



2020 National Conference

PROVISIONAL FINAL
AGENDA

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Introduction

This report and agenda has been prepared pursuant to rule 21v(iii) of the rules of the union which provides as follows:

"A final agenda, prepared by the Standing Orders Committee and containing motions and amendments of which notice has been given, shall be circulated by the General Secretary to each branch and to each member of the National Executive not later than 14 days before the meeting is to commence."

As branches will be aware, the conference that was originally scheduled to take place on 13th-15th May in the INEC, Gleneagle Hotel, Killarney was postponed by the NEC and this was notified to branches by the General Secretary on 19th March 2020 in the following terms:

"I am mailing to inform you of an NEC decision to defer the 2020 biennial union conference. The conference will now take place in the INEC/Gleneagles, Killarney, from Tuesday 17th November to Thursday 19th November 2020, inclusive.

This decision has been taken by the NEC in light of the Covid-19 national emergency, associated public health concerns, and restrictions on large meetings and travel.

The union's officers convened in emergency session last week, where they took a number of decisions relating to the union's response to the Covid-19 crisis and its implications for members.

Among other things, the officers recommended to the NEC that it agree to defer the conference. The NEC has now endorsed this recommendation.

In our judgement, the public health crisis is going to last a number of months. For this reason, I asked staff earlier this month to make contingency arrangements for the deferral of conference.

I also sought legal advice, which confirms that the NEC is able to take the decision to defer the conference in the current circumstances.

Please note that this is a deferral - rather than a cancellation - of the conference, which has been convened and is being processed under rule. In light of this, the preliminary agenda for conference issued yesterday (Wednesday 18th March) and branches should observe the 1st April deadline for the submission of amendments. The Standing Orders Committee will consider any implications for the agenda and conference business in due course.

Most branches have already submitted details of their delegations and accommodation requirements. There will be no requirement to do this again, unless major changes arise for your branch because of the change in date for the conference. You do not need to do anything at this point, and you will hear from our conference arrangements team in due course.

Under our rules, the existing officers will remain in place until the conclusion of the conference in November. There is no change to the position of divisional representatives on the NEC, or to membership of the SOC.

While it is extremely regrettable that we have had to take this decision, I'm sure that you'll understand the reasons. Our intention is to focus all the union's efforts on ensuring the health and safety of members, activists and staff, and assisting members and protecting public services in these difficult and extraordinary times.

Many thanks for your cooperation in these matters."

The original schedule for conference would have required that the final agenda containing motions and amendments would issue to branches by 12 noon Wednesday 29th April 2020.

The standing orders committee is issuing this report in compliance with the original schedule. In so doing the committee, in the extraordinary and unprecedented circumstances in which we are operating, has decided to regard this agenda as a **provisional final agenda**.

Given the timeframe between the adoption by branches of motions for conference and the revised commencement date for conference the standing orders committee is mindful that the motions originally submitted will most likely fall into a number of categories including those which have been overtaken by events; those which are no longer of immediate importance to branches and those which could, in any event, be taken into consideration by the NEC as issues which could potentially be advanced at an appropriate time without the necessity for discussion at conference.

The standing orders committee is mindful also that rule 21(ix) of the union's rules, dealing with motions which could not have been included in the final agenda, may present an opportunity for branches and the NEC to ensure that the conference in November can focus on the major issues of importance to the union membership.

In view of the unique circumstances, the standing orders committee is proposing the following approach to the business of conference.

Each branch and the NEC is asked to review the motions they have submitted for the conference, as recorded in this agenda, with a view to withdrawing those motions which have been overtaken by events; those which are no longer of immediate importance to branches or the NEC and those which could, in any event, be taken into consideration by the NEC as issues which could potentially be advanced at an appropriate time without the necessity for discussion at conference.

Aside from reviewing the motions submitted in the name of the NEC for the conference, the standing orders committee asks that the NEC review the motions submitted by branches and identify those which it believes can be taken on board or advanced without the necessity for discussion at conference. The SOC suggests that a report on the outcome of such a review should be provided to branches. Any such motions, which have not been withdrawn by branches, will not require debate or decision at conference. The NEC is asked to consider this issue in as timely a manner as possible having regard to current circumstances.

Motions listed in Appendix 2 (Appendix 3 of the preliminary agenda) as being appropriate for discussion at Divisional Conferences should **now** be referred to divisional DEC's for consideration and action. They will not appear on any revised agenda for the delegate conference. (Motions 190 to 225 refer).

Motions listed in Appendix 3 (Appendix 4 of the preliminary agenda) as motions reiterating existing union policy and which don't require decision should **now** be referred to the NEC for consideration and action. They will not appear on any revised agenda for the delegate conference. (Motions 226 to 300 refer).

Motions listed in Appendix 4 (Appendix 5 of the preliminary agenda) as having been received late, (as corrected in this report) are not eligible for discussion or debate and will not appear on any revised agenda for the delegate conference. (Motions 301 to 329 refer).

As indicated previously, the standing orders committee is mindful that rule 21(ix) of the union's rules, dealing with motions which could not have been included in the final agenda, may present an opportunity for branches and the NEC to ensure that the conference in November can focus on the major issues of importance to the union membership.

Ordinarily, the provisions of this rule would be regarded as having a restricted application but, in the current emergency circumstances, and those alone, the SOC is of the view that branches and the NEC should be permitted to utilise the provisions of the rule to deal with the circumstances arising from the requirement to postpone the date of Conference.

Branches who wish to consider submitting motions under the provisions of this rule will be invited to do so by the General Secretary in accordance with the timetable specified subsequently in this report. It is not envisaged that branches would submit any more than one such motion. Any such motions should reference events that have occurred since the final date for receipt of motions - 26th February 2020.

The standing orders committee proposes to adopt the following timetable in relation to conference motions:

Provisional final agenda containing motions, amendments and nominations to issue to branches	12 noon Wednesday 29th April 2020
Confirmation notice of revised Conference date to issue from General Secretary	12 noon Wednesday 11th August 2020
Notification of withdrawal of motions to Kevin Callinan, General Secretary, Fórsa, Nerney's Court, Dublin 1	12 noon Tuesday 1st September 2020
Rule 21(ix) motions to Kevin Callinan, General Secretary, Fórsa, Nerney's Court, Dublin 1	12 noon Tuesday 1st September 2020
Agenda containing Rule 21(ix) motions to issue to branches	12 noon Tuesday 22nd September 2020
Amendments to Rule 21(ix) motions	12 noon Tuesday 6th October 2020
Revised final agenda containing 21(ix) motions, other motions and amendments to issue to branches	12 noon Tuesday 3rd November 2020

Conference timetable

Ordinarily the timetable for Conference would be included in this second report of the SOC. Aside from the fact that the Conference is scheduled to take place from Tuesday 17th November 2020 to Thursday 19th November the precise timings of Conference require decision by the NEC. In any event, in anticipation of the ultimate final agenda being significantly different from this provisional final agenda, it seems prudent to defer finalisation of a detailed timetable until closer to the date of the Conference.

Standing Orders Committee

Civil Service Division

Larry Dunne

Helen Lundy

Education Division

Eileen Coman

Audrey Warren

Health and Welfare Division

Gerry Foley (Chairperson)

Jennifer Verling

Local Government and Local Services Division

Rose Marie Conroy

Stephen Murphy

Municipal Employees' Division

Thomas Kavanagh

Michael Kieran

Services and Enterprises Division

Anna Farrell

Teresa Kearns (Vice-Chairperson)

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 conference¹. 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

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.

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. Fórsa decided to adopt an electoral system aligned to the Seanad Panel election system where each vote is treated as being equal to 1,000 votes. While the Fórsa system is designed specifically for NEC and DEC elections it can be used for elections at branch and other levels. Branches and 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 (e.g. more than one candidate with the same preference or 'X' etc. marked against them). A ballot paper may be deemed valid for the first or second preferences but invalid for subsequent counts (e.g. ballot paper marked 1, 2, 3, 3, 3. This identifies the first two preferences but not subsequent preferences).

First count

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

The quota

The quota is calculated by adding all of the valid first preference votes and dividing that number by the number of places to be filled plus one (ignoring any fractions), and then by adding one to the result. For example, if the number of valid votes was 100,000 (100 votes at value of 1,000 each) and the number of seats to be filled was 4, the quota is 20,001 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, e.g. 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 (e.g. union vice president, 'ordinary' DEC members), the likelihood is that a number of candidates will exceed the quota on the first count. The surpluses in these cases may be very small in each case. The issue for the Returning Officer is to decide whether to eliminate one or more candidates or whether to distribute the surplus(es).

The Returning Officer will distribute the surplus(es) where the total value of all surpluses to be distributed exceeds the difference in votes between the lowest two candidates. This may alter the order of these

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

The order in which surpluses are distributed is as follows:

- The greatest surplus is distributed first.
- If there are two or more surpluses that are equal the first to be distributed is the surplus that arose on the earliest count.
- Where this is also equal the surplus to be first distributed is that of the candidate with the highest first preferences.
- If all of these are still equal, the first surplus to be distributed is that of the candidate who was first ahead of the other candidate at the first count at which they were unequal.
- If there was no such count (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 (e.g. there may not be any second or later preference indicated or any such candidate(s) may be already elected or eliminated).

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

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

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

Elected without reaching the quota

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

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

Result sheet

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

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

This result sheet should be made available to all candidates and everyone else with an interest in the outcome of the election e.g. a copy could be posted in the count 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 or re-check 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, e.g. if a clear error was spotted, where in the judgement of the Returning Officer the votes are close enough for any possible error to have a material effect on any outcome.

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

Fórsa conference election procedures

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

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

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

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

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

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

April 2020

Standing Orders Report No.2

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

1. Motions received

Three hundred (300) motions were received by the deadline set in Rule 21(v) (i.e. by noon on Wednesday 26th February 2020). Twenty seven (27) motions were received from seven (7) branches after the deadline and these, although appended below, (See Appendix 4) do not appear on the preliminary agenda. Two motions from the Cork CSO Clerical Branch which were also received late, and were omitted from the preliminary agenda, are recorded in this provisional final agenda.

The number of motions received, even when those considered as out of order (31), proper to Divisional Conferences (36) or not requiring decision (75) are excluded, is very substantial. It is highly unlikely that all of these can be properly discussed at conference given the time available to conference for motions and the other items of conference business. As such, the SOC has considered how best to try deal with all of the conference business. The general approach by the SOC in these matters in relation to Conference business is set out in this report.

The SOC is particularly mindful that the National Executive Committee [NEC] is anxious to improve conference and sharpen its focus. A key objective of the NEC is to create a positive experience for delegates, ensure space for focussed debate on key issues and challenges, informing and developing participants, and projecting policies and perspectives to the outside world.

The SOC believes that in framing its final report to conference it must take cognisance of a number of requests made to branches including the following requests:

That branches limit the number of motions they submit for the conference agenda.

That where branches submit more than one motion that branches rank them by priority.

That branches carefully consider the need to submit any motions to change the union rules.

The SOC is conscious that a number of branches have complied with these requests and in framing the final agenda the SOC believes that these branches should not perceive themselves to be disadvantaged by reference to branches who did not so comply.

In addition, in framing the final agenda the SOC will be taking account of NEC requests that it extend the process of compositing of motions and that it categorise motions into:

- (1) *those that require decision at conference;*
- (2) *those that are existing policy and do not require debate if the policy is not challenged by other motions or speakers;*
- (3) *those that are uncontentious, and which can be actioned by correspondence or other action (and do not, therefore, require a conference decision and debate).*

As indicated in the opening to this report, in view of the unique circumstances the standing orders committee is proposing the following approach to the business of conference.

Each branch and the NEC is asked to review the motions they have submitted for the conference, as recorded in this agenda, with a view to withdrawing those motions which have been overtaken by events; those which are no longer of immediate importance to branches or the NEC and those which could, in any event, be taken into consideration by the NEC as issues which could potentially be advanced at an appropriate time without the necessity for discussion at conference.

Aside from reviewing the motions submitted in the name of the NEC for the conference, the standing orders committee asks that the NEC review the motions submitted by branches and identify those which it can take on board and seek to advance without the necessity for discussion at conference. Any such motions, which have not been withdrawn by branches, will not require debate or decision at conference. The NEC is asked to consider this issue in as timely a manner as possible having regard to current circumstances.

Motions listed in Appendix 2 (Appendix 3 of the preliminary agenda) as being appropriate for discussion at Divisional Conferences should **now** be referred to divisional DEC's for consideration and action. They will not appear on any revised agenda for the delegate conference. (Motions 190 to 225 refer).

Motions listed in Appendix 3 (Appendix 4 of the preliminary agenda) as motions reiterating existing union policy and which don't require decision should **now** be referred to the NEC for consideration and action. They will not appear on any revised agenda for the delegate conference. (Motions 226 to 300 refer).

Motions listed in Appendix 4 (Appendix 5 of the preliminary agenda) as having been received late, (as corrected in this report) are not eligible for discussion or debate and will not appear on any revised agenda for the delegate conference. (Motions 301 to 329 refer).

Where several motions and/or amendments submitted deal with the same topic, the SOC in accordance with General Standing Order 8, may produce a composite or comprehensive motion for the ultimate agenda. The SOC will do this to the maximum extent possible for the 2020 Conference. This is being done to facilitate conference to get through the maximum amount of business without unduly curtailing the time required for important debates and decisions.

Branches should note that the numbering in the ultimate final agenda may alter. Branches should also note that the consideration of the inclusion, or otherwise, of motions on the conference agenda represents a preliminary view of the SOC and motions may be examined further in advance of the production of the ultimate final agenda.

2. Motions considered as out of order

31 (31) motions are considered as out of order for the reasons set out below.

Motions 176, 177, 182, 183, 184, 185, 186 and 187

These motions are not framed in the proper format of a motion to Conference

Motions 167, 171, 172 and 175

The changes proposed require a Rule change. Motion 175 motion is in conflict with rule 16 (ii) which gives the NEC discretion to determine the number of branch delegates at Divisional Conference.

Motion 173, 174, 189

These motions deal with staffing issues. Rule 40 vests responsibility for the deployment of staff in the General Secretary as Chief Executive Officer of the Union. Rule 40(vi) and 40(vii) vests responsibility for the employment of staff, and their conditions of employment, in the NEC. (See also Section 3 of this report on the submission of motions proposing amendments to the rules of the union).

Motion 188

This motion is incapable of being implemented as it is in conflict with a binding determination of the Labour Court issued pursuant to relevant statutory provisions governing parental leave.

Motions 164, 165, 166, 168, 170, 178, 179, 180, 181

Rule 30 (ii) vests responsibility for the financial administration of the union in the General Secretary. In addition, Rule 39 vests responsibility for the investment of funds exclusively in the NEC.

Motion 169

Rules 17 (ii) and 21 (ii) provide that the NEC determines the date of Divisional Conferences and Union Conferences.

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

Motions 159, 160, 161, 162 and 163

These motions are not in the correct format of proposed motions to amend the rules and must be regarded as being out of order. In addition Motion 162 proposes a rule amendment which would conflict with the existing provisions of rule 38 which specifies the time within which the audited accounts will be made available. Similarly, the text of motion 163 would conflict with the existing provisions of rule 36.

3. The members of the Standing Orders Committee

These are listed on page 8 in this publication.

4. Amendments received

A total of 6 amendments were received by the deadline as set out in rule. No amendments were received late.

