Executive members are present at the commencement of the meeting.
- (vii) A Divisional Executive may delegate powers or authorities under such conditions as the Divisional Executive may decide.
- (viii) The members of a Divisional Executive may be removed from office by a Special Meeting of the Divisional Conference convened for that purpose, in which case that meeting shall elect replacements.

- (ix) A member of a Divisional Executive Committee who fails to attend at three consecutive meetings of the Executive, and whose absence has not been excused, may be removed from office by a decision of the National Executive.
- (x) The National Secretary shall ensure that minutes of all meetings are kept

The National Secretary shall also circulate a report of decisions reached at the meeting to all Branches with members in the Division.

Amended wording of Rule 19 Divisional Executive

19. Divisional Executive\*

- (i) There shall be a Divisional Executive for each Division which shall conduct the business of the Division in accordance with and subject to the decisions of meetings of the Divisional Conference and subject to the overriding authority of the National Executive.
- (ii) Each Divisional Executive shall consist of a Chairperson or Cathaoirleach, Vice-Chairperson or Leas-Cathaoirleach and not more than 13 other members elected by each Biennial Meeting of the Divisional Conference from the nominees of Branches with members in the Division provided that:
  - (a) such nominees shall be selected from members in the Division,
    - (b) the Chairperson or Cathaoirleach and Vice-Chairperson or Leas-Cathaoirleach shall not be from the same Branch and not more than one of the other members of the Divisional Executive shall be from the same Branch,
    - (c) each Biennial Meeting of the Divisional Conference shall elect one or more of the other members of the Divisional Executive (elected by a separate ballot at that meeting) to be members of the National Executive in addition to the Chairperson or Cathaoirleach and Vice-Chairperson or Leas-Cathaoirleach, in order to fill the following total divisional representation on the National Executive:
      - Civil Service Division (four members)
      - Education Division (four members)
      - Health and Welfare Division (four members)
      - Local Government and Local Services Division (four members)
      - Municipal Employees' Division (two members)
      - Services and Enterprises Division (four members),
    - (d) the terms of office of the Chairperson or Cathaoirleach, Vice-Chair person or Leas-Cathaoirleach and other elected members of the Divisional Executive shall commence at the conclusion of the meeting at which they were elected and shall cease at the conclusion of the following Biennial Meeting of the Divisional Conference,
    - (e) when a vacancy arises in the office of Chairperson or Cathaoir leach, it shall be filled by the Vice-Chairperson or Leas- Cathaoirleach;  
when a vacancy arises in the office of Vice-Chairperson or Leas-Cathaoirleach the Divisional Executive shall elect a member of the Divisional Executive to fill the vacancy;  
when a vacancy arises in one of the other places on the Divisional Executive, and should the Divisional Executive decide that it be filled, it shall be filled by the person who, in the election held at the previous Biennial Meeting of the Divisional Conference, most closely failed to be elected, provided that, when there is no such person the Divisional Council shall elect a member in the Division to fill the vacancy, and

- (f) a member of the Divisional Executive who becomes an Officer of the Union shall be deemed to have resigned from the Divisional Executive.
- (iii) The Divisional Executives shall normally meet monthly unless otherwise decided.
- (iv) The National Secretary shall convene a meeting of a Divisional Executive at the request of the National Executive or of the Divisional Executive or of half of the members of the Divisional Executive or of the Chairperson or Cathaoirleach thereof.
- (v) A meeting of the Divisional Executive shall be quorate if half of the Divisional Executive members are present at the commencement of the meeting.
- (vi) A Divisional Executive may delegate powers or authorities under such conditions as the Divisional Executive may decide.
- (vii) The members of a Divisional Executive may be removed from office by a Special Meeting of the Divisional Conference convened for that purpose, in which case that meeting shall elect replacements.
- (viii) A member of a Divisional Executive Committee who fails to attend at three consecutive meetings of the Executive, and whose absence has not been excused, may be removed from office by a decision of the National Executive.
- (ix) The National Secretary shall ensure that minutes of all meetings are kept

The National Secretary shall also circulate a report of decisions reached at the meeting to all Branches with members in the Division.

#### **Kerry Health & Local Government Branch**

### **Motion 243**

That Rule 23, National Executive, which reads as follows, be deleted and replaced with the Amended wording of Rule 19 National Executive as set out below.

#### **23. National Executive**

- (i) There shall be a National Executive which shall exercise the powers of the Union in furtherance of the objects of the Union and which shall manage, direct and control the affairs of the Union in accordance with and subject to the decisions of the Union Conference.
- (ii) The Officers of the Union shall be the President, the Treasurer and three Vice Presidents who shall ensure that the decisions of the National Executive are carried out. The National Executive shall consist of:
  - (1) The Officers of the Union, elected by each biennial meeting of the union Conference, from nominees of branches provided that;
    - (a) the President, Treasurer and three Vice Presidents shall be from different divisions. For the purposes of this rule, the Local Government and Local Services Division, and the Municipal Employees' Division shall be combined.
    - (b) the President shall be the Officer primarily responsible for ensuring that the General Secretary fulfils the responsibilities of the office,
    - (c) the Treasurer shall be the Officer with primary responsibility for financial matters and each of the three Vice-Presidents shall be allocated by the National Executive primary responsibility for one of the following matters: the Union's administrative functions, equality and equal opportunities, and health and safety.

- (d) the terms of office of the Officers shall commence at the conclusion of the Conference at which they were elected and shall cease at the conclusion of the following Biennial Meeting of the Union Conference,
  - (e) when a vacancy arises in the office of President, it shall be filled by the Senior Vice-President;
  - (f) when a vacancy arises in an office of Vice-President, subject to (1) (a) of this rule, 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;
  - (g) the Senior Vice-President shall be the Vice-President first elected with the highest vote; or, in the event of there being no election or an equality of votes, the longest serving Vice-President; or, in the event of equality of service as Vice-President, the Vice-President with longest service on the National Executive; or, in the event of equality of service on the National Executive, by the drawing of lots
  - (h) A person who holds, or who has held, office as President, shall be eligible to be re-elected to that office once, but only once.
- (2) the Chairperson or Cathaoirleach and Vice-Chairperson or Leas- Cathaoirleach for the time being of each Divisional Executive, whose terms of office as members of the National Executive shall commence on 1 July following their election and shall cease on 30 June two years later,
- (3) other members of each Division elected by the Biennial Meeting of the Divisional Conference from the members elected to the Divisional Executive by that meeting in accordance with the schedule set out in Rule 20 (ii) (c) above provided that:
- (a) the terms of office of such members on the National Executive shall commence on 1 July following their election and shall cease on 30 June two years later, and
  - (b) when a vacancy occurs the Divisional Executive shall elect a member of the Divisional Executive to fill the vacancy.
    - (iii) Not more than one member of any Branch shall be a member of the National Executive at any time.
    - (iv) The National Executive shall meet monthly unless otherwise agreed
    - (v) The General Secretary shall convene a meeting of the National Executive at the request of the National Executive, or of half of the members thereof, or of half of the Officers, or of the president
    - (vi) A meeting of the National Executive shall be quorate if half of the National Executive members are present at the commencement of the meeting.
    - (vii) The General Secretary and staff nominated by the General Secretary shall attend National Executive meetings, but shall have no vote.
    - (viii) The National Executive may delegate powers or authorities under such conditions as the National Executive may decide.
    - (ix) The members of the National Executive may be removed from office by a Special Meeting of the Union Conference convened for that purpose in which case that meeting shall elect replacements.

- (x) A member of the National Executive who fails to attend at three consecutive meetings of the Executive, and whose absence has not been excused, may be removed from office by a decision of the National Executive.
- (xi) The General Secretary shall ensure that minutes of all meetings are kept. The General Secretary shall also circulate a report of decisions reached at the meeting to all Branches.

Rule 23 National Executive - Amended.

23. National Executive

- (i) There shall be a National Executive which shall exercise the powers of the Union in furtherance of the objects of the Union and which shall manage, direct and control the affairs of the Union in accordance with and subject to the decisions of the Union Conference.
- (ii) The Officers of the Union shall be the President, the Secretary, the Treasurer, and five Vice Presidents who shall ensure that the decisions of the National Executive are carried out. The National Executive shall consist of:
  - (1) The Officers of the Union, elected by each biennial meeting of the union Conference, from nominees of branches provided that;
    - (a) the President, Secretary & Treasurer shall be from different divisions and no more than one Vice President shall be from the same division as the President, Treasurer or Secretary. For the purposes of this rule, the Local Government and Local Services Division, and the Municipal Employees' Division shall be combined.
    - (b) the President shall be the Officer primarily responsible for ensuring that the General Secretary fulfils the responsibilities of the office,
    - (c) The Secretary shall be the Officer with primar responsibility for the administrative functions of the union. The Treasurer shall be the Officer with primar responsibility for financial matters and each of the fiv Vice-Presidents shall be responsible for various functions of the union as determined by the Officers.
    - (d) the terms of office of the Officers shall commence at the conclusion of the Conference at which they were elected and shall cease at the conclusion of the following Biennial Meeting of the Union Conference,
    - (e) when a vacancy arises in the office of President, it shall be filled by the Senior Vice-President;
    - (f) when a vacancy arises in an office of Vice-President, subject to (1) (a) of this rule, 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;
    - (g) the Senior Vice-President shall be the Vice-President first elected with the highest vote; or, in the event of there being no election or an equality of votes, the longest serving Vice-President; or, in the event of equality of service as Vice-President, the Vice-President with longest service on the National Executive; or, in the event of equality of service on the National Executive, by the drawing of lots
    - (h) A person who holds, or who has held, office as President, shall be eligible to be re-elected to that office once, but only once.



