

Education Division

► Conference 2019



Agenda

Nuremore hotel,
Carrickmacross
24th-26th April 2019

FÓRSA

FÓRSA



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Conference timetable

Wednesday 24th April

15.00	Registration
17.00	Opening ceremony Guest speakers Appointment of scrutineers and tellers Adoption of general standing orders for Conference Minutes of Conference 2017
17.30	Standing Orders Committee reports
17.40	Election arrangements
17.45	Break
18.00	Joe McHugh TD, Minister for Education and Skills Response by Andy Pike, Head of Fórsa Education Division
18.45	Cathaoirleach's address
19.00	Report on motions arising from Conference 2017 Biennial report
19.15	Conference adjourns

Thursday 25th April

09.30	Conference resumes Motions 1-6 (pay and related); Motions 7-15 (education policy); Motions 16-18 (job evaluation); Motion 29 (general terms and conditions); Motion 36-38 (pensions and related).
11.00	Comprehensive review of SNA scheme: Orlagh Fawl and Seán Carabini
11.30	Motions 19-31 (general terms and conditions)
12.30	Presentation on the school completion programme
13.00	Conference adjourns
14.15	Conference resumes Panel discussion: Other Voices in Education: Is our education system inclusive? Adam Harris (CEO, AslAm), Charlotte Byrne (Education Officer, Irish Refugee Council), Michelle Murphy (Research and Policy Analyst, Social Justice Ireland), Leanne McDonagh (Artist and Teacher, Cork Institute of Technology).
15.30	Kevin Callinan Fórsa Senior General Secretary Designate
15.45	Motion 39 (public policy: taxation); Motions 40-83 (SNA group issues)
16.00	Fórsa school secretaries campaign: Joe O'Connor
16.15	Motions 40-83 (continued)
17.15	Conference adjourns
20.00	Conference dinner, Nuremore Hotel

Friday 26th April

09.30	Motions 32-33 (school secretary group issues); Motions 34-35 (equality and diversity)
10.00	The SNA Institute: Andy Pike and Billy Hannigan
10.30	Panel discussion: Promoting positive mental health in the workplace. Miffy Hoad (Development Officer, Mental Health Ireland), Pat Kenny (CWU, Chair ICTU Health and Safety Committee), Ciara Wright (Director, The Wellness Crew).
11.45	Motions (unreached)
12.45	Any remaining conference business
13.00	Conference closes

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 they might be eliminated or moved up the list. The Returning Officer will distribute all surplus(es), (where available) before anybody is eliminated. When each surplus is distributed the lowest candidate will be eliminated.

The order in which surpluses are distributed is as follows:

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

The order in which candidates are eliminated is as follows:

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

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

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

Physical transfer of ballot papers

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

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

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

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

Elected without reaching the quota

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

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

Result sheet

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

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

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

Re-count

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

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

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

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

Fórsa conference election procedures

Rule 19 covers the divisional executive and its officers.

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

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

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

Rule 23 covers the National Executive and its officers. The president, treasurer and three vice-presidents must be from different divisions.

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. Conference timetable

The foregoing timetable for conference is recommended.

2. General standing orders

The foregoing General Standing Orders are recommended. The General Standing Orders will not apply during the presentation and discussion sessions on Thursday and Friday.

3. Motions received

Eighty-four (84) motions were received by the deadline and eighty-three (83) are included on the agenda.

4. Motions considered as out of order

One motion was considered to be out of order, as such, at this stage. The SOC has adjusted the union terminology in some to make them in order. However numbered motion 84 was considered by the SOC to be more appropriate to the national conference.

5. 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.

6. Amendments received

No amendments were received and no amendments were received late.

7. Composite motions/amendments

There are no composite motions on the agenda.

8. Common debates

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

Motions 16, 17, 18, and 29.

Motions 21 and 33.

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.

9. 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.

10. Emergency motions

Branches are asked to advise the SOC of any emergency motions as soon as possible so that these might be included in a Standing Orders Committee report to conference.

11. Withdrawal of motions

Branches are asked to advise the SOC of any motions that they wish to withdraw so that these can be included in a Standing Orders Committee report to conference. Forms are appended to withdraw motions and nominations at the rear of this booklet.

12. Officer elections and votes

Elections will commence on the morning of Thursday April 25th at conference at 10.45am. Details will be advised to conference by the SOC.

It is recommended that Teresa Kearns, SOC, be appointed as returning officer. It is recommended that conference appoints at least six scrutineers to count ballot papers.

13. Conference votes

It is recommended that conference appoints at least eight tellers to count any votes at conference.

14. SOC and queries

Branches and divisional executives 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 before Conference. The SOC will also be available in the conference hotel to meet branches from 14:30 to 15:00 on the opening day of the divisional conference.