5. Amendments considered out of order

The amendments received are considered to be in order.

6. Common debates

The SOC intends to continue with the practice of having common debates. This will be reflected in the ultimate final agenda when it is being composed.

7. Incompatible motions

The SOC will examine the final list of motions on the ultimate agenda to determine if any are incompatible with each other.

8. Withdrawal/remission of motions

To date, no branches have agreed to the withdrawal or remission of any motions.

9. Emergency motions

The union rules provide that motions or amendments not included in the final agenda cannot be considered at conference other than where two-thirds of the delegates agree to add a motion of which timely notice could not have been given (i.e. where it refers to events that have occurred since the final date for receipt of motions-11 weeks before conference, 26th February 2020).

As indicated previously, the standing orders committee is mindful that rule 21 (ix) of the union's rules, dealing with motions which could not have been included in the final agenda, may present an opportunity for branches and the NEC to ensure that the conference in November can focus on the major issues of importance to the union membership.

Ordinarily, the provisions of this rule would be regarded as having a restricted application but, in the current emergency circumstances, and those alone, the SOC is of the view that branches and the NEC should be permitted to utilise the provisions of the rule to deal with the circumstances arising from the requirement to postpone the date of Conference.

Branches who wish to consider submitting motions under the provisions of this rule will be invited to do so by the General Secretary in accordance with the timetable specified subsequently in this report. It is not envisaged that branches would submit any more than one such motion. Any such motions should reference events that have occurred since the final date for receipt of motions - 26th February 2020.

10. Conference timetable

As already indicated, in anticipation of the ultimate final agenda being significantly different from this provisional final agenda, it seems prudent to defer finalisation of a detailed timetable until closer to the date of the Conference.

11. Distinguished service awards

The NEC has approved a number of distinguished service awards. Provision will be made for their presentation in the ultimate final agenda.

12. General standing orders

The SOC recommends that the general standing orders in this publication will apply at the national conference 2020. The SOC wishes to make all aware of section 16 that reads as follows:

"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."

The purpose of these is to try assist in the smoother running of conference where there are an exceptionally large number of motions.

13. Officer elections and votes

The timing of the Officer elections will be detailed in the ultimate final agenda. The elections to be held in the following order: President, treasurer, and then finally the vice president. The period during which ballot boxes will open and close will be announced by the SOC as conference progresses.

It is recommended that Rose Marie Conroy be appointed as returning officer.

It is recommended that conference appoints the following scrutineers to count ballot papers. These members have been nominated by their respective DEC's.

Civil Service	Gerard O'Donoghue Michelle Mc Morrow	Justice Executive PSO Clerical Sligo
Local Government & Local Services	Mr. Joe Sherlock Paul O'Halloran	Retired Member - Formerly Tipperary Co. Co. Dublin City Council,
Municipal Employees'	Thomas Cooney Shane Horan	Dublin Institute of Technology Dublin City Council
Education	Mary Coughlan Christina Scott	Higher Education NDNL SNA
Services & Enterprises	Gerry Duffy Gale Scanlon	OSI Branch Irish Museum of Modern Art
Health and Welfare	Marie Nally Gerry Mc Creanor	Mayo Health and Local Government Mayo Health and Local Government

14. Conference votes

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

15. Standing orders queries

Where branches or the NEC have queries or wish to seek changes to general standing orders or to SOC reports they are asked to raise these in writing with the SOC as soon as possible and in any event not later than one week prior to conference. The SOC will be available to deal with last minute conference issues at a time to be confirmed in the conference venue on Tuesday 17th November 2020.

Gerry Foley,
Chairperson, Standing Orders Committee

Motions

Pay - national agreements and related

Motion 1 - National Executive Committee

Conference notes:

- That the Public Service Stability Agreement (PSSA) expires at the end of 2020 and that, while the agreement has partially restored pay cuts imposed during the financial crisis, it has not kept pace with higher-than-expected economic growth, exchequer returns, or pay movements in a recovering private sector
- That remaining 'two-tier' crisis measures remain in place in the public service. These include increased working hours introduced for low and middle-earners as an alternative to further pay cuts in 2013, despite the full restoration of higher earners' pay cuts introduced at the same time
- That a small number of public service grades have been awarded significant pay enhancements on top of the basic provisions of the PSSA - on foot of reports by the Public Service Pay Commission, a process now closed to other grades and professions - and that Fórsa sought a process for dealing with sectoral issues for other groups in advance of talks on a possible successor to the PSSA
- That pay restoration in the community and voluntary sector, including 'section 39' organisations, lags behind the mainstream public service.

Conference therefore instructs the National Executive Committee and senior union staff to seek to negotiate a possible successor the PSSA, which can be put to a ballot of Fórsa members, and which:

- Includes real pay increases that reflect the increased cost of living and the country's strong economic performance in recent years
- Addresses the additional working hours introduced in the public service in 2013, along with other remaining 'two tier' issues
- Provides a mechanism to progress issues relevant to specific grades or sectors, including recruitment and retention
- Takes steps towards a funding model that can bring pay and conditions in the community and voluntary sector, including 'section 39' organisations, in line with the mainstream public service.

Withdrawn Amended Carried Not Carried Remitted

Motion 2 - Probation Officers

That this Conference recognises that national negotiations around pay and conditions such as those for the Croke Park Agreement and PSSA result in generalised and national conditions applicable to large groups of workers. Individual groups of workers in specific agencies can find themselves faced with anomalies that prove difficult to rectify in discussion with management after a national agreement has been reached. This can particularly be the case around salary and such issues as starting pay. Conference calls upon Fórsa negotiators to ensure that all groups of workers are fully represented in terms of improvements around pay and conditions, including such factors as incremental credit and starting pay. Furthermore when problematic anomalies arise that the mechanisms exist for quick resolution.

Withdrawn Amended Carried Not Carried Remitted

Motion 3 - EASP Clerical Navan Road/Finglas/Ballymun/Blanchardstown

Conference notes the significant increase in the cost of living of recent years leaving many if not most of our members struggling with accommodation, childcare, insurance, and other necessary expenditures. Conference further notes that on its own terms the PSSA was proposed to members as a means of partial pay restoration as distinct from a cost of living pay rise. Conference therefore directs the incoming central executive committee and the union officers to lodge an ambitious pay claim that both seeks to reverse the remaining impositions of the austerity years as well as recognising the accelerating rise in the cost of living. Conference therefore views that the pay element of such a claim should be in the order of 10% over the next year, the ending of two tier new entrants pay and the hours returned. Conference calls on the central executive committee and union officers to develop an action programme that mobilises members, and builds for industrial action including through confidence building measures in all work places, lunch time actions etc. building up to effective industrial action including strike action.

Withdrawn Amended Carried Not Carried Remitted

Motion 4 - Education & Skills Clerical Dublin

This Conference asks the incoming National Executive Committee to listen to all their members and take their worries, concerns and comments on board going into the next round of pay talks. It's vital that all members are heard and feel Fórsa is working for them and getting the best deal possible.

Withdrawn Amended Carried Not Carried Remitted

Motion 5 - PSO Sligo Clerical

This Conference instructs that all votes regarding national pay agreements at the NEC and all Divisional Executive meetings are to be recorded and forwarded to all branches of Fórsa as a matter of future record.

Withdrawn Amended Carried Not Carried Remitted

Motion 6 - Dublin Science and Arts Attendants

This branch instructs the NEC to review all allowances and shift prima paid for overnight and 24/7 working patterns across all the divisions of Fórsa in advance of the forthcoming national pay negotiations and to take advantage of those talks to ensure all such allowances and payments are fully pensionable.

Withdrawn Amended Carried Not Carried Remitted

Motion 7 - Cork Health & Local Government

That this Conference calls Fórsa to seek a fixed monetary increase in the upcoming new pay talks to succeed current PSSA e.g. €1000, €1500 or €2000 (or whatever figure may be reasonable) rather than a % rise across the board for all grades of staff.

Withdrawn Amended Carried Not Carried Remitted

Motion 8 - Letterkenny CS Clerical

That this Conference instructs the incoming Executive in the interest of fairness and equity to have flat rate pay increases rather than percentage rate increases prt of the union's policy going forward in any and all negotiations and pay discussions on future national pay deals and agreements.

Withdrawn Amended Carried Not Carried Remitted

Motion 9 - Letterkenny CS Clerical

That this Conference requests that if a future pay agreement is secured with percentage rate pay increases then these percentage rate increases are graduated so that the highest percentage is awarded to those on the lowest pay range with incrementally lower percentages awarded to those as you go up the higher pay range bands. The net effect should not result in an excessive difference in the actual cash amount of the pay increase among members.

Withdrawn Amended Carried Not Carried Remitted

Motion 10 - FGE

This Conference demands that in any future pay talks the reality of exceptionally low paid, full time employees, in the public service, be addressed and that any general percentage pay increase be augmented, for this group by a meaningful flat rate increase.

Withdrawn Amended Carried Not Carried Remitted

Motion 11 - Education & Skills Executive Grades

That this Conference instructs Fórsa to seek to remove the existing conditions requiring any officer to work without pay for the first hour of overtime.

Withdrawn Amended Carried Not Carried Remitted

New entrants**Motion 12 - Justice Executive**

Noting that many of our members fail to make ends meet, this conference instructs the National Executive Committee to address the issue of low pay for new entrants in future pay negotiations. Further, the NEC should seek to commission and publish in depth research to ascertain the impact of low pay on different public sector workers across Fórsa.

Amendment - Cork Health & Local Government

To include "and to remove the pay disparity between new entrants and existing staff" at the end of first sentence.

Withdrawn Amended Carried Not Carried Remitted

Living wage

Motion 13 - Dublin Central CS Clerical

This branch calls on the incoming NEC to ensure to prioritise the introduction of the standard living wage for all Dublin based public servants with immediate effect. A CO living in Dublin has to work eight years on the pay scale to reach the standard living wage for Dublin of €30,908 per annum and 17 years to reach the standard industrial wage of €39,000 per annum.

This fact has thousands of Dublin based CO's and equivalent/lower paid public servants living below the poverty line and struggling with the day to day cost of living.

Amendment - Cork Health & Local Government

Have all but one reference to Dublin removed to read:

This branch calls on the incoming NEC to ensure to prioritise the introduction of the standard living wage for all public servants with immediate effect. A C.O. has to work eight years on the pay scale to reach the standard living wage for Dublin of €30908 per annum and 17 years to reach the standard industrial wage of €39,000 per annum.

This fact has thousands of CO's and equivalent/lower paid public servants living below the poverty line and struggling with the day to day cost of living.

Withdrawn Amended Carried Not Carried Remitted

Motion 14 - School Secretaries

School secretaries working in 90% of our schools are paid through ancillary grant funding. Unlike their colleague secretaries paid directly by the Department of Education and Skills and those employed by Education and Training Board Schools, they do not have public service status. There are approximately 3000 school secretaries in the country. The vast majority are paid €13 per hour some with up to 25/30 years' service, on casual contracts, with no pay scale, no paid holidays, no sick pay and no pension entitlement. When the school closes for holidays the secretary is forced to sign-on for job seekers benefit, when the school shuts they are not paid and there is no money coming into the house.

The School Secretaries branch asks this Conference to continue to support the campaign to end this two tier pay system. It is not by accident that successive governments have allowed this disgraceful situation to continue. School secretaries are isolated, usually only one is employed in each school. This is an overwhelmingly female workforce who has been expected to keep quiet and be compliant for decades as the discrimination and unfairness became more entrenched.

In January 2019 we got ourselves organised and started campaigning. We have lobbied, we have cajoled and we have debated with TDs, Ministers and all the political parties. We have petitioned, we have marched and we have demonstrated. For the first time we have taken industrial action through a work to rule and two national strikes.

We ask that Fórsa continues to support our fight for fair pay and conditions. We find common cause with other branches such as the CE scheme supervisors and School Completion service who are also expected to undertake public service work without public service status.

School secretaries deserve no more than equal pay with their colleagues who are paid directly by the Department of Education and Skills and those employed by the ETB. We ask that Fórsa continues to support our campaign for fair pay, fair conditions and a fair pension.

Withdrawn Amended Carried Not Carried Remitted

Motion 15 - Letterkenny CS Clerical

That this Conference supports fully the actions of our colleagues, the school secretary members, in seeking improved terms and conditions of employment from the Department of Education and Skills. This is another example of an unfair two-tier pay system in existence in the civil and public sector. We call on the incoming executive to do all in its power to oppose this injustice and fight for these members, including if need be, escalating and/or threatening to escalate industrial action to other areas/divisions of Fórsa to support our school secretary members.

Withdrawn Amended Carried Not Carried Remitted

Motion 16 - SNA Connacht Ulster

This Conference congratulates the School Secretary branch on their ongoing campaign for fair pay and conditions for grant funded secretaries. There are other groups who carry out public service work often alongside colleagues with public service designation who are also denied fair pay and conditions. Conference supports our CE supervisors, school completion staff and other groups and demands that they are all treated fairly and given public service status with full access to the public sector pension schemes.

The actions of our school secretaries have shone a spotlight on the discrimination and unfair practices endured by members for decades. It is a scandal that successive Ministers have allowed this to continue. It was only by members taking the courageous step for the first time to take industrial action that the issues were brought to national attention. Every school secretary regardless of which school they work in must now be treated as a public servant. For years governments have exploited them by demanding they carry out public service work it's now high time this Government paid them accordingly and recognised them as public servants.

Withdrawn Amended Carried Not Carried Remitted

Section 39 agencies**Motion 17 - Cavan Health & Local Government**

That this Conference calls on Fórsa to act to support, consult and represent members seeking the restoration of pay parity across the public service, with a particular emphasis on supporting the most vulnerable in society, such as section 39 workers.

Withdrawn Amended Carried Not Carried Remitted

Increments**Motion 18 - Defence Executive Grades**

That this Conference directs the National Executive Committee to review the gap in pay at the top of the scales between public service pay grades at higher and ordinary level and to address any anomalies found.

Withdrawn Amended Carried Not Carried Remitted

Motion 19 - Higher Education

The Higher Education branch calls on Conference seek an end to the two and/or three year wait for a long service increment entitlement and incorporate the increment into the currently agreed scale as an annual increment entitlement.

Withdrawn Amended Carried Not Carried Remitted

Other

Motion 20 - Defence Executive Grades

That this Conference directs the National Executive Committee to enter negotiations with the official side to introduce a standardised public service wide on-call allowance for personnel who a required to carry a mobile phone for work purposes outside of normal working hours.

Withdrawn Amended Carried Not Carried Remitted

Motion 21 - Defence Executive Grades

That this Conference directs the National Executive Committee to enter negotiations with the official side to introduce a specialised post allowance for personnel who carry out specialised roles within the public sector e.g. IR personnel, IT personnel etc.

Withdrawn Amended Carried Not Carried Remitted

Motion 22 - Defence Executive Grades

That this Conference directs the National Executive Committee to seek a standardised qualification allowance across the public sector in congruence with our public service colleagues.

Withdrawn Amended Carried Not Carried Remitted

Motion 23 - Higher Education

The Higher Education branch calls on Conference to pursue an agreement whereby grade 3 staff will have an automatic professional progression to the grade 4 scale.