- (2) the Chairperson or Cathaoirleach and Vice-Chairperson or Leas-Cathaoirleach for the time being of each Divisional Executive, whose terms of office as members of the National Executive shall commence on 1 July following their election and shall cease on 30 June two years later,
- (3) other members of each Division elected by the Biennial Meeting of the Divisional Conference from the members elected to the Divisional Executive by that meeting in accordance with the schedule set out in Rule 20 (ii) (c) above provided that:
  - (a) the terms of office of such members on the National Executive shall commence on 1 July following their election and shall cease on 30 June two years later, and
  - (b) when a vacancy occurs, the Divisional Executive shall elect a member of the Divisional Executive to fill the vacancy.
- (4) The immediate past President of the Union
- (5) The immediate past Treasurer of the Union who shall be entitled to serve two terms but no more than two.
  - (iii) Not more than one member of any Branch shall be a member of the National Executive at any time.
  - (iv) The National Executive shall meet monthly unless otherwise agreed
  - (v) The General Secretary shall convene a meeting of the National Executive at the request of the National Executive, or of half of the members thereof, or of half of the Officers, or of the president
  - (vi) A meeting of the National Executive shall be quorate if half of the National Executive members are present at the commencement of the meeting.
  - (vii) The General Secretary and staff nominated by the General Secretary shall attend National Executive meetings but shall have no vote.
  - (viii) The National Executive may delegate powers or authorities under such conditions as the National Executive may decide.
  - (ix) Members of the National Executive may be removed from office by a Special Meeting of the Union Conference convened for that purpose in which case that meeting shall elect replacements.
  - (x) A member of the National Executive who fails to attend at three consecutive meetings of the Executive, and whose absence has not been excused, may be removed from office by a decision of the National Executive.
  - (xi) The General Secretary shall ensure that minutes of all meetings are kept. The General Secretary shall also circulate a report of decisions reached at the meeting to all Branches.

**Kerry Health & Local Government Branch**

## Motion 244

This Conference notes that unions often include the immediate past President as an Officer, and it is therefore proposed to amend the rules to enable the outgoing President to automatically retain their position as an Officer at the end of their term as union President. Only one past President may be an officer at any given time and therefore the intention of the rule change is for the immediate past President to retain the position until the newly elected President's term ends.

This proposed new rule requires three changes to Rule 23.

Rule 23 (ii) states:

The Officers of the Union shall be the President, the Treasurer, and three Vice Presidents who shall ensure that the decisions of the National Executive are carried out ...

It is proposed to delete this text and replace it with new text which will state: The Officers of the Union shall be the President, the Treasurer, the immediate past President and three Vice Presidents who shall ensure that the decisions of the National Executive are carried out ...

Rule 23 (ii) (1) ( d) states:

the terms of office of the Officers shall commence at the conclusion of the Conference at which they were elected and shall cease at the conclusion of the Conference of the following Biennial Meeting of the Union Conference.

It is proposed to delete this text and replace it with new text which will state:

the terms of office of the Officers shall commence at the conclusion of the Conference at which they were elected and shall cease at the conclusion of the Conference of the following Biennial Meeting of the Union Conference. The only exception is the immediate past President as their term of office will end when a person who holds the office of President is not re-elected and therefore assumes the position of immediate past President or after the conclusion of their second Biennial Conference as immediate past President.

Rule 23 (iii) states:

Not more than one member of any branch shall be a member of the National Executive at any time.

It is proposed to delete this text and replace it with new text to which will state:

Not more than one member of any branch shall be a member of the National Executive at any time, the only exception being the immediate past President.

**School Completion Programme Branch**

# Appendix two

## Motions considered appropriate to Divisional Conference

### Motion 246

That this Conference instructs the incoming Executive in the interest of fairness and equity to have public service increments taken into account for the calculation of increments in the civil service. Public Servants who join the civil service should have previous increments taken into account. This will allow mobility from the Public Service to the Civil Service.

**Dept. of Social Protection Executive Grades Branch**

### Motion 247

This Conference requests the incoming Executive to seek that any member should only have to serve one set of long service increments in their Departmental/Civil Service career. It is unfair that a member in a grade who received the long service increments and subsequently was promoted would then be expected to complete another set of increments just to avail of the max of the pay scale in the promoted grade. The long service increment should be seen as a reflection and recognition of time served in the Department or Civil Service and not in every grade.

**Dept. of Social Protection Executive Grades Branch**

### Motion 248

That this Conference calls on the national executive to pursue the application of additional increased increments to the SNA salary scale.

**South Dublin South Leinster SNA Branch**

### Motion 249

Firstly, can we congratulate Fórsa on the successful outcome of the 'civil service blended working policy 2022' and in anticipation of its implantation, we ask that all Fórsa teaching members in the garda college be afforded the opportunity to participate in the pilot scheme.

**Civil Service No 1 Branch**

### Motion 250

That this Conference instructs the incoming Executive in the interest of fairness and equity to allow blended working arrangements after three months rather than six as is the current practice in the civil service or at least to seek clarification on the position. If an officer takes a position in Dublin and lives in Cork, imposing six months of commuting is an unnecessary financial/emotional strain, which may dissuade people from joining the civil service.

**Dept. of Social Protection Executive Grades Branch**

## Motion 251

That this Conference instructs the incoming Executive in the interest of fairness and equity to allow a derogation, from the blended working arrangement, to allow civil servants, whose spouses have been posted abroad to Irish missions the option to work remotely from the location where their spouse is located. Several hundred Irish Civil Servants work abroad, it is a harsh imposition to expect a spouse to be either separated from their spouse (and children) so that they can both keep a career/income.

**Dept. of Social Protection Executive Grades Branch**

## Motion 252

With the increased use of artificial intelligence, this Conference instructs the National Executive Committee to investigate how we can protect civil service jobs. The record for retraining and reappointing Revenue staff whose jobs have been made redundant due to technological changes is not very encouraging. An example is where a number of vision impaired former switchboard operators who were not retrained when their work was automated a number of years ago.

**Revenue Executive Grades Branch**

## Motion 254

This Conference calls on the incoming Divisional Committee to work on a policy for the provision of paid family planning leave.

**Revenue Clerical Branch**

## Motion 255

That this Conference calls on Fórsa to halt the privatisation of essential disability services. 2024 will mark three years since the roll out of Progressing Disability Services (PDS). Media reports regularly outline PDS's failures to meet the needs of children and families as well as maintain highly qualified staff. Repeated procurement to private providers for assessments (i.e. Autism Diagnostics, Assessment of Need, etc). continues to erode an already depleted and exceptionally competent publicly funded workforce. Failure to implement a robust workforce plan will continue to erode the highly skilled, publicly funded workforce. It is not only Fórsa members in Education and Health affected by inadequate planning and governing structures within disability services, but also children: Irish children with caregivers across all Fórsa divisions and Irish society.

**Cork Health & Local Government Branch**

## Motion 256

The Garda Executive Grades Branch and all Garda Civilian Staff working across An Garda Síochána recognises the hard work by Fórsa Members and Fórsa staff to lobby TDs and Senators during our recent campaign regarding the Policing and Community Safety Bill, 2023 and attack on our status as Civil Servants. The Branch and Garda Staff thanks all for their help. This Conference instructs the NEC to continue encouraging all Fórsa members to support their colleagues in An Garda Síochána who continue to negotiate with the Department of Justice, DPER, Garda HR, and all other interested parties, regarding the proposed changes to their Civil Service status and any other changes to their terms and conditions.

**Garda Executive Grades Branch**

## Motion 257

That this Conference pursue a claim with the Department of Justice for the regrading of GNECB and CAB Forensic Accountant roles from Professional Accountant Grade II to Professional Accountant Grade I. In 2016 the ODCE (now the CEA) regraded their Forensic Accountants to Professional Accountant Grade I. This left the Forensic Accountants in the GNECB and CAB doing the same work as their CEA colleagues but at a lower pay and consequentially a lower pension benefit.

**Professional Accountants Branch**

## Motion 258

That this Conference we call on the incoming NEC to ensure that the Job Evaluation Scheme is more transparent and traceable from application to resolution and that an online facility be available to track the application and evaluation from start to finish with a unique ID number.

**Dublin Hospitals Branch**

## Motion 259

That Fórsa actively campaign within the HSE, to seek a review of the current Session Rates for Scheduled Continuation Treatments on Saturdays, Sundays, and Public Holidays for Physiotherapists

**Dublin Hospitals Branch**

## Motion 260

That this Conference calls on Fórsa to actively campaign within the HSE to conduct an audit on the current ratio of Clerical /Support staff per Consultant team e.g. Gastroenterology

**Dublin Hospitals Branch**

## Motion 261

We call on Fórsa to seek pay parity for Audiologists with our fellow HSCPs including the Speech and Language Therapists and Physiotherapists.

**Dublin Hospitals Branch**

## Motion 262

Conference notes the new SNA contract negotiations are ongoing, and calls on the national executive to appoint as a matter of urgency a working group composed of SNA members who will have a constructive input into these negotiations as the SNA body is best placed to represent what the job entails.

**South Dublin South Leinster SNA Branch**

## Motion 263

This Conference notes the ongoing SNA contract negotiation outcomes will be the most important change to our workplace for the next 20 years. The department has recently published the findings of a series of Focus group meetings held in May 2023.