15. Standing Orders Committee

The Standing Orders Committee for the Education Divisional Conference is Eileen Coman, Rosemarie Conroy, Gerry Foley, Teresa Kearns, Helen Lundy, and Maggie Ryan.

Nominations

Cathaoirleach/Chairperson (1)

Gina O'Brien
Noreen O'Mahony
Cait Ni Mhurchu
Eilish McGarrell

Leas Cathaoirleach/Vice-Chairperson (1)

Gina O'Brien
Noreen O'Mahony
Antoinette Mullen
Clare Keaveney
Anne Marie Melia
Cait Ni Mhurchu
Eilish McGarrell

Divisional Executive Member (13)

Gina O'Brien
Siobhan O'Callaghan
Noreen O'Mahony
Deborah O'Connor
Antoinette Mullen
Benita Harbourne
Audrey Warren
Kathleen O'Doherty

Nominating branch

Higher Education
School Secretaries
Munster SNA
North Dublin/North Leinster SNA
School Completion Programme
Connaught/Ulster SNA

Higher Education
Munster SNA
South Dublin/South Leinster SNA
North Dublin/North Leinster SNA
North Dublin/North Leinster SNA
School Completion Programme
Connaught/Ulster SNA

Higher Education
Higher Education
Munster SNA
Munster SNA
South Dublin/South Leinster SNA
South Dublin/South Leinster SNA
South Dublin/South Leinster SNA
School Secretaries

Divisional Executive Member (13) *continued*

Joan Regan
Clare Keaveney
Anne Marie Melia
Cait Ni Mhurchu
Eilish McGarrell

Third Seat: Divisional representative on National Executive Committee (1)

Gina O'Brien
Noreen O'Mahony
Antoinette Mullen
Kathleen O'Doherty
Clare Keaveney
Anne Marie Melia

Standing Orders Committee (2)

Audrey Warren
Eileen Coman
Patricia Fanning
Anne Marie Melia
Jennifer Bradley
Angela Gildea

Nominating branch

NETB
North Dublin/North Leinster SNA
North Dublin/North Leinster SNA
School Completion Programme
Connaught/Ulster SNA

Higher Education
Munster SNA
South Dublin/South Leinster SNA
School Secretaries
North Dublin/North Leinster SNA
North Dublin/North Leinster SNA

South Dublin/South Leinster SNA
NETB
North Dublin/North Leinster SNA
North Dublin/North Leinster SNA
Connaught/Ulster SNA
Connaught/Ulster SNA

Motions

Pay and related

Motion 1 – Education DEC

Conference notes that the pay scales in the education sector are long with many incremental points. It can take upwards of 13 years to progress to the top of some scales. This disadvantages women who may take longer to reach the top of scales than men, due to child care and other family commitments. It is also inequitable for new staff carrying out the same level of work as a colleague on top of scale, to have to wait 13 years to achieve the same rate of pay. Long pay scales also disadvantage staff in the new career average pension scheme as their pension entitlements are not solely based on final salary but are calculated on career average earnings. Conference calls on employers within the education sector to work with Fórsa to reduce the length of pay scales in line with best practice.

Withdrawn Amended Carried Not Carried Remitted

Motion 2 – Connaught/Ulster SNA Branch

This Conference requests that SNAs with qualifications in Irish should immediately be entitled to an Irish language allowance. SNAs should be given the allowance in recognition of speaking and to encourage the promotion of Irish language. This will benefit schools and students as stated in DEIS (Delivering Equality of Opportunity in Schools) Plan 2017. Goal two is to improve the learning experience and outcome of pupils. SNAs should be given this in line with the ethos of Irish Culture Gaeltacht Education Policy some of the points which include:

Strengthening the structure of educational provision

Improving the quality of teaching through Irish

Improving language resources and supports.

It is also in line with Department of Education and Skills 20-Year Strategy for the Irish Language, 2010-2030. Conference seeks Department of Education and Skills and the Education Division Executive Committee (EDEC) to engage with us and would like feedback within six months.

Withdrawn Amended Carried Not Carried Remitted

Motion 3 – Connaught/Ulster SNA Branch

This conference requests that the EDEC seek that SNAs represented by Fórsa secure a higher scale of pay to be applied to SNAs to mirror the civil services higher scale scheme. SNAs are paid on the clerical officer's scale as such we call on the EDEC to include access to the higher scale as part of the union strategy in the next pay talks. SNAs have no form of recognition for their experiences or additional qualifications. SNAs should at least be on par with the civil service and avail of the higher scale.

Withdrawn Amended Carried Not Carried Remitted

Motion 4 – School Completion Programme Branch

We call on the incoming DEC to resolve the issue of pay and conditions for members, with the Department of Children and Youth Affairs as a matter of urgency.

Withdrawn Amended Carried Not Carried Remitted

Motion 5 – Education No.1 Branch

This conference calls on the EDEC to seek public service status for all education centre staff around the country. This would put an end to the current inequity and disparity with staff salaries.