Withdrawn Amended Carried Not Carried Remitted

Public policy

General

Motion 24 - National Executive Committee

This conference commits Fórsa to champion affordable and accountable high-quality public services, to be a vocal advocate for those who use and deliver our public services, and to work with overseas unions and other stakeholders to campaign in EU and other international fora for the protection and extension of public provision.

To this end, conference calls on the National Executive Committee and senior staff to:

- Continue to campaign for a large-scale public home-building programme to address the housing and homelessness crisis
- Continue to campaign for a referendum to ensure that Ireland's water services remain in public ownership and control
- Extend its campaign for the remunicipalisation of Dublin's waste services to develop the case for the reestablishment of state provision of essential services in other areas
- Work to support the full introduction of Sláintecare, with substantially increased investment in community health services as well as hospitals and health promotion
- Actively oppose the outsourcing of essential civil service functions, including IT, and campaign for adequate investment to preserve and develop specialist roles in archiving and elsewhere, and
- Campaign for publicly-provided and publicly-funded affordable childcare.

Amendment - Cork Health & Local Government

Replace in bullet point 3 "Dublin's waste services" with the following "all local authority waste services."

Withdrawn Amended Carried Not Carried Remitted

Motion 25 - Buncrana Clerical

That this Conference calls on the NEC to seek assurances from the government that any telecommunications mast placed on a public building will be subject to radiation testing in advance of commission and to continue to the current practice of testing after commission so that the differential is available to be scrutinised.

Withdrawn Amended Carried Not Carried Remitted

Motion 26 - An Post

This Conference condemns the growing rise of the far right in Ireland, its dangers and threats to trade unionists and its attempts to divide workers. We call on this Conference to work in conjunction with other unions to support mobilisations and protests against the far right.

Withdrawn Amended Carried Not Carried Remitted

Motion 27 - Laois Health & Local Government

That this Conference calls on Forsa to treat our older population with the dignity and respect that they rightly deserve, and work with the incoming government to address the deficits in support to carers, by restoring the budgets for Home Help, Home Care Package, Respite Care supports to carers, or else increase significantly the Carer Support Grant to allow families to pay for private care so that older people can remain in their home for as long as possible rather than prematurely entering nursing homes.

Withdrawn Amended Carried Not Carried Remitted

Motion 28 - EASP Executive Grades

That this Conference instructs the incoming National Executive Committee to campaign for the establishment of a State owned insurance company by the Government, in order to lower the costs of insurance and provide insurance cover at a reasonable rate to members of the General Public, as was previously the case.

Withdrawn Amended Carried Not Carried Remitted

Motion 29 - NETB

That this Conference actively supports the granting of a banking licence to overseas community based banks with a proven track record in other jurisdictions. EU citizens in some other countries currently enjoy very favourable lending rates of 1.1% on fixed rate mortgages and 3% on personal loans courtesy of this banking model.

Withdrawn Amended Carried Not Carried Remitted

Motion 30 - NETB

That this Conference is resolute in its condemnation of the continuing unsavoury practice of fraudulent and exaggerated insurance claims that deprive essential services in health, our hospitals, childcare, education and local authority services of significant financial and staff resources, required in the providing of vital and necessary services to the citizens of this country.

Withdrawn Amended Carried Not Carried Remitted

Motion 31 - SNA Munster

That this Conference calls on Fórsa to engage with the Government to increase access to SEN school placements by increasing investments in staffing, training and infrastructure to ensure all our children have access to education in their local community. School places for SEN students must be available in every local community as a right. This issue impacts significantly on many families across Ireland, bringing great distress to people who must fight for every right for their vulnerable children.

Withdrawn Amended Carried Not Carried Remitted

Motion 32 - SNA Connacht Ulster

Conference notes the continuing problems for children with special educational needs and their parents who cannot access a school placement. This is a breach of Ireland's obligations under the UN Convention for the Rights of the Disabled which guarantees disabled children the right to receive an inclusive education. Fórsa calls on the Government to increase access to SEN school placements by increasing investments in staffing, training and infrastructure to ensure all our children have access to education in their local community. School places for SEN students must be available in every local community as a right.

Withdrawn Amended Carried Not Carried Remitted

Motion 33 - Cork Health & Local Government

This Conference calls on the NEC to ensure that the communications strategy of Fórsa place a stronger emphasis on highlighting the impact of the lack of investment in public services. The nursing and teaching unions have successfully highlighted the impact of the lack of hospital beds and school places. Fórsa also need to more forcefully highlight the impact of the lack of investment in the sectors where our members work. Our members on a daily basis have to deal with the results of this lack of investment. The suffering imposed on the public due to the lack of speech and language therapists, physiotherapists and occupational therapists is just one example of the ongoing impact of the failure of this Government to respect the rights of all citizens to a health care service. Our members who work in the clerical and administration sectors in the areas of housing, education and health also see at first hand the impact of this failure to adequately resource public services.

Fórsa has a role in ending this policy, which blights the life chances of so many of our fellow citizens. The role can begin by passing this motion, which calls on the NEC to develop a communications strategy that has as its key objective the highlighting of the ongoing impact of the lack of investment in public services. Consideration should be given to framing the core message of the strategy around meeting the goals that were set out in No Child 2020 - a title that echoes the text of the Democratic Programme of the first Dáil. There are five principles, set 100 years ago, which remain of concern today:

- Food - no child should be hungry
- Shelter - no child should be homeless
- Health - no child should be without timely, affordable healthcare
- Education - no child should be blocked from having an education
- Participation - no child should be excluded from society.

Our union is committed to social justice. We need to have a stronger, more public voice and message that we want to see the principles that were stated 100 years ago finally made a reality. Our experiences matter as workers on the front line. Let's use those experiences to shape a message that public services must be protected and resourced.

Withdrawn Amended Carried Not Carried Remitted

Motion 34 - EASP Executive Grades

That this Conference of Fórsa instructs the incoming National Executive Committee to campaign for zonal agreements and a comprehensive social dialogue to resolve social concerns such as:

- Mortgages,
- Rent,
- The cost of raising a family,
- Healthcare, Motor Neuron Disease, sight loss (Glaucoma),
- Mental health services,
- Schools and education,
- Anti-social behaviour,
- Public transport and transport,
- Refugees.

Withdrawn Amended Carried Not Carried Remitted

Motion 35 - Cavan Health & Local Government

That this Conference directs the National Executive Committee to seek provision for support services for members that make protected disclosures.

Amendment - Cork Health & Local Government

Replace "to seek provision for support services for members that make protected disclosures" with "to ensure that members who make protected disclosures are fully protected by ForSa and to demand that all employers make their employees aware of their rights to make a protected disclosure and of their legal rights to protection in such cases."

Withdrawn Amended Carried Not Carried Remitted

Motion 36 - Culture, Heritage & the Gaeltacht

This Conference instructs the incoming National Executive to outline a F6rSa union position on the use of personal data by staff employers.

Where personal staff information is being used it is important that the staff members is first asked if they wish their information to be used, published or disseminated within the organisation or external to the organisation.

Withdrawn Amended Carried Not Carried Remitted

Housing and homelessness

Motion 37 - Probation Officers

That this Conference notes that despite the prosperity that currently exists in Ireland, services for homeless people, people with mental health issues and displaced people are completely inadequate.

Given the recent tragic events on the 15th of January 2020, whereby a homeless person suffered life altering injuries, F6rSa will be more forceful and pro-active in securing the rights, statutory and otherwise, of homeless people which are currently being ignored. Government policies and rights drawn up to protect the most vulnerable are being ignored. F6rSa therefore strongly commits to exposing such negligence and to demanding a high level of care for the most vulnerable in society.

Withdrawn Amended Carried Not Carried Remitted

Motion 38 - Laois Health & Local Government

That this Conference

- Introduce a constitutional or statutory right to housing as applies to other European countries,
- Build 25,000 new homes each year in line with Rebuilding Ireland and for Local Authorities to take the lead on this.
- Introduce legislation to ensure security of tenure and rent certainty as rents continue to spiral out of control, and develop a comprehensive strategy for the rental sector
- Commit to end the overreliance on the private rental sector, end the practice of using hotels and B and B's and put a target date in place in relation to this.
- Give the Residential Tenancies Board adequate powers to protect Tenants.
- Introduce a national affordable rental scheme to support households who do not qualify for a mortgage and who are struggling to pay private rents.

Amendment - Cork Health & Local Government

Replace in 2nd bullet point the following "25,000 new homes" with "a minimum of 25,000 new social housing units."

Withdrawn Amended Carried Not Carried Remitted

Motion 39 - Taoiseach Executive Grades

This conference

- recognises that homelessness is at a crisis point in society
- notes that the numbers of people in emergency accommodation is at an unacceptable level
- endorses Fórsa's involvement in the Raise the Roof Campaign
- thanks those both inside and outside Fórsa who are doing remarkable work ensuring people have a roof over their head and a bed to sleep in at night

As workers join the public service they are finding it difficult to find reasonable accommodation. Some positive work around the alleviation of homelessness lies in the Co-Operative Housing Model.

This Conference calls on the NEC to investigate ways which Fórsa can promote and endorse the Co-Operative Housing Model up to and including the building or contributing to the building of cooperative housing for members.

This investigation will be complete by the end of November 2020 with the findings being disseminated to members by the end of December 2020.

Withdrawn Amended Carried Not Carried Remitted

Taxation and related**Motion 40 - Tipperary South Health & Community**

That Fórsa seek that the clothing tax allowance be available at realistic rates.

Withdrawn Amended Carried Not Carried Remitted

Motion 41 - Tipperary South Health & Community

That Fórsa seek immediate introduction of tax credits for children to offset the cost of childcare.

Withdrawn Amended Carried Not Carried Remitted

Motion 42 - EASP Executive Grades

That this Conference of Fórsa instructs the incoming National Executive Committee to oppose the establishment of a costly child maintenance agency which would facilitate stealth taxes, incur additional suffering on families while imposing financial penalties on parents: and, instead, campaign for an approach that is in line with reducing discrimination, enforcement and the burden on families.

Withdrawn Amended Carried Not Carried Remitted

Motion 43 - Cavan Health & Local Government

That this Conference mandates Fórsa to negotiate with government to seek the abolition of USC contribution to include employees and retired.

Withdrawn Amended Carried Not Carried Remitted

Palestine and other international matters

Motion 44 - SNA Connacht Ulster

That the arbitrary arrest of Palestinian children as young as 12 is a breach of human rights, children are arrested and tried by a military court and are given long prison terms for trivial offences often with scant evidence against them and little access to legal representation. We could do more to pressure the Irish Government to raise these issues and highlight and support the work of the Defence of Children in Palestine organisation.

Withdrawn Amended Carried Not Carried Remitted

Motion 45 - SNA Connacht Ulster

The recent TUFFP delegation visit highlighted the astonishing work carried out by staff and volunteers across the occupied territories in providing education to Palestinian children. Many community based initiatives are underfunded and struggle to survive. Fórsa's developing world fund should prioritise specific educational projects aimed at increasing training for staff and volunteers and contribute to viable proposals on improving school infrastructure. Fórsa could use contracts and TUFFP to request applications for funding.

Withdrawn Amended Carried Not Carried Remitted

Motion 46 - SNA Connacht Ulster

To further our support for the BDS campaign Fórsa should fund a delegation visit from Palestinian schools for a speaking tour of union branches also involving other contact and engagement with the wider trade union movement north and south.

Withdrawn Amended Carried Not Carried Remitted

Motion 47 - Dun Laoghaire Rathdown

That this Conference reiterates this union's opposition to the illegal occupation of Palestine, and commits to continuing to campaign with Palestinian campaign groups and through the International Solidarity Committee.

This union also reiterates its support for boycott, divestment and sanctions against Israel, and agrees that this union will support any members who observe this boycott in the course of their work.

Withdrawn Amended Carried Not Carried Remitted

Motion 48 - Boards & Voluntary Agencies

That this Conference condemns the US government's attempts to escalate the Middle East conflict.

Withdrawn Amended Carried Not Carried Remitted

Motion 49 - Laois Health & Local Government

That this Conference abhors the illegal actions of the Chinese Government in their treatment of the Uighir population and their blatant disregard for fundamental human rights. Despite huge Chinese investment in Ireland when it comes to regimes that offend our moral sensibilities we as citizens of this country have an obligation to ask that regimes such as this are called to account. AGM calls on Fórsa to actively lobby our government in this regard.

Withdrawn Amended Carried Not Carried Remitted

Mental health and wellbeing**Motion 50 - Dublin City**

That this Conference call on Fórsa to engage with employers across the divisions to devise a programme for mental wellbeing and thereby working to remove the stigma in many workplaces around mental health.

Withdrawn Amended Carried Not Carried Remitted

Motion 51 - Cabin Crew

We call on the incoming NEC to engage with the relevant employer and government agencies to seek the establishment of a policy that offers assistance to victims of domestic abuse.

Withdrawn Amended Carried Not Carried Remitted

Motion 52 - Cabin Crew

We call on the incoming NEC to engage at the appropriate level regarding the need for recognising the changes to the working life as experience has taught us that many issues happen outside 9.00 - 5.00. The need for a resource to be available to our members outside of core hours should be explored and that the NEC would keep branches updated on this issue.

Withdrawn Amended Carried Not Carried Remitted

Privatisation and related

Motion 53 - FGE

That this Conference oppose the creeping privatisation of work proper to grades represented by Fórsa and instructs the National Executive to act on this, where this has occurred this Conference instructs the NEC to seek the immediate reversal of this.

Withdrawn Amended Carried Not Carried Remitted

Motion 54 - EASP Executive Grades

That this Conference calls on the incoming National Executive Committee to pursue the formulation and implementation of a policy programme of Nationalisation in conjunction with the Irish Congress of Trade Unions (ICTU) and other societal stakeholders given the reduction that has been suffered in human well-being, the environment and society, since the late 1970s as a result of imposing piratical socio-economic policies, on the Irish people.

Withdrawn Amended Carried Not Carried Remitted

Climate change and the environmental issues

Motion 55 - Justice Executive

This conference instructs the National Executive to campaign for a green new deal that ensures that workers are not going to pay the brunt of climate catastrophe. To build a coalition, link up with community groups, and campaign for:

- Zero carbon emissions by 2030. Phase out fossil fuels.
- Investment in green renewable energy for sustainable communities.
- Investment in green and sustainable agriculture.
- Just transition for workers. Support all workers in Ireland and abroad fighting for a just transition.
- Free public transport. Investment in green public transport that is expanded and publicly owned.
- International solidarity and support for indigenous groups and people in the global south suffering the consequences of the climate crisis.

Withdrawn Amended Carried Not Carried Remitted

Motion 56 - Defence Executive Grades

That this Conference directs the National Executive Committee to seek a special arrangement with the National Transport Authority to allow public servants living outside of short hop-zones to avail of discounts (similar to that of short hop-zones) on public transport to: reduce the cost of commuting to work, entice staff to use public transport and reduce climate change emissions from cars.

Withdrawn Amended Carried Not Carried Remitted

Motion 57 - EASP Executive Grades

That this Conference of Fórsa calls on the incoming National Executive Committee to pursue the implementation of a State programme of Hydro-Electric, Wave, and Tidal Energy Generation that would be cheap, clean and stave off ecological collapse, while generating income to fund Government Services.

Withdrawn Amended Carried Not Carried Remitted

Motion 58 - PSO Sligo Clerical

This Conference agrees that Fórsa should support the call for climate change action. But it should not come as a taxation which pushes citizens of this country, including our members, into further poverty. The changes should come through the education of our citizens, not taxation.