In this document, the department has acknowledged there are three distinct perspectives to be considered in the role of the SNA, namely primary school setting, post primary, and special schools. Paragraph 2.4.3 "Participants were also asked to consider the perspective of a SNA in each of the 3 school settings i.e. primary, post primary and special schools." While this development is most welcome, it must be acknowledged and felt by members who undertake additional courses, training, and acquire enhanced qualifications with increased take home pay. Paragraph 3.14 "It is noted by many post primary SNAs that the content of the programme is targeted towards the primary school setting. A review of course content to assess relevance to the post primary and special school setting is therefore merited."

Accordingly, this Conference calls on the national executive to seek that all Fórsa members receive due recognition and can benefit from an additional allowance payable for those who through upskilling take on additional duties.

**South Dublin South Leinster SNA Branch**

## Motion 264

This motion calls on our branch to address the blatant unfairness which some colleagues are enduring due to school managements. operating a discriminatory policy with respect to start and end times. In some settings, abuse of the 'brief period' either side of bell to bell can amount to up to three hours extra unpaid work weekly, which quickly becomes weeks of unpaid work over a school year.

Aside from pay parity, there are issues around job displacement where members are asked to carry out unsuitable tasks or given additional rosters; and psychosocial factors where colleagues are isolated and othered compared to their wider peer group. Further discrimination is facilitated through management exempting yet another cohort of SNAs from these extra hours so that they may carry out secondary employment as bus escorts, to suit school management.

Please end this unfair discrimination by tasking Fórsa to hold the managements involved accountable. I have raised this concern at senior branch level with the Education Division, where the inherent unfairness of this policy was accepted and acknowledged as an issue for resolution in forming the terms of the revised SNA contract. Most recently, the Head of Education acknowledged this at a national contract consultation meeting, stating that Fórsa has previously supported claims in relation to underpayment. Coming from the floor of our AGM back to Fórsa signifies the action and remedy that this issue deserves.

**South Dublin South Leinster SNA Branch**

## Motion 265

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek that The Civil Service Regulation Amendment Act does not lead to a culture of unfair dismissal and to the undermining of employment security in the Irish Civil Service while having a knock-on negative impact in the wider Irish Labour Force.

**Dept. of Social Protection Executive Grades Branch**

## Motion 266

That Fórsa should actively seek to negotiate an agreed annual and equitable fee for Staff Parking in all Dublin hospitals that currently charge employees for this facility.

**Dublin Hospitals Branch**

## Motion 267

That this Conference instructs the incoming National Executive Committee to oppose the proposal to remove free parking for Civil Service workers as it would severely effect workers and heap more pressure on people's time and income.

**Central Statistics Office Executive Grades Branch**

## Motion 268

We call upon this Conference to support and to address the pension issue within section 56 Voluntary section for workers in Tulsa who have always had a public sector pension. In June 2022, employers informed staff that the pension rights would no longer be available to new employees. It's of the utmost importance that we retain this as part of our terms and conditions.

**Boards & Voluntary Agencies Branch**

## Motion 269

That this Conference call on the national executive to pursue better pensions for SNAs.

**South Dublin South Leinster SNA Branch**

## Motion 270

That this Conference calls on Fórsa to urgently address the Irish Government's failure to deliver a robust work force plan that ensures children with additional needs are not waiting more than the recommended three to six months for services as prescribed under the legislation (Disability Act 2005). At the time of writing there were over 10,000 children waiting 12 months or longer to see a member of a multi-disciplinary disability team (i.e. Occupational Therapist, Speech and Language Therapist, Social Worker, Psychologist, etc). Children are denied their fundamental human rights as they wait; left without equipment or therapies that ensure the right supports at the right time for them to achieve their potential. The Government is failing to meet its commitment and obligations under the UN convention of persons with disability (UNCRPD).

**Cork Health & Local Government**

## Motion 271

This motion calls on Fórsa's national executive committee to highlight the lack of essential services such as psychology, physiotherapy, occupational therapy, home support, speech and language to name just a few supports for families and children who are under the HSE, Child Disability Network teams, disability, primary care and CAMH's and seek immediate significant increases in investment into these services. For too long these services have been overlooked and underinvested in, leading to children, who are our future not receiving the proper supports to help them thrive and reach their full ability in daily life. We ask the incoming national executive committee to lobby the appropriate sections in Government to seek to make investment in these services a priority, for the benefit of us all.

**South Dublin South Leinster SNA Branch**

## Motion 272

Every year increasing numbers of students with disabilities in Ireland are going on to Third Level Education. AHEAD reports that there are now over 9,000 students with disabilities in Higher Education, representing 4.6% of the total student population. This figure is up from 4% in the previous report, the biggest rise since AHEAD began recording this data annually in 2008/9.

All school leavers, including those with disabilities, have expectations of taking part in every aspect of college life, as well as of gaining qualifications and mapping out their career paths in the world of work.

Supports for student with disabilities at third level have improved significantly, particularly with the introduction of DARE (Disability Access Route to Education), although there remains a long way to go before the number of students with disabilities going to college proportionally reflects the numbers in the general population.

I call on Fórsa to advocate for these students, our students by encouraging greater discussion and dialogue between the SNA and third level education centres, colleges and universities to create a more streamlined approach to the transition from secondary school to third level thus encouraging our students to further their education and giving them a greater chance of completing education.

**North Dublin North Leinster SNA Branch**

## Motion 273

The NDNL branch asks that Fórsa Union engages with the government to encourage the that they rescind the Local Government Act 2014. Under this act, town and urban councils were abolished across Ireland, and the likes of Fingal County Council and Dublin City Council lost a significant amount of power. This act was implemented after the economic crash in 2008 to save money. One of the results of this was that the power to repurpose derelict housing was removed from local government. I believe that this has had a direct impact on the housing crisis in Ireland. This act also took away the ability of local councils to deal with public transport, policing, planning and local amenities.

**North Dublin North Leinster SNA Branch**

## Motion 274

That this Conference calls on the national executive to pursue paid leave for SNAs, similar to teachers.

**South Dublin South Leinster SNA Branch**



# Appendix three

## Motions reiterating existing policy not requiring a decision

### Motion 275

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek Pay increases for Workers as part of any Pay Agreement that would assist with higher living costs, maintain a proper standard of living for workers and be counter cyclical and which would be properly and consistently funded on an ongoing basis going forward.

**Dept. of Social Protection Executive Grades Branch**

### Motion 276

That this Conference recognises efforts made to continue moving toward a four-day work-week and instructs the NEC to win a four-day work week with no loss of compensation, terms or conditions, across the public sector.

**Garda Executive Grades Branch**

### Motion 277

We call on Fórsa to engage with employers to revisit the option of a blended working week for all members and grades.

**Dublin Hospitals Branch**

### Motion 278

That Conference asks the Union to urgently address the anomaly in the current Sick Pay arrangements whereby some employees on reduced work patterns have reduced access to Uncertified Sick Leave.

**Kerry Health & Local Government Branch**

### Motion 279

The National Education and Training Branch calls on Conference to seek the reinstatement of the Sick Leave Scheme as was prior to FEMPI CUTS.

**National Education & Training Board (NETB) Branch**

## Motion 280

We call on Fórsa to engage with the government to ensure the full implementation of compassionate leave for early miscarriage.

**North Dublin North Leinster SNA Branch**

## Motion 281

In line with existing Fórsa policies, principles, and statements, this Conference instructs the NEC to implement within the organisation of Fórsa complete compliance with Boycott, Divestment, and Sanction (BDS) in solidarity with the Palestinian people and against the Israeli apartheid regime and their supporters. The NEC will publish a report of findings if any instances of non-compliance are discovered and of the actions taken to immediately remedy instances of non-compliance.

**Garda Executive Grades Branch**

## Motion 282

This Conference calls on Fórsa to implement a campaign of Boycott, Divestment and Sanctions against Israel for all Fórsa members. Furthermore, this campaign will be appropriately resourced to ensure that all Fórsa members are informed and supported that effective action by Fórsa members may be taken.

**South Tipperary Health & Community Branch**

## Motion 283

This Conference requests the National Executive Committee to seek that membership subscription fees become tax free as a core part of the successor deal to the Public Sector Pay Agreement 2024-2026.

**Defence Executive Grades Branch**

## Motion 284

That this Conference calls on the incoming Executive Committee to renew efforts to seek a restoration of tax relief on the payment of union fees by members.

**Cavan Health & Local Government Branch**

## Motion 285

That this Conference instructs Fórsa to include a Tax Credit for Union subscriptions in all future pay negotiations.

**Agriculture No. 1 Branch**

## Motion 286

That this Conference calls on the incoming National Executive Committee to seek to have the current sick pay scheme reviewed and the terms prior to 2014 reinstated to allow for greater compassion for those on sick leave.

**Kildare Local Government Branch**

## Motion 287

This Conference calls that the NEC ensures that Motion 20 passed at Conference 2022 is enacted.

**Dept. of Social Protection Executive Grades Branch**

# Appendix four

## Motions received late

### Motion 288

Conference notes the need for all trade unions to conduct their business in a manner that is transparent and beyond reproach.

Conference recognises that Fórsa has an implicit obligation to its membership to act in an open and transparent manner with regard to its financial position.

In order to provide the transparency and accountability that its Members deserve and are entitled to, Conference insists that a full copy of Fórsa Certified accounts be provided to the democratically elected Executive Committee of each and every Branch as soon as they are accepted as a final copy, and certainly within the year of filing.

