

Civil Service Division

► Conference 2019



Agenda

Newpark Hotel,
Kilkenny
8th-10th May 2019

FORSA

FÓRSA



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COVER PHOTOS

Delegates attending the 2018
Civil Service Divisional Conference.
Photos: Domnick Walsh.

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Conference timetable

Wednesday 8th May

16.00	Opening of conference Appointment of scrutineers Appointment of tellers Adoption of general standing orders for conference Standing Orders Committee reports Chairperson's address
17.00	Diversity issues: Motions 170 to 175
17.30	Address on behalf of the employee assistance service
17.40	Promotions and training: Motions 176 to 202
18.15	Annual, special, sick leave: Motions 147 to 169
18.55	Unreached numbered motions
19.00	Close of conference

Thursday 9th May

9.30	Conference resumes Election arrangements
9.35	Address by Derek Mullen, Head of Fórsa Civil Service Division
9.45	Pay and allowances: Motions 1 to 33
11.30	General conditions of service: Motions 119 to 146
13.00	Lunch
14.00	Superannuation: Motions 50 to 70
15.00	Organisation of the Civil Service: Motions 71-118
16.30	Increments and higher scales: Motions 34-49
18.00	Close of conference

Friday 11th May

10.00	Organisation of the Civil Service Division: Motions 203 to 245
11.00	General: Motions 246 to 255
11.45	Unreached numbered motions
12.00	Close of conference

General standing orders for conference

1. These standing orders shall be read in conjunction with the constitution of the union. If there is conflict on meaning then the constitution shall prevail.
2. The Standing Orders Committee shall recommend the timetable for Conference and the order in which motions and amendments submitted shall be taken. When the time allotted to a group of motions has elapsed, the chairperson shall allow the debate in progress to finish. S/he shall then proceed to the next group of motions, thus guillotining any remaining motions in the current section. Such guillotined motions may be taken up by the chairperson later in Conference as time permits. Otherwise they are automatically referred to the appropriate executive committee.
3. Unless otherwise decided by Conference, only one motion may be before Conference for discussion at any time.
4. Individual motions and amendments should be proposed by a speaker from the appropriate executive committee or from the branch which gave notice of the motion or amendment. Where no delegate of that branch is present, the motion may be proposed by any other member of Conference. In the case of motions in common debate, all motions and amendments shall be deemed to be formally proposed, unless the Conference has been given advance notice that the proposer of a motion or amendment does not wish it to be proposed. There is no requirement for any motion or amendment to be seconded. Once the agenda has been adopted, motions may only be withdrawn with the agreement of conference.
5. Only members of Conference as defined by Rules 16(i) and 20(ii) of the equivalent grade committee representatives as defined in Rule 25(ii)(e) of the Constitution may address Conference.¹ This rule shall not preclude the Standing Orders Committee from making recommendations to Conference, which shall be considered immediately by Conference.
6. Unless otherwise agreed by Conference, no member shall address Conference unless s/he is proposing or speaking to a motion or amendment or
 - (i) is raising a point of order; or
 - (ii) is raising a point of fact; or
 - (iii) is delivering the chairperson's address.
7. All speakers should address Conference from the rostrum or microphone, and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant Executive Committee and members of staff will be limited to three (3) minutes when clarifying points or answering questions.
8. Where several motions and/or amendments submitted deal with the same topic, Standing Orders Committee may produce a composite or comprehensive motion. If it is not possible to do this, there may be a common debate on the issue covered by the group of motions and/or amendments. The first speaker on behalf of the proposing branch or the first speaker on behalf of the DEC in the case of motions proposed by the DEC shall be deemed to be the proposer of the motion. Each proposer shall have a maximum of four (4) minutes. In the subsequent debate, no-one may speak more than once, but each speaker may refer to any of the motion(s)/amendment(s) then before conference, up to a maximum of three (3) minutes. Proposers of motions taken in common debate shall, subject to the discretion of the conference chairperson, have the right of reply but only in respect of the motion proposed by her/him and the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. When the chairperson is satisfied that sufficient time has been allowed for debate, each motion and/or amendment shall be voted on separately in accordance with the relevant Standing Orders Committee report.
9. Amendments to amendments may not be moved, even under the terms of Rules 17(ix) and 21(ix) of the constitution.
10. Except as otherwise provided, no member of Conference shall speak to a motion more than once. For the purpose of this standing order, an amendment to a motion and a motion which has been amended shall each be considered to be a new motion.
11. Subject to the discretion of the conference chairperson, the proposer of a substantive motion, not in common debate, shall have a right to reply immediately before the motion is put to conference, provided that opposition has been expressed or clarification has been requested. However, the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. The proposer of an amendment shall not have a right of reply.
12. The following types of motion may be moved at any time:
 - i. Motion to "refer to the National Executive Committee or Divisional Executive Committee." The chairperson of conference will then ask the proposer of the motion or amendment if s/he agrees. If not, there will be a short debate on the motion to refer, before Conference decides the issue by voting. If the motion to refer is defeated, the original debate will continue.
 - ii. Motion "that the question be now put." This motion may only be put to Conference if the chairperson is satisfied that a reasonable amount of time for debate has been allowed. If the chairperson is so satisfied, the motion shall be put without discussion.
 - iii. Motion "that Conference proceeds to next business." After this motion has been moved the proposer of the motion/amendment under discussion has the right to speak briefly against the procedural motion, which shall then be put without further discussion. If it is defeated, debate shall continue on the original motion/amendment.
 - iv. Motion to "suspend standing orders." Such a motion shall state the purpose and period of time for which standing orders shall be suspended. This procedural motion must be passed by three-quarters of the delegates present and voting to be adopted.
13. If two or more members of Conference wish to speak, the chairperson will call on the members whom s/he first observes, except that when a member of the Standing Orders Committee rises, s/he shall be the next to speak.
14. If, in the opinion of the chairperson, grave disorder has arisen, s/he may at her/his discretion, adjourn the meeting for a specified time.
15. Mobile phones may not be used in the conference hall while Conference is in session.
16. No literature, other than conference documents – agenda, minutes and reports – may be circulated in the conference hall without the express advance approval of Conference by a simple majority of delegates present and voting.
17. No smoking or vaping is permitted in the conference premises.

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

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

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

Ballot paper

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

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

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

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

Returning Officer

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

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

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

Valid ballot papers

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

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

First count

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

The quota

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

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

Distribute or eliminate?

The biggest causes of confusion in the PR system are:

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

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

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

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

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

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

The order in which surpluses are distributed is as follows:

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

The order in which candidates are eliminated is as follows:

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

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

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

Physical transfer of ballot papers

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

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

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

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

Elected without reaching the quota

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

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

Result sheet

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

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

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

Re-count

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

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

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

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

Fórsa conference election procedures

Rule 19 covers the divisional executive and its officers.

In the case of the Civil Service Division, the Divisional Executive includes a chairperson or cathaoirleach, two vice-chairpersons or leas-cathaoirligh, and provides that the chairperson or cathaoirleach and vice-chairpersons or leas-cathaoirligh shall not be from the same constituency. The constituencies are: former CPSU, former IMPACT, and former PSEU.

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

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

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

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

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

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

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

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

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

April 2019

Standing Orders Committee

Standing Orders Committee Report No.2

Civil Service Division

Siobhan Daly
Helen Lundy

Education Division

Eileen Coman
Maggie Ryan

Health and Welfare Division

Gerry Foley
Gina McDonald

Local Government and Local Services Division

Kathryn Collins
Rosemarie Conroy

Municipal Employees' Division

James Cole
Tom Kavanagh

Services and Enterprises Division

Teresa Kearns
Anna Farrell

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

1. Motions and nominations received

Two hundred and sixty (260) motions were received by the deadline and two hundred and fifty-five (255) are included on the final agenda, with motion 66 being shown from two branches containing the exact same wording giving an actual 255 on the agenda.

All nominations received in time are set out as Appendix One of this conference booklet for your information.

Some motions and nominations were received late and are not recommended for the final agenda. These are set out in Appendix Two of this conference booklet.

One branch wrote to the SOC attaching motions after the issue of the preliminary agenda. These motions are appended but have not been allocated numbers and do not appear on the final agenda.

2. Motions and nominations considered to be out of order

Four (4) motions were considered to be out of order. Motion 256 because of its wording and the fact that it would be more appropriate to the next Biennial Delegate Conference and in the case of Motion 257 it would require a rule change. Motion 258 in fact, seeks to amend the instrument of amalgamation which is immutable.

A further motion was ruled out of order by the SOC who took legal advice as it identified an individual member of the union and the solicitor strongly advised against even publishing it on the agenda. The SOC having received this advice, decided to follow it, and will not be publishing this motion in these standing orders reports.

The SOC has adjusted the union terminology in some motions to make them in order.

The SOC has noted that in one instance a branch nominated a member for the NEC, but did not nominate him for the DEC. This nomination is deemed out of order and will not appear either in this booklet or on the NEC ballot papers.

3. Motions appropriate to divisional conference

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

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

4. Amendments received

A total of seven (7) amendments were received by the deadline as set out in rule. No amendments were received late.

5. Amendments considered out of order

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

6. Advisory motions

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

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

The following motions are advisory:

Motions 1 to 5, 11 to 13, 18 to 23, 119 to 130, 147 to 154, 172, 203 to 246.

7. Common debates

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

Motions 1 to 5

Motions 11 and 12

Motions 14 to 16

Motions 18 to 23

Motions 34 to 37

Motions 42 and 43

Motions 44 to 46

Motions 50 and 51

Motions 52 to 56

Motions 82 to 84

Motions 101 and 102

Motions 105 to 108

Motions 119 to 130

Motions 133 to 136

Motions 137 and 138

Motions 140 and 141

Motions 147 to 154

Motions 160 to 162

Motions 163 and 164

Motions 166 and 167

Motions 182 and 183

Motions 193 and 194

Motions 203 to 206

Motions 226 to 228

Motions 238 and 239

Motions 240 and 241

Motions 249 and 250.

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

8. Guillotined motions

These will be taken during conference at the end of other sections if time permits, with the balance, if any, of guillotined motions being taken at the end of conference.

It is recommended that guillotined motions be taken in the order they were guillotined, with all guillotined motions in a section being completed before moving to the next set of guillotined motions.

9. Standing orders committee

The standing orders committee for the Civil Service Division is Siobhan Daly, and Helen Lundy. However these will be assisted by other members of the national SOC as necessary at the divisional conference. The names of the 12 SOC members are set out elsewhere in this document.

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

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

11. Withdrawal/remission of motions

The SOC has not been made aware at the time of drafting this report of any proposing branches seeking or agreeing to the withdrawal or remission of any of the numbered motions from the preliminary agenda issued on 13th March 2019. Any branches attending conference who wish to do so may use the form supplied at the back of this conference booklet.

12. Withdrawal of nominations

The SOC has been notified at the time of writing this report that Alan Hanlon will not be a candidate for the National Executive Committee. However, he is still a candidate for the Divisional Executive Committee. The SOC wish to advise that if any branches are of a mind to do so and would prefer for these not to appear on the ballot papers issued at conference then they must be requested by noon on Wednesday 24th April 2019. Nominations may be withdrawn at the conference before the elections using the form supplied at the back of this agenda booklet.

13. Emergency motions

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

14. Composite motions

The number of motions received, even when those considered as out of order are excluded (255), is very substantial. It is highly unlikely that all of these can be properly discussed at Conference given the time available to Conference for motions and the other items of conference business. As such, the SOC has considered how best to try deal with all of the conference business.

The general approach by the SOC in these matters in relation to Conference business is as follows: Where several motions and/or amendments submitted deal with the same topic, the SOC in accordance with General Standing Order No.8, may produce a composite or comprehensive motion for the final agenda.

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

Branches and Divisional Executive members who have queries or who wish to seek changes to standing orders or SOC reports are asked to contact the SOC as soon as possible, preferably well before conference. The SOC will also be available in the conference hotel to branches on the opening day Thursday 8th May 2019, from 1pm to 2pm.

Motions

Pay and allowances

Motion 1 – Dundalk General Branch

This Conference instructs the Executive to seek full restoration of pay and conditions to what they were and a full reversal of the measures imposed under FEMPI.

Withdrawn Amended Carried Not Carried Remitted

Motion 2 – Sligo General Branch

This Conference instructs the incoming Executive to ensure that all remaining cuts imposed under the FEMPI legislation, including the free extra hours imposed per week, be reversed in full before new pay talks in 2020.

Withdrawn Amended Carried Not Carried Remitted

Motion 3 – Legal Professional Branch

This Conference instructs the new Divisional Executive Committee of Fórsa that in the next agreement with Government Fórsa must target a pathway to restore full pay to the remaining 10% of civil servants still effected by FEMPI pay provisions.

Withdrawn Amended Carried Not Carried Remitted

Motion 4 – Employment Affairs and Social Protection Executive Grades Branch

That this Civil Service Divisional Conference instructs the incoming Civil Service Executive to pursue the complete removal of the Financial Emergency Measures in the Public Interest (FEMPI) legislation; the restoration of outstanding pay due to employees, resulting from the reductions under FEMPI, and to pursue actual pay increases for existing civil service trade union members.

Withdrawn Amended Carried Not Carried Remitted

Motion 5 – FGE Branch

FEMPI legislation: This Branch notes the slow progress in attempts to repeal same and calls on the incoming CSDEC through Fórsa to seek to speed up this process with particular reference to having the 2 ½ hours worked a week under FEMPI repealed. This Branch also calls for the lifting of the ½ hour/1 hour overtime sacrificed each week under FEMPI by many of our members.