Amendment - Cork Health & Local Government

Insert in last sentence after "citizens" the following "and massive state investment."

Withdrawn Amended Carried Not Carried Remitted

Motion 59 - Taoiseach Executive Grades

Conference recognises that Fórsa is a member of Coalition 2030 - the alliance of over 60 civil society organisations working together to ensure Ireland keeps its promise to achieve the Sustainable Development Goals (SDGs).

The SDG's were agreed amongst 193 countries in the United Nations in September 2015.

As we come to the five year anniversary of these goals, with the aspiration to have met them by 2030, we call on the NEC to promote the goals in all its work. This includes engaging in an information awareness raising programme with the membership of the Sustainable Development Goals starting before the end of 2020.

Withdrawn Amended Carried Not Carried Remitted

Motion 60 - CSO Executive Grades

That this conference calls on the incoming National Executive to call on the government to again declare a climate emergency and to prioritise working with unions to develop plans to swiftly address the largest areas in which Ireland negatively impacts climate. Such issues would necessarily include decarbonising Ireland's energy, incentivising the use of public transport through subsidising its use and developing a viable integrated transport network and encouraging all means of reducing daily commuting such as the introduction of a four-day week and working from home.

Withdrawn Amended Carried Not Carried Remitted

Motion 61 - Fingal

That this conference seeks that staff wishing to transfer within each divisional sector of Fórsa have access to a staff transfer facility within their division. This would reduce carbon emissions; government bodies should be key drivers of climate change by facilitating staff to work close to home. This will also enable employees to bring work and life closer to a balance.

Withdrawn Amended Carried Not Carried Remitted

Motion 62 - CSO Executive Grades

That this conference calls on the incoming National Executive to mobilise its national membership (80,000 members) on a regular basis (half yearly/quarterly), albeit at weekends, in a real effort to lead in demanding more by way of climate action by Government and by business and within keeping of the Paris Agreement's goal in pursuing efforts to limit global average temperature increases to 1.5o C by 2030.

Withdrawn Amended Carried Not Carried Remitted

Collective bargaining rights

Motion 63 - Oireachtas Ushers

That this Conference directs Fórsa that in the event of a breakdown between the employer/management and the trade union regarding industrial relations, the services and assistance of the Workplace Relations Commission should be called upon to provide a conciliation officer or an industrial relations officer to facilitate/mediate between the parties concerning the dispute.

This would be helpful in allaying any perception that the members might have in relation to a perceived bias with the services provided by another third party outside of the WRC. More importantly the WRC is recognised as the state's foremost dispute resolution machinery and also independent.

Withdrawn Amended Carried Not Carried Remitted

Motion 64 - Foreign Affairs Clerical

Conference notes that the fundamental right of workers to withdraw labour has come under sustained attack by Thatcherite "reforms" to trade union law in different jurisdictions in recent decades - in Ireland, by the Industrial Relations Act 1990, which inter alia:

- Limits lawful industrial action to the narrow confines of a "trade dispute", effectively preventing, for example, unions from using their industrial leverage to force action on the climate emergency;
- Places onerous obligations on unions even in the context of a "trade dispute", with disastrous results for unions if they are not adhered to, as soon in the recent Ryanair dispute;
- Compels workers to cross the picket line if there is an industrial dispute that does not directly affect them, even if it is in the same workplace which sows division among workers.

Conference demands that this reactionary legislation is repealed and replaced by a new law that respects workers' rights and in particular collective-bargaining rights of all workers.

Withdrawn Amended Carried Not Carried Remitted

Motion 65 - EASP Executive Grades

That this Conference instructs the incoming National Executive Committee of Fórsa to campaign for a rescinding of the 1990 Industrial Relations Act.

Withdrawn Amended Carried Not Carried Remitted

Motion 66 - Higher Education

The Higher Education branch calls on Conference to press for the repeal of the Industrial Relations Act 1990, which imposes draconian and disproportionate restrictions on the rights of workers to take lawful strike action, which is recognised internationally, including in the ILO principles concerning the right to strike. The 1990 Act should instead be replaced by new legislation that is fair to workers and guarantees fundamental labour rights.

Withdrawn Amended Carried Not Carried Remitted

Motion 67 - An Post

This Conference calls for an active TU campaign to repeal and abolish the 1990 Industrial Relations Act. This is regressive legislation that is designed to undermine workers and prevent trade unions from effective action and representation of their members. Furthermore, this Conference calls on the incoming executive to initiate a campaign within ICTU and the wider TU membership to campaign for this and replacement with a pro worker and TU legislation.

Withdrawn Amended Carried Not Carried Remitted

Motion 68 - Children & Youth Affairs Executive Grades

Conference applauds the stance taken by the Fórsa Civil Service Division and other campaigning unions in calling for the abolition of the Industrial Relations Act 1990 and its replacement by legislation intended to better protect working people and assist them to organise in trade unions.

Conference therefore instructs the incoming Executive Committee to initiate and adequately fund a national campaign, with other like-minded campaigning unions, to secure strengthened employment law through the establishment of a Fair Work Act in Ireland. This Fair Work Act should include the right to join a union; the right to access workplaces; the right to representation; effective union recognition and collective bargaining rights; the unalienable right to strike; the right to decent and fair work and conditions and any additional legislative provisions deemed necessary to defend workers in Ireland.

Conference further instructs the incoming Executive Committee to actively campaign for the Irish Congress of Trade Unions to campaign to abolish the 1990 Industrial Relations Act in its entirety and to join in the fight to secure robust and effective workers' rights legislation as a matter of immediate priority, including the proposal of a motion to this effect at its biennial delegate conference.

Withdrawn Amended Carried Not Carried Remitted

Automation

Motion 69 - National Executive Committee

This conference believes that the range of tasks that can be substituted or disrupted by new technologies has expanded and will continue to grow, and that this is likely to have a significant impact on the jobs of many Fórsa members and the services they deliver to the public. Conference calls on the union to work to protect staff and services from potential adverse effects of automation, and to develop strategies to ensure that the benefits of new technologies are shared with and their communities.

To this end, conference endorses the report 'Acting on automation: A scoping report on how new technologies could impact Fórsa and its members,' and its recommendations that:

- Fórsa should take a lead role in the automation debate in Ireland
- Our response to automation should be integrated into core union business
- The union should produce a guide to bargaining over automation, and be proactive in seeking workplace and sectoral agreements on automation and digitalisation
- Working with ICTU and European and international union federations, Fórsa should develop a policy and political campaign aimed at ensuring that automation benefits everyone.

Withdrawn Amended Carried Not Carried Remitted

Staffing and related

Motion 70 - Housing, Planning Community & Local Government Executive Grades

That this Conference calls on the union to ensure that there is full consultation and agreement on staffing issues prior to any new or existing shared service agreements across the civil and public service.

Withdrawn Amended Carried Not Carried Remitted

Motion 71 - Ballinasloe

We call on Fórsa to ensure that in future the public sector will not allow vacancies created as a result of non-replacement of maternity leaves to arise. That this be made a gender issue that unfairly and disproportionately adversely affects female dominated roles or professions. This crude instrument will no longer be accepted as a measure to reduce costs. At a minimum a vacancy created by a maternity leave absence must be filled with 0.5 wte replacements.

Withdrawn Amended Carried Not Carried Remitted

Pensions and related

Motion 72 - Dublin South Health and Welfare

That this Conference calls on the incoming National Executive Committee to push for all employees, including sessional employees, to have access to the superannuation scheme.

Withdrawn Amended Carried Not Carried Remitted

Motion 73 - Dun Laoghaire Rathdown

That this Conference notes the growing trade union-led opposition in Ireland and across Europe to pension reforms that will impact negatively both on income in retirement and pension age.

This Conference calls on the NEC to initiate a campaign of protest and industrial action, up to and including strike action, to oppose the increase in the Irish state pension age to 67 in 2021, and to reverse reductions in entitlements and prevent any further diminution of benefits.

This Conference also directs the NEC to propose that the ICTU convene a major national forum to address the issues surrounding pensions and to embark on a campaign to ensure access to schemes that will provide an adequate pension in retirement for all workers, in the public and private sectors.

Withdrawn Amended Carried Not Carried Remitted

Motion 74 - FGE

This Conference condemns the increase in the state pension age, all future planned increases in that pension age and in particular demands that the pensions of low paid members, employed in the public sector, have their particular pension issues, these changes have brought to light, addressed immediately by the Fórsa National Executive.

Withdrawn Amended Carried Not Carried Remitted

Motion 75 - PSO Sligo Clerical

This Conference instructs the National Executive to seek support from ICTU to campaign for all elected public representatives, including an Taoiseach, to receive their pensions in line with the state pension retirement age.

Withdrawn Amended Carried Not Carried Remitted

Motion 76 - Revenue C&E Dublin

This Conference calls on Fórsa to continue to pursue a claim to put in place arrangements for premium payments to be treated as pay for pension purposes for members who work on regular shift allowance roster.

Withdrawn Amended Carried Not Carried Remitted

Motion 77 - Cork Health & Local Government

That this Conference, calls on the incoming NEC to seek that the 40 year rule in respect of retirement age for public servants recruited before 1st April 2004, be extended to more than 40 years when calculating retirement benefits.

Withdrawn Amended Carried Not Carried Remitted

Motion 78 - Cork General Clerical

That this Conference calls on the NEC to engage in talks with Government to allow public servants, if they so wish, to retire after 40 years' service with full pension entitlements.

Withdrawn Amended Carried Not Carried Remitted

Motion 79 - Foreign Affairs Clerical

This Conference notes the very real risks of poverty and misery in retirement that will be faced by members of what is sometimes called “generation rent,” as the burden of paying rent is likely to continue for many members of this generation long past retirement age. Conference further notes that the decimation of the pension entitlements of public servants appointed from 1st January 2013 onwards (whose pensions are to be calculated by reference to “career average” earnings rather than final salary) will make the situation even worse for those affected by it, with the cut to retirement income estimated at 35% by DPER’s own figures. This Conference, being the supreme governing body of the union, condemns this disgraceful inequality of post-2012 recruits to the public service be reversed in its entirety.

Withdrawn Amended Carried Not Carried Remitted

Motion 80 - Dublin City

That this Conference calls on delegates to the Biennial Conference to mandate the union’s National Executive to negotiate with Government and public sector employer so that the cost to the employee of buying notional service in respect of periods of unpaid Parental or Carers Leave would be no greater than the normal amount of superannuation payable (Class A employee) for such a period.

Withdrawn Amended Carried Not Carried Remitted

Motion 81 - Dublin City

That this Conference calls on delegates to the Biennial Conference to mandate the union’s National Executive to pursue better value and wider choice for members in the availability of Additional Voluntary Contributions (via direct salary deduction) (AVC) pension schemes, including competitively tendering for a Fórsa endorsed scheme.

Withdrawn Amended Carried Not Carried Remitted

Motion 82 - Cavan Health & Local Government

That this Conference calls on the National Executive Committee to lobby government to enact legislation granting negotiation rights to representative organisations with respect to retired members.

Withdrawn Amended Carried Not Carried Remitted

Motion 83 - Cavan Health & Local Government

That this Conference mandates Fórsa to negotiate to seek the restoration of the link between retired members pension rates and their equivalent pay grade on retirement and any cost of living increases applicable to their grade, to apply across the public sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 84 - Probation Officers

That this Conference calls on Fórsa to campaign for a return to a retirement age of 65. Fórsa should campaign for an immediate reversal of the Government’s decision to increase the age of pension entitlement from 66 to 67 in 2021 and again from 67 to 68 in 2028. This is a negative development for all workers and is especially detrimental for women and for low paid workers who do not have the luxury of paying into a private pension fund.

Withdrawn Amended Carried Not Carried Remitted

Motion 85 - EASP Executive Grades

That this Conference instructs the incoming National Executive Committee of Fórsa to ensure that there is no further increase in state pension age or dis-improvements in state funded pensions or any such measure that is to the detriment of worker income.

Withdrawn Amended Carried Not Carried Remitted

Motion 86 - PSO Sligo Clerical

This Conference instructs the NEC to actively oppose the increase in the old age pension qualification age. We believe that when a citizen of the state reaches 66 years that it should be the qualification age for state pension. We believe Fórsa in conjunction with ICTU should call for a National day of protest to highlight or opposition to the increase in the pension age.

Withdrawn Amended Carried Not Carried Remitted

Motion 87 - Revenue C&E Dublin

This Conference calls on Fórsa to pursue the rolling back of the social welfare old pension qualifying age to 65.

Withdrawn Amended Carried Not Carried Remitted

Motion 88 - Waterford Clerical

Conference instructs the incoming executive to seek the reintroduction of pension age to 65 or lower.

Withdrawn Amended Carried Not Carried Remitted

Motion 89 - An Post

This Biennial Conference calls on the trade union movement to mobilise and campaign against the mandatory increase in the pension age. With the roll out of new technology and work practices we should be moving in the direction of shorter working hours and working years for all workers in the future. This conference/AGM will campaign, mobilise and if necessary ballot for industrial action to keep the voluntary pension retirement from rising above 65. Furthermore, steps should be taken by this union to reduce the pension age in line with other European countries such as France.

Withdrawn Amended Carried Not Carried Remitted

Motion 90 - EASP Executive Grades

That this Conference instructs the incoming National Executive Committee of Fórsa to ensure that there is no further increase in state pension age or dis-improvements in state funded pensions or any such measure that is to the detriment of worker income.

Withdrawn Amended Carried Not Carried Remitted

Motion 91 - Architectural Engineering & Heritage Services

That this union do all in its power to restore the pension eligibility age to 65 years and in order to offset any perceived demographic financial shortfall, to have a fully operational extension to the working age to 70 years and beyond, if health allows.

Withdrawn Amended Carried Not Carried Remitted

Motion 92 - Tipperary South Health & Community

That pensions be determined by the best four years of an employee's life career/salary and not restricted to the best four years of the previous ten.

Withdrawn Amended Carried Not Carried Remitted

Conditions of service

General

Motion 93 - Dublin South Health and Welfare

That this Conference calls on the incoming National Executive Committee to ensure that public service employers promote the practice of remote working and are amenable to workers operating from workplaces as close to their homes as possible.

Withdrawn Amended Carried Not Carried Remitted

Motion 94 - Cork Health & Local Government

This Conference calls on Fórsa to seek clarity and transparency from all public sector employers with regard to any serious physical assault schemes in operation, to ensure the protection of all workers who may on occasion be assaulted during the carrying out of their daily duties.

Withdrawn Amended Carried Not Carried Remitted

Motion 95 - EASP Executive Grades

That this Conference of Fórsa instructs the incoming National Executive Committee to campaign for Illness Benefit to be paid from the first day of certified illness while ensuring that there is no change to State funded Sick Pay that is to the detriment of Workers take-home pay.

Withdrawn Amended Carried Not Carried Remitted

Motion 96 - Coillte

That this Conference calls on Fórsa to secure as a matter of extreme urgency the inclusion and protection of retired workers under the aegis of the Workplace Relations Commission.

Withdrawn Amended Carried Not Carried Remitted

Motion 97 - Longford Health and Local Government

That this conference calls on the incoming National Executive Committee to engage with the employers to agree an Occupational Health Scheme for any Civil or Public Servants or individuals who are injured while carrying out their duties similar to the scheme our colleagues in the HSE and Tusla benefit from.