Thereby promoting accountability and best practice in the conduct of its stewardship of members funds.

**Dublin Care Services Branch**

### Motion 289

Conference accepts that the integrity of the democratic structures of the Union is strongly supported by the independence of the Branches and the Executive Members and supports the need for democratically elected Members to carry out their functions independently of internal structures.

In order to preserve the independence of democratically elected representatives of the Members at all levels: Branch, DEC, NEC, etc, Conference instructs that any elected Member who is working in or with or on behalf of the internal structures by way of secondment or in any other capacity, should resign or suspend their holding of any and all elected posts in the democratic structure immediately.

Conference accepts that this is vital in continuing the democratic representation of the Members without fear of enticement or corruption to the independence of democratic representation.

**Dublin Care Services Branch**

### Motion 290

Conference confirms in the strongest possible terms that the executive powers of the Union are held by its individual Members. That this is the foundation principle of the union movement and that this is in turn consolidated in the democratically elected Members of the Branch structure.

In order to preserve the democracy of the Union, Conference instructs its unelected Staff Members, regardless of position, to always act in a manner that respects the democratic structures of the Union so as to preserve the executive function of the Members through their elected representatives.

**Dublin Care Services Branch**

### Motion 291

The immediate past president shall be a member of the NEC.

**Munster SNA Branch**

# Appendix five

## Amendments considered out of order

### 1. Proposed Amendment to Motion 4

Amendment: That motion 4 be amended as follows:

- (a) at the start of the motion, insert “This Conference” before the text “(1) notes that European human rights law under Article 4.2”
- (b) in the section of the motion that sets out the instructions to the NEC, insert a new paragraph after the paragraphed numbered (i) as follows
  - “(ii) instructs the National Executive Committee to seek an immediate end to these breaches that apply in every other employer in which Fórsa represents workers to whom the provisions of the European Social Charter apply”; and
- (c) in the final clause of the motion, insert the numbering “(iii)” before the text “further instructs the National Executive Committee to consider”, to that the amended motion reads as follows:

This Conference

1. notes that European human rights law under Article 4.2 of the Revised European Social Charter establishes
  - a. in the text of the Charter “the right of workers to an increased rate of remuneration for overtime work, subject to exceptions in particular cases”, and
  - b. in the case law under the Charter, “where remuneration for overtime is entirely given in the form of time off, Article 4.2 requires that this time be longer than the additional hours worked” (*Conclusions XIV-2 - Belgium - Article 4.2*, published November 1998),
2. notes that Ireland has been found to be in breach of that provision “on the ground that the right to an increased remuneration for overtime work is not guaranteed to all workers” (*Conclusions 2022 - Ireland - Article 4.2*, published January 2023)
3. notes that civil service circular 8/21 on overtime (and previous circulars dating back to at least 1999) applies to members of Fórsa in the civil service and to some members of Fórsa outside the civil service whose terms are linked to civil service rules,

and therefore Conference

4. deplores the facts
  - a. that circular 8/21 provides that no payment or time off in lieu is given to HEOs and certain AOs for the first hour of overtime worked between Monday and Friday (that is, no pay at all not merely not a higher rate of pay),
  - b. that circular 8/21 provides that only completed hours of actual attendance are eligible for overtime for HEOs and AOs, and
  - c. that circular 8/21 provides that where time off in lieu is availed of by any worker to whom the circular applies (that is, not just HEOs and AOs) instead of overtime pay, then it is at a flat rate and not at a higher rate as required by the Charter,

5. notes that the case law under Article 4.2 has established that in the case of State employees 'The only acceptable exception is the category of "senior officials"' and that it concerns, for example, police commissioners or administrative court judges' (*Digest of the Case Law of the European Committee of Social Rights*, summarising the rulings in the cases of *European Council of Police Trade Unions (CESP) v. France*, Complaint No. 57/2009 and *Union syndicale des magistrats administratifs (USMA) v. France*, Complaint No. 84/2012), and
6. considers that the case law clearly demonstrates that neither HEOs nor AOs are envisaged as coming within the category of senior officials in State employment to which the exception the Charter applies,

and therefore Conference

- (i) instructs the National Executive Committee to seek an immediate end to the three breaches of Article 4.2 of the European Social Charter identified in paragraph 4 above,
- (ii) instructs the National Executive Committee to seek an immediate end to these breaches that apply in every other employer in which Fórsa represents workers to whom this provision of the European Social Charter applies, and
- (iii) further instructs the National Executive Committee to consider bringing these breaches to the European Committee of Social Rights for findings against Ireland under either or both of the reporting procedure or the collective complaints procedure under the European Social Charter if the National Executive Committee regards either or both as useful mechanisms for securing the compliance by Ireland of respect for the rights of workers under the European Social Charter.

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

## 2. Proposed Amendment to Motion 7

Amend motion 7 to read as follows:

*"That this Conference instructs the National Executive Committee to seek to use the local bargaining mechanism in the Public Service Agreement 2024-2026 to secure an amendment to pay scales for new entrants by removing the first two points so that new entrants start at what is currently point 3 of those pay scales."*

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

## 3. Proposed Amendment to Motion 41

Amendment: insert after the term "EU Directive 2019/1152" the following text, namely, "and to amend the definition of "specified provision" in subsection 6 of section 6D of Terms of Employment (Information) Act 1994 that was inserted into that Act by SI 686/2022 to include non-statutory sick leave schemes", so that the amended motion reads as follows:

*"This Conference instructs the incoming National Executive to call on DPER to reduce probationary periods in the public service from 12 months to 6 months, in line with the civil service and EU Directive 2019/1152 and to amend the definition of "specified provision" in subsection 6 of section 6D of Terms of Employment (Information) Act 1994 that was inserted into that Act by SI 686/2022 to include non-statutory sick leave schemes. There is a clause within SI 686/2022 applying 12 months probation to new and promoted roles for public servants, but this clause does not include civil servants and is outside the national and European norms of 6 months."*

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

#### 4. Proposed Amendment to Motion 57

Amendment: insert the following words at the end of the first sentence: "and to secure the higher level of leave granted to one group for the other groups" so that the amended motion reads:

*"This Conference calls on the National Fórsa Conference 2024 to seek and achieve parity of bereavement, marriage and graduation leave across civil and public sector employment and to secure the higher level of leave granted to one group for the other groups. At present there is a range of different leave entitlements for employees working in different sectors. For example, some civil and public sector employees are entitled to up to three days bereavement leave for the death of a near relative whilst employees in other sectors have no entitlement to bereavement leave for the death of a near relative. We call on Fórsa's incoming National Executive to seek and establish a standardisation of leave entitlement for their members to ensure consistency of application in relation to leave entitlements across civil and public sector employment."*

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

#### 5. Proposed Amendment to Motion 71

That this Conference calls the Fórsa NEC to ensure all Public Sector Bodies cease the practice of outsourcing Administrative Grades work to private companies and entities and ensure the use of direct employment is in place.

**National Education & Training Board (NETB) Branch**

The amended motion to read as follows: -

That this Conference calls the Fórsa NEC to ensure all **Civil Service** and Public Sector Bodies cease the practice of outsourcing Administrative Grades work to private companies and entities and ensure the use of direct employment is in place.

**DRCD Executive Grades Branch**

#### 6. Proposed Amendment to Motion 73

Amend motion 73 by replacing the words "to assess" with "to commission an independent assessment of" so that the amended wording reads

*"That this Conference supports a review of the efficacy of Fórsa's opposition to Privatisation in the public service. To this end it instructs the National Executive Committee to commission and independent assessment of what progress has been made in reversing privatisation in all sectors of the public service where Fórsa has representation. This in the context of Fórsa policy to opposes and where it has been identified, reverse such privatisation. To this end that the National Executive Committee produces a report reflecting areas so affected and actions taken to reverse this."*

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

## 7. Proposed Amendment to Motion 124

Amend the motion so that it reads as follows:

*“This Conference instructs on the NEC to pursue a policy of requesting that the government provide funding to make period products easily available for all women in Ireland regardless of their economic circumstances, including women in direct provision and governmental accommodation for refugees. Period products are expensive and sometimes they are needed urgently or unexpectedly.”*

**Finance, Per & Associated Organisations (Clerical & Executive) Branch**

## 8. Proposed Amendment to Motion 196

Original Motion:

This Conference instructs the incoming national executive to seek to ensure that Fórsa uses the weight of numbers of its members, to secure favourable reduction of Health insurance rates for members.

Proposed Amendment:

This Conference requests that the incoming national executive to seek to ensure that Fórsa uses the weight of numbers of its members to secure favourable reduction of health insurance rates for members while the current health model is in place. This Conference supports the future delivery of a national health service free at the point of entry/delivery.

**Cork Health & Local Government Branch**

## 9. Proposed Amendment to Motion 201

Existing rule; the proposed amendments to the existing text and the text of the proposed new rule.

Amend motion 201 so that it now reads:

Motion 201

This Conference agrees to adopt a new rule after Rule 25. Equivalent Grades Committees to read:

Rule 26. Fórsa Youth Network

- (i) There shall be a Fórsa Youth Network whose duty it shall be to:
  - a) Promote issues and campaigns that are of interest and relevance to members under the age of 35.
  - b) Organise, mobilise, strengthen and empower young members.
  - c) Encourage participation and promote youth representation on decision-making bodies of the Union, as well as at the Irish Congress of Trade Unions and the European Federation of Public Service Unions.
  - d) Serve as liaison between young members and the decision-making bodies of the Union.
  - e) Promote greater understanding of Fórsa and its collective endeavours, as well as the wider relevance of unions and trade unionism, amongst young people.
  - f) Work with other Union committees and affiliate bodies on campaigns to actively promote the interest of all workers.