Withdrawn Amended Carried Not Carried Remitted

Motion 6 – Garda Executive Grades Branch

This Conference instructs the incoming Executive to demand the immediate removal of additional free hours worked under the Lansdowne Road Agreement (LRA) with the hourly pay rate restored to original levels prior to introduction of LRA agreement. Also have all additional free hours worked paid to date and fully reflected in members' pension entitlements.

Withdrawn Amended Carried Not Carried Remitted

Motion 7 – Cork General Clerical Branch

This Conference instructs the incoming Civil Service DEC to negotiate pay increases in line with current pay increases in the private sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 8 – Employment Affairs and Social Protection Executive Grades Branch

That this Fórsa Civil Service Divisional Conference instructs the incoming Fórsa Civil Service Divisional Executive to pursue actual percentage or flat rate pay increases for all civil servants that would be in excess of the income adjustments under the PSSA 2018-2020 as a matter of urgency as part of the next round of pay talks especially in order to retain serving civil servants.

Withdrawn Amended Carried Not Carried Remitted

Motion 9 – Cork CSO Clerical Branch

This Conference instructs the incoming Civil Service Divisional Executive Committee to seek to address the issue of low pay for civil service clerical officers.

Withdrawn Amended Carried Not Carried Remitted

Motion 10 – Longford Clerical Branch

This Conference calls on the incoming Executive to seek to have the Central Statistics Office (CSO) to release average earnings by grade alongside the average wage for the entire Civil Service. By doing this, the notion that all civil servants are overpaid can be disproven, and it will highlight the realities of low pay in regards to clerical officers.

Withdrawn Amended Carried Not Carried Remitted

Motion 11 – Agriculture, Food and Marine Executive Grades

This Conference instructs the incoming DEC to request the official side to ensure that HR in every department notify staff in the payroll shared services centre and PeoplePoint of the additional payment entitlements of ex-Revenue staff. These payments (known as APTH and/or top up allowances) are regarded as pay for both national wage increases and pension/lump sum calculation purposes.

Withdrawn Amended Carried Not Carried Remitted

Motion 12 – Agriculture, Food and Marine Executive Grades Branch

This Conference instructs the incoming DEC to request the official side to explain the following; why ex-Revenue EO and HEOs in the Department of Agriculture, Food and the Marine who are in receipt of an APTH and/top up allowance are being issued notices from personnel division informing them that they are being assigned to the executive officer (and HEO) higher pay scales and being asked to confirm their acceptance, when there is no monetary gain for them due to the APTH and/top up allowance. We are concerned that these ex-Revenue EOs are being counted as higher scale EOs within the department and possibly preventing other EOs from progressing onto the higher pay scales.

Withdrawn Amended Carried Not Carried Remitted

Motion 13 – Civil Service No.1 Branch

This Conference calls for the immediate restoration of proper pay levels for new entrants and to colleagues on the same grade who are on lower pay.

Withdrawn Amended Carried Not Carried Remitted

Motion 14 – Dublin Central Clerical Branch

This Conference requests the incoming Executive to seek pay restorations; re-negotiate previous agreement to now of skipping pay point four and eight on post-2010 clerical officer pay scales. Proposal for any staff affected to skip the two very next pay points to realign with rest of colleagues pay scales.

Withdrawn Amended Carried Not Carried Remitted

Motion 15 – Defence Executive Grades Branch

This Conference instructs the incoming Executive Committee, as a matter of priority, to seek the permanent removal of two extra increment points imposed on post-2011 entrants. As it is noted the recent pay interventions, under the Public Service Stability Agreement 2018-2020, that these increment points were only skipped and still remain in place.

Withdrawn Amended Carried Not Carried Remitted

Motion 16 - OCFA Branch

Given:

- (a) the financial hardship affecting post-2010 entrants to houses of the Oireachtas in specific professional and technical grades as a result of being put at the first point of a modified pay scale that begins two points below the first point of the pay scale of pre-2010 entrants;
- (b) the inequity of civil and public servants in certain professional and technical grades doing the same work as pre-2010 entrants but receiving different levels of pay (in some cases half the pay of colleagues at equivalent level who began one point further up the same pay scale);
- (c) the educational qualifications and experience of the staff concerned, and the starting salaries on offer in similar professional posts outside the Civil Service against a backdrop of an economy nearing full employment; and
- (d) the difficulties in recruitment and particularly retention of these highly qualified staff (the library and research service in particular has experienced very high attrition rates in excess of 70% between 2009 and 2017 while the debates section has found it hard to recruit for specialist positions such as Irish language reporters);

This Conference calls for:

- incremental credit to be awarded to post-2010 entrants based on their experience and professional qualifications (in keeping with the practice for professional and technical grades recruited pre-2010 at the time of their initial recruitment);
- compensation to be awarded to these staff for loss of earnings;
- Fórsa to secure these claims and to secure the revision of the pay scales of professional and technical grades within the houses of the Oireachtas such that they are the same as the pay scales of pre-2010 entrants to provide full pay restoration, reaffirming the principle of equal pay for staff who do the same work.

Withdrawn Amended Carried Not Carried Remitted

Motion 17 – Architectural, Engineering and Heritage Branch

This Conference is seeking that the pay scales of the architect grade in the Civil Service appropriately reflect the imposition of being required to be registered on the register of architects, and that they be required to carry out the additional duties of acting as design certifier and assigned certifier, under the Building Control (Amendment) Regulations 2014 and also as project supervisor for the design process under the 2006 Construction Regulations.

Withdrawn Amended Carried Not Carried Remitted

Motion 18 – CLME Branch

Conference asks for the payroll costs of the pay benefits that accrued from Labour Court Recommendation No.21900 to be identified and set out to the membership. Conference calls for this amount to be payable across all grades.

Withdrawn Amended Carried Not Carried Remitted

Motion 19 – CLME Branch

Conference notes the recent Labour Court Recommendation No.21900 and concludes that it implicitly reintroduces local bargaining as a vehicle for progressing claims. Conference declares that the absence of local bargaining has been an inhibitor to progressing members’ pay and conditions. Conference calls for the reintroduction of local bargaining as a vehicle for progressing members’ claims.

Withdrawn Amended Carried Not Carried Remitted

Motion 20 – CLME Branch

Conference notes the recent Labour Court Recommendation No.21900 and remarks upon its subject matter as recruitment and retention. Conference declares that there is also an amount of restoration outstanding. Conference reminds the CSDEC that restoration is still a live issue. In this context the CSDEC is requested to toughen up the Fórsa approach when preparing for future pay talks with the employer in the matter of restoration of hours.

Withdrawn Amended Carried Not Carried Remitted

Motion 21 – Legal Professional Branch

Conference asks for the payroll costs of the pay benefits that accrued from Labour Court Recommendation No.21900 to be identified and set out to the membership. Conference calls for this amount to be payable across all grades without delay.

Withdrawn Amended Carried Not Carried Remitted

Motion 22 – Legal Professional Branch

Conference notes the recent Labour Court Recommendation No.21900 and concludes that it implicitly reintroduces local bargaining as a vehicle for progressing pay claims. Conference declares that the absence of local bargaining has been an inhibitor to progress, as the inability to progress cost-increasing claims became a mantra.

Withdrawn Amended Carried Not Carried Remitted

Motion 23 – Legal Professional Branch

Conference notes the recent Labour Court Recommendation No.21900 and remarks upon its subject matter as recruitment and retention. Conference declares that there also an amount of restoration outstanding. Conference reminds the CSDEC that restoration is still a live issue. In this context the CSDEC is requested to toughen up the Fórsa approach when preparing for future pay talks with the employer in the matter of restoration of hours.

Withdrawn Amended Carried Not Carried Remitted

Motion 24 – Housing, Planning and Local Government Executive Grades Branch

This Conference seeks to ensure that all AOs are treated in a fair and equitable manner in relation to salary and holidays, to be brought in line with the salary scale and leave allowance of HEOs.

Withdrawn Amended Carried Not Carried Remitted

Motion 25 – FGE Branch

This Conference notes the ongoing problem of having overtime, particularly regular rostered overtime, paid on time at Christmas and bank holiday periods. This Conference calls on the CSDEC through Fórsa to seek to have this made mandatory by DPER that overtime be paid on time and not left to the discretion of individual departments whether to pay on time or not.

Withdrawn Amended Carried Not Carried Remitted

Motion 26 – FGE Branch

This Conference seeks that the divisor for the calculation of hourly pay in the Civil Service be brought in line with all other areas of the public service and that it be based on net hours.

Withdrawn Amended Carried Not Carried Remitted

Motion 27 – Ballina Clerical Branch

This Conference instructs the incoming Divisional Executive to conduct an internal calculation on the number of free additional hours worked by members of the Fórsa Civil Service Division. This report to be gathered and supplied to all national committees within six months.

Withdrawn Amended Carried Not Carried Remitted

Motion 28 – Letterkenny Civil Service Clerical Branch

This Conference instructs the incoming Executive to seek the return of pension related deduction (PRD) payments from 01/03/2009 to 31/12/2018 on overtime. PRD should only have applied to top line wages, but PRD was applied on overtime as well. Overtime is not included for pension purposes, therefore should be PRD exempt.

Withdrawn Amended Carried Not Carried Remitted

Motion 29 – Employment Affairs and Social Protection Executive Grades Branch

This Conference instructs CSDEC to obtain legal advice in relation to members using their private cars to carry out their duties as civil servants.

Withdrawn Amended Carried Not Carried Remitted

Motion 30 – Employment Affairs and Social Protection Executive Grades Branch

That this Divisional Conference instructs the Civil Service Divisional Executive to seek a reversal of the motor travel and subsistence rates introduced on 28th February 2017 in favour of the restoration of the rates agreed in 2005.

Withdrawn Amended Carried Not Carried Remitted

Motion 31 – Agriculture, Food and Marine Executive Grades Branch

This Conference instructs the incoming CSDEC to seek that the standard rate of travel and subsistence, as approved by the Department of Finance, is to be applied to all work-related activities.

Withdrawn Amended Carried Not Carried Remitted

Motion 32 – Revenue Executive Grades Branch

This Conference instructs the Divisional Executive Committee and relevant full-time officials to secure agreement with the official side that members should be compensated for any travel costs they incur because of delays in issuing annual travel passes or incorrect early cancellation of travel passes, and that this should have retrospective effect to cover the delays at the beginning of 2018.

Withdrawn Amended Carried Not Carried Remitted

Motion 33 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference instructs the incoming Civil Service Divisional Executive Committee to seek to introduce a facility for the employer to pay subsistence for employees on official business within a two kilometre limit instead of the current eight kilometre limit.

Withdrawn Amended Carried Not Carried Remitted

Increments and higher scales

Motion 34 – Limerick Civil Service Clerical Branch

This Conference instructs the incoming Executive to make representations to DPER, that once a clerical officer has reached the top of the clerical officer pay scale including long service increments, that they automatically become a higher clerical officer. A report to issue within three months of Conference.

Withdrawn Amended Carried Not Carried Remitted

Motion 35 – Cork General Clerical Branch

This Conference instructs the incoming Civil Service DEC to negotiate the introduction of additional long service increments for the CO grade.

Withdrawn Amended Carried Not Carried Remitted

Motion 36 – Pension Services Office Sligo Clerical Branch

This Conference instructs the incoming Executive to address the issue of payment of the final increment of higher clerical officer. This final increment to be paired on appointment and the recipient should not have to wait a further 12 months for payment.

Withdrawn Amended Carried Not Carried Remitted

Motion 37 – Ballina Clerical Branch

This Conference instructs the incoming Divisional Executive to address the reduction of years' service that clerical/executive staff need to reach payment of LS1 and LS2 increment to one year in each case.

Withdrawn Amended Carried Not Carried Remitted

Motion 38 – Revenue Executive Grades Branch

This Conference notes that members suffered incremental deferrals as part of the financial emergency and now calls on Fórsa to work to have all increment dates restored to their original dates.

Withdrawn Amended Carried Not Carried Remitted

Motion 39 – Communications, Climate Action and Environment Executive Grades Branch

This Conference instructs the incoming Divisional Executive Committee to seek pay scale realignment between the HEO/AO grades and assistant principal grade to reflect more fairly the work undertaken by the HEO/AO grades. Currently the percentage difference at the top of the scales is 45%, which is the highest percentage difference between any of the other civil service grades. We seek to have this reduced to 25% or better by means of realignment of the incremental HEO/AO salary increases against the incremental salary increases of the assistant principal grade. This increase should form part of any new agreement following the expiry of the current Public Service Stability Agreement 2018-2020.

Withdrawn Amended Carried Not Carried Remitted

Motion 40 – Meteorologists Branch

Conference notes the positive statements re the unwinding of FEMPI. However there are legacy issues especially re a number of allowances that were altered and in some cases withdrawn for new entrants. Conference calls on the DEC to quantify same across the branches in the Division and to seek full restoration of these allowances.

Withdrawn Amended Carried Not Carried Remitted

Motion 41 – FGE Branch

This Conference seeks that no incremental point on the salary scale of civil servants should be below the applicable iteration of the living wage, and that the number of incremental points be cut, for low paid civil servants to reflect this.

Withdrawn Amended Carried Not Carried Remitted

Motion 42 – Defence Executive Grades Branch

This Conference instructs the incoming Executive Committee to carry out a review across all departments on how higher scales are being issued out to all grades, and report on it to members. The report must highlight any disparities on how higher scales are issued, the percentage of higher scales being issued, and if departments are following the terms of Circular 24/1995.

Withdrawn Amended Carried Not Carried Remitted

Motion 43 – Employment Affairs and Social Protection Executive Grades Branch

That this Civil Service Divisional Conference instructs the incoming Civil Service Divisional Executive to ensure that all civil servants who are due access to the higher scale while on acting up duties are not made financially worse off or disadvantaged, and at each point ensure that where an individual is assigned to the higher scale then they move across to the higher scale and subsequently move incrementally along the higher scale, while acknowledging that the higher duty allowance will then have to be recalculated.