Withdrawn Amended Carried Not Carried Remitted

Motion 6 – Connaught/Ulster SNA Branch

This Conference instructs the EDEC to seek equal pay on behalf of SNAs, for performing the same work as teachers and members of the public, in relation to reading for the state exams.

Withdrawn Amended Carried Not Carried Remitted

Education policy

Motion 7 – Higher Education Branch

This conference calls on the incoming EDEC to seek assurances from management of the higher education institutes that they will meaningfully engage with Fórsa representatives with regard to applications and processes relating to the creation of technological universities.

Withdrawn Amended Carried Not Carried Remitted

Motion 8 – School Secretaries Branch

Conference calls on the incoming Educational Division to see all staff regardless of position have equal rights to serve and represent staff issues on boards of management.

Withdrawn Amended Carried Not Carried Remitted

Motion 9 – School Secretaries Branch

Conference calls on the incoming EDEC to ensure that the Department of Education and Skills engage with Fórsa on a consultative basis on the implementation of any new technology.

Withdrawn Amended Carried Not Carried Remitted

Motion 10 – Munster SNA Branch

Conference calls for special needs assistants to be able to be elected on to boards of management in the new election year for as discussed with Minister Richard Bruton.

Withdrawn Amended Carried Not Carried Remitted

Motion 11 – North Dublin/North Leinster SNA Branch

Conference seeks that school ancillary staff be given voting rights when electing a staff representative to the board of managements.

Withdrawn Amended Carried Not Carried Remitted

Motion 12 – School Completion Programme Branch

This conference calls on the Department of Children and Youth Affairs to restore the School Completion Programme budget as the severe cuts experienced in recent years have led to hurting the most vulnerable in our communities, the young people whom the school completion programme serves.

Withdrawn Amended Carried Not Carried Remitted

Motion 13 – School Completion Programme Branch

Conference notes that at the heart of the School Completion Programme, is a person centred approach, with the ability to be flexible and responsive to the needs of young people and respectful of the rights and dignity of children, families and personnel. These are core values of the School Completion Programme. This conference calls on Tusla to support local programmes in continuing to meet the needs of young people while encouraging and supporting front line workers.

Withdrawn Amended Carried Not Carried Remitted

Motion 14 – Education DEC

Conference notes the publication of the Gender Action Plan for Higher Education 2018-2020. Fórsa supports the aim of reducing gender inequality across the education sector. Gender equality is an issue affecting all staff not only those in academic posts. Conference calls on the Department of Education and Skills to now develop specific proposals to improve gender equality in clerical, administrative and library roles in education, to ensure women are fairly represented in senior posts and are given the necessary career development supports to enable them to progress their careers. Furthermore Conference calls on employers to now prepare for mandatory gender pay gap reporting in all workplaces and to develop action plans capable of addressing gender inequality across the education sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 15 – School Completion Programme Branch

That this Conference recognises the right of all employees to be treated with dignity and respect and that they should work within a safe working environment, which is free from bullying and harassment.

Withdrawn Amended Carried Not Carried Remitted

Job evaluations

Motion 16 – Education DEC

Conference welcomes the agreement on introducing job evaluation to institutes of technology, technological universities and Mary Immaculate College, following a successful campaign of industrial action by the Fórsa HE Branch. Conference calls on the Department of Education and Skills to implement the agreement in full in the shortest possible timescale and to extend the agreement to Fórsa members in other areas of the education sector where there is a need to recognise the additional responsibilities foisted on our members during the public service moratorium.

Withdrawn Amended Carried Not Carried Remitted

Motion 17 – Higher Education Branch

Conference seeks that the EDEC for the inclusion of grade VIIIs in the job evaluation process in the same scheme as other grades. The grade VIIIs are admin grades and therefore should be entitled to apply for their positions to be evaluated at the same time as other grades.

Withdrawn Amended Carried Not Carried Remitted

Motion 18 – National Education and Training Branch

Conference calls on the Education Division to seek that the job evaluation scheme currently in place for higher education and the health service is extended to include all other members of the education sector.

Withdrawn Amended Carried Not Carried Remitted

General terms and conditions

Motion 19 – Higher Education Branch

Conference seeks that the EDEC to proactively engage with the Higher Education Authority and the Department of Education and Skills to ensure that members in higher education are entitled to the same terms and conditions as apply to civil servants in relation to study leave. All institutes of technology and technological universities should have the same terms and conditions in respect to this policy. This will provide fairness and consistency for all members, which is not the case at this time.

Withdrawn Amended Carried Not Carried Remitted

Motion 20 – Education No.1 Branch

The Education No.1 Branch calls on conference to – that education centre staff be recognised for the work they do and enjoy the same terms and conditions of employment as public servants.