- (ii) Fórsa Youth Network shall consist of members under the age of 35 nominated by the Branches. Each Branch shall be entitled to one voting member on the Fórsa Youth Network. Branches may nominate additional non-voting representatives to the Fórsa Youth Network.
- (iii) The members of Fórsa Youth Network shall elect a Steering Committee from amongst themselves, consisting of a Chairperson, Vice-Chairperson, Secretary, Campaigns Officer, Communications Officer and Recruitment Officer. The Steering Committee shall conduct the business of the Network in accordance with, and subject to, the decisions of meetings of the Network and are subject to the overriding authority of the National Executive.
- (iv) The Steering Committee of Fórsa Youth Network, on behalf of its members, shall be entitled to:
  - a) Make representations to the Union on matters relating to the salaries and conditions of members under the age of 35, and matters relating justice, equity and equality in the workplace and in society.
  - b) Be informed and consulted by the Union on matters of interest to members under the age of 35.
  - c) Participate in negotiations and the development of negotiating strategies affecting members under the age of 35.
- (v) Members of Fórsa Youth Network shall have speaking rights at Union Conference and at Divisional Conferences.
- (vi) Fórsa Youth Network shall be able to submit motions for consideration at Union Conference and at Divisional Conferences.
- (vii) Members of Fórsa Youth Network shall not have voting rights at Union Conference or at Divisional Conferences unless they are attending as delegates nominated by Branches from their members.
- (viii) Fórsa Youth Network shall conduct their business in accordance with such procedures as are approved by the National Executive.
- (ix) The General Secretary shall appoint a member or members of staff to assist Fórsa Youth Network in its activities.

That this Conference agrees to adopt a new sub clause after Rule 23 National Executive (ii)(3) to read:

- (4) the Chairperson of the Fórsa Youth Network or an alternative representative of the Fórsa Youth Network as determined by its Steering Committee.

Text of proposed new rule:

### 23. National Executive

- (i) There shall be a National Executive which shall exercise the powers of the Union in furtherance of the objects of the Union and which shall manage, direct and control the affairs of the Union in accordance with and subject to the decisions of the Union Conference.
- (ii) The Officers of the Union shall be the President, the Treasurer and three Vice Presidents who shall ensure that the decisions of the National Executive are carried out. The National Executive shall consist of:
  - (1) The Officers of the Union, elected by each biennial meeting of the union Conference, from nominees of branches provided that;
    - (a) the President, Treasurer and three Vice Presidents shall be from different divisions. For the purposes of this rule, the Local Government and Local Services Division, and the Municipal Employees' Division shall be combined.

- (b) the President shall be the Officer primarily responsible for ensuring that the General Secretary fulfils the responsibilities of the office,
  - (c) the Treasurer shall be the Officer with primary responsibility for financial matters and each of the three Vice-Presidents shall be allocated by the National Executive primary responsibility for one of the following matters: the Union's administrative functions, equality and equal opportunities, and health and safety.
  - (d) the terms of office of the Officers shall commence at the conclusion of the Conference at which they were elected and shall cease at the conclusion of the following Biennial Meeting of the Union Conference,
  - (e) when a vacancy arises in the office of President, it shall be filled by the Senior Vice-President;
  - (f) when a vacancy arises in an office of Vice-President, subject to (1) (a) of this rule, 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;
  - (g) the Senior Vice-President shall be the Vice-President first elected with the highest vote; or, in the event of there being no election or an equality of votes, the longest serving Vice-President; or, in the event of equality of service as Vice-President, the Vice-President with longest service on the National Executive; or, in the event of equality of service on the National Executive, by the drawing of lots.
  - (h) A person who holds, or who has held, office as President, shall be eligible to be re-elected to that office once, but only once.
- (2)\* the Chairperson or Cathaoirleach and Vice-Chairperson or Leas-Cathaoirleach for the time being of each Divisional Executive, whose terms of office as members of the National Executive shall commence on 1 July following their election and shall cease on 30 June two years later,
- (3)\* other members of each Division elected by the Biennial Meeting of the Divisional Conference from the members elected to the Divisional Executive by that meeting in accordance with the schedule set out in Rule 20 (ii) (c) above provided that: (a) the terms of office of such members on the National Executive shall commence on 1 July following their election and shall cease on 30 June two years later, and (b) when a vacancy occurs the Divisional Executive shall elect a member of the Divisional Executive to fill the vacancy.
- (4) the Chairperson of the Fórsa Youth Network or an alternative representative of the Fórsa Youth Network as determined by its Steering Committee.

**Cork General Clerical Branch**

## 10. Proposed Amendment to Motion 203

### Motion 203

After Appendix C add: Appendix D: Retired members and the Retired Members Professional Committee.

To appear:

#### Appendix D

#### Retired Members and the Retired Members Professional Committee

##### 5. Retired membership

- (iii) Retired members shall be associated with the branch relevant to their former employment, where such a branch is operational; however, they shall not be entitled to vote on matters subject to consideration by the branch. and shall only be entitled to speaking rights where such an entitlement has been agreed by a decision of the branch or if provided for within the relevant Standing Orders.
- (iv) In the event of any dispute arising around the association of a Retired Member with a particular branch, Rule 44 shall apply, and the decision of the National Executive shall be final.

##### 6. Retired Members Professional Committee

- (ix) The National Executive shall be responsible for organising Retired Members into the Retired Members Professional Committee.
- (x) The Retired Members' Professional Committee shall exist to advance the aims and interests of Fórsa members, retired public servants and other retired workers.
- (xi) Retired Members who have paid their annual subscription, or have payment arrangements in place, and are not in arrears, shall be affiliated with the Retired Members Professional Committee.
- (xii) The management of the Retired Members Professional Committee shall be vested in a committee, elected in accordance with standing orders ratified by the National Executive.
- (xiii) Rule 25 shall apply to the governance of the Retired Members Professional Committee
- (xiv) A Retired Member shall be entitled to participate in the activities of the Retired Members Professional Committee and may avail of such benefits as might be determined from time to time by the National Executive.
- (xv) The Retired Members Professional Committee may organise membership services and benefits specific to retired members, subject to ratification by the National Executive.
- (xvi) The Retired Members Professional Committee may organise meetings and activities for Retired Members, provided that such meetings and activities do not conflict with the interests of the Union.

##### 7. Elected positions

- (iii) Retired Members shall not normally be entitled to hold Officer Positions outside of the Retired Members Professional Committee.
- (iv) Retired Members shall be entitled to be elected as Union Trustees.

8. Union Conferences

Representatives of the Retired Members Professional Committee shall be entitled to attend Union Conferences but shall not be entitled to vote in any matter of business. They shall, however, at the discretion of the Chair, be entitled to speaking rights.

Proposed amendment to Motion 203:

AFTER "AFTER APPENDIX C ADD: *Appendix D:*" DELETE "Retired members" and REPLACE WITH "Members in retirement".

AFTER "and the Retired Members", DELETE "Professional" and REPLACE WITH "Equivalent Grade"

**IN THE APPENDIX D TITLE**, DELETE "RETIRED MEMBERS" and REPLACE WITH "MEMBERS IN RETIREMENT".

AFTER "AND THE RETIRED MEMBERS", DELETE "PROFESSIONAL" and REPLACE WITH "EQUIVALENT GRADE".

**APPENDIX D 1 (i)**: DELETE "Retired members: and REPLACE WITH "Members in retirement".

AFTER: "shall be", DELETE "associated with" and REPLACE WITH "members of"

AFTER: "operational", DELETE : "however, they shall not be entitled to vote on matters subject to consideration by the branch. and shall only be entitled to speaking rights where such an entitlement has been agreed by a decision of the branch or if provided for within the relevant Standing Orders."

**APPENDIX D 1 (ii)**

DELETE "APPENDIX D 1 (ii) In the event of any dispute arising around the association of a Retired Member with a particular branch, Rule 44 shall apply, and the decision of the National Executive shall be final."

**APPENDIX D 2 TITLE:**

DELETE "Professional" and REPLACE WITH "Equivalent Grade"

**APPENDIX D 2 (i):**

DELETE "APPENDIX D 2 (i): The National Executive shall be responsible for organising Retired Members into the Retired Members Professional Committee."

**APPENDIX D 2 (ii)**: Renumber as APPENDIX D 2 (i).

AFTER "Retired Members" DELETE "Professional" and REPLACE WITH "Equivalent Grade"

**APPENDIX D 2 (iii)**: Renumber as APPENDIX D 2 (ii).

AFTER "shall be" DELETE "affiliated with" and REPLACE WITH "members of". AFTER : Retired Members, DELETE "Professional" and REPLACE WITH "Equivalent Grade".

**APPENDIX D 2 (iv):**

DELETE "APPENDIX D 2 (iv): The management of the Retired Members Professional Committee shall be vested in a committee, elected in accordance with standing orders ratified by the National Executive."

**APPENDIX D 2 (v)**: Renumber as APPENDIX D 2 (iii).

AFTER "Rule 25 shall apply to", DELETE "the governance of".

AFTER "Retired Members:", DELETE "Professional" and REPLACE WITH "Equivalent Grade".

