



MINUTES OF FÓRSA'S 2020 BIENNIAL CONFERENCE 19 November 2020 at 10.30 am via Webex

In the Chair: Ann McGee, President

Attendance:

Delegates – 189

Registered Principal Delegates:

Rosaleen	Gaughan	Agriculture Food & Marine Executive
Michael	Peters	Agriculture No1
Gillian	Madigan	Agri-Labs
Andy	Mullins	Air Traffic Control
Jennifer	Sherry	An Bord Pleanala
Leonard	Sheils	An Post & Premier Lotteries
Sean	Kirwan	Arch & Eng & Htge Services
Niamh	McDonnell	Archivists
Orla	Buckley	Athlone CS Clerical
Bryan	Holmes	Aviation Marine Radio Officers AMRO
John	Sullivan	Aviation Safety
Sue	Kelly	Ballina Clerical
Elizabeth	Madden	Ballinasloe Health & Local Government
Helen	Canning	Boards & Voluntary Agencies
Eric	Kelly	Buncrana CS Clerical
Damien	McDonnell	Business, Enterprise & Innovation Executive
Annette	Heffernan	Cabin Crew
Kelly-Ann	Whelan	Carlow CS Clerical
Brenda	Maddock	Carlow H & LG
Karl	Horkan	Castlebar Clerical
Patrick	McGivney	Cavan H & LG
Anne	O'Malley	Cavan/Monaghan CS Clerical
Delamere	Maureen	Central Statistics Office Professional
Oisin	Murphy	Children & Youth Affairs Executive
Tom	Madden	Civil Service No 1

Stephanie	Kelly	Clare CS Clerical
Carmel	Devine	Clare H & LG
Vincent	Fagan	CLME
Colm	Marron	Coillte
Robbie	Cahill	Communications
Jeremiah	Higgins	Communications, Climate Action & Environment
Majella	Dowling	Communications, Climate Action & Environment Clerical
Ian	Thomas	Community Employment Supervisors
Helen	Linehan	Cork General Clerical
Liam	O'Briain	Cork H & LG
Derek	Bunyan	Courts Executive
Richard	Basteed	CSO Cork Clerical
Peter	Skelly	CSO Dublin Clerical
Noel	Fallon	CSO Executive
Tom	Cuddihy	Dairy Produce Inspectors
Maurice	Magee	Defence Galway Clerical
Declan	Egan	Defence Executive
Patrick	Dowling	Dept Of Environment Inspectors
Angela	McGinley	Donegal Health and Welfare
Bernard	McNeely	Donegal Local Government
Patricia	Dillon	Drogheda CS Clerical
Patricia	Spratt	Dublin Care Services
Betty	Tyrrell Collard	Dublin Central Clerical
Denice	Kirwan	Dublin City LG
Stephen	Broderick	Dublin Hospitals
Rosemary	Bracken	Dublin North H & W
Gina	Robinson	Dublin South H & W
Róisín	Cronan	Dun Laoghaire-Rathdown
Jane	McDermott	Dundalk CS Clerical
Daniel	Copperthwaite	EASP Clerical Dublin City Centre
Sean	Malone	EASP Clerical Navan Rd/Finglas/Ballymun/Blanchardstown
Tom	Whelan	EASP Clerical Tallaght/Clondalkin/Ballyfermot/Nutgrove
Mairead	Mullen	Education & Skills Clerical Dublin
Eddie	Quinn	Education & Skills Executive Grades
Breda	Halley	Education No 1
Paul	McCavera	Educational Welfare Services
Ian	Patel	EIR Executive
Teresa	Barrett	Employment Affairs & Social Protection Executive
Deirdre	Phelan	Examinations & Assessment