Withdrawn Amended Carried Not Carried Remitted

Motion 44 – Letterkenny Civil Service Clerical Branch

This Conference hereby instructs the incoming Divisional Executive Committee to seek to ensure that on reaching the maximum of the clerical officer scale, you automatically are paid the higher clerical officer pay scale as an additional increment the following year.

Withdrawn Amended Carried Not Carried Remitted

Motion 45 – Pension Services Office Sligo Clerical Branch

This Conference instructs the incoming Divisional Executive Committee to address the issue whereby clerical officers would be automatically made higher clerical officers after 25 years, and clerical officers that have not the required 25 years receive the higher clerical rate two years prior to their retirement.

Withdrawn Amended Carried Not Carried Remitted

Motion 46 – Letterkenny Civil Service Clerical Branch

This Conference hereby instructs the incoming Divisional Executive Committee to seek to ensure that all clerical officers who were granted HCO pay scale from 01/02/18 receive the HCO pay scale from that date – not a year later – and payment to be backdated to 01/02/18 for all eligible staff and staff going forward.

Withdrawn Amended Carried Not Carried Remitted

Motion 47 – Dublin Central Clerical Branch

This Civil Service Conference seeks to negotiate a metropolitan allowance; to align with other EU countries to support employees under financial pressure due to increase cost of living in urban areas as government don't employ at minimum wage ie rent, housing, food, travel, etc.

Withdrawn Amended Carried Not Carried Remitted

Motion 48 Galway Civil Service Clerical Branch

This Conference instructs the incoming Executive to ensure that the Revenue Commissioners offer a monetary incentive to any staff required to participate in Irish Tax Institute examinations. This monetary incentive could take the form of an incremental credit.

Withdrawn Amended Carried Not Carried Remitted

Motion 49 – Housing, Planning and Local Government Executive Grade Branch

That this Divisional Conference instructs the divisional committee to seek to have the current paid leave allowance of 1.5 days for staff to attend court and meetings with legal representatives in cases of separation or divorce increased to a minimum of three days.

Withdrawn Amended Carried Not Carried Remitted

Superannuation

Motion 50 – Employment Affairs and Social Protection Executive Grades Branch

That this Divisional Conference instructs the Civil Service Divisional Executive to pursue the complete protection of civil service pensions from any disadvantageous change.

Withdrawn Amended Carried Not Carried Remitted

Motion 51 – Employment Affairs and Social Protection Executive Grades

That this Fórsa Civil Service Divisional Conference instructs the incoming Fórsa Civil Service Divisional Executive to protect all civil service pensions and make further progress on behalf of the growing population of those civil servants who are in the single scheme.

Withdrawn Amended Carried Not Carried Remitted

Motion 52 – Foreign Affairs Clerical Branch

Conference condemns the gross inequality in pension entitlements between civil servants appointed pre-2013 and those appointed from 2013 onwards, who face a cut in pension entitlements amounting to 35% according to the Department of Public Expenditure and Reform's own estimates. Conference demands that this inequity be ended to ensure all civil servants have their pensions determined with reference to final salary and indexed to pay increases in their former grade.

Withdrawn Amended Carried Not Carried Remitted

Motion 53 – Oireachtas Ushers Branch

The pension scheme for post-2012 recruits to the Civil Service is a serious inequality and discriminates in particular against post-2012 staff who get promoted. Fórsa CSDEC should take all necessary steps to ensure pension entitlements for this cohort of workers are the same as civil servants recruited pre-2012.

Withdrawn Amended Carried Not Carried Remitted

Motion 54 – Dublin Central Clerical Branch

This Civil Service Conference to negotiate all post-2013 employees who are on single pay scheme pensions that do not have the option of buying back years. DPER stated it would be an option in the future but with no indication of when. We need to know when exactly.

Withdrawn Amended Carried Not Carried Remitted

Motion 55 – Pension Services Office Sligo Clerical Branch

This Conference instructs the incoming Executive to address the issue of incremental credit, transfer of incremental progression and the minimum earnings at which more recently-employed permanent COs can pay into the single scheme pension.

Withdrawn Amended Carried Not Carried Remitted

Motion 56 – Communications Climate Action and Environment Executive Grades Branch

This Conference instructs the incoming Divisional Executive Committee to seek reform of all new post-2008 pension frameworks, to reinstate the pre-2008 pension terms and conditions for all members and eradicate the disadvantage for new entrants.

Withdrawn Amended Carried Not Carried Remitted

Motion 57 – Cork CSO Clerical Branch

This Conference instructs the incoming Civil Service Divisional Executive Committee to request to examine the anomaly which exists between the pension entitlements of staff including work-sharers recruited pre- and post-1995 especially considering the new total contribution approach and the awarding of home caring credits.

Withdrawn Amended Carried Not Carried Remitted

Motion 58 – FGE Branch

Conference calls on the incoming CSDEC to bring the issue of factoring regular rostered overtime into pension calculations to the Workplace Relations Commission as soon as we have access to this area, and furthermore calls on the CSDEC to make this issue a kernel issue in any future meetings with DPER on grade restructuring.

Withdrawn Amended Carried Not Carried Remitted

Motion 59 – FGE Branch

Conference calls on the incoming CSDEC to address the chronically low pensions of pre-1995 established members and the effects of the application of the supplementary pension.

Withdrawn Amended Carried Not Carried Remitted

Motion 60 – FGE Branch

Conference seeks that the incoming CSDEC prioritise its efforts to address the chronically low pensions of its low paid members in the public service and pursues the aim of creating a “living pension” for all those who have worked their lives for the state.

Withdrawn Amended Carried Not Carried Remitted

Motion 61 – FGE Branch

Conference seeks that the situation where FGE grades, especially cleaners on low pay who have worked hard all their lives and had a legitimate expectation to retire at 65 on full benefits prior to the elimination of the transitional pension, should have this right restored and the financial loss and the indignity of signing on removed.

Withdrawn Amended Carried Not Carried Remitted

Motion 62 – Revenue Executive Grades Branch

This Conference instructs the incoming Executive Committee to negotiate a scheme with Government whereby staff unable to achieve 40 years’ service, due to taking time out to care for family, will be allowed to combine their CB lass PRSI contributions with the homemaker’s credits available to them on the social welfare system to qualify for a state pension. This may go some way to making up the short fall they will suffer in their civil service pension entitlements.

Withdrawn Amended Carried Not Carried Remitted

Motion 63 – Housing, Planning and Local Government Executive Grades Branch

This Conference instructs the CSDEC to seek to have a scheme established to grant credit, for superannuation purposes, for a parent who availed of unpaid maternity leave when paid maternity leave was less than the current 26 weeks paid maternity leave. Any credit given for this unpaid leave to be capped at the current amount of paid maternity leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 64 – Agriculture No.1 Branch

This Conference seeks a more worker-friendly retirement procedure where workers, at their own discretion, would reduce their working days per week on a graduated level in their last six months eg, in the fifth month prior to retiring the officer would reduce by one day per week and work four days and in the fourth month prior to retiring a worker would reduce to three days per week and in the remaining months reduce by one day per week as per above down to one day per week in the last two months. This is working very satisfactorily in other countries and is found to reduce the stress of retirement and ease the worker out of their normal work routine.

Withdrawn Amended Carried Not Carried Remitted

Motion 65 – Probation Officers Branch

This Conference seeks that the Civil Service Division of Fórsa will resist any further attempts to raise the minimum retirement age of workers. The Civil Service Division will campaign for clear and enforceable safeguards to ensure that the retirement age of 70 will remain entirely voluntary.

Withdrawn Amended Carried Not Carried Remitted

Motion 66 – Dundalk General Branch and Revenue Executive Grades Branch

This Conference instructs the incoming Executive Committee to pursue a claim that the extra 27 minutes per day is included as extra service in counting for pension purposes, etc.

Withdrawn Amended Carried Not Carried Remitted

Motion 67 – Architectural, Engineering and Heritage Branch

This union deplores the late deadlines that PeoplePoint work to when calculating a retiree’s pension. This union calls for a change in the process, and adequate staffing of the PeoplePoint pensions section, so that a staff member can get their pension calculation in time to seek corrections if necessary.

Amendment – EASP Executive Grades Branch

Insert after “section”: “including a named direct point of contact”.

Amended motion to read:

“This union deplores the late deadlines that PeoplePoint work to when calculating a retiree’s pension. This union calls for a change in the process, and adequate staffing of the PeoplePoint pensions section, including a named direct point of contact, so that a staff member can get their pension calculation in time to seek corrections if necessary.”

Withdrawn Amended Carried Not Carried Remitted

Motion 68 – Garda Executive Grades Branch

That this Conference directs the incoming Divisional Executive Committee to seek to have the pension and gratuity calculation period, in respect of allowances in the nature of pay, extended from the current average of the best three consecutive years in the last ten to the average of the best three consecutive years in the last fifteen.

Withdrawn Amended Carried Not Carried Remitted

Motion 69 – Revenue Executive Grades Branch

This Conference calls on the Divisional Executive Committee and relevant full-time officials to make detailed information available on members’ pension entitlements depending on when they were recruited.

Withdrawn Amended Carried Not Carried Remitted

Motion 70 – Waterford Civil Service Clerical Branch

This Conference instructs the incoming Executive to seek the removal of the discriminatory practice of pension abatement for former members of the public service who return to work in a different area of the public service.

Withdrawn Amended Carried Not Carried Remitted

Organisation of the civil service

Motion 71 – Dublin Education Civil Service Clerical Branch

Conference instructs the incoming Civil Service Divisional Executive to review/abolish EO liabilities owed by departments arising from discussions on the introduction of the new 60:40 ratio which favours internal promotions over open recruitment under the Public Service Stability Agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 72 – Cork General Clerical Branch

This Conference instructs the incoming Civil Service DEC to address the increasing use of confusing and misleading management jargon in communications and policy documents from both PeoplePoint and DPER. Members should receive communications in clearly understood language to minimise confusion.

Amendment – EASP Executive Grades Branch

Insert after “confusion”: Any communications and policy documents from both PeoplePoint and DPER should before issuing comply with DPERS’s simple and practical guide for public servants called ‘Using Plain Language to Improve Effectiveness in the Public Service’.

Amended Motion to read:

“This Conference instructs the incoming Civil Service DEC to address the increasing use of confusing and misleading management jargon in communications and policy documents from both PeoplePoint and DPER. Members should receive communications in clearly understood language to minimise confusion. Any communications and policy documents from both PeoplePoint and DPER should before issuing comply with DPERS’s simple and practical guide for public servants called ‘Using Plain Language to Improve Effectiveness in the Public Service.’”

Withdrawn Amended Carried Not Carried Remitted

Motion 73 – Galway Civil Service Clerical Branch

This Conference instructs the incoming Executive to ensure that the Revenue Commissioners notify all future employees that acceptance of a position as clerical officer with Revenue entails restricted work patterns and participation in an extensive study programme, followed by compulsory participation in Irish Tax Institute exams. The Executive are further instructed that this information be conveyed to all future candidates in advance of accepting a role as clerical officer with Revenue.

Withdrawn Amended Carried Not Carried Remitted

Motion 74 – Architectural, Engineering and Heritage Branch

Conference seeks that Fórsa take active steps across all civil service departments and offices to ensure that staff are enabled to be fully involved and consulted in regard to workforce planning.

Withdrawn Amended Carried Not Carried Remitted

Motion 75 – Pension Services Office Sligo Clerical Branch

This Conference instructs the incoming Executive that if DEASP do not engage and consult with the union prior to implementing work changes and practices and do not give a proper timeframe to consult with members, the union will support all members and no changes will be implemented.

Withdrawn Amended Carried Not Carried Remitted

Motion 76 – Navan Road, Finglas, Ballymun, Blanchardstown EASP Branch

Conference instructs the Civil Service Divisional Executive to ensure staff are consulted on any move to front office, and that members are balloted for industrial action if any big changes are made without agreement from staff that are impacted.

Withdrawn Amended Carried Not Carried Remitted

Motion 77 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference condemns the management style that has developed across the Civil Service, the way staff are treated and the manner in which changes in work practices are introduced. Conference instructs the incoming Divisional Executive Committee to seek a proper and meaningful system of consultation between management and staff.

Withdrawn Amended Carried Not Carried Remitted

Motion 78 – Revenue Executive Grades Branch

That this Conference notes the unilateral decision by Collector General Division management to refuse to release people offered transfers under the mobility scheme and also notes that this was implemented without consultation, and instructs the incoming Executive Committee to seek to have this decision reversed as soon as possible.

Withdrawn Amended Carried Not Carried Remitted

Motion 79 – Employment Affairs and Social Protection Executive Grades Branch

Working conditions for civil servants have significantly disimproved over recent years. There have been considerable changes introduced without consultation. Many of these changes are having a hugely negative impact on the delivery of services. Civil servants are being micro-managed in a dictatorial style where stats are demanded and are deemed the only measure of achievement. As a result, work-related stress absences are considerable and morale is very low. Conference calls upon Fórsa, this bigger stronger union, to actively campaign on behalf of its members in the Civil Service Division.

Withdrawn Amended Carried Not Carried Remitted

Motion 80 – Employment Affairs and Social Protection Executive Grades Branch

Conference calls upon the Executive of the Civil Service Division to provide the full range of Fórsa’s professional resources in particular times of crisis to assist the voluntary reps to support the members in the Department of Employment Affairs and Social Protection when dealing with change and upheaval.