**APPENDIX D 2 (vi)**: Renumber as APPENDIX D 2 (iv).

AFTER "A" DELETE "Retired". AFTER "Member" ADD "in retirement".

AFTER "Retired Members:", DELETE "Professional" and REPLACE WITH "Equivalent Grade".

**APPENDIX D 2 (vii)** Renumber as APPENDIX D 2 (v).

AFTER "Retired Members" DELETE "Professional" and REPLACE WITH "Equivalent Grade".

AFTER "specific to", DELETE "retired". AFTER "members" ADD "in retirement"

**APPENDIX D 2 (viii)** Renumber as APPENDIX D 2 (vi).

AFTER "Retired Members", DELETE "Professional" and REPLACE WITH "Equivalent Grade".

AFTER: "activities for" DELETE "Retired". AFTER "members" ADD "in retirement"

**APPENDIX D 3 (i)**: DELETE : "Retired". AFTER : "Members", ADD "in retirement".

AFTER "Retired Members", DELETE "Professional" and REPLACE WITH "Equivalent Grade".

**APPENDIX D 3 (ii)**: DELETE : "Retired". AFTER : "Members", ADD "in retirement".

**APPENDIX D 4:**

ADD "Two" BEFORE "Representatives"

AFTER "Retired Members", DELETE "Professional" and REPLACE WITH "Equivalent Grade"

AFTER "They shall however", DELETE "at the discretion of the Chair"

AMENDED MOTION To appear:

AFTER APPENDIX C ADD: *Appendix D: Members in retirement and the Retired Members Equivalent Grade Committee.*

APPENDIX D

MEMBERS IN RETIREMENT AND THE RETIRED MEMBERS EQUIVALENT GRADE COMMITTEE

1. RETIRED MEMBERSHIP

Members in retirement shall be members of the branch relevant to their former employment, where such a branch is operational.

2. RETIRED MEMBERS EQUIVALENT GRADE COMMITTEE

(i) The Retired Members' Equivalent Grade Committee shall exist to advance the aims and interests of Fórsa members, retired public servants and other retired workers.

(ii) Members in retirement who have paid their annual subscription, or have payment arrangements in place, and are not in arrears, shall be members of the Retired Members Equivalent Grade Committee.

(iii) Rule 25 shall apply to the Retired Members Equivalent Grade Committee.

(iv) A member in retirement shall be entitled to participate in the activities of the Retired Members Equivalent Grade Committee and may avail of such benefits as might be determined from time to time by the National Executive.

(v) The Retired Members Equivalent Grade Committee may organise membership services and benefits specific to members, in retirement, subject to ratification by the National Executive.

(vi) The Retired Members Equivalent Grade Committee may organise meetings and activities for members in retirement, provided that such meetings and activities do not conflict with the interests of the Union.

3. ELECTED POSITIONS

(i) Members in retirement shall not normally be entitled to hold Officer Positions outside of the Retired Members Equivalent Grade Committee.

(ii) Members in retirement shall be entitled to be elected as Union Trustees.

4. UNION Conferences

Two representatives of the Retired Members Equivalent Grade Committee shall be entitled to attend Union Conferences but shall not be entitled to vote in any matter of business. They shall, however, be entitled to speaking rights.

**Tipperary Local Government Branch**

## 11. Proposed Amendment to Motion 204

### MOTION 204

Existing rule:

7. RETIRED MEMBERS

- (i) A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6.
- (ii) A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union Conference.

Proposed changes:

7 (i) AFTER: "in accordance with Rule 6." ADD: "Such members will be known as Retired Members."

7 (ii) DELETE: "A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union Conference."

REPLACE WITH: "Retired Members shall be affiliated with the Retired Members Professional Committee, as shall be set out in Appendix D to these rules."

AFTER 7 (ii) ADD: 7 (iii): "A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Professional Committee."

To appear:

7. RETIRED MEMBERS:

- 1 A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6. Such members will be known as Retired Members.
- 2 Retired Members shall be affiliated with the Retired Members Professional Committee, as shall be set out in Appendix D to these rules.
- 3. A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Association.

PROPOSED Amendment to Motion 204 on Rule 7:

7. 1. DELETE "1" and REPLACE WITH "(i)"

AFTER: "in accordance with Rule 6." DELETE: "Such members will be known as Retired Members."

7. 2. DELETE "2" and REPLACE WITH "(ii)"

DELETE: "Retired Members"; REPLACE WITH: "Members who are in retirement"

DELETE: "affiliated with"; REPLACE WITH: "members of"

DELETE: "Professional Committee", REPLACE WITH: "Equivalent Grade Committee, to which Rule 25 applies, and"

ADD: "The Retired Members Equivalent Grade Committee will concern itself with issues of particular relevance to members who are in retirement, including occupational pensions and associated terms and conditions, state pensions, social welfare benefits and entitlements, health matters, personal security, retirement planning, public transport issues and with other matters of specific interest to retired persons."

7. 3. DELETE "3" and REPLACE WITH "(iii)"

DELETE "A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Association."

REPLACE WITH: "A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union Conference. A member who is in retirement shall be entitled to speaking rights but not to voting rights on the matter of any motions subject to consideration by a Union Branch, a Divisional Executive Conference, a National Conference, or any other matter outside of the Retired Members Equivalent Grade Committee."

AMENDED MOTION to appear:

7. RETIRED MEMBERS:

- (i) A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6.
- (ii) Members who are in retirement shall be members of the Retired Members Equivalent Grade Committee, to which Rule 25 applies, and as shall be set out in Appendix D to these rules. The Retired Members Equivalent Grade Committee will concern itself with issues of particular relevance to members who are in retirement, including occupational pensions and associated terms and conditions, state pensions, social welfare benefits and entitlements, health matters, personal security, retirement planning, public transport issues and with other matters of specific interest to retired persons.
- (iii) A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union Conference. A member who is in retirement shall be entitled to speaking rights but not to voting rights on the matter of any motions subject to consideration by a Union Branch, a Divisional Executive Conference, a National Conference, or any other matter outside of the Retired Members Equivalent Grade Committee.

**Tipperary Local Government Branch**

## 12. Proposed Amendment to Motion 213

That this Conference calls on the National Executive Committee(NEC) to campaign for the immediate adoption of "The Right to Disconnect" (R2D) by all employers now in alignment with the Workplace Relations Commission's Code of Practice, considering the specific needs of businesses and workforces in anticipation of legislation coming into force in the near future.

Rationale: Since April 2021, the Workplace Relations Commission (WRC) has introduced an R2D Code of Practice, marking the initial step towards addressing the right to disconnect in Irish workplaces. While no formal legislation exists yet, this code offers practical guidance for employers and employees, aiding in the creation of healthier work environments. Employers are urged to collaborate with trade unions to develop Right to Disconnect Policies, considering the specific

needs of their workforce. The detrimental effects of being “always on” are highlighted, especially for those with care giving responsibilities, predominantly women in lower-paid roles. The 2021 UCD survey Report in Ireland underscores increased stress levels, an inability to disconnect, and diminished health and wellbeing among workers, particularly women. Fórsa should advocate for the implementation of R2D policies in all workplaces, emphasising the importance of monitoring work-life balance and allowing flexibility in communication while endorsing the adoption of the WRC code of practice or a similar version thereof.

**Legal Professional Branch**

### 13. Proposed Amendment to Motion 214

Insert the words “calls on the National Executive Committee to negotiate” after “That this Conference” and before the word “negotiates”. Remove the word “negotiates” to read:

That this Conference calls on the National Executive Committee to negotiate a Transfer Policy across the Public and Civil Service with “like for like” corresponding grades.

**Limerick Health & Welfare Branch**

### 14. Proposed Amendment to Motion 216

Amendment: insert the words “directs the incoming NEC to seek” after “This Conference...” And also replace the word “that” with “where”

Amended Motion 216 to read

*This Conference directs the incoming NEC to seek the abolition of the current public sector sick leave policy where an employee is docked a full day SL hours when leaving work early due to being sick. An employee must be paid for hours worked and sick leave deducted appropriate to the amount of hours absent from work due to being sick.*

**South Tipperary Health & Community Branch**

### 15. Proposed Amendment to Motion 217

Insert the words “calls on the National Executive Committee to” after “That this Conference” and before the word “review” and to insert the word “is” in Line two after “day” and before “granted” to read:

*That this Conference calls on the National Executive Committee to review the bereavement policy where no day is granted for uncle/aunt/grandmother/grandfather.*

**Limerick Health & Welfare Branch**

### 16. Proposed Amendment to Motion 219

That this Conference calls on the National Executive Committee (NEC) to campaign for the adoption of a ‘Wellbeing at Work Strategy’ policy aligned with the ISO46003 standard in every workplace.

Rationale: Organisations traditionally prioritise reducing physical risks in the workplace, neglecting psychological safety.

Today the ISO 45003 introduces a global standard for managing psychological health risks, recognising their importance alongside physical hazards in the workplace.



Psychological hazards, including excessive workloads, poor communication, and job burnout, can lead to both mental and physical health problems over time, imposing costs on businesses and society.

Implementing ISO 45003 promotes a psychologically safe work environment, enhancing employee wellbeing, better relationships in workplace and productivity of staff.

Fórsa should now advocate for the adoption of a formal Wellbeing at Work policy aligned with ISO 45003 in every workplace to address these issues comprehensively as such a policy aims to ensure psychological health and safety for all employees, addressing aspects such as work organization, social factors, and the work environment.