Withdrawn Amended Carried Not Carried Remitted

Motion 21 – Education No.1 Branch

The Education No.1 Branch calls on conference to – that Department of Education and Skills pay all salaries directly for all education centre staff around the country. This would put an end to the current inequity and disparity with staff salaries.

Withdrawn Amended Carried Not Carried Remitted

Motion 22 – Higher Education Branch

Conference seeks that the EDEC to proactively engage with the Higher Education Authority and the Department of Education and Skills to ensure that members in higher education are entitled to the same terms and conditions as apply to civil servants in relation to bereavement leave as changes in the civil service bereavement leave reflect earlier reductions made to sick leave entitlements. This will provide fairness and consistency for all members, which is not the case at this time.

Withdrawn Amended Carried Not Carried Remitted

Motion 23 – Education No.1 Branch

The Education No.1 Branch calls on conference to – that education centre staff be recognised for the work they do and enjoy the same terms and conditions as public servants.

Withdrawn Amended Carried Not Carried Remitted

Motion 24 – Higher Education Branch

Conference calls on EDEC to seek equitable compassionate leave for our members in the Education Division and to bring compassionate leave into line with our colleagues across the public and civil service. Civil service and local government have now standardised compassionate leave but the education and health and welfare have yet to secure parity. We ask you to support our call for standardisation of compassionate leave for education members, in line with civil service provisions.

Withdrawn Amended Carried Not Carried Remitted

Motion 25 – Higher Education Branch

Conference calls on the EDEC to engage with The Higher Education Authority and the Department of Education and Skills to ensure members in higher education are entitled to the same terms and conditions as apply to civil servants in relation to claiming overtime while travelling outside normal working hours. We ask for your support for equity with our civil service colleagues.

Withdrawn Amended Carried Not Carried Remitted

Motion 26 – Higher Education Branch

Conference calls on this Conference to seek the reinstatement of the Christmas closure days for administrative and library staff working in education where mandatory closure is enforced to facilitate pupils and teaching staff. Deducting up to four days annual leave from staff who are entitled only to 22 days annual leave per year is particularly harsh.

Withdrawn Amended Carried Not Carried Remitted

Motion 27 – Higher Education Branch

Conference calls on the EDEC to seek agreement with the Department of Education and Skills for the extra hours of work which was allocated to professional, management and support staff within higher education under Haddington Road be reassigned to other duties such as further studies, continuing professional development, or volunteerism.

Withdrawn Amended Carried Not Carried Remitted

Motion 28 – Higher Education Branch

Conference calls on the on the incoming EDEC to pursue our request with the Department of Education and Skills for relevant circulars currently outstanding to be drafted and circulated including the phased return to work after sick leave to bring our members conditions into line with our academic colleagues.

Withdrawn Amended Carried Not Carried Remitted

Motion 29 – Education No.1 Branch

This conference calls on the EDEC to seek an introduction of a job evaluation scheme for all public servants in the Education Division.

Withdrawn Amended Carried Not Carried Remitted

Motion 30 – Education No.1 Branch

This conference calls on the EDEC to seek negotiations for a compulsory sick pay scheme for all employees in the Education Division.

Withdrawn Amended Carried Not Carried Remitted

Motion 31 – Education No.1 Branch

This conference calls on the EDEC to seek for all clerical admin staff in education centres to be paid current ETB salary scales for clerical admin staff for their respective grades.

Withdrawn Amended Carried Not Carried Remitted

School secretary group issues

Motion 32 – Education DEC

Conference congratulates the Fórsa School Secretaries Branch on the launch of their SOS campaign. Conference confirms its full support for the Fórsa school secretaries' campaign and calls on the Minister and the Department for Education and Skills to agree terms for the transfer of all grant funded school secretaries to appropriate public service pay-scales and conditions of employment with funding made available in Budget 2019.

Withdrawn Amended Carried Not Carried Remitted

Motion 33 – School Secretaries Branch

This Conference seeks that all clerical/administrative staff should enjoy equal pay and conditions; conference therefore calls on the EDEC to engage with the Department of Education and Skills to ensure parity for all staff.

Withdrawn Amended Carried Not Carried Remitted

Equality and diversity

Motion 34 – Munster SNA Branch

Conference requests that the Minister for Education directs boards of management and management bodies to recognise the role of the special needs assistant as stated in our contract and that no misinterpretation or deviation from the terms of the contract should be entertained.

Withdrawn Amended Carried Not Carried Remitted

Motion 35 – North Dublin/North Leinster SNA Branch

Conference calls on the EDEC to actively seek that the inequality in pregnancy related health and safety leave for special needs assistants be redressed.

Withdrawn Amended Carried Not Carried Remitted

Pensions and related

Motion 36 – Munster SNA Branch

Conference calls on the EDEC to make a special case for SNAs when it comes to retirement. SNAs were only included in the public sector pension scheme in 2001. Some sort of gratuity would be appropriate given the low pay, precarious work, fragmented posts and most importantly committed service to our most vulnerable children.

