

# Services and Enterprises Division

► Conference 2019



## Agenda

Radisson hotel, Sligo  
23rd-24th May 2019

**FÓRSA**

# FÓRSA



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#### COVER PHOTOS

Day one of five Ryanair pilot strikes last July in a dispute over management's approach to transferring pilots between its European and African bases. The action eventually resulted in a positive outcome where members voted unanimously in favour of accepting a collective agreement with the company.

## ▶ Contents

Conference timetable .....	4
General standing orders for conference .....	6
Voting procedures .....	8
Standing Orders Committee .....	14
Standing Orders Committee Report No.2 .....	15
Nominations .....	18
Motions .....	21

# Conference timetable

## Thursday 23rd May 2019

9.30	Opening of Conference Guest and union speakers Appointment of scrutineers Appointment of tellers Adoption of general standing orders for Conference Standing Orders Committee reports Election arrangements
10.15	Chairperson's address
10.40	Action on 2018 Conference motions
10.50	Address by Angela Kirk, National Secretary and Head of Division
11.20	Pay and related: Motions 1 to 5
11.40	Superannuation: Motions 6 to 7
11:50	Guest speaker: Fórsa National Secretary, Billy Hannigan
12.15	Equality and diversity: Motion 8
12.25	Public policy: Motions 9 to 10

12.30	Aviation policy: Motions 11 to 12
12.45	Guest speaker: Paddy Quinn, Fórsa Retired Members' Group
13.00	Lunch
14.15	Guest speaker: Ciaran Hayes, Chief Executive, Sligo County Council
14.40	Terms and conditions: Motions 13 to 17
15.00	Guest speaker: Sarah Hearn, Department of Public Expenditure and Reform
15.30	Divisional organisation: Motions 18 to 23
16.00	Guest Speaker: Orlagh Fawl, Fórsa Director of Strategic Organising
16.45	Any remaining Conference business
17.00	Conference closes

## Friday 24th May 2019

10:30	Joint session
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<sup>1</sup>. This rule shall not preclude the Standing Orders Committee from making recommendations to Conference, which shall be considered immediately by Conference.
6. Unless otherwise agreed by Conference, no member shall address Conference unless s/he is proposing or speaking to a motion or amendment or
  - (i) is raising a point of order; or
  - (ii) is raising a point of fact; or
  - (iii) is delivering the chairperson's address.
7. All speakers should address Conference from the rostrum or microphone, and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant Executive Committee and members of staff will be limited to three (3) minutes when clarifying points or answering questions.

<sup>1</sup> In accordance with Rules 16(iv) and 20(iv) and with the exception of the casting vote of the Conference chairperson, only delegates may vote at Conference.

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.

# 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 i.e.  $[100,000 \div (4+1) + 1]$ .

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

## Distribute or eliminate?

The biggest causes of confusion in the PR system are:

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

In one-seat elections, 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. 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.

May 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

Anna Farrell  
Teresa Kearns

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

### 1. Motions and nominations received

Twenty-six (26) motions were received by the deadline and twenty-three (23) are included on the final agenda. No motions or nominations were received late.

### 2. Motions considered to be out of order

Three (3) motions were considered to be out of order. Motions 24, 25, and 26 because the SOC believe they are out of order in that they all are more appropriate to the next National Conference as rule changes. The SOC has adjusted the union terminology in some motions to make them in order.

### 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

No amendments were received by the deadline as set out in rule. No amendments were received late.

#### 5. Amendments considered out of order

Therefore 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, 2, 9, 10, 15, 19, 20, 21, 22, and 23.

#### 7. Common debates

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

Motions 1 and 2

Motions 6 and 7

Motions 19 and 20

Motions 21 and 22.

*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 Services and Enterprises Division is Anna Farrell and Teresa Kearns. 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 28th 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 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 Thursday 9th May 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 SOC did not composite any motions for the Services and Enterprises Divisional Conference 2019.