Withdrawn Amended Carried Not Carried Remitted

Motion 81 – Employment Affairs and Social Protection Executive Grades Branch

Conference deplores the disastrous consequences for customers and staff around the transition of the illness benefit scheme to the BOMi computer system, a system designed in the most part by consultants. We call upon the Executive Committee to ensure that there is management accountability.

Withdrawn Amended Carried Not Carried Remitted

Motion 82 – Letterkenny Civil Service Clerical Branch

The practice by management in DEASP and other departments to hire temporary clerical officers (TCOs) for multiple “projects” has increased alarmingly over the past few years. Conference believes this practice is a ploy by management to avoid recruitment of permanent and full time staff and to have cheap temporary labour instead. If TCOs are to be hired for a “project” then we call on the incoming Civil Service Divisional Executive to enter into negotiations with the relevant departmental management on a deal that satisfies some demands of our members so that we would cooperate with the TCOs and the “project”. For example the extension of shorter working year (SWY) options in DEASP should have been linked to the cooperation by us with the hiring of numerous TCOs in DEASP for illness benefit and/or other “projects”. Failure to negotiate and agree a fair trade-off deal between our requests and Management’s desire to hire TCOs for a “project” would mean our Civil Service Divisional Executive instructing our members not to co-operate with the “project.”

Withdrawn Amended Carried Not Carried Remitted

Motion 83 – Revenue Executive Grades Branch

That this Conference notes the large number of temporary clerical officers (TCOs) employed in Revenue on short-term rolling contracts with no permanency. This Conference instructs the incoming Executive Committee to negotiate with management to ensure that TCOs are given opportunities to take up full time clerical posts.

Withdrawn Amended Carried Not Carried Remitted

Motion 84 – Ballina Clerical Branch

This Conference instructs the incoming Divisional Executive to address the large numbers of temporary clerical officers being employed across departments into pilots/projects and ensure that as many of these pilots/projects are staffed by full time clerical/executive grades.

Withdrawn Amended Carried Not Carried Remitted

Motion 85 – Revenue Executive Grades Branch

That this Conference directs the incoming Executive Committee to seek that previous experience be taken into consideration when temporary clerical officers are being assigned to a department/office/unit.

Withdrawn Amended Carried Not Carried Remitted

Motion 86 – Revenue Executive Grade Branch

That this Conference directs the incoming Executive Committee to seek to have a person's home address taken into account when assigning temporary clerical officers to a particular location.

Withdrawn Amended Carried Not Carried Remitted

Motion 87 – Employment Affairs and Social Protection Executive Grades

That this Civil Service Divisional Conference instructs the incoming Civil Service Divisional Executive to pursue the re-establishment of a prices and incomes commission within the context of the Irish Government Economic and Evaluation Service (IGEES) that would be staffed by permanent civil servants.

Withdrawn Amended Carried Not Carried Remitted

Motion 88 – Employment Affairs and Social Protection Executive Grades Branch

That this Divisional Conference instructs the incoming Civil Service Divisional Executive to formally call upon the Government of Ireland, as an employer, to recruit 1,000 permanent civil servants customs officers as an initial response to the United Kingdom (the UK) leaving the European Union (the EU).

Withdrawn Amended Carried Not Carried Remitted

Motion 89 – Longford Clerical Branch

This Conference calls on the incoming Executive Committee to seek to have the decision to transfer invalidity pension scheme from DEASP in Longford to Áras Mhic Diarmada, Store Street, Dublin overturned. There is great concern about the impact of this decision on the Longford staff and also the loss to the local economy through natural wastage as staff retire or transfer posts that will not be filled.

Withdrawn Amended Carried Not Carried Remitted

Motion 90 – Culture, Heritage and Gaeltacht Executive Grades Branch

This Conference instructs the Executive to investigate with PeoplePoint the feasibility of rolling over goals from the previous years to the current year's ePMDS form at goal-setting stage for all staff on ePMDS.

Withdrawn Amended Carried Not Carried Remitted

Motion 91 – Culture, Heritage and Gaeltacht Executive Grades Branch

This Conference instructs the Executive to ensure that PeoplePoint and Financial Shared Services prioritise the setting up of pay to staff that move departments, either on promotion or mobility. This would ensure that civil servants are not forced into paying emergency tax, through no fault of their own, while their payment details with the new employer are being set up.

Withdrawn Amended Carried Not Carried Remitted

Motion 92 – Culture, Heritage and Gaeltacht Executive Grades Branch

This Conference instructs the Divisional Executive Committee to consistently monitor posts, vacancies and the filling of those vacancies to ensure fairness and to best protect the interests of all its members.

Withdrawn Amended Carried Not Carried Remitted

Motion 93 – Agriculture No.1 Branch

That this Conference seeks the filling of all vacancies at all grades immediately, and most importantly that vacancies not filled from recent panels are filled as a matter of urgency, whether from newly-formed panels or otherwise.

Withdrawn Amended Carried Not Carried Remitted

Motion 94 – Justice and Equality Clerical Branch

This Conference instructs the incoming Divisional Executive Committee and other relevant bodies to ensure that when staff members depart from a section that replacements should be found and extra work and pressure is not put on remaining workers.

Amendment – EASP Executive Grades

Amend by inserting “to seek” after “bodies”

Amended motion to read:

“This Conference instructs the incoming Divisional Executive Committee and other relevant bodies to seek to ensure that when staff members depart from a section that replacements should be found and extra work and pressure is not put on remaining workers.”

Withdrawn Amended Carried Not Carried Remitted

Motion 95 – Revenue Executive Grades

That this Conference instructs the incoming Executive Committee to strongly resist any attempt by management to implement a change in the grade level required to cease someone’s employment. This Conference calls on the Executive Committee to ballot members with a view to seeking a mandate for industrial action if any attempt is made to implement such change.

Withdrawn Amended Carried Not Carried Remitted

Motion 96 – Justice and Equality Clerical Branch

This Conference calls on the incoming CSDEC to seek to ensure that allowanced posts, such as immigration control officer posts in the Department of Justice and Equality, are offered to staff internally and interdepartmentally as opposed to being filled through open competition.

Withdrawn Amended Carried Not Carried Remitted

Motion 97 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference, instructs the incoming Civil Service Divisional Executive to seek a removal of all mobile phone repeaters in civil service offices pending a health and safety review, given the attendant health risks.

Withdrawn Amended Carried Not Carried Remitted

Motion 98 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference instructs the incoming Civil Service Divisional Executive to write to the Department of Finance and call for the complete postal, telephone, fax and digital contact details to be made clear on all Government department stationery and websites.

Withdrawn Amended Carried Not Carried Remitted

Motion 99 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference instructs the incoming Civil Service Divisional Executive to ensure that all civil service departments are properly resourced, and to oppose any further privatisation, agentisation or outsourcing of civil service functions.

Withdrawn Amended Carried Not Carried Remitted

Motion 100 – Agriculture No.1 Branch

This Conference instructs the incoming Divisional Executive Committee to oppose any attempt to outsource work to external contractors and to ensure departments comply in full with the terms of the national agreement in this regard.

Withdrawn Amended Carried Not Carried Remitted

Motion 101 – Employment Affairs and Social Protection Executive Grades Branch

Conference deplores the expenditure on the Job Path service. This work could have been better carried out by employees of the department, and the millions spent used to enhance the lives of the citizens of this state. Conference calls upon the Executive to do what it can to ensure that this contract is ended as soon as possible and no such privatisation of work be allowed again.

Amendment – EASP Executive Grades Branch

Amend by inserting “of any of the DEASP work” after “privatisation”

Amended motion to read:

“Conference deplores the expenditure on the Job Path service. This work could have been better carried out by employees of the Department, and the millions spent used to enhance the lives of the citizens of this state. Conference calls upon the Executive to do what it can to ensure that this contract is ended as soon as possible and no such privatisation of any of the DEASP work be allowed again.

Withdrawn Amended Carried Not Carried Remitted

Motion 102 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference instructs the incoming Civil Service Divisional Executive Committee to seek an end to the outsourcing of the work of the DEASP to private companies who provide the Job Path programme and condemns the monies in excess of €149 million spent on this outsourcing to date.

Withdrawn Amended Carried Not Carried Remitted

Motion 103 – FGE Branch

Conference calls on the incoming CSDEC to act on the following:

That no private cleaners are employed by government departments and that all departments employ cleaners directly.

That the incoming CSDEC maintains the numbers employed at all its services grades and restores its numbers in departments and that private contractors be removed.

In this regard an action plan to be put in place to roll back the intrusion of private contractors in these are by the CSDEC and that this plan be implemented in all government departments.

Amendment – FGE Branch

Amend by inserting after “directly”: “That priority positions are given to existing contracted cleaning staff in all departments when recruiting for these positions”.

Amended motion to read:

Conference calls on the incoming CSDEC to act on the following:

That no private cleaners are employed by government departments and that all departments employ cleaners directly.

That priority positions are given to existing contracted cleaning staff in all departments when recruiting for these positions.

That the incoming CSDEC maintains the numbers employed at all its services grades and restores its numbers in departments and that private contractors be removed.

In this regard an action plan to be put in place to roll back the intrusion of private contractors in these are by the CSDEC and that this plan be implemented in all government departments.

Withdrawn Amended Carried Not Carried Remitted

Motion 104 – Agriculture No.1 Branch

This Conference instructs the incoming Divisional Executive Committee to negotiate a system whereby all streams of staff have representation at management board level in line departments.

Withdrawn Amended Carried Not Carried Remitted

Motion 105 – Justice and Equality Clerical Branch

This Conference instructs the incoming Divisional Executive Committee and other relevant bodies to continue to work to improve the PeoplePoint system and should no improvements be made that a new system that is more effective for its staff and users be instated.

Withdrawn Amended Carried Not Carried Remitted

Motion 106 – Revenue Executive Grades Branch

Understanding the difficult working conditions and pressure the staff working in PeoplePoint are experiencing, and understanding that a large portion of the staff are members of this union, this Conference instructs the incoming Executive Committee to ballot all members on the orderly withdrawal of cooperation with PeoplePoint, which has been unable to meet the demands required to deal with the staff issues for which it was intended. This to result in the reversion to the local HR arrangements that existed prior to PeoplePoint.

Withdrawn Amended Carried Not Carried Remitted

Motion 107 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference instructs the incoming Divisional Executive Committee to seek a return of both the staff resources and work from PeoplePoint to the HR sections of departments. Many HR sections had staff cuts without equivalent resources being given to PeoplePoint.

Withdrawn Amended Carried Not Carried Remitted

Motion 108 – Revenue Executive Grades Branch

This Conference notes that staff have access to their payroll system remotely and now calls on the Civil Service Executive of Fórsa to ensure that remote access to the PeoplePoint system is made available to members as a matter of urgency.

Withdrawn Amended Carried Not Carried Remitted

Motion 109 – Longford Clerical Branch

This Conference calls on the incoming Executive Committee to request the Government to reintroduce decentralisation in the Civil Service Division to help alleviate the housing crisis and also to reduce commuting time thus enhancing work life balance for the members.

Withdrawn Amended Carried Not Carried Remitted

Motion 110 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference instructs the incoming Civil Service Executive to rigorously oppose any measure to withdraw car parking facilities from civil servants or to charge for this facility given that this would result in civil servants being charged to go to work.

Withdrawn Amended Carried Not Carried Remitted

Motion 111 – CLME Branch

Conference notes that at previous Conference presentations were made and expectations created in the matter of civil servants having access to State industrial relations machinery eg, Workplace Relations Commission and Labour Court. The lack of progress is noted. This Conference reaffirms its desire to have access to these arms of the industrial relations process. Conference calls for a prompt, specific, timetabled action programme from the incoming DEC to achieve this goal.

Withdrawn Amended Carried Not Carried Remitted

Motion 112 – Probation Officers Branch

Conference resolves to campaign to ensure proper equipment, work-related apparatus, office space, etc, are available in the workplace. Furthermore, Conference recognises the importance of a positive, well-maintained working environment both in the interests of the workers and for the clients and others visiting the workplace. Fórsa will campaign for speedy repairs, maintenance and redecoration of workplaces and an end to unreasonable delay in getting these jobs done.

Withdrawn Amended Carried Not Carried Remitted

Motion 113 –Revenue Dublin Central Branch

Conference calls on the incoming CSDEC to ensure the 1890 roster is compliant with previous agreed staffing levels (60%).

Withdrawn Amended Carried Not Carried Remitted

Motion 114 – Architectural, Engineering and Heritage Branch

Conference calls on the incoming CSDEC to engage with the official side to ensure that civil servants are facilitated in taking up secondment opportunities within the public service.

Withdrawn Amended Carried Not Carried Remitted

Motion 115 – Ballina Clerical Branch

The Conference instructs the incoming Divisional Executive to liaise with DPER and PAS to start the conversation that going forward all application forms pertaining to future vacancies in the Civil Service will be reviewed and special consideration be given to gender specification and ethnicity removal.

Withdrawn Amended Carried Not Carried Remitted

Motion 116 – Drogheda General Branch

This Conference instructs the incoming Civil Service Divisional Executive to clarify the duties performed on a daily basis by clerical officers. With the advent of new technology and changes to legislation the clerical officer is expected to increase their duties without the appropriate increase in pay.

Withdrawn Amended Carried Not Carried Remitted

Motion 117 – Drogheda General Branch

This Conference instructs the incoming Civil Service Divisional Executive to address the issue of reception areas in Intreo offices in DEASP, namely that the non-attendance of executive grades at counters and reception in some areas.

Withdrawn Amended Carried Not Carried Remitted

Motion 118 – Finance DPER NSSO Clerical Branch

This ADC urges Fórsa to engage with DPER to get a definitive job description/role profile for a clerical officer with a view to ensuring they get pay allowances, where appropriate, under Circular 38/2007.