**Legal Professional Branch**

## 17. Proposed Amendment to Motion 221

Replace the words "This AGM states that Forsa must do" with "This Conference directs that the incoming NEC"

Amended motion 221 to read:

*That this Conference notes the change in pension provisions to career average schemes for younger workers starting their working lives in recent years. This Conference directs that the incoming NEC do all in its power to advocate and ensure that pension schemes are fair and equitable and commensurate with the cost of living in this country. Considering that inflation rates are soaring, that the cost of owning a home or renting continues to soar to rates that are unaffordable for the average worker and that we are seeing more and more people who have worked all their lives and who are now facing pension poverty instead of income surety in their later years. Career averaged pensions will effectively increase the incidence of pension poverty in future generations.*

**South Tipperary Health & Community Branch**

## 18. Proposed Amendment to Motion 226

That this Conference call on the National Executive to insure that, where costs are paid by head office to a provider on behalf of a branch, that the branch receives a detailed invoice outlining their specific charges, following any Conferences, meetings etc., within 1 calendar month of the event/meeting so that the costs can appear in branch expenses / annual returns for the year in which they occurred.

**Dublin City Branch Local Govt**

## 19. Proposed Amendment to Motion 244

Rule Change - Composition of the NEC

This Conference notes that unions often include immediate past presidents as a member of the National Executive Committee (or equivalent). It is therefore proposed to amend the rule 23 in relation to NEC membership and to include the following wording:

*"The immediate Past President shall be a member of the National Executive Committee."*

**School Completion Programme Branch**

# Appendix six

## Amendments received late

### (a) Proposed Amendment to Motion 203

Proposed amendments to the NEC motions relating to retired members.

The original text of the nec motion is given below. Followed by proposed amendments and the text as it would appear following these amendments.

Motion 203

AFTER APPENDIX C ADD: Appendix D: Retired members and the Retired Members Professional Committee.

To appear:

APPENDIX D

RETIRED MEMBERS AND THE RETIRED MEMBERS PROFESSIONAL COMMITTEE

1. RETIRED MEMBERSHIP
  - (i) Retired members shall be associated with the branch relevant to their former employment, where such a branch is operational; however, they shall not be entitled to vote on matters subject to consideration by the branch. and shall only be entitled to speaking rights where such an entitlement has been agreed by a decision of the branch or if provided for within the relevant Standing Orders.
  - (ii) In the event of any dispute arising around the association of a Retired Member with a particular branch, Rule 44 shall apply, and the decision of the National Executive shall be final.
2. RETIRED MEMBERS PROFESSIONAL COMMITTEE
  - (i) The National Executive shall be responsible for organising Retired Members into the Retired Members Professional Committee.
  - (ii) The Retired Members' Professional Committee shall exist to advance the aims and interests of Fórsa members, retired public servants and other retired workers.
  - (iii) Retired Members who have paid their annual subscription, or have payment arrangements in place, and are not in arrears, shall be affiliated with the Retired Members Professional Committee.
  - (iv) The management of the Retired Members Professional Committee shall be vested in a committee, elected in accordance with standing orders ratified by the National Executive.
  - (v) Rule 25 shall apply to the governance of the Retired Members Professional Committee
  - (vi) A Retired Member shall be entitled to participate in the activities of the Retired Members Professional Committee and may avail of such benefits as might be determined from time to time by the National Executive.
  - (vii) The Retired Members Professional Committee may organise membership services and benefits specific to retired members, subject to ratification by the National Executive.

- (viii) The Retired Members Professional Committee may organise meetings and activities for Retired Members, provided that such meetings and activities do not conflict with the interests of the Union.

### 3. ELECTED POSITIONS

- (i) Retired Members shall not normally be entitled to hold Officer Positions outside of the Retired Members Professional Committee.
- (ii) Retired Members shall be entitled to be elected as Union Trustees.

### 4. UNION CONFERENCES

Representatives of the Retired Members Professional Committee shall be entitled to attend Union Conferences but shall not be entitled to vote in any matter of business. They shall, however, at the discretion of the Chair, be entitled to speaking rights.

#### PROPOSED AMENDMENT TO MOTION 203:

AFTER "AFTER APPENDIX C ADD: Appendix D:" DELETE "Retired members" and REPLACE WITH "Members in retirement".

AFTER "and the Retired Members", DELETE "Professional" and REPLACE WITH "Equivalent Grade" IN THE APPENDIX D TITLE, DELETE "RETIRED MEMBERS" and REPLACE WITH "MEMBERS IN RETIREMENT".

AFTER "AND THE RETIRED MEMBERS", DELETE "PROFESSIONAL" and REPLACE WITH "EQUIVALENT GRADE".

APPENDIX D 1 (i): DELETE "Retired members: and REPLACE WITH "Members in retirement".

AFTER: "shall be", DELETE "associated with" and REPLACE WITH "members of"

AFTER: "operational", DELETE : "however, they shall not be entitled to vote on matters subject to consideration by the branch. and shall only be entitled to speaking rights where such an entitlement has been agreed by a decision of the branch or if provided for within the relevant Standing Orders."

APPENDIX D 1 (ii)

DELETE "APPENDIX D 1 (ii) In the event of any dispute arising around the association of a Retired Member with a particular branch, Rule 44 shall apply, and the decision of the National Executive shall be final."

APPENDIX D 2 TITLE:

DELETE :Professional" and REPLACE WITH "Equivalent Grade"

APPENDIX D 2 (i):

DELETE "APPENDIX D 2 (i): The National Executive shall be responsible for organising Retired Members into the Retired Members Professional Committee."

APPENDIX D 2 (ii): Renumber as APPENDIX D 2 (i).

AFTER "Retired Members" DELETE "Professional" and REPLACE WITH "Equivalent Grade"

APPENDIX D 2 (iii): Renumber as APPENDIX D 2 (ii).

AFTER "shall be" DELETE "affiliated with" and REPLACE WITH "members of". AFTER : Retired Members, DELETE "Professional" and REPLACE WITH "Equivalent Grade".

APPENDIX D2 (iv):

DELETE "APPENDIX D2 (iv): The management of the Retired Members Professional Committee shall be vested in a committee, elected in accordance with standing orders ratified by the National Executive."

APPENDIX D 2 (v): Renumber as APPENDIX D 2 (iii).

AFTER "Rule 25 shall apply to", DELETE "the governance of".

AFTER "Retired Members:, DELETE "Professional" and REPLACE WITH "Equivalent Grade".

APPENDIX D 2 (vi): Renumber as APPENDIX D 2 (iv).

AFTER "A" DELETE " Retired". AFTER "Member" ADD "in retirement".

AFTER "Retired Members:, DELETE "Professional" and REPLACE WITH "Equivalent Grade".

APPENDIX D 2 (vii) Renumber as APPENDIX D 2 (v).

AFTER "Retired Members" DELETE "Professional" and REPLACE WITH "Equivalent Grade".

AFTER "specific to", DELETE "retired". AFTER "members" ADD "in retirement"

APPENDIX D 2 (viii) Renumber as APPENDIX D 2 (vi).

AFTER "Retired Members:, DELETE "Professional" and REPLACE WITH "Equivalent Grade".

AFTER: "activities for" DELETE " Retired". AFTER "members' ADD "in retirement'

APPENDIX D 3 (i): DELETE : "Retired". AFTER : "Members", ADD "in retirement".

AFTER "Retired Members:, DELETE "Professional" and REPLACE WITH "Equivalent Grade".

APPENDIX D 3 (ii): DELETE : "Retired". AFTER : "Members", ADD "in retirement".

APPENDIX D 4:

ADD "Two" BEFORE "Representatives"

AFTER "Retired Members", DELETE "Professional" and REPLACE WITH "Equivalent Grade"

AFTER "They shall however", DELETE "at the discretion of the Chair"

AMENDED MOTION To appear:

AFTER APPENDIX C ADD: Appendix D: Members in retirement and the Retired Members Equivalent Grade Committee.

APPENDIX D

MEMBERS IN RETIREMENT AND THE RETIRED MEMBERS EQUIVALENT GRADE COMMITTEE

1. RETIRED MEMBERSHIP

Members in retirement shall be members of the branch relevant to their former employment, where such a branch is operational.

2. RETIRED MEMBERS EQUIVALENT GRADE COMMITTEE

(i) The Retired Members' Equivalent Grade Committee shall exist to advance the aims and interests of Fórsa members, retired public servants and other retired workers.

(ii) Members in retirement who have paid their annual subscription, or have payment arrangements in place, and are not in arrears, shall be members of the Retired Members Equivalent Grade Committee.

(iii) Rule 25 shall apply to the Retired Members Equivalent Grade Committee.

(iv) A member in retirement shall be entitled to participate in the activities of the Retired Members Equivalent Grade Committee and may avail of such benefits as might be determined from time to time by the National Executive.

(v) The Retired Members Equivalent Grade Committee may organise membership services and benefits specific to members, in retirement, subject to ratification by the National Executive.

(vi) The Retired Members Equivalent Grade Committee may organise meetings and activities for members in retirement, provided that such meetings and activities do not conflict with the interests of the Union.

3. ELECTED POSITIONS

- (i) Members in retirement shall not normally be entitled to hold Officer Positions outside of the Retired Members Equivalent Grade Committee.
- (ii) Members in retirement shall be entitled to be elected as Union Trustees.

4. UNION CONFERENCES

Two representatives of the Retired Members Equivalent Grade Committee shall be entitled to attend Union Conferences but shall not be entitled to vote in any matter of business. They shall, however, be entitled to speaking rights.