*Branches and divisional executive 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 23rd May 2019, from 9am to 10am.*

# Nominations

## Cathaoirleach/Chairperson (1)

### Nominee and branch

Niall Mullaly (Cabin Crew)

### Nominating branch

Air Traffic Control  
AMROB  
Cabin Crew  
IALPA  
Teagasc General  
Teagasc Professional  
  
Local Enterprises  
Ordnance Survey Professional

Steve Pilgrim (Ordnance Survey Professional)

## Leas Cathaoirleach/Vice Chairperson (1)

### Nominee and branch

Niall Mullaly (Cabin Crew)

Steve Pilgrim (Ordnance Survey Professional)

### Nominating branch

Local Enterprises  
Air Traffic Control  
AMROB  
CE Supervisors  
Fáilte Ireland  
IALPA  
Ordnance Survey Professional  
Teagasc General  
Teagasc Professional

## Divisional Executive Committee Members (17)

### Nominee and branch

Grace Conlon (Teagasc General)

### Nominating branch

AMROB  
An Bord Pleanála  
Fáilte Ireland  
IALPA  
Local Enterprises  
Teagasc General  
Teagasc Professional

## Divisional Executive Committee Members (17) *continued*

### Nominee and branch

Cormac Craven (Marine)

### Nominating branch

IALPA  
Marine  
Teagasc General

Evan Cullen (IALPA)

AMROB  
IALPA  
Marine Branch  
Ordnance Survey Professional  
Teagasc General  
Teagasc Professional

Tony Dawson (Fáilte Ireland)

AMROB  
An Bord Pleanála  
Fáilte Ireland  
IAA Executive Grades  
Local Enterprises  
Ordnance Survey Professional  
Teagasc General  
Teagasc Professional

Pierce Dillon (An Bord Pleanála)

An Bord Pleanála  
Fáilte Ireland  
Teagasc General

Willie Doyle (Science and Arts Attendants)

Science and Arts Attendants

Billy Gallagher (Road Safety Authority Professional)

Road Safety Authority  
Professional

Geraldine Hickey (IAA Executive Grades)

Air Traffic Control  
AMROB  
Fáilte Ireland  
IAA Executive Grades  
Ordnance Survey Professional

Carmel Keogh (CE Supervisors)

CE Supervisors  
Fáilte Ireland  
IALPA  
Local Enterprises  
Ordnance Survey Professional  
Teagasc General

Ciaran Kissane (State Enterprises No.1)

State Enterprises No.1

Des Mullally (IAESA)

IALPA

James O'Loughlin (AMROB)

Air Traffic Control  
AMROB  
IALPA  
Teagasc General  
Teagasc Professional

Alan O'Neill (Cabin Crew)

Cabin Crew  
IALPA

David Orford (Local Enterprises)

Fáilte Ireland  
Local Enterprises  
Teagasc General  
Teagasc Professional

Divisional Executive Committee Members (17) *continued*

**Nominee and branch**

Ian Patel (Eir)  
 Steve Pilgrim (Ordnance Survey Professional)  
 Michael Scully (Ordnance Survey Professional)

Helen Sheridan (Air Traffic Control)

Leonard Shiels (An Post)

John Sullivan (IAA)

**Nominating branch**

Eir  
 Ordnance Survey Professional  
 Fáilte Ireland  
 CE Supervisors  
 Fáilte Ireland  
 Ordnance Survey Professional  
 Air Traffic Control  
 AMROB  
 Teagasc General  
 An Post  
 IALPA  
 Air Traffic Control  
 AMROB

Third Divisional Representative on NEC (1)

**Nominee and branch**

Evan Cullen (IALPA)  
 Tony Dawson (Fáilte Ireland)  
 Pierce Dillon (An Bord Pleanála)  
 Steve Pilgrim (Ordnance Survey Professional)

**Nominating branch**

AMROB  
 IALPA  
 Marine  
 Local Enterprises  
 An Bord Pleanála  
 Ordnance Survey Professional

Standing Orders Committee (2)

**Nominee and branch**

Anna Farrell (Fáilte Ireland)  
 Teresa Kearns (State Enterprises No.1)

**Nominating branch**

Fáilte Ireland  
 IALPA  
 State Enterprises No.1

# Motions

## Pay and related

### Motion 1 – Services and Enterprises Divisional Executive Committee

Conference acknowledges that the process of public sector pay awards and restoration enshrined in the Public Service Stability Agreement (PSSA) is delivering on improvements in income and in reducing the two-tier disparity in pay suffered by many of our members as a result of the economic collapse in 2008.