Withdrawn Amended Carried Not Carried Remitted

Motion 37 – North Dublin/North Leinster SNA Branch

Conference calls on the EDEC to provide a retirement seminar for special needs assistants who are nearing retirement and to actively seek release, from the Department of Education and Skills, to allow special needs assistants attend said seminars.

Withdrawn Amended Carried Not Carried Remitted

Motion 38 – South Dublin/South Leinster SNA Branch

This Conference to propose that EDEC creates a person or team dedicated to pre- and post-retirement members.

Withdrawn Amended Carried Not Carried Remitted

Public policy (taxation)

Motion 39 – North Dublin/North Leinster SNA Branch

Conference seeks that SNAs should be given a clothing tax allowance in view of the nature of their work.

Withdrawn Amended Carried Not Carried Remitted

SNA group issues

Motion 40 – Education DEC

Conference notes that The National Council for Special Education Comprehensive Review of the Special Needs Assistants Scheme was conducted and published without any serious engagement with Fórsa or with SNAs. The recommendations could have far reaching implications for SNAs, schools and students. Fórsa has now developed a response to NCSE review, which will form the basis of our approach to discussions on any proposed changes to the SNA scheme. Conference confirms that changes to SNA terms and conditions of employment can only take place through negotiation and agreement with Fórsa.

Withdrawn Amended Carried Not Carried Remitted

Motion 41 – North Dublin/North Leinster SNA Branch

Conference calls on the EDEC to ensure that the role of special needs assistant is protected if/when any of the 13 National Council for Special Education recommendations outlined in the NCSE SNA review might be implemented.

Withdrawn Amended Carried Not Carried Remitted

Motion 42 – North Dublin/North Leinster SNA Branch

This Conference seeks the following concerning the 72 hours. This issue has been ongoing for several years, but recently SNAs were threatened with disciplinary action for refusing to complete work which was inappropriate to the grade. I call on Fórsa to address the issues associated with the 72 hours as soon as possible.

Withdrawn Amended Carried Not Carried Remitted

Motion 43 – Connaught/Ulster SNA Branch

This Conference seeks that in any negotiations Fórsa undertakes on behalf of SNAs, that there is a recognition of the extended working hours of SNAs in post primary. These extra hours should be accredited to SNAs and they should then not have to work the full month of June. Any work that can be completed through the year should be and not kept and used as an excuse to bring SNAs in for the month of June.

Withdrawn Amended Carried Not Carried Remitted

Motion 44 – Connaught/Ulster SNA Branch

Conference notes that the 72 hours were part of the agreement to implement austerity measures toward the public services sector, This Conference now seeks that these are repealed, along with the other restoration measures that have been implemented. Conference seeks the EDEC make this part of union strategy in the next set of pay talks.

Withdrawn Amended Carried Not Carried Remitted

Motion 45 – South Dublin/South Leinster SNA Branch

Conference calls upon the EDEC to seek the abolition in totality of the 72 hours free slave labour required in the SNA contract and made more flexible under Croke Park collective agreement. It is what it is: work for no pay. The tasks we undertake involve exposure to some form of training usually unrelated to our area of expertise with no syllabus, no course documentation and no accreditation.

Withdrawn Amended Carried Not Carried Remitted

Motion 46 – Connaught/Ulster SNA Branch

This Conference seeks that the EDEC prepare a document which states categorically what work can/cannot be carried out by SNAs as part of the above work hours. At present SNAs are being requested to do maintenance work, gardening, clerical work such as photocopying work books for teachers. (For use by non-special educational needs pupils). This document can then be forwarded to both management and all SNA Fórsa members to avoid conflict which exists at present.

Withdrawn Amended Carried Not Carried Remitted

Motion 47 – South Dublin/South Leinster SNA Branch

Conference calls upon the EDEC issue a written statement to the Department of Education and Skills and all management bodies of educational training boards and all other schools referencing Circular 0059/2006, that “The seniority is important in determining which special needs assistant(s) should be offered reduced hours to have their employment terminated when the allocation of the school is reduced.” “based on the special needs assistant’s date of commencement of duty as an SNA”.

Withdrawn Amended Carried Not Carried Remitted

Motion 48 – Connaught/Ulster SNA Branch

This Conference notes that the working day of SNAs mirrors that of their teaching colleagues during the month of June – that is, when there is no teacher (or student) present in school, there should be no SNA required. Both of the above policies have been used to get SNAs to carry out tasks which are clearly not SNA appropriate.

Conference seeks that the EDEC begin negotiations and feedback to their progress prior to June 2019. And ensure all SNAs working in post primary schools are informed of the position of Fórsa at this time. SNAs seek that the Education Division of Fórsa negotiate with the DES to ensure that SNAs be allowed to move from school to school without losing their years of reckonable service for redundancy purposes as is currently the case.