**Retired Members Committee**

(b) Proposed Amendment to Motion 204

Proposed amendments to the NEC motions relating to retired members.

The original text of the nec motion is given below. Followed by proposed amendments and the text as it would appear following these amendments.

Motion 204

Existing rule:

7. RETIRED MEMBERS

- (i) A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6.
- (ii) A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union conference.

Proposed changes:

7 (i) AFTER: "in accordance with Rule 6." ADD: "Such members will be known as Retired Members."

7 (ii) DELETE: "A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union conference."

REPLACE WITH: "Retired Members shall be affiliated with the Retired Members Professional Committee, as shall be set out in Appendix D to these rules."

AFTER 7 (ii) ADD: 7 (iii): "A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Professional Committee."

To appear:

7. RETIRED MEMBERS:

- 1. A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6. Such members will be known as Retired Members.
- 2. Retired Members shall be affiliated with the Retired Members Professional Committee, as shall be set out in Appendix D to these rules.
- 3. A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Association.

PROPOSED Amendment to Motion 204 on Rule 7:

7. 1. DELETE "1" and REPLACE WITH "(i)"

AFTER: "in accordance with Rule 6." DELETE: "Such members will be known as Retired Members."

7. 2. DELETE "2" and REPLACE WITH "(ii)"

DELETE: "Retired Members"; REPLACE WITH: "Members who are in retirement"

DELETE: "affiliated with"; REPLACE WITH: "members of"

DELETE: "Professional Committee"; REPLACE WITH: "Equivalent Grade Committee, to which Rule 25 applies, and"

ADD: "The Retired Members Equivalent Grade Committee will concern itself with issues of particular relevance to members who are in retirement, including occupational pensions and associated terms and conditions, state pensions, social welfare benefits and entitlements, health matters, personal security, retirement planning, public transport issues and with other matters of specific interest to retired persons."

7. 3. DELETE "3" and REPLACE WITH "(iii)"

DELETE "A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Association."

REPLACE WITH: "A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union conference. A member who is in retirement shall be entitled to speaking rights but not to voting rights on the matter of any motions subject to consideration by a Union Branch, a Divisional Executive Conference, a National Conference, or any other matter outside of the Retired Members Equivalent Grade Committee."

AMENDED MOTION to appear:

7. RETIRED MEMBERS:

- (i) A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6.
- (ii) Members who are in retirement shall be members of the Retired Members Equivalent Grade Committee, to which Rule 25 applies, and as shall be set out in Appendix D to these rules. The Retired Members Equivalent Grade Committee will concern itself with issues of particular relevance to members who are in retirement, including occupational pensions and associated terms and conditions, state pensions, social welfare benefits and entitlements, health matters, personal security, retirement planning, public transport issues and with other matters of specific interest to retired persons.
- (iii) A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union conference. A member who is in retirement shall be entitled to speaking rights but not to voting rights on the matter of any motions subject to consideration by a Union Branch, a Divisional Executive Conference, a National Conference, or any other matter outside of the Retired Members Equivalent Grade Committee.

# Appendix seven

## Nominations

Nominations received by 12pm, Wednesday 28th February 2024

### PRESIDENT [1]

<b>Nominee</b>	<b>Branch &amp; Division</b>	<b>Nominating Branch</b>
Flood, Julie	Dublin City Local Government Branch; Local Government & Local Services Division	Fingal Local Government
Kelly, Sue	Dept. Social Protection Executive Grades Branch; Civil Service Division	Dept. Social Protection Executive Grades
Mooney, Bernie	Dublin South Health & Welfare Branch; Health & Welfare Division	Dublin South Health & Welfare
Tyrrell-Collard, Betty	Dublin Central Clerical Branch; Civil Service Division	Cork General Clerical Branch Dublin Central Branch IAA Executive Grades Science & Arts Attendants
Walsh, Martin	Louth Health and Local Government; Health & Welfare Division	Ballinasloe Boards & Voluntary Agencies Cavan Health & Local Government Civil Service No 1 Cork Health & Local Government Donegal Health & Welfare Donegal Local Government Dublin City Local Government Education No 1 FGE Branch Galway Health & Local Government Justice Executive Kildare Health Longford Health & Local Government Louth Health & Local Government Meath Health & Local Government Munster SNA Roscommon Health & Local Government School Completion Programme South Dublin County Council South Dublin South Leinster SNA Waterford Health & Local Government Westmeath Health & Welfare

## TREASURER [1]

<b>Nominee</b>	<b>Branch and Division</b>	<b>Nominating Branch</b>
Flood, Julie	Dublin City Local Government Branch; Local Government & Local Services Division	Dublin City Local Government
Hourigan, Seamus	Limerick Health & Welfare Branch; Health & Welfare Division	Limerick Health & Welfare Branch
Mooney, Bernie	Dublin South Health & Welfare Branch; Health & Welfare Division	Dublin South Health & Welfare
Smyth, Michael	School Completion Programme Branch, Education Division	Ballinasloe Boards & Voluntary Agencies Cavan Health & Local Government Civil Service No 1 Cork Health & Local Government Dublin City Local Government Dublin Central Donegal Health & Welfare Donegal Local Government Education No 1 Fingal Local Government Galway Health & Local Government Justice Executive Kerry Health & Local Government Kildare Health Longford Health & Local Government Louth Health & Local Government Meath Health & Local Government Munster SNA North Dublin North Leinster SNA Roscommon Health & Local Government School Completion Programme South Dublin County Council South Dublin South Leinster SNA Sligo Health & Local Government Waterford Health & Local Government Westmeath Health & Welfare
Tyrrell-Collard, Betty	Dublin Central Clerical Branch; Civil Service Division	Dublin Central IAA Executive Grades Science & Arts Attendants Cork General Clerical



**VICE-PRESIDENT [3]**

<b>Nominee</b>	<b>Branch</b>	<b>Nominating Branch</b>
Christopher, Robert	Road Safety Authority Professional Branch; Services & Enterprises Division	Road Safety Authority Professional
Crowe, Michael	Dept. of Social Protection Executive Grades Branch; Civil Service Division	Dept. Social Protection Executive Grades
Deane, Don	Central Statistics Office Cork Clerical Branch; Civil Service Division	CSO Cork Clerical Dublin Garda Clerical
Dillon, Pierce	An Bord Pleanála Branch; Services & Enterprises Division	Aviation Technical Officers Air Traffic Control An Bord Pleanála An Post Branch Eir Executive Fáilte Ireland Branch Teagasc General
Flood, Julie	Dublin City Local Government Branch; Local Government & Local Service Division	Ballinasloe Board & Voluntary Agencies Cavan Health & Local Government Civil Service No 1 Cork Health & Local Government Donegal Health & Welfare Donegal Local Government Dublin Central Dublin City Local Government Education No 1 Fingal Local Government Galway Health & Local Government Justice Executive Kildare Health Longford Health & Local Government Louth Health & Local Government Meath Health & Local Government Munster SNA Roscommon Health & Local Government School Completion Programme South Dublin County Council Sligo Health & Local Government Waterford Health & Local Government Westmeath Health & Welfare

**VICE-PRESIDENT [3] continued**

<b>Nominee</b>	<b>Branch</b>	<b>Nominating Branch</b>
Horigan, Tara	Health & Safety Authority Branch; Services & Enterprises Division	Ballinasloe Boards & Voluntary Agencies Cavan Health & Local Government Cork Health & Local Government Donegal Health & Welfare Education No 1 Fingal Local Government Galway Health & Local Government Justice Executive Kildare Health Longford Health & Local Government Louth Health & Local Government Munster SNA Roscommon Health & Local Government School Completion Programme Waterford Health & Local Government Westmeath Health & Welfare
Mooney, Bernie	Dublin South Health & Welfare Branch; Health & Welfare Division	Dublin South Health & Welfare
Smyth, Michael	School Completion Programme Branch; Education Division	Dublin Central
Tyrrell-Collard, Betty	Dublin Central Clerical Branch; Civil Service Division	Ballinasloe Boards & Voluntary Agencies Cork General Clerical Cork Health & Local Government Cavan Health & Local Government Dept. Transport Executive Grades Donegal Health & Welfare Dublin City Local Government Dublin Central Education No. 1 FGE Branch Fingal Local Government Galway Health & Local Government IAA Executive Grades Justice Executive Kildare Health Longford Health & Local Government Louth Health & Local Government Munster SNA Roscommon Health & Local Government School Completion Programme South Dublin County Council South Dublin South Leinster SNA Science & Arts Attendants Waterford Health & Local Government Westmeath Health & Welfare

# Appendix Eight

## Fórsa national conference 2024

### 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"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Name of principal delegate.....

Signature of pincipal delegate.....

Date..... Time .....

SOC signature ..... Date ..... Time.....

# Appendix Eight

## Fórsa national conference 2024

### 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"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Name of principal delegate .....

Signature of principal delegate .....

Date ..... Time .....

SOC signature ..... Date ..... Time .....

# Appendix Eight

## Fórsa national conference 2024

### 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"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Election..... Nomination.....

Name of principal delegate.....

Signature of pincipal delegate.....

Date..... Time .....

SOC signature ..... Date ..... Time.....

# Appendix Eight

## Fórsa national conference 2024

### 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"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Name of principal delegate .....

Signature of principal delegate .....

Date ..... Time .....

SOC signature ..... Date ..... Time .....





**FORSA**



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