We call on conference to seek the introduction of an Occupational Health Scheme for all Civil and Public Servants.

Withdrawn Amended Carried Not Carried Remitted

Motion 98 - Dun Laoghaire Rathdown

That this Conference notes the potential benefits of remote and home working in terms of climate action and work life balance. This Conference agrees to seek the implementation of a remote and home working policy across all sectors.

Withdrawn Amended Carried Not Carried Remitted

Motion 99 - Revenue C&E Dublin

This Conference calls on Fórsa to make a claim for benefits like the 'Homemakers Scheme' for civil and public servants, that allows a man or woman who provides full-time or part-time care for either:

- a child under 12
- an ill or disable person aged 12 or over

Such that a full/partial tax year spent as a carer is regarded as service in the calculation of pension.

Withdrawn Amended Carried Not Carried Remitted

Motion 100 - Boards & Voluntary Agencies

That this Conference acknowledges that the rise of the gig economy with its precarious work practices and erosion of workers' rights is a negative development and will ultimately lead to the growth of an underclass of working poor.

Withdrawn Amended Carried Not Carried Remitted

Motion 101 - Kildare Local Authority

We call on the NEC to seek to protect all family friendly policies and to work on improving and enhancing family friendly policies for all members.

Withdrawn Amended Carried Not Carried Remitted

Motion 102 - SNA South Dublin South Leinster

We seek parity with other public sector workers that can move from department/workplace without break of service being imposed.

Withdrawn Amended Carried Not Carried Remitted

Job evaluations**Motion 103 - PSO Sligo Clerical**

This Conference instructs the NEC to ensure that job evaluation is positively agreed with DPER and introduced into the all divisions of Fórsa that request the initiative.

Withdrawn Amended Carried Not Carried Remitted

Motion 104 - Ballina General

This Conference instructs the NEC to work with Fórsa head office negotiators to seek to ensure that the job evaluation process is accessible to all members in all six divisions. Negotiators to take into account the growing changes within our workforce and in particular our graded structures.

Withdrawn Amended Carried Not Carried Remitted

Motion 105 - Clare CS Clerical

That this Conference instructs the NEC to ensure that job evaluation which has been agreed and implemented in some Fórsa divisions, is agreed for all Fórsa members in all divisions that don't have agreements in place for the scheme for implementation.

Withdrawn Amended Carried Not Carried Remitted

Working time, hours of work and related

Motion 106 - National Executive Committee

Conference commends Fórsa for taking the lead in establishing the Four-Day Week Ireland (4DWI) coalition of trade unions, environmentalists, NGOs, businesses and academics to campaign for shorter working time, without reductions in pay or productivity, in all sectors of the economy.

Conference endorses the view that working time and working patterns across the economy need to be fundamentally reviewed and reformed to take account of new and developing technologies, environmental imperatives, and demographic shifts including longer life expectancy and increasing non-work caring demands. In this context, conference believes reduced working time will be better for business, for workers, for women, and for the environment.

Conference also believes that reduced working time will be an important mechanism for maintaining employment as new technologies replace or change traditional jobs, and for sharing the benefits of improved productivity that flow from automation and other technological developments.

Conference therefore calls on the union's National Executive Committee and senior officials to continue to work for a steady and managed transition to a shorter working week for all workers in the private and public sectors, and to include in this work the short-term goals of:

- Increasing in the number of public holidays from Ireland's internationally-low number of nine
- Securing four-day week pilots in appropriate public and private/commercial employments
- Developing, promoting and negotiating the implementation of mechanisms, including home-working, that can improve work-time flexibility to the benefit of workers, employers and the economy
- Develop and promote mechanisms for work-time flexibility for those approaching retirement, in light of increased life expectancy and other demographic trends.

Withdrawn Amended Carried Not Carried Remitted

Motion 107 - Letterkenny CS Clerical

That this Conference instructs the incoming Executive to lobby for the consideration of the introduction of a four day working week and the option of working from home. The government is looking to reduce the national carbon footprint and a reduction of traffic to and from offices would reduce same by at least 20%.

Withdrawn Amended Carried Not Carried Remitted

Motion 108 - Legal and Professional

That this Conference calls for a re-negotiation of terms and conditions of employment to enable public servants work their week over a four day pattern.

Withdrawn Amended Carried Not Carried Remitted

Motion 109 - Buncrana Clerical

That this Conference calls on the NEC to lead the calls for a 4 day week. This will reduce our members' carbon footprint while increasing their quality of life.

Withdrawn Amended Carried Not Carried Remitted

Motion 110 - Justice Executive

This conference instructs the National Executive Committee to seek to have a four-day working week with no loss of pay as part of any future pay negotiations.

Withdrawn Amended Carried Not Carried Remitted

Motion 111 - Dublin South Health and Welfare

That this Conference calls on the incoming National Executive Committee to push for the initiation of a four day week in the public service without loss of pay.

Withdrawn Amended Carried Not Carried Remitted

Motion 112 - Sligo CS Clerical

That this Conference instructs the incoming executive of the NEC to give support to the 4 Day Week Campaign across all divisions.

Withdrawn Amended Carried Not Carried Remitted

Motion 113 - Education & Skills Executive Grades

The Irish economic recovery is at an advanced stage, with the labour market fast approaching full employment. In this regard, it is noted and welcomed that various Acts have initiated the phased repeal of FEMPI measures. In this regard, this Conference instructs Fórsa that when negotiating any future public sector agreements, the restoration of our time and working conditions is a priority for members in the upcoming negotiations.

Withdrawn Amended Carried Not Carried Remitted

Motion 114 - Justice Executive

This conference instructs the National Executive Committee to ballot members for industrial action in relation to restoring pre-Haddington Road hours without loss of pay. Members should be balloted solely on this issue prior to any pay deal. Further, to ensure there is a meeting on the issue in every branch and sub-branch with a union official present prior to the ballot.

Withdrawn Amended Carried Not Carried Remitted

Motion 115 - Donegal Health and Welfare

This Conference calls on public sector management to give more consideration to the member's applications for shorter working year.

Withdrawn Amended Carried Not Carried Remitted

Motion 116 - Higher Education

The Higher Education branch calls on Conference to pursue an agreement to eliminate the increase in working hours on promotion.

Withdrawn Amended Carried Not Carried Remitted

Motion 117 - Cork Health & Local Government

That this Conference calls on Fórsa to negotiate a flexitime arrangement for all members in the public service, to ensure that members have access to similar schemes that currently exist in other parts of the public service.

Withdrawn Amended Carried Not Carried Remitted

Motion 118 - EASP Clerical Dublin City Centre

That this Conference instructs that as our employer has spent a considerable amount of time telling us how much it would cost in the long run (€621 million for 100%, between €311 million and €466 million for 50%-75%) to employ enough staff to cover our unpaid additional working hours (slave labour) and in their view, that they are not willing to go this route, then they should go the route of paying for those hours. No additional recruits needed, no extra money for employing extra staff and their associated pensions, accommodation, overtime. They have outlined the value of the additional hours, to themselves and the public at large and the cost of reversing the additional hours, but not the cost of paying us for them.

Withdrawn Amended Carried Not Carried Remitted

Travel and subsistence

Motion 119 - Civil Service No. 1

That this conference directs that equality and fairness are applied by all employers in the calculation of work-related expenses and that these calculations adhere to agreed circulars.

Withdrawn Amended Carried Not Carried Remitted

Annual leave

Motion 120 - Higher Education

The Higher Education branch calls on Conference to support our request for no loss of leave on promotion and an elimination of the 30-day cap on annual leave on promotion.

Withdrawn Amended Carried Not Carried Remitted

Sick leave scheme, parental leave and related

Motion 121 - Clare Health and Welfare and Local Government

That this conference mandates Fórsa to negotiate the amendment of the Parental Leave Act by increasing the age of eligibility for taking parental leave up to the child's 18th birthday.

Withdrawn Amended Carried Not Carried Remitted

Motion 122 - Laois Health & Local Government

That this Conference calls on Forsa to work with all employers to introduce a scheme similar to Parental Leave Act to allow workers the same time and flexibility that is available to parents to care for their children, to be put in place to allow workers to care for their elderly relatives in view of the lack of state supports available.

Withdrawn Amended Carried Not Carried Remitted

Motion 123 - CSO Executive Grades

That this conference calls on the incoming National Executive to renegotiate the calculations of recording Sick Leave regarding Saturdays and Sundays so that both salary payment and social welfare payments are calculated over the same number of days.

Withdrawn Amended Carried Not Carried Remitted

Motion 124 - CSO Executive Grades

That this conference calls on the incoming National Executive to seek agreement with DPER that Force Majeure can be recorded as a half day.

Withdrawn Amended Carried Not Carried Remitted

Motion 125 - Kildare Local Authority

With reference to the Sick Payments Scheme, Kildare LA Branch seeks Fórsa to ensure that the changes are reviewed on the basis that members do not suffer loss of earnings upon returning to work after critical illness, that cover be extended to allow such persons to attend follow up medical appointments upon recovery.

Withdrawn Amended Carried Not Carried Remitted

Motion 126 - Kildare Local Authority

That this union seeks the full restoration of members' sick leave entitlements from three months full pay and three months half pay, to six months full pay and six months half pay.

Withdrawn Amended Carried Not Carried Remitted

Motion 127 - Cork Health & Local Government

This Conference, requests Fórsa to seek the enactment of an occupational injury leave scheme, in order to protect the sick leave entitlement of those staff injured during the course of their work and through no fault of their own.

Withdrawn Amended Carried Not Carried Remitted

Motion 128 - Dublin City

That this Conference calls on Fórsa to seek statutory leave for employees engaged in medical and/or related treatments in relation to reproduction.

Withdrawn Amended Carried Not Carried Remitted

Motion 129 - Ballina General

This Conference instructs Fórsa negotiations who are involved in the next round of PSSA talks seek to ensure that provisions are made to amend the sick leave regulations for those public servants with disabilities. Those amendments to take into account the fact that people with disabilities attend more hospital, consultant and medical appointments which at the moment must be taken as sick leave which reduces the sick leave available to a disabled person when compared to the non-disabled.

Withdrawn Amended Carried Not Carried Remitted

Motion 130 - SNA Munster

That this Conference addresses the issue of members who have a long term illness or disability having to use their sick leave to attend hospital appointments.

Withdrawn Amended Carried Not Carried Remitted

Motion 131 - Clare CS Clerical

That this Conference instructs the incoming Executive to address the unfair delay that some of our members are faced with when applying for Carers Benefit (or allowance) when taking unpaid Carers Leave. In early 2019 an application to Department of Employment Affairs & Social Protection took 13 weeks to process due to staff shortages and it would appear that the backlog is even longer now. This is putting a very severe financial strain on low-paid members who are already under personal pressure and stress with the circumstance that has resulted in them applying for Unpaid Carers leave in the 1st place.

Withdrawn Amended Carried Not Carried Remitted

Recruitment

Motion 132 - Cavan Health & Local Government

That this Conference directs the National Executive Committee to demand more transparency and independence in the recruitment of clerical and administrative grades across the public service.

Withdrawn Amended Carried Not Carried Remitted

Other

Motion 133 - Sligo Health and Local Government

We call on the incoming NEC to seek that all public sector employers provide a paid hour per working day to all breastfeeding mothers for feeding or expressing, extending this from the current provision providing this only for the child's first six months of age.

Withdrawn Amended Carried Not Carried Remitted

Motion 134 - Defence Executive Grades

That this Conference directs the National Executive Committee to enter negotiations with the official side to introduce a commuting time credit for periods spent commuting to/from work. Commuting is an arduous part of modern life, a phenomenon known to have negative impacts on mental health but there is also an economic cost to individuals forced by the current rental crisis and access to affordable housing to live long distances from where they work.

Withdrawn Amended Carried Not Carried Remitted

Motion 135 - Kildare Health

That Fórsa will negotiate terms and conditions that employees of the public sector will have the same due process afforded to the public under allegations of abuse made against them.

Withdrawn Amended Carried Not Carried Remitted

Equality and diversity

Motion 136 - National Executive Committee

Conference welcomes the commitments given by all political parties to fully support the enactment of the Gender Pay Gap Reporting Bill in the next Dáil. Closing the gender pay gap requires employers to publish meaningful data, and also to set out the measures they propose to take to reduce the pay gap.

Once data on the gender pay gap is published trade unions must, as a priority, engage with employers to agree appropriate measures to reduce pay inequality. Those measures may include the use of appropriate structural measures such as gender quotas, equal pay audits, additional training and career support for women in the workplace, as well as increasing the availability of flexible working and family-friendly employment policies at all levels.

The publication of gender pay gap data will increase the likelihood of women raising equal pay complaints. The most effective way to resolve such complaints will be to use job evaluation schemes to ensure that the work of men and women is valued equally using objective criteria.

Conference therefore instructs Fórsa to continue to seek the introduction of job evaluation schemes in all sectors.

Withdrawn Amended Carried Not Carried Remitted

Motion 137 - Dublin Central CS Clerical

This branch calls on the NEC to redouble its work in the area of equality and diversity, in particular, the branch calls on the NEC to prioritise efforts to end the earnings gap between men and women nationally and within each of the employment areas where Fórsa represents our members.

Withdrawn Amended Carried Not Carried Remitted

Motion 138 - National Executive Committee

Conference resolves that it should be the policy of this union that, at all levels of representational structures, the representation of women and men should reflect their respective membership of the union.

Conference notes that by reference to this criteria, men are over-represented at all levels of the union's representational structures. Consequently, it follows that women are significantly under-represented.

Conference agrees that the NEC should take steps to ensure that real and practical measures are taken to address the significant imbalance. These steps should include:

1. An annual audit
2. An examination by the National Equality Committee of the effectiveness or otherwise of gender quotas and gender targets in trade union structures and in society generally.
3. Commissioning the National Equality Committee to identify positive actions that could be adopted to address the gender imbalance across all structures of the organisation with a directive to report back to the biennial conference 2022.

Withdrawn Amended Carried Not Carried Remitted

Motion 139 - Dun Laoghaire Rathdown

That this Conference welcomes Fórsa's support for TransPride events and transgender advocacy and support groups. This Conference notes the progress that has been made towards recognition of transgender rights as human rights, but also notes the continuing difficulties and discrimination that transgender people face both in society and in the workplace.

This Conference resolves to continue to support the pursuit of rights for transgender people both through the work of Fórsa's Equality Committee and through the Irish Congress of Trade Unions.

Withdrawn Amended Carried Not Carried Remitted

Motion 140 - Visually Impaired Clerical

This Conference calls on the incoming National Executive Committee to seek a review through the Department of Public Expenditure and Reform to cross examine all IT systems and their access and compatibility with that of disabled employees in the public service. Conference notes that disabled employees are being disadvantaged/discriminated against as they cannot carry out their day to day duties independently without the assistance of colleagues.

Withdrawn Amended Carried Not Carried Remitted

Motion 141 - Justice Executive

This Conference resolves that it shall be the policy of the union that the Equality Legislations should extend to include a tenth ground of 'socio-economic status.' Conference notes that the United Nations Human Rights Council in 2016 recommended that the equality legislation in Ireland should be extended to include protection against discrimination on the basis of 'social origin, birth, or other status.' The Irish Human Rights and Equality Commission (IHREC) also recommended the prohibiting of discrimination on the basis of 'disadvantaged socio-economic status.'