Conference is committed to the continued improvement in pay and conditions for members, and to the eradication of any such disparity as we move towards a successor to the PSSA. Conference reaffirms, however, that any variation and improvements on the terms of the current agreement, negotiated by parties to the agreement, on behalf of certain groups or categories of public servant, must be applied to all public servants irrespective of the sector in which they work.

Conference instructs the incoming Divisional Executive to maintain vigilance of the current agreement as it applies across the public service to ensure parity of treatment.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 2 – Services and Enterprises Divisional Executive Committee

Conference affirms its support for members working in the community pillar of the Services and Enterprises Division, who continue to suffer all the pay reductions imposed during the financial crisis. This at a time when their colleagues elsewhere in the Division and the wider civil and public service have had their pay restored through the PSSA.

Conference calls on the incoming Divisional Executive to maintain support for workers in this sector and to keep the issue of pay restoration high on the agenda. This should be done in conjunction with other divisions, eg Health, where pay restoration is an ongoing initiative for non-public servants who continue to suffer the pay cuts.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 3 – Eir Branch

Conference instructs the incoming Divisional Executive to seek the resumption of annual performance pay reviews and annual performance incentive scheme for IT People Platform staff in accordance with their contracts.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 4 – Eir Branch

Conference instructs the Divisional Executive to work with Eir on a policy for personal contract/non graded staff to be included in pay deals along with graded staff.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 5 – An Post Branch

This Services and Enterprises Divisional Conference notes with great frustration and displeasure, the unequal position that occurred with our grades in An Post whereby colleagues who work side-by-side and perform the same duties but represented by another union received pay increases before Fórsa members. This Conference instructs the incoming Executive to support members who are disadvantaged by this unequal practice which transpired at the behest of An Post company management, solely on the basis of union membership. This motion instructs the incoming Executive to seek legal advice and representation from Fórsa HQ on what our members believe is discrimination based on an employee’s union membership and to further seek any recompense which may relate to any successful outcome.

Withdrawn  Amended  Carried  Not Carried  Remitted

## Superannuation

### Motion 6 – CE Supervisors Branch

This branch calls on Fórsa to use all means possible to support CE supervisors to support CE supervisors/branch in their efforts to deliver a pension/gratuity payment as recommended by the Labour Court in LCR 19293 in July 2008.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 7 – Services and Enterprises Divisional Executive Committee

Conference applauds our community service supervisors for their courage in engaging in industrial action to further their demand for occupational pension entitlements. This demand was reinforced by a decision of the Labour Court back in 2008 which, unfortunately, became a victim of the recession.

The recession is over. The behaviour of the Department to continue to reject our members’ right to pension entitlements is a complete affront to the industrial relations machinery of the State and an insult to the members involved. The incoming Divisional Executive will continue to support our members in their pursuit of this long established and justifiable claim.

Withdrawn  Amended  Carried  Not Carried  Remitted

## Equality and diversity

### Motion 8 – Science and Arts Attendants Branch

This Conference notes the role played by family members many of who are grandparents in providing childcare for others in their extended family. Increasingly, younger women can only hope to access lower-paid employment if their parents/grandparents provide child minding support as they cannot afford external professional childcare. This Conference instructs the incoming Executive and equality and diversity committees to redouble this union’s efforts to secure better and more affordable childcare support for parents seeking to re-enter the workforce.

Withdrawn  Amended  Carried  Not Carried  Remitted

## Public policy

### Motion 9 – Services and Enterprises Divisional Executive Committee

Conference accepts that the Services and Enterprises Division will be most heavily impacted by the decision of the UK to exit the European Union. Whilst the nature of its exit has not yet been determined, our members will be affected significantly by this decision, particularly those working in north/south bodies and the private sector.