Withdrawn Amended Carried Not Carried Remitted

General conditions of service

Motion 119 – Revenue Executive Grades Branch

This Conference notes the additional hours being worked and instructs that the Civil Service Divisional Executive ensures that the removal of this additional time remains a priority in any future negotiations.

Withdrawn Amended Carried Not Carried Remitted

Motion 120 – Revenue Executive Grades Branch

This Conference instructs the incoming Civil Service Divisional Executive to pursue restoration of the Haddington Road working hours for all civil servants in the next set of pay negotiations and not as part of a work sharing pattern.

Withdrawn Amended Carried Not Carried Remitted

Motion 121 – Dublin Education Civil Service Clerical Branch

Conference instructs the incoming Civil Service Divisional Executive to fight for the removal of the seven hour and 24 minute working day and return to the terms and conditions we signed up to before the introduction of FEMPI and Haddington Road Agreements – now Lansdowne Road Agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 122 – Cavan/Monaghan Clerical Branch

This Conference instructs the incoming National Executive Committee to ensure the restoration of the pre-Haddington Road working hours.

Withdrawn Amended Carried Not Carried Remitted

Motion 123 – Transport, Tourism and Sport Executive Grades Branch

This Conference calls on the incoming Civil Service Executive Committee to pursue with the employer body as a matter of urgency the reinstatement of the 27 minutes of additional flexitime, which was voluntarily surrendered to assist the country's recovery in 2013. This additional time is to be recovered by either a single 27 minute reduction or by 3x9 minute reductions over a very limited period of time.

Withdrawn Amended Carried Not Carried Remitted

Motion 124 – State Laboratory Branch

That this Conference requests CSDEC to concentrate on getting the previous working hours reinstated for all staff.

Withdrawn Amended Carried Not Carried Remitted

Motion 125 – Cork General Clerical Branch

This Conference instructs the incoming Civil Service DEC to negotiate a return to pre-Haddington Road hours for its members.

Withdrawn Amended Carried Not Carried Remitted

Motion 126 – Cavan/Monaghan Clerical Branch

This Conference instructs the incoming National Executive Committee to ensure the restoration of the pre-Haddington Road working hours.

Withdrawn Amended Carried Not Carried Remitted

Motion 127 – Waterford Civil Service Clerical Branch

The Conference instructs the incoming Executive to seek the return of six hours 57 minutes per day from seven hours 24 minutes per day and to pursue it with vigour.

Withdrawn Amended Carried Not Carried Remitted

Motion 128 – Health Executive Grades Branch

To reduce increased working day since Haddington Road Agreement by five mins a day for the next five years.

Withdrawn Amended Carried Not Carried Remitted

Motion 129 – Defence Executive Grades Branch

This CDC instructs the incoming Executive Committee to seek to have the original 06.57 hour working day reinstated. In the absence of this, seek remuneration for the additional 27 minutes worked each day which was imposed on our members during the financial crisis.

Withdrawn Amended Carried Not Carried Remitted

Motion 130 – Finance DPER NSSO Clerical Branch

This Conference seeks the return of pre-Haddington Road hours, without financial penalty.

Withdrawn Amended Carried Not Carried Remitted

Motion 131 – Cork General Clerical Branch

That Conference instructs the incoming Civil Service DEC that, in the interest of more family-friendly policies and to ease the strain on commuting, to negotiate with DPER to reduce the distance a staff member can be redeployed from 45km to 30km.

Withdrawn Amended Carried Not Carried Remitted

Motion 132 – Clare Civil Service Clerical Branch

This Conference instructs the incoming Executive to address the unfair issue that some of our CO colleagues are still working a 35-hour week in HSE and County Councils (formerly IMPACT members). As a result of redeployment particularly in Department of Employment Affairs and Social Protection, colleagues are working alongside others with a shorter working day and better pay and more leave doing the same work.

Withdrawn Amended Carried Not Carried Remitted

Motion 133 – Employment Affairs and Social Protection Executive Grades Branch

This Conference instructs the incoming Civil Service Divisional Executive Committee to pursue a policy collectively with all departments that all previously agreed shorter working year options, ie, two, six, eight, ten and 13 weeks, are available across all departments while recognising the restrictions that some departments have in some geographic areas.

Withdrawn Amended Carried Not Carried Remitted

Motion 134 – Letterkenny Civil Service Clerical Branch

Conference instructs the incoming Executive Committee to immediately pursue the introduction two, four, six, eight, ten and 13 weeks shorter working year options for employees within DEASP. The blatant discrimination that exists against employees within DEASP in relation to shorter working year must cease and DEASP employees must be afforded the same rights as their counterparts in other departments. We also instruct the Executive to report back within a four-month period from the date of this AGM on progress made on this issue.

Withdrawn Amended Carried Not Carried Remitted

Motion 135 – Revenue Dublin Central Branch

Conference calls on the incoming DEC to ensure that the 1890 staff can avail of flexi/annual leave/shorter working year to the same levels enjoyed in corresponding grades in other government departments.

Withdrawn Amended Carried Not Carried Remitted

Motion 136 – Revenue Dublin Central Branch

Conference calls on the incoming DEC to request departments seek a ‘wish list’ of shorter working year requests prior to a blanket refusal and or curtailment.

Withdrawn Amended Carried Not Carried Remitted

Motion 137 – Revenue Executive Grades Branch

This Conference calls on the Civil Service Divisional Executive Committee to ensure that when a member is in an overpayment situation, the repayments only begin one month after an agreement has been reached on any repayment plan.

Withdrawn Amended Carried Not Carried Remitted

Motion 138 – Revenue Executive Grades Branch

This Conference instructs the Civil Service Executive Committee to recognise that circular 34 of 1997 allows only for marking time on a new salary scale until all of a member’s service, including service in prior grades, would bring them beyond that point on the salary scale, and to pursue the application with retrospective effect of the terms of circular 34 of 1997 to members appointed to higher grades from open competitions.

Withdrawn Amended Carried Not Carried Remitted

Motion 139 – Revenue Executive Grades Branch

Circular 07/2018 states that any overpayments in salary should be recouped at the gross amount. This Conference instructs the Executive Committee to seek that, in the event of an overpayment of salary the employee should only be liable to repay the net amount.

Withdrawn Amended Carried Not Carried Remitted

Motion 140 – Employment Affairs and Social Protection Executive Grades Branch

Conference calls upon CSDEC to seek a mobility policy for HEOs and AOs in the civil service including legacy dates on existing transfer lists.

Withdrawn Amended Carried Not Carried Remitted

Motion 141 – Revenue Executive Grades Branch

Recognising that people work best when they are happy, this Conference calls on the Civil Service Executive Committee to ensure as many mobility options are available to members as possible, and to pursue as much transparency in the process as possible, including securing agreement with the official side that statistics will be provided on how long members are waiting on transfer lists before they secure a move.

Withdrawn Amended Carried Not Carried Remitted

Motion 142 – Dundalk General Branch

This Conference notes the enormous pressure PAYE/PMOD staff were placed under in the months before Christmas and the weeks afterwards with the introduction of PMOD and change in work practises in some locations, only to be told in the third week of January they were reverting back to the 1890/PAYE work. Conference asks the Civil Service Divisional Executive to ensure that in future, more care is taken when changing work practices and that staff are compensated for the upheaval caused.

Withdrawn Amended Carried Not Carried Remitted

Motion 143 – Revenue Executive Grades Branch

This Conference instructs the incoming Civil Service Divisional Executive to review the Civil Service Code of Practice Atypical Appointment to Positions in the Civil Service and Certain Public Service Bodies, specifically section 7 and 8 regarding the appeals and make recommendations to amend it.

Withdrawn Amended Carried Not Carried Remitted

Motion 144 – Foreign Affairs Clerical Branch

Noting that the right of civil servants to contribute to political debate and involvement is denied to clerical officers unless permission to the contrary is granted, and denied completely to grades of greater seniority (with the exception of politically-appointed civil servants), Conference instructs the Divisional Executive to pursue, as a matter of priority, a judicial review of these restrictions to challenge their legality under the constitution, the European Convention on Human Rights, and the International Covenant on Civil and Political Rights.

Withdrawn Amended Carried Not Carried Remitted

Motion 145 – Employment Affairs and Social Protection Executive Grades Branch

As per circular 09/2009 entitled Civil Servants and Political Activity, civil servants are debarred from engaging in political activity, with few exceptions. This Conference demands that the incoming Civil Service Divisional Executive engage with Government to seek the removal of this discriminatory and antiquated circular.

Withdrawn Amended Carried Not Carried Remitted

Motion 146 – Wexford Clerical Branch

In view of the department’s mobility scheme and transfer policy a clerical officer will lose seniority under the current rules. With the department wanting people to be more mobile within or to other departments, clerical officers should be treated equally and keep their seniority as all other officers do.

Withdrawn Amended Carried Not Carried Remitted

Annual, special and sick leave

Motion 147 – Probation Officers Branch

The Civil Service Division of Fórsa recognises that cuts to sick pay provision and the increase in working hours for civil servants are detrimental to worker’s overall wellbeing and the achievement of a positive work-life balance. Conference therefore instructs the Civil Service Division of Fórsa to campaign vigorously to bring about the restoration of sick leave and working hours that were hard won over many years and that were in place prior to the recent recession.

Withdrawn Amended Carried Not Carried Remitted

Motion 148 – FGE Branch

This Conference seeks full restoration of sick leave arrangements for all members of the Civil Service affected by the reductions of 2013/14.

Withdrawn Amended Carried Not Carried Remitted

Motion 149 – Agriculture No.1 Branch

That this Conference instructs the DEC to seek to restoration of the six month rule on sick leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 150 – Revenue Dublin Central Branch

Conference calls on the incoming CSDEC to seek that sick pay for serious illness – cancer/accident that requires long term rehabilitation/chronic depression should be paid in full for six months.

Withdrawn Amended Carried Not Carried Remitted

Motion 151 – Transport, Tourism and Sport Executive Grades Branch

That this Conference instructs the Civil Service Divisional Executive Committee to negotiate less stringent sick leave rules than at present, for staff that continue to work past 65 and up to 70 years of age. This is to mitigate the effects of age-related illnesses for those staff continuing to work past 65. In light of recent legislative provisions which increases the maximum retirement age to 70 years, current sick leave rules need to be amended.

Withdrawn Amended Carried Not Carried Remitted

Motion 152 – Clare Civil Service Clerical Branch

This Conference instructs the incoming CSDEC to request the current sick leave provision under circular 05/2018 of 183 days paid sick leave in a rolling four-year period is amended to 183 days paid leave in a rolling three-year period.

Withdrawn Amended Carried Not Carried Remitted

Motion 153 – Clare Civil Service Clerical Branch

This Conference instructs the incoming CSDEC to address DPER Circular 05/2018: Arrangements for Paid Sick Leave. One week’s sick leave is calculated as six days but if we were to take annual leave in place of sick leave only five days are deducted. Including weekend in calculation of sick days under the reduced three-month timeframe is impacting those who are genuinely sick most severely.

Withdrawn Amended Carried Not Carried Remitted

Motion 154 – Employment Affairs and Social Protection Executive Grades Branch

That this Civil Service Conference instructs that the incoming Civil Service Divisional Executive oppose the reduction in temporary rehabilitation rate of pay (TRR) and submit this policy stance as part of the review of public service sick pay provided for under the scheme.

Withdrawn Amended Carried Not Carried Remitted

Motion 155 – Clare Civil Service Clerical Branch

This Conference instructs the incoming Executive to ensure all staff who are critically or terminally ill have access to a trained liaison officer from Human Resources Division in their own department. The liaison officer should be able to provide all financial and pension related information necessary to enable the employee to make informed work-related decisions required as a result of their illness. This trained liaison officer would be separate to the employee assistance service which provides a different service.

Withdrawn Amended Carried Not Carried Remitted

Motion 156 – Limerick Civil Service Clerical Branch

This Conference instructs the CSDEC to seek parity of annual leave for clerical officers with higher grades. A report to issue within six months of this Conference.

Withdrawn Amended Carried Not Carried Remitted

Motion 157 – Children and Youth Affairs Executive Grades Branch

Conference instructs the CSDEC to seek that the extra days leave awarded after five years and ten years should not be aligned with the service at a grade but rather the overall service an officer has served.

Withdrawn Amended Carried Not Carried Remitted

Motion 158 – Agriculture No.1 Branch

This Conference instructs the incoming Divisional Executive Committee to seek agreement that will allow staff carry over a percentage of annual leave, above the statutory minimum, after year three.

Withdrawn Amended Carried Not Carried Remitted

Motion 159 – Finance/PER Executive Grades Branch

That this ADC instructs the incoming CSDEC to negotiate through General Council and pursue the amendment of the bereavement leave and paternity leave in the Civil Service; to seek to secure the leave entitlement of three days to be granted to fathers and/or relevant parent in the event of a miscarriage/still birth between 16 and 23 weeks pregnancy.

Withdrawn Amended Carried Not Carried Remitted

Motion 160 – Education and Skills Executive Grades Branch

To instruct the incoming Executive Committee to seek to extend the flexible morning time band so that it begins at 7:30 rather than 8:00 in order to facilitate staff who are travelling long distances and who are in daily before 8:00.

Withdrawn Amended Carried Not Carried Remitted

Motion 161 – Revenue Executive Grades Branch

This Conference notes that with increased economic activity in the State, workers are spending increasingly longer periods commuting to and from work impacting negatively on work-life balance and family time. With a view to improving on this, Conference instructs the Civil Service Divisional Executive to negotiate an adjustment to the agreed flexible working time arrangements to have the morning band brought back to 07:30.