Conference notes that the government in early 2018 issued a 'money message' in relation to the Equality (Miscellaneous Provisions) Bill 2017 which sought to amend Equality Legislations to include socio-economic background. Conference further notes that following the government's block of the Bill in 2019, a commitment from the Department of Justice and Equality to tender for a research project was given, which is currently being carried out by the Head of Subject for Social Justice and the Director of the UCD Equality Studies Centre, Judy Walsh with an expected completion date in early 2020. The purpose of this study is to examine how socio-economic status will be included in Equality Legislation. Conference also notes that the equality laws in Croatia, Belgium, France and Hungary and a number of other European countries prohibit discrimination on the basis of socio-economic status and ample research has also been carried out that also shows discrimination exists on this ground in Ireland.

On these grounds, Conference calls that Fórsa policy be that a new ground of socio-economic status should be added to the Employment Equality Act and the Equal Status Act and instructs the National Executive Committee to take whatever further steps it deems appropriate to promote a change in the law on this point.

Withdrawn Amended Carried Not Carried Remitted

Motion 142 - Education & Skills Clerical Dublin

This Conference instructs the incoming National Executive Committee to consider rearranging women only meetings (for Fórsa Women activists) to take place during the week and not to be held at weekends.

Withdrawn Amended Carried Not Carried Remitted

Motion 143 - SNA Connacht Ulster

We seek that Fórsa negotiates with the relevant managing bodies to have postnatal depression included in pregnancy related sick leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 144 - Laois Health & Local Government

That this Conference calls on Fórsa to work with all employers to introduce a policy to support their female workers cope with the emotional, psychological and physical difficulties, as well as the sleep deprivation that arises as a result of the menopause.

Withdrawn Amended Carried Not Carried Remitted

Motion 145 - Dublin Science and Arts Attendants

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 child care. 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

Union finances

Motion 146 - National Executive Committee

That this Conference appoints Mary McPartlan, Gerry Monaghan and Tara Robertson as union trustees from the close of this 2020 National Conference until the close of Conference 2022, and appoints the following to the panel provided for in Rule 32 (iii); Gina O'Brien, Paul Carey, and Pierce Dillon.

Withdrawn Amended Carried Not Carried Remitted

Motion 147 - Revenue Clerical Limerick

That this Conference instructs the incoming NEC to ensure that all certified expenses be approved and processed within ten working days.

Withdrawn Amended Carried Not Carried Remitted

Motion 148 - Revenue Clerical Limerick

That this Conference instructs the incoming NEC to ensure all branches receive conference expenses at least 10 working days prior to the date of the commencement of Conference.

Withdrawn Amended Carried Not Carried Remitted

Motion 149 - Education & Skills Clerical Dublin

This Conference instructs the incoming National Executive Committee to ensure that all branches receive their conference expenses at least six working days in advance.

Withdrawn Amended Carried Not Carried Remitted

Union organisation and development

Motion 150 - Dun Laoghaire Rathdown

That this Conference notes the excellent work of Fórsa's training unit in providing wide-ranging, high quality courses to assist members in their representative roles. This Conference notes however the lack of broader education about trade unionism available, in particular in third level institutions.

This Conference resolves that Fórsa, in conjunction with any other interested unions, will investigate the possibility of partnering with third level institutions to provide programmes of trade union studies to encourage ongoing interest in, and engagement with, trade union history and values.

Withdrawn Amended Carried Not Carried Remitted

Motion 151 - Dublin Central CS Clerical

This branch calls on the incoming NEC to ensure that all branches and grades are serviced and supported equally within the nationally and within their divisions, in particular, that every effort is made to ensure the number of full-time industrial officials available is sufficient to meet the needs of each branch in the workplace. This branch further calls on the NEC to work to deliver improved co-operation between branches of the union operating in the same employment to ensure better recruitment of new members.

Withdrawn Amended Carried Not Carried Remitted

Other internal matters

Motion 152 - Laois Health & Local Government

That this Conference calling on the incoming NEC to ensure that all strategic and policy of reviews of this Union are fully inclusive of members at all levels of the process in terms of consultation and decision making.

Withdrawn Amended Carried Not Carried Remitted

Motion 153 - Athlone CS Clerical

The Conference instructs the incoming Executive to provide free GP scheme to all low paid workers similar to panel of doctors' scheme that is operated for An Garda Síochána.

Withdrawn Amended Carried Not Carried Remitted

Motion 154 - Taoiseach Executive Grades

This Conference notes that as per rule 20 (i) in the Fórsa rule book the Biennial Conference is the governing body of the union. As the governing body of the union we accept all decisions at Conference as being the policy of Fórsa.

This Conference requests the National Executive Committee to issue an update to the Consultative Council on the current status of all motions passed at the preceding national Conference. This will take the format of each motion and its current status in tabular form.

Withdrawn Amended Carried Not Carried Remitted

Motion 155 - EASP Executive Grades

That this Conference instructs the incoming National Executive Committee to demand as an urgency, the completion of a Public Consultation in Ireland on 5G and digitalisation, given the Health and Safety Hazards to Human Health and the reduction in Human Employment and take-home pay that is caused by this plutocracy generating phenomenon in Ireland.

Withdrawn Amended Carried Not Carried Remitted

Motion 156 - Cabin Crew

Conference notes the success of the IDR model in the IAA branch of the Services and Enterprises Division and the interest of branches in other divisions in this model.

Conference recognises the value of these models and where they are under threat calls for them to be protected and supported.

Withdrawn Amended Carried Not Carried Remitted

Motion 157 - CE Supervisors

That this conference calls on Fórsa to give guidance to its members who choose to join social media groups where the motivation and opinions are in conflict with Fórsa policies and branch established positions.

Withdrawn Amended Carried Not Carried Remitted

Motion 158 - Probation Officers

That this Conference calls upon the NEC and national officials to address the discrepancies in criteria for the payment of critical illness benefit under the members insurance policy. Rigid adherence to a pre-defined list of conditions has resulted in payment being denied in cases of critical illness conditions that are equal to or greater in seriousness than some of the conditions listed. Payments under the critical illness scheme should be awarded on the basis of the level of criticality to the member along with the level and type of medical intervention used. Fórsa will engage with the policy provider on this as a matter of urgency.

Withdrawn Amended Carried Not Carried Remitted

Appendix 1

Motions considered to be out of order

Rules amendments

Motion 159 - Tipperary Local Government

That Rule 20 (iii) be amended by removing the words "rounded to the nearest whole number and adjusted to provide for a minimum of one delegate from each Branch of the Union" and replacing them with "rounded upwards and adjusted to allow for upward rounding." Amended Rule 20 (iii) to read "The National Executive shall allocate the number of delegates that each Branch is entitled to nominate to Union Conference. This shall be done by calculating the percentage of the Union's total membership in the membership of each Branch as at the preceding 31st December. Each Branch shall be allocated that percentage of the total number of Branch delegates rounded upwards and adjusted to allow for upward rounding.

Motion 160 - Louth

That this conference calls for a rule change.

Under Instrument of Amalgamation: Appendix A 2. (i) Developing world fund is 3% of subscription income. We propose a rule change to amend the 3% rate to reflect current situation in Ireland and set up a separate fund for Home (Irish) projects consisting of 1% of the subscription income. This would leave the Developing World rate at 2%.

Motion 161 - Louth

That this conference calls for a rule change to.

40. General Secretary and other employees.

The Louth branch is seeking an addition to Rule 40 in so far that we propose

"That all employees of the union from heads of divisions, AGS, IROs, organisers and all admin staff, should be afforded the protection of the terms and conditions of their employment and that any change to their job description and functions within the union should be the subject of consultation, negotiation and agreement between all parties."

Motion 162 - Revenue Executive Grades

Amend Rule 36 of Fórsa rules by adding the following line at the end of the rule.

These accounts shall be available, on request, to a branch/member at least 21 days prior to the date set as that of the Biennial Meeting of the Union Conference.

Amended Rule 36 to read "Audited accounts for each financial year shall be approved by the National Executive and shall be submitted to the next Biennial Meeting of the Union Conference held following the end of the calendar year. These accounts shall be available, on request, to a branch/member at least 21 days prior to the date set as that of the Biennial Meeting of the Union Conference.

Motion 163 - Revenue Executive Grades

Amend Rule 38 of Fórsa Rules by replacing six months with three months within the rule.

Amended Rule 38 to read "The financial records of the union, and a list of the names of the members shall be kept at the registered office and may be inspected by any member. Such financial records include the audited accounts, which shall be available for inspection within three months of the end of the financial year in question, regardless of when a meeting of the Union Conference is next due to be held.

Motions found to clash with union rules/instrument or which are not framed in the proper format of a motion to Conference

Motion 164 - Education & Skills Executive Grades

That this Conference requests Fórsa to acknowledge that branches were not adequately compensated to cater for delegates attending two conferences in one calendar year. In this regard, it is requested that branches will be compensated for any financial losses incurred, while complying with the general rules of the union.

Motion 165 - IAA Executive Grades

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

Motion 166 - Revenue Clerical Limerick

That this Conference instructs the incoming NEC to ensure any events organised by Fórsa head office for branch activists the costs should be bourn from Fórsa central funds.

Motion 167 - Probation Officers

That this Conference considering that Fórsa is a much larger union following the merger of IMPACT and other public service unions, this branch calls on Fórsa to reduce its membership fee. This will serve to attract new, particularly younger members, who commence employment on lower pay. The membership fee can be a barrier to recruiting and retraining members. Fórsa should be proactive in encouraging the recruitment, organisation and participation of new members.

Motion 168 - Revenue Executive Grades

This Conference instructs the relevant full-time official in charge of finance in Fórsa, to ensure that all branches receive their conference expenses allocation at least 5 working days in advance of the date set for the relevant conference.

Motion 169 - Revenue Executive Grades

This Conference instructs the National Executive Committee/Divisional Executive Committee to ensure that in future all civil service divisional conferences shall be held in a week that all staff are paid.

Motion 170 - Revenue Executive Grades

This Conference notes the number of events organised by Fórsa head office which branch activists attend. This Conference further notes that in future any expenses that activists should receive for attending such events are paid from central funds and that branches should not be expected to cover these costs.

Motion 171 - Cork Health & Local Government

This Conference recognising both the long-time membership and service to the union given by retired member's, seek the incoming NEC to grant lifelong honorary membership to retired members of the union both current and future.

Motion 172 - Buncrana Clerical

That this Conference calls on the NEC to invite sitting members of all DEC's who are not on the NEC to future BDC's in their elected capacity.

Motion 173 - Louth

That this conference call on Fórsa trade union to adopt a position that employees of Fórsa or any employments associated with the union, shall be whole time and permanent and the use of agency staff should only be considered when all other options have been considered and a permanent post is not forth coming.

Motion 174 - Boards & Voluntary Agencies

That this Conference calls upon the National Executive Committee to ensure that the posting and re-posting of Assistant General Secretaries does not interfere with ongoing negotiations within the workplace and that continuity of representation is ensure and endorses projects such as SORT and requires full time officials to report to branch meetings.

Motion 175 - EASP Executive Grades

That this Conference instructs the incoming National Executive Committee to ensure that all future Civil Service divisional annual delegate conferences will at a minimum retain the same amount of delegates attending from each branch which existed prior to the amalgamation.

Motion 176 - EASP Clerical Dublin City Centre

That this Conference instructs that workplace patterns... members cannot be made to change their work pattern, involuntarily, after doing their work pattern for 10+ years, they must be given a suitable family-friendly option without penalisation, depending on the workers situation or just in general.

Motion 177 - Revenue C&E Dublin

This Conference calls on Fórsa to arrange meetings in all sub-branches affected by Brexit, with a view to formulating negotiating position and providing strong representation to the official side on Brexit related issues, to ensure staff interests are met.

Motion 178 - SNA Connacht Ulster

Fórsa is affiliated to the BDS Campaign but should do more to inform members on this issue, send out information listing products and companies that should be boycotted and should also ensure that all union investments including pension funds do not hold any stock in Israeli companies or equities.

Motion 179 - SNA Connacht Ulster

We seek that Fórsa trade union engage on an information campaign to raise awareness about the BDS campaign.

This should include all resources at the unions disposal, and should seek to educate members of the importance of this movement. Fórsa should also ensure that none of members money is used to support the Israelis continuing occupation. Including pensions funds, investments. Fórsa should seek out every opportunity to highlight the plight of the people of Palestine.

Motion 180 - SNA South Dublin South Leinster

We propose that Fórsa being affiliated to the BDS Campaign should do more to inform members on this issue, sending out information, which lists products, and companies that should be boycotted. They should also ensure that all union investment, including pension funds do not hold stock in any Israel companies or equities.

Motion 181 - Dun Laoghaire Rathdown

That this Conference fully commits to the international Boycott, Divestment and Sanctions campaign against the State of Israel. This union commits to withdrawing all investments from the State of Israel and all Israeli and international companies that sustain Israeli apartheid.

Motion 182 - Ballinasloe

Ballinasloe branch ask that this Conference calls for an increase in the appointment of councillors and therapists to provide positive work environments conducive to good mental health and thus help workers manage work place stress and anxiety.

Motion 183 - Tipperary South Health & Community

South Tipperary branch directs Conference to robustly seek the option of retiring with a full state pension at the age of 65.

Motion 184 - SNA South Dublin South Leinster

SDSA SNA branch propose to the NEC that they enter negotiations with the Government to ensure that the state pension be payable to all at age 65.

Motion 185 - Ballinasloe

Ballinasloe branch ask Conference to seek to restore the bereavement leave allowance in respect of grandparents, uncle, aunt, first cousin that was eroded with the introduction of the new bereavement leave circular 029/2019.

Motion 186 - OCFA

Post-1995 civil servants on defined benefit (DB) schemes based on final salary are currently incentivised to work at a maximum level until they retire. OCFA is concerned by the implications this has for their health, longevity and quality of life, particularly in the context of the rising retirement age.

The OCFA branch calls on Fórsa to:

- examine how the experience and expertise of staff approaching retirement can be acknowledged and rewarded while allowing workers to taper off their working career through flexible working arrangements which might improve their health and longevity; and that the pension system would be structured in such a way as to incentivise staff in that regard and ensure they would not lose any pension benefits as a result of revised working arrangements.
- propose a revised approach to working hours and terms and conditions for staff in the five years prior to retirement at the talks on a successor to the Public Service Pay Agreement, as part of a long-term strategy to improve the work-life balance.
- continue to campaign against the planned increase in the eligibility age for the State pension.

Motion 187 - OCFA

Given -

- There are over 5,000 professional and technical staff employed within the public sector in specialized roles;
- Their specific knowledge, experience and qualifications and
- The starting salaries on offer in similar professional and technical posts outside the civil service against a backdrop of an economy nearing full employment.
- In addition, the difficulties in recruitment and particularly retention of these highly qualified staff were acknowledged by the Report of the Public Service Pay Commission published in October 2019 which states that for specialist grades in the public service "there would appear to be particular recruitment and or retention challenges in certain niche areas which may require exceptional intervention. In the past various devices (such as, entry above minimum point on a scale, accelerated incremental progression, and allowances) were used to address specific recruitment challenges in specialist positions. These could provide a tailored rather than a "one size fits all" solution."
- The Commission also stated that it is "of the view that where business cases are being examined on a case by case basis, this must involve consideration at a central level. Applying bespoke solutions for a particular grade in one public service organisation could give rise to knock-on recruitment and/or retention issues elsewhere".