Tony	Dawson	Failte Ireland
Ellen	Brennan	FGE
Kieran	Murphy	Finance/Per Clerical
Michael	Whyms	Fingal
Noeleen	Murtagh	Food Safety Authority
Charmaine	McGowan	Food Safety Promotion Board
Brian	Hanniffy	Foreign Affairs & Trade Executive
Osai	Kelly	Foreign Affairs Clerical Dublin
Stephen	Dr Clifford	Forensic Science
Bernadette	Bradley	Galway CS Clerical
Evan	Stapleton	Galway H & LG
Liam	McLoughlin	Garda Branch Executive
David	Begley	Health & Children Clerical
Nicola	Matthews	Health Executive
Gina	O'Brien	Higher Education
Alan	Smith	Housing, Planning, Community & Loc Govt. Executive
Geraldine	Hickey	IAA Executive
Evan	Cullen	IALPA
Gael	Scanlan	Irish Museum of Modern Art
John	Morton	Irish Youth Justice
Carol	Smith	Justice & Equality Clerical Dublin
Colm	Henry	Justice & Equality Executive
Saskia	Scholze	Kerry CS Clerical
Seamus	Smith	Kerry H & LG
Sharon	Rowan	Kildare CS Clerical <i>(unable to access conference, technical issues)</i>
Chris	Harrison	Kildare H & W
Margaret	O'Dwyer	Kildare LG
Sheila	Hanrahan	Kilkenny CS Clerical
Orla	Carroll	Kilkenny H & LG
John	Ross	Killarney CS Clerical
Deirdre	Alexander	Laois H & LG
Michael	Collins	Legal Officers
Paul Anthony	Ward	Legal Offices Executive
Annette	Collins	Legal Professional
Niall	Convey	Leitrim CS Clerical
Finbarr	Keaney	Leitrim H & LG
Tony	Gallagher	Letterkenny CS Clerical
Geraldine	McCarthy	Limerick (Health)
Susan	Sherin	Limerick (Local Govt)

Kieran	O'Connor	Limerick CS Clerical
David	Orford	Local Enterprises
Anne	Halion	Local Government Auditors
Jon	Corry	Longford CS Clerical
Fiona	Baskett	Longford H & LG
Barbara	Kelly	Louth H & LG
Cormac	Craven	Marine (New)
Ann Marie	Walsh	Mayo H & LG
Stephen	O Hare	Meath H & LG
Eimear	Lavelle	Medical Assessors
Eoghan	Harney	Meteorologists
Carol	McGeough	Monaghan H & LG
Helen	Shaw	Mullingar CS Clerical
Michael	Clarke	Municipal Employees
Marcel	McCafferty	National Education & Training Board
Joanne	Carroll	National Library
Pascal	Tobin	O.P.W Executive
Niamh	Puirseil	OCFA
Patricia	Mellsop	Offaly H & LG
Aisling	Byrne	Oireachtas Executive
Jim	Harvey	Oireachtas Ushers
Brian	Burns	OPW Clerical Dublin
Steven	Pilgrim	Ordnance Survey
Ciarán	Howley	PAS Executive
Tony	Conlon	Pension Services Office Clerical Sligo
Mary	Dunne	Portlaoise CS Clerical
Ger	Power	Post-Primary Inspectors
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Paul	Smith	PRA Executive
John	Clarke	PRA Professional & Technical
Clare	Griffin	Primary Schools Inspectors
Sean	Lowde	Probation Officers
Adele	Picard	Professional Accountants
John	Eivers	Professional AG Inspectors
Caitriona	McDonnell	Property Registration Authority Clerical Dublin
Sarah	McGillicuddy	Psychologists
Owen	Matthews	Revenue Clerical Cork
Joy	Cooling	Revenue C&E Dublin
Martin	Gallagher	Revenue Clerical Ashtown Gate

Denise	Soper	Revenue Clerical Dublin Central
Jean	Taylor	Revenue Clerical Dublin North Central
Sean	Upton	Revenue Clerical Dublin South Central
Sarah	Kinehan	Revenue Clerical Limerick
Siobhan	Kiely	Revenue Clerical Nenagh
Gearoid	McGrath	Revenue Clerical Rosslare
Connie	Gray	Revenue Clerical Tallaght
Nicola	Cuddihy	Revenue Clerical Waterford
BJ	McAteer	Revenue Executive
Dion	Hegarty	Roscommon H & LG
Declan	Treacy	RSA Executive
Billy	Gallagher	RSA Professional
Caoimhín	Ó Tuathail	Rural & Community Affairs Executive
James	Kavanagh	School Completion Programme
Luisa	Carty	School Secretaries
Willie	Doyle	Science & Arts Attendants Dublin
Denis	Conway	Sligo CS Clerical
Pat	Fallon	Sligo H & LG
Eilise	McGarrell	SNAs Connaught Ulster - NW
Noreen	O'Mahony	SNAs Munster - SW
Yvonne	Connolly	SNAs North Leinster - NE
Annette	Murphy	SNAs South Leinster - SE
Noel	McCarthy	South Dublin
Marian	Cody	Special Educational Needs Organisers
Ciaran	Kissane	State Enterprises No1
Patricia	Carter	State Laboratory
Niall	McGuirk	Taoiseach Executive
Grace	Conlon	Teagasc General
Sinead	Collins	Third Secretaries
Paula	Gilman	Tipperary CS Clerical
Vincent	Savage	Tipperary Local Government
Gerardine	Barrett	Tipperary North Health and Community
Colette	O'Connell	Tipperary South Health and Community
Deirdre	Ryan	Transport Clerical Shannon
Mary	Gallagher	Transport Tourism Executive
Eithne	Flynn	Tullamore CS Clerical
Sonia	Hampson	Valuation Office Executive
Francis	Burke	Visually Impaired Branch
Margaret	Warner	Waterford CS Clerical