Withdrawn Amended Carried Not Carried Remitted

Motion 162 – Dundalk General Branch

This Conference notes that, due to the increase in distance that some staff now have to travel to work, it is having a negative impact on work-life balance and family time. This Conference instructs the incoming CSDEC to negotiate an adjustment to the agreed flexible working time hours to have the morning band brought back to 7.30am.

Withdrawn Amended Carried Not Carried Remitted

Motion 163 – Agriculture No.1 Branch

That this Conference instructs the CSDEC to seek a more streamlined and less arduous criteria for qualifying for force majeure leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 164 – Revenue Executive Grades Branch

That this Conference directs the incoming Executive Committee to seek to have paragraph six of Circular 05/2010 (force majeure leave) amended to read as follows: “Force majeure leave should not exceed three days in any period of 12 consecutive months or five days in any period of 36 consecutive months. However, if two requests for force majeure leave are made within 36 consecutive months it is permissible to look back a further 36 consecutive months and grant the second request providing for a maximum of ten days granted in the last six years. An absence for part of a day is counted as one day for the purposes of force majeure leave.”

Withdrawn Amended Carried Not Carried Remitted

Motion 165 – Employment Affairs and Social Protection Executive Grades Branch

This Conference instructs the CSDEC to seek an increase in the carryover hours allowed under flexible working hours to reflect the increased hours worked on a daily basis.

Withdrawn Amended Carried Not Carried Remitted

Motion 166 – Architectural, Engineering and Heritage Branch

This Conference instructs the CSDEC to pursue the abolition of the two-tier flexi system within the Civil Service.

Withdrawn Amended Carried Not Carried Remitted

Motion 167 – Legal Professional Branch

This Conference instructs the new CSDEC to target in the next agreement with Government arrangements that ensure that members at grades of assistant principal and above have the right to avail of a full range of flexible working arrangements including flexitime if they so choose.

Withdrawn Amended Carried Not Carried Remitted

Motion 168 – Waterford Civil Service Clerical Branch

The Conference instructs the incoming Executive to seek a proper reporting structure for Garda staff members within the Garda area, as none applicable to civilian staff currently exist.

Withdrawn Amended Carried Not Carried Remitted

Motion 169 – Finance/PER Executive Grades Branch

That this Conference calls on the Civil Service Divisional Executive to do all in its power to ensure the National Shared Services Office resources the organisation with the required staffing levels to reduce the large backlog of cases awaiting processing and to relieve the onerous burden on current staff who provide an exemplary service in very difficult circumstances.

Withdrawn Amended Carried Not Carried Remitted

Diversity issues

Motion 170 –Transport, Tourism and Sport Executive Grades Branch

Conference requests the incoming CSDEC, in conjunction with the Department of Public Expenditure and Reform, to conduct research and produce a report on career progression of people with a disability in the Irish Civil Service from 2010 to date. This to be reported back to the membership by the end of 2019.

Withdrawn Amended Carried Not Carried Remitted

Motion 171 – Revenue Executive Grades Branch

This Conference calls on the CSDEC to secure agreement with the official side that staff with established accessibility issues should not have to provide separate proof of those issues in the form of consultants letters, etc, for every single competition they apply for, and that a system should be put in place where human resources can approve reasonable accommodations based on previous documentation etc.

Withdrawn Amended Carried Not Carried Remitted

Motion 172 – Ballina Clerical Branch

This Conference instructs the incoming Divisional Executive to seek to ensure the formation of a fully functioning disability committee, its formation in line with ICTU. This committee to deal with issues solely affecting up to 2% of our members in the Civil Service Division. The committee to be fully inclusive of all grades, to meet on a quarterly basis, and to be independent of the equality committee.

Withdrawn Amended Carried Not Carried Remitted

Motion 173 – Visually Impaired Branch

This Conference calls on the CSDEC to seek a review, by the Department of Public Expenditure and Reform, of the IT systems used to assist visually impaired civil servants in the performance of their duties. Conference notes that there have been ongoing technical problems with IT software and systems, particularly JAWS and Zoom text systems, which has hindered our visually impaired members in carrying out their day to day work. We are seeking an update from the Divisional Executive on progress on this matter by end of November 2019.

Withdrawn Amended Carried Not Carried Remitted

Motion 174 – Revenue Executive Grades Branch

This Conference calls on the CSDEC to secure agreement that the official side will work in conjunction with applicants with accessibility issues to ensure appropriate reasonable accommodations are put in place, and that all the responsibility for identifying and justifying what reasonable accommodations are necessary will not be placed on the candidate.

Withdrawn Amended Carried Not Carried Remitted

Motion 175 – Pension Services Office Sligo Clerical Branch

This Conference instructs the incoming CSDEC to request DPER to provide evidence across all departments of how they request management to look after the health and wellbeing of all staff.

Withdrawn Amended Carried Not Carried Remitted

Promotion and training

Motion 176 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference instructs the incoming Divisional Executive Committee to seek a reduction in the time a person has to stay in a location on promotion from three years to two years.

Withdrawn Amended Carried Not Carried Remitted

Motion 177 – Culture, Heritage and Gaeltacht Executive Grades Branch

This Conference instructs the Divisional Executive Committee to acquire statistics on whether the various quotas for promotions are being adhered to across promotion competitions and to share its findings with members on an annual basis at the very least.

Withdrawn Amended Carried Not Carried Remitted

Motion 178 – Justice and Equality Clerical Branch

This Conference instructs the incoming Divisional Executive Committee and other relevant bodies to work for a fairer promotion scheme for long serving staff members that takes a different approach to evaluating performance potential.

Withdrawn Amended Carried Not Carried Remitted

Motion 179 – Revenue Dublin Central Branch

Conference calls on the incoming DEC to seek a reduction to the sick leave lookback rule for pay/promotion/transfer purposes from four to two years. Two years is long enough to have shown a pattern of improvement.

Withdrawn Amended Carried Not Carried Remitted

Motion 180 – Cork General Clerical Branch

With regard to internal promotion competitions within departments, the use of psychometric tests discriminates against older members of staff. This ageist discrimination in regards to promotions should be addressed with a return of 50/50 seniority suitability model as many of our older members have been blocked from promotion opportunities due to the financial crisis and recruitment embargo. Therefore, this Conference instructs the incoming Civil Service DEC to begin discussions to end this policy.

Withdrawn Amended Carried Not Carried Remitted

Motion 181 – Agriculture, Food and Marine Executive Grades Branch

That this CSDC instructs the incoming CSDEC to seek to ensure promotion panels have sufficient numbers to deal with the pending exodus of civil servants due to retirements and that a mechanism is put in place to manage panels that are exhausted within six months of conception by, for example, establishing an order of merit to include those additional candidates who are deemed suitable at interview and using this order of merit to extend the panel numbers if necessary.

Withdrawn Amended Carried Not Carried Remitted

Motion 182 – Revenue Executive Grades Branch

This Conference instructs the CSDEC to investigate the reasons why members who secure promotion from open competition are being made mark time on their new salary scales until their service in that new grade would bring them beyond that point on the salary scale and identify when and the reasons why this practice was introduced, and recognise that it is unacceptable that some members are currently being financially penalised for securing promotion.

Withdrawn Amended Carried Not Carried Remitted

Motion 183 – Revenue Executive Grades Branch

That this Conference instructs the incoming CSDEC to enter negotiations with management to address the farcical situation where people promoted to a grade higher than their current grade may have to mark time awaiting their pay to catch up with their current pay. This is the case with some EOs who are successful in the open AO who are serving as EOs on a higher salary.

Withdrawn Amended Carried Not Carried Remitted

Motion 184 – Revenue Executive Grades Branch

This Conference calls on the CSDEC to pursue a fully transparent process of filling vacancies, recognising that members need assurance that promotion and transfer positions are not being suppressed.

Withdrawn Amended Carried Not Carried Remitted

Motion 185 – Agriculture No.1 Branch

This Conference instructs the incoming CSDEC to negotiate for the removal of the two year rule, which requires staff to remain in a position for two years upon recruitment and promotion.

Withdrawn Amended Carried Not Carried Remitted

Motion 186 – Probation Officers Branch

Conference calls on the CSDEC to campaign to ensure transparency and fairness in all recruitment and promotions situations and for all candidates involved in such processes, (up to and including interview stage) to be offered detailed feedback both in writing and by way of one to one interview.

Withdrawn Amended Carried Not Carried Remitted

Motion 187– Revenue Executive Grades Branch

This Conference calls on the Divisional Executive Committee and relevant full-time officials to secure agreement with Revenue to publish statistics from all open competitions including, at a minimum, number of applications from internal and external applicants, number of internal and external candidates appointed to the panel, and for these figures to be broken down both by average total number of years employment experience and average total number of years' experience in the private sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 188 – Health Executive Grades Branch

That this Annual Delegate Conference calls on the CSDEC to negotiate with management to ensure that a minimum advertisement period of 15 working days applies to all public jobs advertised through the Public Appointment Service.

Withdrawn Amended Carried Not Carried Remitted

Motion 189 – Employment Affairs and Social Protection Executive Grades Branch

That this Conference requests the incoming Civil Service Divisional Executive to seek from the Public Appointments Service, an extension of the period allowed to appeal decisions at the interim stage of competitions where shortlisting applies, from two to five days.

Withdrawn Amended Carried Not Carried Remitted

Motion 190 – Culture, Heritage and Gaeltacht Executive Grades Branch

This Conference instructs the Divisional Executive Committee to actively and purposefully liaise with the Public Appointments Service to remove the two region limitation on open competitions and to inform its members of progress in that regard in real time.

Withdrawn Amended Carried Not Carried Remitted

Motion 191 – Agriculture, Food and Marine Executive Grades Branch

This Conference instructs the incoming CSDEC to request for all future competitions organised through the Public Appointments Service (PAS) that the current restriction of a candidate being able to choose a maximum of two counties be modified in line with the civil service mobility policy. It should be replaced with the civil service mobility zones, as people make their choices on what is commutable rather than a specific county. A competition applicant should be able to choose up to a maximum of five of these zones.

Withdrawn Amended Carried Not Carried Remitted

Motion 192 – Culture, Heritage and Gaeltacht Executive Grades Branch

This Conference instructs the Divisional Executive Committee to pursue the holding of internal competitions across grades and to update its members accordingly, on a quarterly basis.

Withdrawn Amended Carried Not Carried Remitted

Motion 193 – Employment Affairs and Social Protection Executive Grades Branch

In the interest of transparency, this Conference requests the CSDEC to call on the Public Appointments Service to clearly identify the marking methodology used for psychometric testing. In particular, clarification is required in regard to the use of negative marking.

Withdrawn Amended Carried Not Carried Remitted

Motion 194– Revenue Executive Grades Branch

This Conference calls on the Executive Committee to make practice online psychometric testing available for members. Recognising the success of previous interview workshops, this Conference calls on the CSDEC to continue providing interview workshops sufficient to meet demand from members.

Withdrawn Amended Carried Not Carried Remitted

Motion 195 – Galway Civil Service Clerical Branch

This Conference instructs the incoming Executive to ensure that An Garda Síochána implement a structured career progression path for its staff and make more promotional opportunities available and to ensure that there is always an internal EO/HEO panel in place.

Withdrawn Amended Carried Not Carried Remitted

Motion 196 – Tipperary Civil Service Clerical Branch

Conference instructs the incoming CSDEC to seek for promotion on seniority for internal competitions within departments.

Withdrawn Amended Carried Not Carried Remitted

Motion 197 – Portlaoise Civil Service General Branch

Conference instructs the incoming Executive to ensure that experienced staff are valued and promoted by taking account of their experience in competitions and day to day.

Amendment – Portlaoise Civil Service General Branch

Replace text above as follows: “Conference instructs the incoming Executive to ensure that the experience of clerical officers be valued on a day to day basis and this experience be taken into account when it comes to promotion procedures.”

Withdrawn Amended Carried Not Carried Remitted

Motion 198 – Employment Affairs and Social Protection Executive Grades Branch

That this Divisional Conference instructs the incoming CSDEC to ensure a choice of four panel locations on all assistant principal officer external competitions and four panel locations on all internal assistant principal officer competitions.

Withdrawn Amended Carried Not Carried Remitted

Motion 199 – Galway Civil Service Clerical Branch

This Conference instructs the incoming CSDEC to ensure that An Garda Síochána put in place a structured induction training programme for new staff and to implement a specific Garda Staff CPD unit for the training and development of existing staff within the next 12 months.

Withdrawn Amended Carried Not Carried Remitted

Motion 200 – Employment Affairs and Social Protection Executive Grades Branch

This Conference requests the incoming Civil Service Divisional Executive to seek a formal review of the 2018 open and interdepartmental AP competition given its flawed selection process which lacked transparency, consistency and unfairly eliminated applicants who met competency requirements during the shortlisting process.

Withdrawn Amended Carried Not Carried Remitted

Motion 201 – Waterford Civil Service Clerical Branch

The Conference instructs the incoming CSDEC to seek that a proper training policy be developed and implemented for Garda staff members within the Garda area, as no current training applicable to civilian staff exists.

Withdrawn Amended Carried Not Carried Remitted

Motion 202 – Waterford Civil Service Clerical Branch

The Conference instructs the incoming CSDEC to seek access for civilian staff in the Garda area to retirement courses held in the Dublin area and that those courses are specifically designed for civilians.

Withdrawn Amended Carried Not Carried Remitted

Organisation of the Civil Service Division

Motion 203 – Dublin Education Civil Service Clerical Branch

Conference instructs the incoming Civil Service Divisional Executive to review and streamline communications structures across the three former unions, particularly with respect to building a fit-for-purpose membership database. We must ensure that all Fórsa members are communicated with efficiently and effectively if we wish to retain members.