The Fórsa OCFA branch calls for:

- The professional and technical grading structure to be reviewed by DPER across the public service in 2020 to ensure that it reflects the specialist nature of the posts, recognizes the specific qualifications and experience of these staff and provides adequate compensation as well as opportunities for promotion and mobility of P&T staff within the public service
- Fórsa to ensure that any new talks on a successor to the existing Public Service Pay Agreement look specifically at professional and technical grades within the public service to address any recruitment, mobility and retention challenges that professional and technical grades may be experiencing.

Motion 188 - Revenue Executive Grades

That this Conference calls on the National Executive to seek to have salary deductions for work-sharing and parental leave calculated at 1/7th of salary, rather than 1/5th of salary.

Motion 189 - PRA Executive

That this Conference instructs the management of Fórsa to recruit more assistant general secretaries either through external recruitment or an internal internship programme to alleviate the pressure on existing reps and provide a better service to the branches.

Appendix 2

Motions appropriate for discussion at Divisional Conferences

Motion 190 - PSO Sligo Clerical

This Conference instructs the incoming Executive Committee to have included in the national pay talks a pay claim on behalf of clerical officers who are classed as deciding officers due to the advancement of technology the level of decision making has increased for clerical officer but the level of pay has not.

Motion 191 - EASP Clerical Dublin City Centre

That this Conference instructs that seniority/suitability to be restored to CO's with 15-20 years' service done, as they are being overwritten by this new "expressions of interest" positions and their knowledge is extremely valuable in the workplace.

Motion 192 - EASP Executive Grades

That this Conference instructs the incoming Executive Committee to seek the rescinding of Circular 08/2019 - Revised arrangements applying to starting pay. The reduction also affects the Higher Duty Allowance and will have a long-term effect of pensions.

Motion 193 - Tipperary North Health & Community

That this Conference calls on Fórsa to establish how many members it has in Local Development Companies who are funded from public monies and to negotiate to have their terms and conditions of employment brought into line with the public sector to ensure that provision is made for increments, maternity pay, sick pay, pensions and all other employment rights.

Motion 194 - Ballina General

This ADC instructs the incoming NEC to ensure that Fórsa head office negotiators seek to have the wait time of one year before moving up the pay scale following assignment to the Clerical Officer higher scale abolished with immediate effect.

Motion 195 - EASP Clerical Navan Road/Finglas/Ballymun/Blanchardstown

Conference notes the ongoing dispute of workers in the Northern Ireland Civil Service. Thousands of members of NIPSA have taken service wide strike action against the erosion of real wages. Conference notes the role played by trade union branches in the south in providing support and solidarity to struggles in the north such as unite construction branch sending a delegation to the Harland and Wolff occupation and INMO giving practical support to the RCN. Conference believes that real and practical solidarity between workers and their unions is indispensable in increasing the power of our movement.

Therefore Conference now calls on our central executive committee to offer any practical support we can including sending delegations to stand in solidarity with NIPSA members on future strike days throughout this dispute.

Motion 196 - EASP Clerical Navan Road/Finglas/Ballymun/Blanchardstown

Like any employer the department has a duty of care to their staff. Conference agrees our members should not have to deal with verbal or physical harassment, violence, or intimidation which our members feel exposed to without glass in reception area. Conference calls on the Fórsa EC to campaign to get the glass back into reception areas of DEASP.

Motion 197 - Education & Skills Clerical Dublin

This Conference calls on the National Executive Committee to insist on the amount of EO liabilities be made known as these are impeding an internal EO competition being held.

Motion 198 - Education & Skills Clerical Dublin

This Conference calls on the National Executive Committee to instruct Fórsa to negotiate with the department to have an internal EO competition, it's vital clerical officers have promotion prospects.

Motion 199 - Garda Executive Grades

I propose that the incoming National Executive to acknowledge the contribution and work carried out by Finance Officers in designated posts in the Garda area for several years and that their posts are upgraded to HEO (Higher Executive Officer)/AP (Assistant Principal).

I propose that the incoming National Executive to acknowledge the contribution and work carried out by regional HEO's in designated posts in the Garda area for several years and that their posts be upgraded to AP (Assistant Principal)/PO (Principal Officer).

Motion 200 - Boards & Voluntary Agencies

That this Conference condemns the practice by government departments of employing under-qualified persons through healthcare agencies, to work with vulnerable service users and that this Conference draws attention to the inherent risks attached to this continued practice.

Motion 201 - Boards & Voluntary Agencies

That this Conference calls upon the Health and Welfare Divisional Executive to examine the practice whereby health care agencies contracted by government departments use health care assistants to fill roles heretofore filled by social care workers.

Motion 202 - Ballina General

This ADC instructs the incoming Executive to clarify the role of the clerical officer duties in the Department of Rural Community & Development and to respect its members in instructing DRCD to refrain from elevating CO duties without Fórsa approval and in conflict with CO duties across the civil service.

Motion 203 - Donegal Health and Welfare

That this Conference in association with the HSE to immediately implement the jointly agreed review of Hospital Pharmacy (McLoughlin Report 2011) as reaffirmed and updated by the Composite Report of 2017 which still goes unhonoured almost a decade on, despite WRC intervention.

Motion 204 - Donegal Health and Welfare

That this Conference in relation to any new pharmacy career structure agreement, this branch requests that Fórsa will ensure all grades of pharmacists whose current function is the same as a new post in the new career structure is not required to re-interview for the role regardless of the time the employee has been in the post or any difference in remuneration that may arise.

Motion 205 - Revenue Executive Grades

That this Conference instructs the incoming National Executive Committee and relevant full time officials to request a review of the reasons for denial of shorter working year. And official measures put in place to safeguard employee welfare if this is denied.

Motion 206 - Clare CS Clerical

That this Conference instructs the NEC to ensure that staff in DEASP working a 37 hour week are reverted to 35 hours a week.

Motion 207 - Kildare Health

That Fórsa will negotiate and agree policies and interpretation of the employer of the National Travel and Subsistence document.

Motion 208 - Revenue C&E Dublin

This Conference calls on Fórsa to continue to pursue claim for restoration of taxable petty travel expenses for all members.

Motion 209 - EASP Executive Grades

That this Conference calls on the incoming National Executive Committee to seek to have all allowances paid in Allowance Posts increased in line with recent pay restorations.

Motion 210 - Education & Skills Clerical Dublin

This Conference instructs the incoming National Executive Committee to instruct Fórsa to negotiate that the current rule of leave been restricted in year three, only applies to anyone who has in excess of 12 days or more.

Motion 211 - Revenue Executive Grades

That this Conference instructs the incoming National Executive Committee to seek extension of the upper age limit to utilise parental leave in the civil service to the age of the child's 15th birthday from age 12 as per the legislation (circular no. 13/2010).

Motion 212 - Dublin Hospitals

On Fórsa trade union to seek the full implementation of paid parent's leave as announced by the Government last November. A recent circular from the HSE and St. James's Hospital outlines that this leave is unpaid and that the only entitlement to pay during the period of leave was from the department of social protection. This union must seek the top up of pay during the period of parent's leave like paternity leave and maternity leave.

Motion 213 - Education & Skills Clerical Dublin

This Conference instructs the incoming National Executive Committee to seek an extension of the upper age limit to utilise parental leave in the civil service to the age of the child's 15th birthday from the current age of 12 as per legislation (circular 13/2010).

Motion 214 - Kildare Health

That Fórsa will support social workers in the public sector to protect their job descriptions and good practices of assessment and not outsource or agree social care workers to take on such practices.

Motion 215 - Revenue Executive Grades

This Conference instructs the relevant full-time official in charge of finance in Fórsa, to ensure that when a certified expense claim form is submitted for payment that, once approved, this shall be processed within 10 working days of receipt of the claim.

Motion 216 - Ballina General

This ADC instructs the incoming NEC to extend the deadline for receipt of benefit applications for COs under the former CPSU benefit scheme to the end of January each year. To allow members time to have the necessary forms completed by the relevant hospital, dentist or optician.

Motion 217 - EASP Clerical Dublin City Centre

That this Conference instructs that that a lot of civil servants want their pay restored, especially at lower levels. I think that a more productive request would be to ask for our supports to be returned to us; one such example would be the long gone subsidised childcare that used to be in place for all civil servants. The issue we have is that things are becoming too expensive, and rather than just throwing more money at us or cutting our taxes/pension levies, try and subsidise or support us in availing of the things we need like childcare, housing or even just better working patterns. The €250 a year increase in pay we got is enough to tax a small car for the year; why not use that €250 x 54,000 civil servants in Fórsa (€1.35 million) to make our tax saver travel cards even more cost effective to reduce climate emissions, or to pay for the subsidisation of a childcare service or even a publicly owned canteen; all the canteen services (as far as I'm aware) are contracted out to private companies, but we could instead invest in our own catering staff and services to further subsidise it by running everything in house and also creating more sustainable and stable jobs for citizens. We need help living, not a fiver in our pockets to pay for another sandwich or half a packet of smokes. I will gladly forsake my pay restorations and live with extra taxes and levies if I can have the supports I need to live my life without the need for worry, and I would hope for those supports to be available to all of my colleagues too because we are a suffering work force and we need help and support, not tokens to placate us which is all I feel these restorations are.

Motion 218 - EASP Clerical Dublin City Centre

That this Conference instructs that very few of the buildings that government departments operate out of are actually owned by the state; they have to pay out exorbitant rents to private landlords, money that could be spent on services or restoring our pay. Their counter argument may be that property taxes and maintenance fees would be expensive, but not more expensive than the rents they currently pay. Also just even looking to Gandon House; it's a rented building and should be maintained by the landlord - one of the main lifts hasn't been working for years. We're not getting value for money and the government are squandering what resources they have on private rentals when they could just compulsorily purchase the buildings for the good of the state. Even just look at the Smithfield debacle when we were supposed to have staff moving there; it was put off for so long because agreements with the landlords kept changing or falling through. If we had just procured our own premises, or better yet, had compulsorily purchased Oisín House before it was re-appropriated by Trinity College, we wouldn't have had any of this mess.

Motion 219 - EASP Executive Grades

That this Conference of Fórsa instructs the incoming National Executive Committee to campaign for a reversal of the National Shared Services Organisation (N.S.S.O.) programme so thereby returning payroll and personnel functions to the original organisations in the interest of the common good while securing employee salaries in addition to ensuring that N.S.S.O. employees will be redeployed to other departments and public sector organisations.

Motion 220 - Monaghan Health and Local Government

That this Conference call on the Health and Welfare Divisional Executive Committee to ensure that any staff who are on a SPC/Temporary Contract/Acting up arrangement for four years automatically receive permanent status.

Motion 221 - PRA Executive

That this Conference instructs the incoming DEC to insist that the NSSO and PeoplePoint develop a better and fairer system of paying staff on pension rate pay or on illness benefit for pre 95 staff on long term sick or temporary rehabilitation rate to remove the added stress of having to fight local HR to receive the payments that they are entitled to.

Motion 222 - Coillte

That this Conference calls on Fórsa as a matter of extreme urgency to engage with relevant government departments, commercial semi-state companies and new ERA to resolve immediately the totally unacceptable pension freeze now in its 13th year.

Motion 223 - Revenue C&E Dublin

This Conference calls on Fórsa to enable all staff currently working 24/7 shift to be eligible to apply for the University Programme run by their departments.

Motion 224 - Clare CS Clerical

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

Motion 225 - Revenue Executive Grades

This Conference instructs the incoming National Executive Committee and relevant full-time officials to engage with PeoplePoint in regard to their procedure of noting phone calls are recorded in relation to GDPR and then subsequently being unable to produce them when asked.

Appendix 3

Motions reiterating existing union policy and which do not require decision

Motion 226 - Revenue C&E Dublin

This Conference seeks that Fórsa immediately assign a full-time official, to deal solely with Brexit related issues, until the end of the transition period.

Motion 227 - EASP Executive Grades

Now that the end of “pay restoration”, as it is called is in sight this Conference calls on Fórsa to seek pay increases of no less than six percent and the abolition of all additional hours, which its members are forced to work, as part of the Haddington Road and Croke Park agreements. Fórsa will seek these improvements immediately when the current agreement ends and will commit to having them delivered no later than one year after the ending of the current scheme.

Motion 228 - Tipperary South Health & Community

South Tipperary Health and Community branch demands that provision 7.1.3 and 7.1.4 of the Public Service Stability Agreement are met in regard to ensuring that all matters of dispute are swiftly resolved when the PSA is not followed the union must strongly respond up to and including industrial action.

Motion 229 - Tipperary South Health & Community

South Tipperary Health and Community branch instructs the National Executive Council to robustly seek the abolition of the Haddington Road Agreement unpaid working hours in the next public sector pay agreement talks.

Motion 230 - Garda Executive Grades

I propose the incoming National Executive restore and demand the restoration of hours back to Pre-Haddington Road.

Motion 231 - Architectural Engineering & Heritage Services

That in any new pay agreement Fórsa continues their good work in negotiating to include pensioners.

Motion 232 - Letterkenny CS Clerical

That this Conference instructs the incoming Executive to enter into discussions with DPER at the earliest date possible with a view to reversing the last of the pay cuts which was the imposition of a longer working day and which DPER have valued as the equivalent of a 5% pay cut. However, as this forms part of the reintroduction and normalising of our terms and conditions to the pre-crash era, these negotiations should not form part of any new pay deal and agreement nor should any further restrictions or requirements be imposed by DPER on our members prior to the reversal. We call on this issue to be negotiated, agreed and finalised prior to any substantive talks on a new pay agreement taking place. Failure to resolve this issue satisfactorily will result in a ballot of the members on industrial action up to and including strike action.

Motion 233 - CSO Executive Grades

That this conference calls on the incoming National Executive to negotiate the discontinuation of the USC in order to help restore net pay for our members in any new Public Service Stability Agreement (PSSA) that is due to take effect from January 2021.

Motion 234 - Defence Executive Grades

That this Conference directs the National Executive Committee to seek the permanent removal of increment points skipped as part of the 'new entrants' agreement in 2019 to prevent them being reactivated by a future Government.

Motion 235 - Defence Executive Grades

That this Conference directs the National Executive Committee to seek the permanent removal of increment points skipped as part of the 'new entrants' agreement in 2019 to prevent them being reactivated by a future Government.

Motion 236 - Tipperary South Health & Community

That Fórsa immediately seeks the abolition of the pension related deduction/additional superannuation contributions introduced under the FEMPI (austerity measures) legislation.

Motion 237 - Tipperary South Health & Community

That the Conference opposes the double taxation by way of USC on pension contributions. Fórsa will seek an immediate end to this double taxation.

Motion 238 - Culture, Heritage & the Gaeltacht

This Conference instructs the incoming National Executive to negotiate the return of working conditions taken from the civil and public sector as part of austerity measures. This is a return to the working conditions prior to the FEMPI arrangements. In many cases the measures that were introduced have proven gender discriminatory, in contradiction of work like balance measures and have not been family friendly.

Motion 239 - School Completion Programme

That this conference calls on the NEC to work towards the immediate and full restoration of pay for all members whose pay was cut under the Financial Emergency Measures Acts.