Withdrawn Amended Carried Not Carried Remitted

Motion 49 – South Dublin/South Leinster SNA Branch

Conference calls upon the EDEC an immediate directive to all school management bodies and principals to advise them that their SNAs must not be asked to engage in secretarial, clerical, administrative or caretaking duties. This directive would also clarify that if SNAs are asked to work outside of normal classroom hours, it must only be work of an SEN/SNA nature.

Withdrawn Amended Carried Not Carried Remitted

Motion 50 – Munster SNA Branch

Conference calls upon the EDEC to seek that, in order to aid financial security for SNAs, that all posts less than .83 of a post are abolished. SNAs looking for a .5 post should be required to apply for job sharing. The majority of posts advertised on educationpost.ie are .5 of a post. This will reduce confusion and misunderstandings in relation to newly appointed SNA hours.

Withdrawn Amended Carried Not Carried Remitted

Motion 51 – Munster SNA Branch

Conference urges the EDEC to lobby for the rights of special needs assistants to have all legislation and acts that apply to workers to be equally apply to us as this is not currently the case including GDPR.

Withdrawn Amended Carried Not Carried Remitted

Motion 52 – Munster SNA Branch

Conference seeks that extra personal vacation (EPV) days to be made available to special needs assistants for courses that they complete.

Withdrawn Amended Carried Not Carried Remitted

Motion 53 – Muster SNA Branch

Conference seeks that there should be panel rights for job sharing, eg, if you work in a school on 16 hours for two years and job share on a full time basis for five years you still have no panel rights.

Withdrawn Amended Carried Not Carried Remitted

Motion 54 – Munster SNA Branch

This Conference calls upon the EDEC to seek to establish a minimum standard of hygiene and cleanliness in every school as a matter of urgency. Especially where there are vulnerable students with complex medical needs and suppressed immune systems. The health and safety of all staff and students are a concern. This minimum standard must be enforced. We urge you to support this motion.

Withdrawn Amended Carried Not Carried Remitted

Motion 55 – Munster SNA Branch

Conference calls on the EDEC to finally seek formal recognition that the Department of Education and Skills is our sole employer. Conference should be aware that management bodies are actively encouraging schools to disregard Department of Education and Skills circulars.

Withdrawn Amended Carried Not Carried Remitted

Motion 56 – Munster SNA Branch

Conference calls on the EDEC to insist that all Department of Education and Skills Circulars are reviewed and clarified. The different interpretations cause great difficulty for members and for us as representatives.

Withdrawn Amended Carried Not Carried Remitted

Motion 57 – Munster SNA Branch

Conference calls on the EDEC to ensure that panel rights of SNAs are properly implemented as agreed. The EDEC should insist on sanctions on rogue schools who disregard this national agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 58 – Munster SNA Branch

Conference calls on the EDEC to seek to remove exceptional circumstances from DES circular 32/10 and to remove any impediment from SNAs accessing unpaid leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 59 – Munster SNA Branch

Conference proposes that SNAs be allowed work during a career break. Even for the first year of the career break.

Withdrawn Amended Carried Not Carried Remitted

Motion 60 – Munster SNA Branch

Conference notes that the term “at discretion of board of management” leads to tremendous hardship and inequality for SNAs across the board. Conference calls on the EDEC to work on uniformity and clear consistency for terms and conditions across the SNA grade.

Withdrawn Amended Carried Not Carried Remitted

Motion 61 – North Dublin/North Leinster SNA Branch

Conference seeks that the EDEC clarify with the Department of Education and Skills, as a matter of urgency, the present position of the National Council for Special Education review. They assure us that we will be part of discussions before its implementation but regretfully parts of the recommendations are now being trailed without any consultation with Fórsa.

Withdrawn Amended Carried Not Carried Remitted

Motion 62 – North Dublin/North Leinster SNA Branch

Conference seeks that the EDEC enter discussions with the Department of Education and Skills with a view to changing the name of our payroll department. We no longer want to be referred to as “non-teaching staff” but rather SNA payroll department.

Withdrawn Amended Carried Not Carried Remitted

Motion 63 – North Dublin/North Leinster SNA Branch

Conference seeks that the EDEC enter into discussions with the Department of Education and Skills with a view to ending the inequality in the terms and conditions that exist between SNAs and their teaching colleagues. These inequalities include the availability of continuing professional development courses during working hours, the option for SNAs to work up extra personal vacation days and the differences in maternity and bereavement leave entitlements.