Withdrawn Amended Carried Not Carried Remitted

Motion 204 – Pension Services Office Sligo Clerical Branch

This Conference notes the drop in communication and representation to Fórsa Civil Service Division and instructs the incoming CSDEC to ensure that all grades are represented equally on industrial relation issues.

Withdrawn Amended Carried Not Carried Remitted

Motion 205 – Sligo General Branch

This Conference instructs the incoming CSDEC to note with alarm the lack of communication coming from Fórsa head office regarding ongoing issues within departments to members. Conference asks the incoming executive to ensure that branches receive fortnightly updates on all issues across all departments.

Withdrawn Amended Carried Not Carried Remitted

Motion 206 – Athlone Civil Service Clerical Branch

This Conference instructs the Civil Service Divisional Executive to seek head office to improve communications with its members. No news bulletins have been issued to date from head office to the branches for circulation to members. Also calendars had to be requested in February this year for members as they were not issued.

Withdrawn Amended Carried Not Carried Remitted

Motion 207 – Employment Affairs and Social Protection Executive Grades Branch

This Conference directs the incoming DEC to compile and issue the following to each branch secretary:

- A. A full list of Fórsa divisional staff to include name, area of responsibility, contact number and email address. This to include all staff on union payroll
- B. At least quarterly, a list of their branches members which should include separately, both joiners and leavers since the last list was issued
- C. Circulate DEC agenda at least one week in advance of meetings and minutes at least one week after meetings.

Withdrawn Amended Carried Not Carried Remitted

Motion 208 – Education and Skills Executive Grades Branch

Conference instructs the incoming CSDEC to undertake a review of the operation of the Civil Service Division of Fórsa to date, that branches be surveyed in this regard and that the CSDEC report back to members.

Withdrawn Amended Carried Not Carried Remitted

Motion 209 – Housing, Planning and Local Government Executive Grades Branch

Conference instructs the CSDEC to seek an increase in the number of Fórsa reps available to represent union members and their interests.

Withdrawn Amended Carried Not Carried Remitted

Motion 210 – Revenue Executive Grades

That this Conference instructs Fórsa to ensure that necessary resources are put in place to adequately represent the interests of members of Revenue Executive Grades Branch.

Withdrawn Amended Carried Not Carried Remitted

Motion 211 – CLME Branch

The amount of changes both in terms personnel and organisational has been phenomenal since the formation of Fórsa. Conference calls for organisational charts to be developed and circulated to branch officers.

Withdrawn Amended Carried Not Carried Remitted

Motion 212 – Defence Executive Grades Branch

This Conference instructs the incoming CSDEC to clarify why Fórsa have reduced the number of official staff representatives in the Civil Service Division (which represents both former CPSU and PSEU members) and if they intend to increase the staffing levels in this Division.

Withdrawn Amended Carried Not Carried Remitted

Motion 213 – Employment Affairs and Social Protection Executive Grades Branch

Fórsa was to ensure that there would be no diminution in the service provided to members. There is a concern that reducing considerably the number of full-time officials in the Civil Service Division has done just that. Conference calls on Fórsa to establish a consultative council in advance of the National Executive Conference, where branch reps can openly discuss how service to members and branches has evolved since Fórsa was incorporated.

Withdrawn Amended Carried Not Carried Remitted

Motion 214 – Culture, Heritage and Gaeltacht Executive Grades Branch

This Conference instructs the Divisional Executive Committee to define clear limits on what is an acceptable period for a member to await a response to a query. These time limits should then be adhered to by all head office officials.

Withdrawn Amended Carried Not Carried Remitted

Motion 215 – Longford Clerical Branch

This Conference calls on the incoming CSDEC to ensure that Fórsa officials deal with branch issues passed on to them in a timely manner in conjunction with the code of conduct.

Withdrawn Amended Carried Not Carried Remitted

Motion 216 – CLME Branch

Conference directs the incoming DEC undertake a facilitated review of its role, focus, objectives and modus operandi. Conference requests that the exercise be completed by end October 2019 and that a report to be presented to the following Divisional Council.

Withdrawn Amended Carried Not Carried Remitted

Motion 217 – Foreign Affairs Clerical Branch

Noting that the Civil Service operates under a completely different industrial relations framework to other employments, with unique arrangements governing discipline, attendance and performance management, Conference instructs the Divisional Executive to ensure that branch representative training specific to the Civil Service Division is provided to branch representatives in that division.

Withdrawn Amended Carried Not Carried Remitted

Motion 218 – Defence Executive Grades Branch

This CDC instructs the incoming Executive Committee to ensure members will be balloted on any future interventions in pay agreements, prior to any decision being made.

Withdrawn Amended Carried Not Carried Remitted

Motion 219 – Finance/DPER Executive Grades Branch

Conference proposes that the existing benefit scheme available to the former CPSU members of Fórsa be opened up to all Fórsa members. All members who wish to join the benefit scheme would pay the additional deduction of 0.2% of salary.

Withdrawn Amended Carried Not Carried Remitted

Motion 220 – Letterkenny Civil Service Clerical Branch

Conference calls for the immediate reintroduction by the incoming Executive of the education bursaries for former CPSU members of Fórsa. These bursaries formed part of the financial package open to former CPSU members in the same way as dental and optical benefits do and because those members paid and continue to pay a 1% membership subscription to the union. The benefits package was to be protected as part of the amalgamation process and as such we call on the Civil Service Divisional Executive to ensure of its reestablishment, or if not within their remit, to lobby and persuade the National Executive to do so.

Withdrawn Amended Carried Not Carried Remitted

Motion 221 – Letterkenny Civil Service Clerical Branch

This Conference calls on the incoming CSDEC to explore the possibility of determining and returning more information on how branches voted on national pay agreements and industrial action ballots without breaking the confidentiality on how individual members voted.

Withdrawn Amended Carried Not Carried Remitted

Motion 222 – Letterkenny Civil Service Clerical Branch

This Conference calls on the incoming Civil Service Divisional Executive to condemn the practice by some members and officials of continually citing national agreements as reason for not confronting real issues that affect our members. Stability peace clauses in these agreements are not written in stone or in blood and can only be valid and appropriate when both parties to the agreement act and honour their side of the agreement. In areas such as illness benefit in DEASP and the Garda area regarding the internal EO competition the employer has clearly not acted with honour or integrity towards our members and so we should have every right to raise the issue of industrial action as a means of having our voice heard and our issues resolved. The incoming Civil Service Divisional Executive are instructed to prioritise the protection of our members and their conditions over any national agreements and to call out the employer when they clearly breach the agreements rather than use the agreement as a means to protect the employer.

Withdrawn Amended Carried Not Carried Remitted

Motion 223 – Finance/DPER Executive Grades Branch

Conference instructs the Civil Service Divisional Executive to give full and public support to all efforts by other public service workers to achieve pay justice and pay equality.

Withdrawn Amended Carried Not Carried Remitted

Motion 224 – Carlow General Clerical Branch

This ADC instructs the Civil Service Divisional Executive to seek and ensure that the National Secretary brings Circular 14/80 to the attention of dept managers to ensure that sanctioning of special leave for non-full time reps and branch members attending AGMs is conveyed.

Withdrawn Amended Carried Not Carried Remitted

Motion 225 – Dublin Education Civil Service Clerical Branch

To instruct the incoming Civil Service Divisional Executive to give public support to other public sector workers involved with disputes over pay or conditions.

Withdrawn Amended Carried Not Carried Remitted

Motion 226 – OPW Clerical Dublin Branch

This Conference instructs the incoming Divisional Executive to give full and public support to all efforts by other public sector workers to achieve pay justice and pay equality.

Withdrawn Amended Carried Not Carried Remitted

Motion 227 – Justice and Equality Executive Grades

This Conference instructs the Civil Service Divisional Executive to give their full and public support to all efforts by other public sector workers to achieve pay justice and pay equality.

Withdrawn Amended Carried Not Carried Remitted

Motion 228 Navan Road, Finglas, Ballymun, Blanchardstown EASP Branch

Conference instructs the Civil Service Divisional Executive to fully support nurses and midwives in their recent and potential future industrial action, and their demands for better pay and working conditions for health service workers, and better conditions in public healthcare overall.

Withdrawn Amended Carried Not Carried Remitted

Motion 229 – Business, Enterprise and Innovation Executive Branch

That this Conference directs divisional and head office officials to discuss issues with branch committees that concern those branches before coming to a decision on how to proceed in particular matters.

Withdrawn Amended Carried Not Carried Remitted

Motion 230 – Business, Enterprise and Innovation Executive Branch

That this Conference directs that a working group of Executive Committee members be established to liaise with committee members from branches that do not have an Executive Committee member in their branch.

Withdrawn Amended Carried Not Carried Remitted

Motion 231 – Civil Service No.1 Branch

Conference supports Civil Service Staff Panel in expediting access to the Workplace Relations Commission for all civil service grades.

Withdrawn Amended Carried Not Carried Remitted

Motion 232 – Employment Affairs and Social Protection Executive Grades Branch

Conference calls upon the incoming Executive to ensure that branches are notified of new members in a timely manner.

Withdrawn Amended Carried Not Carried Remitted

Motion 233 – Education and Skills Executive Grades Branch

That this Conference instructs the incoming CSDEC to petition the NEC to ensure that the Civil Service Division retain the right to industrial action in respect of all matters impacting them.

Withdrawn Amended Carried Not Carried Remitted

Motion 234 – Agriculture, Food and Marine Executive Grades Branch

This ADC instructs the incoming DEC to seek to ensure that the Fórsa website is updated on a regular basis.

Withdrawn Amended Carried Not Carried Remitted

Motion 235 – Culture, Heritage and Gaeltacht Executive Grades Branch

This Conference instructs the Divisional Executive Committee to provide a comprehensive website function for this division with particular emphasis on the need to provide contact details for union officials; to populate the 'rules' portion of the website and to provide a customer service charter for members.

Withdrawn Amended Carried Not Carried Remitted

Motion 236 – Revenue Executive Grades Branch

This Conference instructs Fórsa CSDEC not to publish, on its website or any other public forum, any preliminary or final agenda for Conference until after the Conference has taken place.

Withdrawn Amended Carried Not Carried Remitted

Motion 237 – Revenue Executive Grades Branch

This Conference instructs the CSDEC to negotiate an extension on the time limit for making a claim for permanent health benefit from our insurance providers.

Withdrawn Amended Carried Not Carried Remitted

Motion 238 – Revenue Executive Grades Branch

This Conference instructs the CSDEC to call on our current permanent health benefits insurance providers to publish full terms and conditions in relation to making and processing of claims.

Withdrawn Amended Carried Not Carried Remitted

Motion 239 – CLME Branch

Conference calls for a stronger focus to be placed on equivalent grade committees. The Instrument of Amalgamation states:

The Vocational Groups of IMPACT trade union shall become Equivalent Grade Committees of the Amalgamated Trade Union and be subject to that Trade Union's Rules and additional Equivalent Grade Committees will be established by the National Executive of the Amalgamated Trade Union.

Conference calls for the prompt establishment of equivalent grade structures to address the needs of members in grades not covered by current arrangements.

Withdrawn Amended Carried Not Carried Remitted

Motion 240 – Legal Professional Branch

Conference calls for a stronger focus to be placed on equivalent grade committees. In particular it calls for the immediate establishment of equivalent grade structures to address the needs of members not covered by current arrangements.

The Instrument of Amalgamation states that the Vocational Groups of IMPACT trade union shall become Equivalent Grade Committees of the Amalgamated Trade Union and be subject to that Trade Union's Rules and additional Equivalent Grade Committees will be established by the National Executive of the Amalgamated Trade Union.

Withdrawn Amended Carried Not Carried Remitted

Motion 241 – Carlow General Clerical Branch

This Conference instructs the incoming CSDEC to seek and ensure that the national secretary brings circular 14/80 to the attention of dept managers to ensure that sanctioning of special leave for non-full-time reps and branch members attending AGMs is conveyed.

Withdrawn Amended Carried Not Carried Remitted

Motion 242 – Revenue Executive Grades Branch

Appreciating the genuine motives and benefits from recommending consulting with private financial advisors, this Conference calls on the Executive Committee to make it clear when recommending such people that they have no specialist knowledge of civil service pensions and are offering certain specific services only.

Withdrawn Amended Carried Not Carried Remitted

Motion 243 – Transport Shannon Clerical Branch

This Conference calls on the incoming Divisional Executive Committee to explore and implement a mechanism going forward for a fair and equal placing for all departments to have representatives sitting on the Divisional Executive Committee.

Withdrawn Amended Carried Not Carried Remitted

Motion 244 – OPW Clerical Dublin Branch

This Conference instructs the incoming Divisional Executive to ensure the full minutes, including voting records, of all Civil Service Divisional Executive meetings are circulated to all branch secretaries, once said minutes have been agreed.

Withdrawn Amended Carried Not Carried Remitted

Motion 245 – Agriculture, Food and Marine Executive Grades Branch

This Conference instructs the incoming Civil Service Divisional Executive to ensure that members receive the level of service as promised during amalgamation discussion and outlined in the instrument of amalgamation, appendix 2 – Code of Service Standards of the amalgamated union, the Executive is to ensure that these commitments are met. The Divisional Executive should review these standards and make recommendations to the NEC to ensure that members are receiving the best possible service.

Withdrawn Amended Carried Not Carried Remitted

General

Motion 246 – Dublin Central Clerical Branch

This Civil Service Divisional Conference, in the light of Brexit and noting that civil service workers in other EU countries like Germany and Sweden have better working conditions than here in Ireland, calls on Fórsa to build deeper connections and alliances with civil service unions in other EU countries.