Albeit that the UK Brexit date may be changed from 29th March 2019 for political reasons, this Division must be prepared for the impact this will have for those working, and ensure that all appropriate supports are made available in the event of the UK’s final departure. This will involve a comprehensive dialogue with Irish government departments to deliver a seamless continuity of services and to secure the jobs and livelihoods on all those most impacted by the UK’s decision. The incoming Divisional Executive will provide regular updates for the Division throughout this process.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 10 – Science and Arts Attendants Branch

With further scientific evidence of the environmental and health damage that plastic is having on the earth, I/we call on the executive to maintain a minimum use policy in all business of the union and to include this issue in its social and political campaigns going forward.

Withdrawn  Amended  Carried  Not Carried  Remitted

## Aviation issues

### Motion 11 – Cabin Crew Branch

The cabin crew committee welcomes the enactment of the Employment (Miscellaneous Provisions) Act recently and the protections it provides. We in the aviation sector find management are more frequently using permanent seasonal contracts (approximately nine months) whereby our members can find themselves between two stools when it comes to protection under legislation. We therefore call on the incoming Divisional Executive to engage with ICTU/lobby the appropriate departments to eliminate the potential for exploitation of these workers and ensure the pathway to permanent fulltime positions is protected.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 12 – Cabin Crew Branch

We note the threats of outsourcing and the emergence and continuing rise of the gig economy within the private sector. We call on the incoming Divisional Executive to carry out a piece of research into the potential impact this may have for our members in aviation and other areas of the Division.

Withdrawn  Amended  Carried  Not Carried  Remitted

## Terms and conditions

### Motion 13 – Cabin Crew Branch

We call on the incoming Divisional Executive to ensure that, when members are working part-time, that management do not exploit their entitlements to bank holidays.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 14 – Road Safety Authority Branch

This Conference instructs the incoming DEC to seek to ensure that executive officers who voluntarily transferred from civil service departments to the Road Safety Authority, on the understanding that their terms and conditions would not change, have the extra leave granted to executive officers in the civil service be given to them and also backdated. Executive officers in the RSA were given the extra leave in 2018, but it was taken from them.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 15 – Marine Branch

Conference recognises that temporary specified purpose contracts are an increasing feature of the public service workforce, as are outsourcing and subcontracting. These forms of employment are increasing precariousness in employment by stealth.

Conference demands that Fórsa assesses the effectiveness of public service agreements around direct employment. The poor implementation status of said agreements needs to be assessed with the aim of addressing inefficiencies in the manner in which public money is being spent. The previous PSA agreements included that to the greatest extent possible-benefits, conditions and access to opportunities for all workers would be consistent with those accorded to core staff but this has not been the case.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 16 – Eir Branch

Conference calls on the incoming Divisional Executive to do research and get some clarifications around TUPE laws and how they are implemented.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 17 – Eir Branch

Conference calls on the incoming Divisional Executive to look at the different buildings that Eir are now occupying and make sure that they all meet health and safety standards.

Withdrawn  Amended  Carried  Not Carried  Remitted

## Divisional organisation

### Motion 18 – Cabin Crew Branch

The aviation sector in Ireland over the last couple years has grown at a tremendous rate. Conference calls on the incoming Divisional Executive to mount a campaign to actively recruit cabin crew across all airlines to ensure that Fórsa is the only union which represents cabin crew in Ireland. Cabin crew recognise the need for a more collective voice across the airlines to prevent a race to the bottom.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 19 – Ordnance Survey Professional Branch

Conference recognises the work which has been done on all sides to bring the three former unions together to make Fórsa the success it is today. However, Conference also notes the provisions in the new rule book and the promises made in the amalgamation process, especially in regard to increased levels of services to members. Conference is therefore disappointed with the representation afforded to branches in the Services and Enterprises Division to this Conference. Conference urges the incoming SEDEC to consider how it can move closer to a regime where ratios of members to delegates is 1:25, rather than the 1:78 of today's event, when it considers venues for Conference 2021 and beyond. Conference believes this will foster a climate of engagement and belonging, which will go some way towards delivering on the promises made to members.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 20 – Services and Enterprises Divisional Executive Committee

Conference note the progress that has been made with Fórsa since the union was formed in January 2018. This merger has created a formidable trade union with enhanced influence and relevance across all strands of the civil and public service, and across the Services and Enterprises Division in particular.