Withdrawn Amended Carried Not Carried Remitted

Motion 64 – Connaught/Ulster SNA Branch

This motion is for the benefit of all grades represented by Fórsa in the Education Sector. Conference seeks 20 days bereavement leave to mirror the civil service circular 1/2017. Why – grief is an indescribable pain – only people who have felt the shock of it will understand how horrendous it can be. Simple daily tasks like completing a shopping list or even brushing your hair can require a huge effort. Self-care, exercise and even personal hygiene are swept aside in the torrent of emotions.

What time are we given to cope with one of the toughest human experiences that we will ever have to endure? Three to five days. Three to five days to pick yourself up after the death of a loved one is totally inadequate. For a nation that handles death so well (our wakes are praised all over the world) we fall short with what comes next and the emotional issue is ignored.

Bereavement leave changes are happening all over the world, with big companies such as Facebook leading the way by implementing a 20 day paid bereavement leave policy. Employers may allow employees to access career/sick leave, annual leave and leave without pay. While this is great, it is still misleading and supports a culture of secrecy around talking about death hiding it like it's something to be ashamed of. Research has shown that many people feel a stigma around bereavement in the workplace. Naming bereavement for what it is, would go a long way to changing these attitudes.

From an employer point of view, bereavement leave makes good business sense. Those looking to build employee engagement, promote wellbeing and workplace wellness and earn staff loyalty have got to put their staff first so they can reap rewards later.

Conference seeks that the EDEC engage with the Department of Education and Skills immediately on this motion and for this to come into effect within the next six months.

Withdrawn Amended Carried Not Carried Remitted

Motion 65 – Connaught/Ulster SNA Branch

This Conference requests that Fórsa EDEC immediately shows leadership by instructing SNAs not to carry out work which is clearly not SNA work, or work which is not appropriate to the grade of SNA. For too long our union has turned a 'blind eye' to this practice which is causing serious problems for members who legitimately refuse to do non-SNA work. Fórsa must lead from the front, must be proactive and not reactive. SNAs should be instructed not to do work which is the responsibility of others from both inside and outside the school. This includes secretarial, caretaker and teachers' work, as well as the work of physiotherapists, occupational therapists, nurses and other professionals – work for which SNAs are neither qualified nor paid to do.

In this regard, a list should be compiled of work which SNAs are not permitted to do. This list should be completed before February 28th 2019. It will empower and give peace of mind/security to SNAs who are in fear of intimidation from principals when declining to carry out inappropriate tasks. The implementation of this policy will also protect SNAs against claims and litigation as a result of tasks being carried out by unqualified personnel.

The implications for displacement, insurance cover and claims against SNAs must be made crystal clear to all SNAs engaged in non-appropriate work. Fórsa's EDEC has a duty to inform SNAs that they cannot do the work of fellow union members. Their mandate from the recent ballot is clear in this regard. It should be pointed out to all SNAs.

Withdrawn Amended Carried Not Carried Remitted

Motion 66 – Connaught/Ulster SNA Branch

That the EDEC completes its work on the professionalisation of the post of the SNA before the end of the school year 2018-19 and that the proposed institute is established by the start of the 2019-20 school year. This proposal takes on a new urgency following the recent publication of the National Council of Special Education Review of the special needs assistant "scheme" and its implications for our immediate future.

Withdrawn Amended Carried Not Carried Remitted

Motion 67 – Connaught/Ulster SNA Branch

This Conference notes that SNAs within Fórsa who are elected to represent members should be afforded paid, fully substituted release to attend official union business including meetings that are necessary to meet the role of their elected position and any training which is to fulfil the role. This should be sorted immediately so as to ensure members receive the best representation possible.

SNAs work in an environment which does not allow for flexibility. It means that any union work has to be carried out outside work time, and solely in member time. This is not practical for meeting with management bodies and other professionals which means we are underrepresented at these meetings. But it also means that all union work is carried out our own time. Training, meetings, they take over our holidays and time with our families. This puts restrictions on those who can represent members. It is penalising those with additional responsibilities (single families, careers, people with children). In truth there is an unfair bias against women. As a union we should be seeking to make sure we empower all members to be active and involved activists. That is why this is a vital that paid substitution agreed with the Department of Education and Skills.

Withdrawn Amended Carried Not Carried Remitted

Motion 68 – Connaught/Ulster SNA Branch

This Conference calls on the EDEC to seek that special education needs organisers would implement recommendations and allocation of hours for SNAs within a given period, ie one week, when access is granted and the SNA is already in situ, and ready to commence additional hours.

Withdrawn Amended Carried Not Carried Remitted

Motion 69 – South Dublin/South Leinster SNA Branch

This Conference requests the EDEC challenge and alter the current practice where a public service worker (SNA) moves school location because of personal circumstances or choice. Currently if this occurs the employee loses all their built up service and if ever made redundant in the future they are not given credit for same work level with the same paymaster. Fórsa needs to fight for equal parity with other public servants that move to other departments and locations without penalty.