Andrew	Meaney	Waterford H & LG
Charney	Weitzman	Westmeath H&W
Edel	Scally	Westmeath Local Government
Camilla	McMahon	Wexford CS Clerical
Kate	Miskella	Wexford H & LG
Veronica	Farrell	Wicklow CS Clerical
Margaret	Coughlan	Wicklow Health
Ronan	O'Conchobhair	Wicklow Local Authority

NEC

Debbie	Brennan
Melissa	Brennan
Margaret	Coughlan
Michael	Crowe
Evan	Cullen
Cormac	Donoghue
Julie	Flood
Eugene	Gargan
Donald	Gibney
Alan	Hanlon
Clodagh	Kavanagh
Seamus	Kavanagh
Sue	Kelly
Helen	Linehan
Ann	McGee
Niall	Mullally
Antoinette	Mullen
Thomas	Murtagh
Jarlath	O'Connor
Kathleen	O'Doherty
John	O'Flanagan
Noreen	O'Mahony
Kevin	O'Malley
Gerry	O'Quigley
Corinne	Phelan
Steve	Pilgrim
Sean	Reid
Michael	Smyth
Michelle	Spearman Geraghty
Jean	Taylor
Betty	Tyrrell Collard
Martin	Walsh

SOC

Larry	Dunne	Civil Service
Helen	Lundy	Civil Service
Eileen	Coman	Education
Audrey	Warren	Education
Gerry	Foley	Chairperson
Jennifer	Verling	Health and Welfare
Rose Marie	Conroy	Local Government and Local Services
Stephen	Murphy	Local Government and Local Services
Thomas	Kavanagh	Municipal
Michael	Kieran	Municipal
Anna	Farrell	Services and Enterprises
Teresa	Kearns	Vice Chairperson, Services and Enterprises

Also present:

Trustees

Alice	Hennessy
Gerry	Monaghan
Mary	McPartland

Staff

Kevin	Callinan	General Secretary
Matt	Staunton	Deputy General Secretary
Eoin	Ronayne	Deputy General Secretary
Bernard	Harbor	Head of Communications
Billy	Hannigan	National Secretary
Derek	Mullen	National Secretary
Eamonn	Donnelly	National Secretary
Andy	Pike	National Secretary

Guests

Liz	Snape	Unison
Herbert	Beck	Verdi, Germany

1 Opening of Conference

The Conference was opened by the President, Ann McGee

The President welcomed all attendees and outlined arrangements for the virtual conference.

The President introduced officials involved in the conference. She expressed sympathies to Peter Nolan on the recent death of his brother Tony.

Best wishes were extended to Angela Kirk, National Secretary, Services and Enterprises Division, on her retirement and also to Shay Cody and Tom Geraghty.

A minute's silence was held for Eileen Sweeney, ICTU and Willie Sargent, OPW branch and for all deceased family and friends of members.

2. Adoption of general standing orders for conference

Vote No. 1

Adoption of Standing Orders Report and General Standing Orders

Gerry Foley, Chair Standing Orders Committee

Standing Orders Committee reports 1 – 4

Proposed by Gerry Foley, Chair, Standing Orders Committee

ADOPTED

Video Presentation: Hidden Heroes

3. President's address to conference

The President Ann McGee addressed conference.