However, the acknowledged benefits of the merger have brought challenges for our Division particularly in the area of union organisation. These challenges include, but are not limited to the following: Developing and maintaining an up-to-date, accurate membership database by integrating the members of this Division from the three former unions into a unitary record of members in benefit. This is clearly crucial to the efficient delivery of union services to those entitled to receive them.

With the information and data capture above, the Division must determine how best to structure our branches to ensure the most effective representation in each of the employments or enterprises where we organise members, and make the necessary recommendations for cohesive alignment of our members to the National Executive Committee.

Ensure continued full participation and engagement by our representatives with the Equivalent Grades Committees.

Conference commends the work done to date by the divisional subcommittee and organiser which has been examining this and other organisational matters, and instructs the incoming Divisional Executive to continue this valuable work.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 21 – An Post Branch

This Services and Enterprises Divisional Conference instructs the incoming Executive to create/develop a social fund with adequate resources available to be accessed by each branch for the purpose of social events. The trade union movement and its members are a community and, as such, mechanisms should be in place which allow gatherings at certain times which nurture ideas and allow creation of new policies from grassroots members, while reiterating our current principles. By having adequate funds in place to initiate and organise events we strengthen our community and beliefs, therefore growing and enhancing the trade union movement. Furthermore the availability of such a fund should be promoted among union branches.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 22 – An Post Branch

This Services and Enterprises Divisional Conference instructs the incoming Executive to explore and advise how the payment of honoraria to branch officers might be reviewed with the intention of removing the tax burden from each branch's funds. This tax liability which is a considerable percentage of a branches' funds should no longer be taken from branch funds as this would be better served for ongoing branch activities which in turn benefits the whole organisation. The intention of the motion is not to evade any tax liability but for it, if any, to be paid by HQ. Fórsa HQ have substantial assets and funds available and for the tax liability to be passed onto a branch and the volunteers at the bottom operating meagre budgets is an unfair practice which a trade union should not stand over. This should ultimately benefit each branch coffers and may reduce Fórsa's overall tax burden.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 23 – Marine Branch

Conference calls on Fórsa to seek a review of income continuance plans whereby there needs to be a more streamlined and transparent process in how decisions are reached and timeframes involved on whether an applicant will receive their income entitlements.

Withdrawn  Amended  Carried  Not Carried  Remitted

## Motions deemed out of order by the SOC

### Motion 24 – Marine Branch

Conference contends that not all motions should be treated similarly. Conference demands Fórsa to differentiate motions between either main motions or special motions. Conference accepts that any main motion before conference be debated and voted upon before any special motions. Conference defines main motions as being on any issue or matter that concerns the pay and conditions of work and employment of members of Fórsa. Conference defines a special motion as being on any matter other than pay and conditions of work and employment of members of Fórsa.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 25 – Marine Branch

Conference seeks that before motions are floored at Conference that the effectiveness and progress of previous years' motions are reported and provided in advance to the SED membership including how motions are managed after Conference, to whom the task to acting upon them is delegated, and who is responsible for their progress.

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 26 – IAA Executive Grades Branch

This branch instructs the incoming Executive to consider paying T&S for attendance at divisional meetings, eg, equivalent grade committees, Divisional Council, Consultative Council, from central funds rather than from individual branches. Smaller branches may find it hard to participate fully in the new union due to lack of funds.

Withdrawn  Amended  Carried  Not Carried  Remitted



## Services and Enterprises conference 2019

Motion, amendment and  
nomination withdrawal forms



# Fórsa services and enterprises conference 2019

## Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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Signature of principal delegate .....	
Date .....	Time .....
SOC signature .....	Date ..... Time .....

# Fórsa services and enterprises conference 2019

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# Fórsa services and enterprises conference 2019

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# Fórsa services and enterprises conference 2019

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

The logo for FORSA is positioned in the bottom right corner of the image. It features the word "FORSA" in a bold, white, sans-serif font. A small red arrowhead points to the right, positioned above the letter "O".

**FORSA**

 forsa\_union\_ie

 forsaunionie

 Fórsa Trade Union

 Fórsa trade union

 forsa\_union

 forsa.ie

# FÓRSA



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