Withdrawn Amended Carried Not Carried Remitted

Motion 70 – South Dublin/South Leinster SNA Branch

Conference calls upon the EDEC to engage with the Department of Education and Skills and educational training boards, with immediate effect, to re-establish the pre-2005 working arrangement for post-primary school SNAs. Post-primary SNAs seek this arrangement giving them parity with their post-primary colleagues and students, in terms of the length of the post-primary school year, which is September to May.

Withdrawn Amended Carried Not Carried Remitted

Motion 71 – South Dublin/South Leinster SNA Branch

This conference proposes that the EDEC negotiate a return to work policy for SNAs returning from a long-term critical illness. This policy would create an opportunity for an SNA to return from a long term critical illness, gradually, in keeping with other sectors. The option of a three-day week, building up to a four-day and five-day week over a three-month period is proposed.

Withdrawn Amended Carried Not Carried Remitted

Motion 72 – South Dublin/South Leinster SNA Branch

Conference calls on the EDEC to put pressure on the Department of Education and Skills and the boards of management so that SNAs are offered vaccination as part of preventative measures as they are exposed to flu and colds like their colleagues in the health service sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 73 – South Dublin/South Leinster SNA Branch

Conference calls on the EDEC to address circular 0032/2010 on brief absences for SNAs with the Department of Education and Skills, to bring it in line with that of our teaching colleagues, ie personal days for family graduations, bereavements, communions, confirmations etc.

Withdrawn Amended Carried Not Carried Remitted

Motion 74 – South Dublin/South Leinster SNA Branch

This Conference seeks that the EDEC engage with the DES to ensure that SNAs on a career break be afforded the same terms and conditions in relation to substitution as their teaching colleagues.

Withdrawn Amended Carried Not Carried Remitted

Motion 75 – South Dublin/South Leinster SNA Branch

That this Conference instructs the EDEC to lobby the Department of Education and Skills immediately to ensure that SNAs be allowed move from school to school without losing their years of reckonable service as is currently the case to date.

Withdrawn Amended Carried Not Carried Remitted

Motion 76 – South Dublin/South Leinster SNA Branch

That this Conference proposes that there would be a specific route that allows SNAs to work whilst training (part-time) to become teachers.

Withdrawn Amended Carried Not Carried Remitted

Motion 77 – South Dublin/South Leinster SNA Branch

That this Conference calls on EDEC to address the existing inequalities surrounding leave entitlements between SNAs and their teaching colleagues.

Withdrawn Amended Carried Not Carried Remitted

Motion 78 – South Dublin/South Leinster SNA Branch

This Conference proposes the EDEC look into establishing a five-day family leave allowance for SNAs for family appointments, etc. This is available for teachers. We feel it would be fair for SNAs to be entitled to these days so they do not have to use up their own sick leave days or have to apply for unpaid leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 79 – South Dublin/South Leinster SNA Branch

Conference calls upon the EDEC to establish a project for SNAs similar to that currently in place for care assistants thus opening up opportunities for promotion leading to improved pay and conditions for SNAs.

Withdrawn Amended Carried Not Carried Remitted

Motion 80 – School Secretaries Branch

We call on conference to seek an introduction of a job evaluation scheme for all public servants.

Withdrawn Amended Carried Not Carried Remitted

Motion 81 – School Secretaries Branch

We call on conference to seek negotiations for a compulsory sick pay scheme for all employees.

Withdrawn Amended Carried Not Carried Remitted

Motion 82 – Munster SNA Branch

We seek to ensure that Circulars are implemented correctly and that timelines are adhered to.

Withdrawn Amended Carried Not Carried Remitted

Motion 83 – North Dublin/North Leinster SNA Branch

We ask that SNAs and all public servants have tax relief on their union dues restored to them.

Withdrawn Amended Carried Not Carried Remitted

Motions ruled out of order

Motion 84 – South Dublin/South Leinster SNA Branch

This Conference seeks that the EDEC seek to have health and/or death benefits for SNAs extended to include partners/nominated next of kin as well as the current practice of husbands and wives.

Withdrawn Amended Carried Not Carried Remitted



Education conference 2019

Motion, amendment and
nomination withdrawal forms

Fórsa education conference 2019

Motion, amendment and nomination withdrawal form

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

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

Fórsa education conference 2019

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
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Election	Nomination
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Election	Nomination
Name of principal delegate	
Signature of principal delegate	
Date	Time
SOC signature	Date Time

Fórsa education conference 2019

Motion, amendment and nomination withdrawal form

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

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

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

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Motion, amendment and nomination withdrawal form

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

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

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

Fórsa education conference 2019

Motion, amendment and nomination withdrawal form

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

Election	Nomination
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Name of principal delegate	
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Fórsa education conference 2019

Motion, amendment and nomination withdrawal form







.....Branch wishes to withdraw:
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Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
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Election	Nomination
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