4. Ratification of outcome of officer elections

President

Michael Smyth

Vice-Presidents

Martin Walsh

Eugene Gargan

Ann McGee

Treasurer

Kevin O'Malley

Proposed by Rosemary Conroy, Returning Officer.

Agreed.

5. Video presentation: Fórsa – the first three years

6. Address by Kevin Callinan, General Secretary

**7. Fórsa biennial report 2018-2020 and Supplementary report to conference
March – October 2020**

Endorsement requested by President Ann McGee. Adopted.

8. Video presentation – Patricia King, General Secretary, ICTU

9. Vote No. 2

Conduct of Union Affairs

Motion 1: National Executive Committee. Proposed by Michael Smyth, NEC
Carried

10. Video presentation – Michael D Higgins Uachtarán na hÉireann

11. Covid-19 response

Motions 2, 3, 4 and 5

Vote No. 3

Motion 2: National Executive Committee. Proposed by Margaret Coughlan, NEC
Carried

Vote No. 4

Motion No. 3: Probations Officers' Branch.

Proposed by Sean Lowde

C Weitzman Westmeath H&W proposed remission of the motion. Following a vote, the motion was remitted.

Remitted

Vote No. 5

Motion 4: Probation Officers Branch. Proposed by Sean Lowde, Probation Officers
Proposal for remission.

Carried

Motion No. 5:

Covered by Motion 2

Vote No. 6

Standing Orders Committee Report No. 5

The President outlined Standing Orders Report No 5.
Adopted

The President thanked all involved in the Charity Cycle. Details for contributing/donations to be reissued to branches as requested.

12. Conference adjourned

13. Conference resumed in closed session

14. Video presentation on behalf of Common Ground.

15. Treasurer's report

The President and Treasurer thanked Fórsa's Accounts staff for work involved and wished Anna Leonard well in her retirement. It was noted that branch queries in relation to the Treasurer's Report had been submitted by branches in advance of conference.

Noel Fallon, CSO Executive Grades branch raised a query regarding the date of branch returns, which Eoin Ronayne addressed.

Noel Fallon raised a number of other queries which Eoin Ronayne responded to.

16. Vote No. 7

Adoption of treasurer's report and union accounts 2018 and 2019

Adopted

17. Vote No. 8

Motion 9: Appointment of trustees

Proposed by Treasurer, Kevin O'Malley.
Carried

Following a discussion, it was agreed that for future panels bios on each nominee would be provided as nominees may not be known to all branches.

18. Video Presentation from Jan Willem Goudriaan, General Secretary of European Federation of Public Service Unions (EPSU)

19. Minutes of conference 2018, progress on motions (conference 2018) and report on proposed action on motions

Amendments to Conference Minutes 2018

Agenda item 8.3

The 2018 report refers to election of Michael Smyth to the role of Senior Vice President but should refer to Maura Cahalan as Senior Vice President.

Agenda item 9

The Treasurer's Reports and Accounts 2014/2015 should read:
Treasurer's Reports and Accounts 2016/2017

Report as amended adopted

20. Open Session

21. Video presentation on the work of the Strategic Organisational Review Project

22. Report on Strategic Organisational Review Project by Kevin Callinan, General Secretary.

Delegates (Noreen O'Mahony, SNA Munster; Seamus Smith, Kerry Branch; Pat Fallon, Sligo H&W; Ciaran Kissane, State Enterprises No. 1) spoke and gave the SORT programme their full support.

Video presentation – Developing World Fund

Vote No. 9

23. Jobs and pay

Motions 6 and 7

Teresa Barrett, EASP Executive grades, proposed amendment – adopted.
On behalf of the NEC Kevin Callinan proposed motion 6, adopted under Vote no. 9.

The President thanked Teresa Barrett for her commitment to the union and wished her well on her retirement.

Motion No. 7 was covered by Motion No. 6.

Carried

Vote No. 10

24. Motion 8: Reducing and reorganising working time

Proposed by Eugene Gargan on behalf of the NEC.

Carried

Vote No. 11

Emergency Motion No. 1 (Standing Orders Report No. 5)
Proposed by Liam O'Briain, Cork Health & Local Government.

Carried

25. Distinguished service awards

There were none.

26. Closing business

Closing speech by Ann McGee, President
Michael Smyth, President Elect
Eoin Ronanye, Deputy General Secretary

Conference closed.