Fórsa should use the forthcoming major European Public Services Union Congress in Dublin this June to explore new and closer relationships with other EU civil service unions to help with gaining better conditions for our members such as a shorter working week.

The Civil Service Executive should also ensure a report on better co-operation with EPSU unions representing civil service members is part of the agenda for every Civil Service BDC.

Withdrawn Amended Carried Not Carried Remitted

Motion 247 – Limerick Civil Service Clerical Branch

This Conference opposes the introduction of the EU Singapore trade agreement and all trade agreements that include provision for investor state dispute settlement (ISDS).

Withdrawn Amended Carried Not Carried Remitted

Motion 248 – Education and Skills Executive Grades Branch

Conference instructs the CSDEC, in light of the need for urgent immediate and effective action on climate change, to engage in meaningful negotiations with the Department of Finance and Public Expenditure to secure the facility for all civil servants who wish to do so to work from home at least two days per week.

Withdrawn Amended Carried Not Carried Remitted

Motion 249 – Architectural, Engineering and Heritage Branch

In order to help Ireland achieve its obligations in relation to climate change, this Conference urges the Government, government departments and bodies to take a more proactive role in relation to creating a carbon neutral and sustainable Ireland through the following actions:

- Through the provision of future-proof rapid charging facilities for electric vehicles (EVs) to be made available at all State-owned or managed sites
- As the State-owned fleet of internal combustion engine (ICE) vehicles are retired, they are replaced with EV alternatives
- The Office of Government Procurement to revise tendering processes, to allow for the purchase of carbon neutral products, to be used within Government offices and buildings, (an example of this might be the use of recycled paper within offices). These products tend to be more expensive and, under the current ‘cheapest wins’ method of tender, these types of products will not be purchased unless the tender evaluation procedure is amended to offset purchase against the cost to the planet.

Amendment – Architectural, Engineering and Heritage Branch

Insert “where feasible” after “EV alternatives”.

Amended motion to read:

“In order to help Ireland achieve its obligations in relation to climate change, this Conference urges the Government, government departments and bodies to take a more proactive role in relation to creating a carbon neutral and sustainable Ireland through the following actions:

- Through the provision of future-proof rapid charging facilities for electric vehicles (EVs) to be made available at all State-owned or managed sites
- As the State-owned fleet of internal combustion engine (ICE) vehicles are retired, they are replaced with EV alternatives where feasible
- The Office of Government Procurement to revise tendering processes, to allow for the purchase of carbon neutral products, to be used within Government offices and buildings, (an example of this might be the use of recycled paper within offices). These products tend to be more expensive and, under the current ‘cheapest wins’ method of tender, these types of products will not be purchased unless the tender evaluation procedure is amended to offset purchase against the cost to the planet.”

Withdrawn Amended Carried Not Carried Remitted

Motion 250 – Agriculture No.1 Branch

That this Conference instructs the CSDEC to seek the restoration of tax relief on union subscriptions.

Withdrawn Amended Carried Not Carried Remitted

Motion 251 – Employment Affairs and Social Protection Executive Grades Branch

Industrial peace should not mean absolute submission to the will of our employer. Conference calls upon CSDEC to convey that message in the strongest possible terms to government.

Withdrawn Amended Carried Not Carried Remitted

Motion 252 – Children and Youth Affairs Executive Grades Branch

That this union do everything in its power to promote the drafting and signing into law of a new trade union bill to provide for union recognition, collective bargaining rights, representation on company boards, right to access for union organisers, strong anti-victimisation penalties, solidarity and secondary picketing, and repeal and replacement of the 1990 Industrial Relations Act.

Withdrawn Amended Carried Not Carried Remitted

Motion 253 – Revenue Executive Grades Branch

That this Conference notes the delay in taking remedial action in relation to the ongoing issues with the sewage in the Government offices in Ennis, and instructs the incoming CSDEC to urgently pursue this matter with the relevant government departments in order to obtain a quick and satisfactory resolution to the problem.

Withdrawn Amended Carried Not Carried Remitted

Motion 254 – Revenue Executive Grades Branch

This Conference instructs the CSDEC to support the abolition of daylight savings hours.

Withdrawn Amended Carried Not Carried Remitted

Motion 255 – Agriculture No.1 Branch

In light of the now out-of-control rent increases and the virtual impossibility for young people to get mortgages, we ask this Conference to request Fórsa to begin immediately a campaign to end the “landlord takeover.”

Withdrawn Amended Carried Not Carried Remitted

Motions considered out of order by the SOC

Motion 256 – Revenue Executive Grades Branch

Conference notes the deterioration in the level of service provided to members of the Revenue Executive Grades Branch and requests the Fórsa General Secretary ensures that adequate resources are put in place to deal with members’ needs.

Withdrawn Amended Carried Not Carried Remitted

Motion 257 – Letterkenny Civil Service Clerical Branch

A quorum is defined as the minimum number of members of an assembly or society that must be present at any of its meetings to make the proceedings of that meeting valid. This branch believes for any AGM of this union to have any authority, accountability and transparency a quorum of members must be in attendance for that meeting to proceed. We call on the incoming Civil Service Divisional Executive to determine an agreed number or percentage of members of a branch that would be needed as a quorum to hold an AGM, bearing in mind the various different make up of branches in the organisation now.

Withdrawn Amended Carried Not Carried Remitted

Motion 258 – OPW Clerical Dublin Branch

This Conference, recognising that the Civil Service Division is the division that has been most affected by the recent amalgamation which formed Fórsa, instructs the incoming Divisional Executive to begin a review of the amalgamation to date and to facilitate an open debate within the division about whether or not the amalgamation is working, with a view to deciding whether or not alternative arrangements would be in the best interest of members in the Civil Service going into the future.

Withdrawn Amended Carried Not Carried Remitted

Appendix one: Nominations

The following nominations have been received on time for CSDEC, SOC and NEC for 2019-2020:

Chairperson

Collins, Anne
Madden, Tom
McGee, Kathleen
*McGuirk, Niall
McLoughlin, Liam
O'Flanagan, John
Tyrrell Collard, Betty

Legal and Professional Branch
Civil Service No.1 Branch
Letterkenny Clerical Branch
Taoiseach Executive Grades Branch
Galway Civil Service Clerical Branch
CLME Branch
Dublin Central Branch Clerical Branch

Vice-Chairperson

Bolger, Ronán
Brennan, Ellen
Collins, Anne
Madden, Tom
McGee, Kathleen
McGuirk, Niall
McLoughlin, Liam
O'Flanagan, John
Tyrrell Collard, Betty
Wilson, Gerry

FGE Branch
FGE Branch
Legal and Professional Branch
Civil Service No.1 Branch
Letterkenny Clerical Branch
Taoiseach Executive Grades Branch
Galway Civil Service Clerical Branch
CLME Branch
Dublin Central Branch Clerical Branch
Oireachtas Ushers Branch

Standing Orders Committee

Daly, Siobhan
Dunne, Larry
Jennings, David
Kelly, Deirdre
Lundy, Helen
Madden, Tom
McMorrow, Michelle
Ryan, Geraldine
Williamson, Kieron

Revenue Executive Grades Branch
Revenue Executive Grades Branch
Agriculture, Food and Marine Executive Grades Branch
Justice and Equality Executive Grades Branch
Galway Civil Service Clerical Branch
Civil Service No.1 Branch
PSO Clerical Branch
FGE Branch
Civil Service No.1 Branch

Divisional Executive Committee

(Former) CPSU

Brennan, Debbie
Conlon, Tony
Deane, Don
Dunne, Mary
Fanning, Deirdre
Kelly, Eric
Kelly, Stephanie
Kelly, Sue
Linehan, Helen
McGee, Kathleen
McLoughlin, Liam
Murphy, Terry
O'Connor, Kieran
Taylor, Jean
Tyrrell Collard, Betty

Carlow General Clerical Branch
PSO Clerical Branch
CSO Cork Clerical Branch
Portlaoise General Branch
Transport Shannon Branch
Longford Clerical Branch
Clare Civil Service General Branch
Ballina Clerical Branch
Cork General Clerical Branch
Letterkenny Clerical Branch
Galway Civil Service Clerical Branch
OPW Clerical Branch
Limerick Civil Service Clerical Branch
Revenue Dublin Central Clerical Branch
Dublin Central Branch Clerical Branch

(Former) PSEU

Allen, Lisa
Brennan, Melissa
Buggy, John
Crowe, Michael
Donoghue, Cormac
Hanlon, Alan
Hastings, Pat
Kehoe, Martin
Kelly, Larry
**McAuley, Dermot
McEleney, Rhona
*McGuirk, Niall
Mehigan, Deirdre
Melinn, Kevin
Quinn, Eddie
Redmond, Brian

Garda Branch Executive Grades Branch
Justice and Equality Executive Grades Branch
EASP Executive Grades Branch
EASP Executive Grades Branch
Agriculture, Food and Marine Executive Grades Branch
Education and Skills Executive Grades Branch
Children and Youth Affairs Executive Grades Branch
EASP Executive Grades Branch
Transport, Tourism and Sport Executive Grades Branch
Taoiseach Executive Grades Branch
Revenue Executive Grades Branch
Taoiseach Executive Grades Branch
Revenue Executive Grades Branch
Culture, Heritage and Gaeltacht Executive Grades Branch
Education and Skills Executive Grades Branch
Revenue Executive Grades Branch

(Former) IMPACT

Collins, Anne
***Dunne, Eugene
***Lowde, Sean
Madden, Tom
O'Flanagan, John
***Sargent, Willie
***Sheehan, Kieran
***Wilson, Gerry

Legal and Professional Branch
FGE Branch
Probation Officers Branch
Civil Service No.1 Branch
CLME Branch
Office of Public Works Branch
Agriculture No.1 Branch
Oireachtas Ushers Branch

* Also nominated by the Employment Affairs and Social Protection Executive Grades Branch and Probation Officers Branch.

** Also nominated by the OPW Executive Grades Branch.

***Also nominated by Oireachtas Ushers Branch, Agriculture No.1 Branch, AEHS Branch, FGE Branch, and Probation Officers Branch.

National Executive Committee

Brennan, Melissa	Justice and Equality Executive Grades Branch
Buggy, John	EASP Executive Grades Branch
Collins, Anne	Legal and Professional Branch
Crowe, Michael	EASP Executive Grades
Donoghue, Cormac	Agriculture, Food and Marine Executive Grades Branch
Duffy, Alan	Civil Service No.1 Branch
Hanlon, Alan	Education and Skills Executive Grades Branch
Kehoe, Martin	EASP Executive Grades Branch
Kelly, Eric	Longford Clerical Branch
Kelly, Larry	Transport, Tourism and Sport Executive Grades Branch
Kelly, Sue	Ballina Clerical Branch
Madden, Tom	Civil Service No.1 Branch
McEleney, Rhona	Revenue Executive Grades Branch
McGee, Kathleen	Letterkenny Clerical Branch
McGuirk, Niall	Taoiseach Executive Grades Branch
McLoughlin, Liam	Galway Civil Service Clerical Branch
Murphy, Terry	OPW Clerical Branch
O'Connor, Kieran	Limerick Civil Service Clerical Branch
O'Flanagan, John	CLME Branch
Quinn, Eddie	Education and Skills Executive Grades Branch
Sheehan, Kieran	Agriculture No.1 Branch
Taylor, Jean	Revenue Dublin Central Branch
Tyrrell Collard, Betty	Dublin Central Branch Clerical Branch
***Wilson, Gerry	Oireachtas Ushers Branch

***Also nominated by Agriculture No.1 Branch and Probation Officers Branch

Appendix two: Motions and nominations received after the deadline

The following nominations and motions have NOT been received on time for CSDEC, SOC and NEC for 2019-2020:

Nomination for: Fórsa Civil Service Division Executive:

Nicola Mooney DEASP Dublin Central Branch.

Motions

EASP Dublin Central Branch

This Conference recognises the major contribution the civil service undertook in the last decade, with a moratorium on employing staff and the draconian pay and tax penalties inflicted on us, not to mention the ever increasing working hours to name a few. With this in mind, it has been noted that in certain sections, staff reductions are still happening by stealth, be it promotions not being back-filled, retirees not being replaced or staff being moved laterally out of sections. This motion instructs Conference to request that staff cadres are kept in HQ and noted, so when staff are reduced within the sections and no back fill is enacted, the union should be advised and follow up in a timely manner to fill those positions or request a reason why it won't be filled. This reason to be given to the affected staff in the area.

EASP Dublin Central Branch

Noting the issues suffered over a number of months in illness benefit, this Conference instructs the incoming Executive to ensure all lines of communication are improved upon and that branches are not left "in the cold" while issues directly affecting them are being discussed.

EASP Dublin Central Branch

This Conference recognises that on a yearly basis it is highlighted unfairly how many days are lost to sick leave within the civil service. This conference instructs the incoming executive to call on DPER to champion the mental health and wellbeing of staff in the same way as they champion customer service.



Civil service conference 2019

Motion, amendment and nomination withdrawal forms

Fórsa civil service conference 2019

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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

Name of principal delegate

Signature of principal delegate or candidate

Date Time

SOC signature Date Time



Fórsa civil service conference 2019

Motion, amendment and nomination withdrawal form

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

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

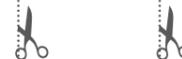
Fórsa civil service conference 2019

Motion, amendment and nomination withdrawal form

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

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



Fórsa civil service conference 2019

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Election	Nomination
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Fórsa civil service conference 2019

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Fórsa civil service conference 2019

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Election	Nomination
Name of principal delegate	
Signature of principal delegate or candidate	
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The logo for FORSA, featuring a red chevron pointing right above the word FORSA in white, bold, uppercase letters.

FORSA

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FÓRSA



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