Motion 240 - Dublin South Health and Welfare

That this Conference calls on the incoming National Executive Committee to ensure that relevant service in Section 39 funded agencies is recognised for incremental credit purposes with public sector bodies, equal to the current circumstances of Section 38 agencies.

Motion 241 - CE Supervisors

That this conference calls on Fórsa to continue supporting Community Sector workers in their campaigns for the implementation of the 2008 Labour Court Ruling LCR 19293 to provide funding for an occupational pension for CE Supervisors; and pay restoration for Section 39 workers.

Motion 242 - FGE

This Conference notes that the after tax position of its members, is lower than that which existed prior to the onset of the financial crisis and implementation of FEMPI.

In that context this Conference demands the following.

The return, to at least those hours worked, prior to the crisis and the return to the overtime rates that applied prior to that crisis. In this context this Conference demands that the NEC of Fórsa prioritise this in any national pay talks.

Motion 243 - Cork Health & Local Government

That this Conference calls on Fórsa to negotiate/campaign for the restoration of the tax credit for subscriptions paid by trade union members.

Motion 244 - Boards & Voluntary Agencies

That this Conference recognises that the politics of racism, hate and anti-immigrant agitation has no place in Irish society.

Motion 245 - Boards & Voluntary Agencies

That this Conference calls upon the incoming 2020 government to prioritise ending the housing and homeless crisis.

Motion 246 - Revenue Executive Grades

That this Conference instructs Fórsa to examine the issue of payments into the Spouses and Children's scheme by single persons and whether there is a possibility of repayment of these contributions upon retirement where someone remains unmarried and without children.

Motion 247 - Culture, Heritage & the Gaeltacht

This Conference instructs the incoming National Executive to complete an information paper on how they perceive that artificial intelligence and technology will be implemented by Fórsa members' employers over the next five-ten years and to make this information available to members. A third party advisory service should be used where necessary. This paper should look at all sectors of Fórsa union and inform a Fórsa position on these matters.

Motion 248 - EASP Executive Grades

That this Conference calls on the incoming National Executive Committee of Fórsa to seek to reverse the downward effects on worker take-home pay through structural implementation of social dialogue, as part of national pay, wages and salary agreements.

Motion 249 - Revenue Executive Grades

This Conference instructs the incoming National Executive Committee to seek the continued maintenance of the terms and conditions of the pre-existing 2013 public service pension entitlements and negotiate improved terms and conditions for post 2013 recruits to the Single Public Service Pension Scheme introduced during the financial emergency.

Motion 250 - CSO Executive Grades

That this conference calls on the incoming National Executive to negotiate the discontinuation of the ASC or the 'additional superannuation contribution' which was formerly known as the Pension Related Deduction (PRD) to help restore net pay for our members in any new Public Service Stability Agreement (PSSA) that is due to take effect from January 2021.

Motion 251 - CSO Executive Grades

That this conference calls on the incoming National Executive to renegotiate the pension actuarial reduction factor where staff have their 40 years' service completed in advance of reaching the preserved age as outlined in Finance Circular 10/2005. This conference feels it is entirely unfair whereby people who have worked their 40 years' service would have their pension significantly reduced for the entirety of their pension claiming years.

Motion 252 - EASP Executive Grades

That this Conference calls on Fórsa negotiators to ensure that there will be no diminution whatsoever in civil and public sector pensions in any future pay talks.

Motion 253 - EASP Executive Grades

That this Conference instructs Fórsa to seek to have service in all semi state companies made reckonable for, and regarded as service, for pension purposes.

Motion 254 - EASP Executive Grades

That this Conference instructs the incoming National Executive Committee and our negotiators to ensure that Additional Superannuation Contributions (ASC) and the additional hours worked are the cornerstone of any future pay negotiations.

The Pension Levy was stealthily changed to the ASC in January 2019. The current rate of 10% is crippling Fórsa members. Combined with the additional hours, many members are disillusioned and are questioning their continued membership. If they can't be renegotiated, a higher pay award must be sought. Mortgages linked to extinct pay scales, exorbitant rents and childcare costs are just a flavour of the issues drowning our members. The motion must be a priority to give Fórsa any credibility moving forward.

Motion 255 - CSO Executive Grades

That this conference calls on the incoming National Executive to support the reinstatement that the allowance of taking additional hours off that were previously worked up under the flexible working hours is reinstated for newly assigned Assistant Principals.

Motion 256 - Laois Health & Local Government

That this Conference calls on all employers to provide all employees with an annual benefits statement as is their right by law.

Motion 257 - NETB

That this Conference seeks that the job evaluation scheme currently in place for the higher education and the health service is extended to include all public servants.

Motion 258 - Sligo CS Clerical

That this Conference instructs the incoming executive of the NEC to look to have job evaluation expedited to all members regardless of their division.

Motion 259 - Athlone CS Clerical

The Conference instructs the incoming executive to revert back to the six hours 57 minutes per day, total number of working hours per week is 34 hours 45 minutes.

Motion 260 - Education & Skills Clerical Dublin

This Conference instructs the incoming National Executive Committee to have the restoration of the 6.57 hour day in line with the motions passed at the bi-annual conference of 2018.

Motion 261 - Garda Executive Grades

I propose the incoming National Executive get immediate payment of all additional hours worked under Haddington Road and Lansdowne Road Agreement since their commencement.

Motion 262 - Clare Health and Welfare and Local Government

That this conference directs Fórsa negotiating team to prioritise the restoration of hours that were given up by public service in any new pay agreement and made it a red line issue at the talks.

Motion 263 - CSO Executive Grades

That this conference calls on the incoming National Executive to negotiate the discontinuation of the extra 27 mins per workday in any new Public Service Stability Agreement (PSSA) due to take effect from January 2021.

Motion 264 - Legal and Professional

That this Conference calls for a re-negotiation of terms and conditions of employment to enable public servants of all grades to avail of flexitime arrangements if they so choose.

Motion 265 - Revenue Executive Grades

That this Conference notes that it is Fórsa's policy to seek a restoration of the 6.57 hour day for civil service staff. In the event of Fórsa being unable to achieve this goal in the upcoming negotiations (with government) the Conference asks that they demand a 6% pay rise solely to compensate for the excess hours being worked. This 6% should not be factored into any other pay rise claim being sought.

Motion 266 - Buncrana Clerical

That this Conference calls on the NEC to prioritise working time in the upcoming pay talks and to seek to have pre Haddington Road hours re-implemented as it is a pay cut in kind imposed on our members.

Motion 267 - State Laboratory

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

Motion 268 - Garda Executive Grades

I propose the incoming National Executive outline the progress on return of hours and pay.

Motion 269 - Higher Education

The Higher Education branch calls on Conference to seek an agreement for a reversal of the extra Haddington Road hours as these hours were in effect a pay cut and should be restored in line with all public service pay cuts.

Motion 270 - PSO Sligo Clerical

This Conference confirms Fórsa's position on recovering the hours per policy agreed at the last biennial conference.

Motion 271 - Sligo Health and Local Government

That this union wants restoration of hours as pre Haddington Road Agreement without loss of pay.

Motion 272 - Cork Health & Local Government

That this Conference calls on Fórsa to negotiate the restoration of the 35 hour week from 37 hours per week for all members in the public service.

Motion 273 - DAFM Executive Grades

That this Conference instructs the incoming NEC to seek the restoration of the pre HRA working hours.

Motion 274 - Dublin Hospitals'

That Fórsa negotiates with government to restore the working week to pre-economic crisis levels for all Fórsa public servants, regardless of pay grade.

Motion 275 - Taoiseach Executive Grades

This Conference notes that the Haddington Road agreement allowed for the length of the working week to increase without compensation for our members. We note the many motions that have been passed at subsequent conference seeking a return to pre-Haddington Road hours.

Conference notes that the current Public Service Stability Agreement is due to end in December 2020.

We call on the National Executive not to recommend acceptance to if our next agreement does not include recognition of these extra hours and some pathway to reduction without loss for our members.

Motion 276 - EASP Executive Grades

That this Conference calls on the National Executive Committee of Fórsa to seek a positive overhaul of Travel and Subsistence rates.

Motion 277 - EASP Executive Grades

That this Conference calls on Fórsa to seek an increase in travel rates as a matter of urgency.

Motion 278 - EASP Executive Grades

That this Conference calls on Fórsa to seek an increase in subsistence rates as a matter of urgency bearing in mind the high cost of hotel accommodation.

Motion 279 - Kildare Health

Kildare Health branch ask Conference to support the motion that annual leave can be applied for and taken in hours. As some disciplines the shortest leave they can apply for are half days.

Motion 280 - Dun Laoghaire Rathdown

That this Conference agrees that the changes introduced to sick leave arrangements introduced in 2014 have been to the detriment of our members. This Conference notes that the Critical Illness Protocol continues to fail to address the difficulties faced by some members with chronic conditions.

This Conference also notes the gendered impact of reductions in sick leave allowance.

This Conference notes previously adopted motions, including at Conference 2018, which sought the restoration of sick leave arrangements. This Conference therefore agrees that the NEC should seek the restoration of previous arrangements as a matter of urgency. This Conference requests the NEC to provide a progress report to the next Consultative Council.

Motion 281 - CSO Executive Grades

That this conference calls on the incoming National Executive to negotiate with DPER and/or PeoplePoint for the introduction of the facility of Parental Leave entitlement to be taken in hours as per the Parental Leave Act 1998 Part 2, Section 7, subsection (1b), number (iii).

Motion 282 - EASP Executive Grades

That this Conference calls on the incoming NEC to have marriage leave, like other special leave such as bereavement leave, be independent of annual leave.

Motion 283 - EASP Executive Grades

That this Conference instructs the incoming NEC to seek to enforce the terms of the bereavement leave circular DPE 202-020-2016 para. 2A "where there is the death of a spouse (including cohabiting partner), child (including adopted children and children being cared for on the basis of in loco parentis) or any person in a relationship of domestic dependency, the amount of bereavement leave shall be twenty working days". This enforcement should result in Fórsa members who are the sole carer of a domestically dependant relative being entitled to avail of the full twenty days of bereavement leave following the death of their carer.

Motion 284 - FGE

This Conference condemns the hardships the changes in sick leave arrangements have caused its members. This Conference supports the return to the sick leave arrangements which applied prior to the financial crisis and instructs the incoming National Executive Committee act on this.

Motion 285 - Clare CS Clerical

That this Conference instructs the NEC to ensure sick leave entitlements are reverted back to six months full pay from three months in a rolling period.

Motion 286 - Clare CS Clerical

That this Conference instructs the NEC to make allowances for staff to attend follow-up medical appointments without having to use sick leave days or annual leave days, after returning to work after long term sick.

Motion 287 - Cavan Health & Local Government

That this Conference directs the National Executive Committee to seek the ending of the practice of retired management, across all sectors of the public service, being deployed to sit at interview boards.

Motion 288 - Revenue Executive Grades

This Conference calls on the National Executive Committee to seek that ergonomic sit-stand workstations be made available to all members across the public and civil service.

Motion 289 - Longford General Clerical

That this conference re-examine the inequality and imbalance caused by the implementation of circular 07/2019: Application of additional increments awarded in relation to New Entrants under the Public Service Stability Agreement 2018-2020.

The premise that the increases would not be applied to persons in service before 31st December 2010 at 1.4 but under 1.3 from 1 January 2019. This resulted in persons hired between 1st January 2011 to 29th February 2019 with longer service being paid a lower pay rate for nearly a full year than colleagues hired later than 1 March 2019.

Motion 290 - Revenue Executive Grades

This Conference calls on Fórsa to ensure that payment of the union's death in service benefit is extended to include payment into the estate of any member who passes away in service.

Motion 291 - CSO Executive Grades

That this conference calls on the incoming National Executive to ensure that the Fórsa training programme is given extra resources to facilitate and ensure the training and upskilling of the branch committee members so that proper and sufficient representation can be delivered on behalf of Fórsa and its membership at branch committee level. All training courses should be advertised months in advance to the committees.

Motion 292 - Buncrana Clerical

That this Conference calls on the NEC to ensure that Fórsa officials deal with branch issues passed on to them in a timely manner in conjunction with Appendix 2 - Code of Service Standards of the amalgamated union.

Motion 293 - CSO Executive Grades

That this conference calls on the incoming National Executive to give members the option to receive their copy of the union magazine in electronic format rather than print.

Motion 294 - Kilkenny Health and Local Government

The Kilkenny Health and Local Government branch request that Fórsa allows a nominated person from each branch executive in line with DGPR regulations, access to a live copy of the members affiliated to their branch for purposes of validating the membership and communication.

Motion 295 - Kilkenny Health and Local Government

The Kilkenny Health and Local Government branch request that Fórsa allows a nominated person from each branch executive in line with GDPR regulations, access to a live copy of the members affiliated to their branch for purposes of validating the membership and communication.

Motion 296 - Dublin South Health and Welfare

That this Conference calls on the incoming National Executive Committee to ensure that recognition of union service, whether that be on secondment or in fulltime employment in Fórsa, is recognised as relevant service for incremental credit purposes with public sector employers such as the HSE, Tusla, Civil Service, Section 38 and Section 39 funded agencies.

Motion 297 - Kildare Health

This Conference calls on the incoming National Executive Committee to ensure that recognition of union service, whether that be on secondment or in full-time employment in Fórsa, is recognised as relevant service for incremental credit purposes with public sector employers such as the HSE, Civil Service, Section 38 and Section 39 funded agencies.

Motion 298 - Kildare Health

This Conference calls on the incoming National Executive Committee to ensure that relevant service in Section 39 funded agencies is recognised for incremental credit purposes with public sector bodies, equal to the current arrangements with Section 38 agencies.

Motion 299 - Cork Health & Local Government

That this Conference calls on the NEC not to agree to any new public sector wage agreement that does not immediately eliminate the continuing pay disparity between new and recently recruited employees and those recruited before 2010.

Although progress has been made to deal with this issue through the PSSA in 2017, it is unacceptable that any disparity in pay continues. The continuation of this disparity undermines the ability of Fórsa to recruit new entrants and gives ammunition to those who attack trade unions as being only interested in protecting so called 'insider groups'. The trade union movement is built on the principles of universalism and fair treatment for everyone. Removing this disparity is essential if we are to state our unequivocal commitment to these principles.

Motion 300 - Education & Skills Clerical Dublin

This Conference instructs the incoming National Executive Committee to enable better communication for all members and their branches, to ensure that membership lists are as accurate as possible and shared with branch secretaries. That head office contacts are easily identified, i.e. mapping of individuals in head office.

Appendix 4

Motions received late

Motion 301 - Kerry CS Clerical

Long term TCO's to make permanent if over 2 years in the department, interview only.

Motion 302 - Kerry CS Clerical

Shorten the not allowed to take annual leave before and after SVVY from 4 weeks to 2.

Motion 303 - Kerry CS Clerical

And get rid of this psychometric testing, instead have internal interviews yearly and more training for officers who want to get promoted.

Motion 304 - DoE Inspectors

DoE Inspectors Branch makes a motion that Fórsa should support Government Climate Change and Biodiversity emergency and should take appropriate actions including increasing awareness, showing leadership and leaving no one behind.

Motion 305 - DoE Inspectors

Civil Service mobility programme should be available to Professional Technical staff equivalents.

Motion 306 - DoE Inspectors

That the Learning and Development of professional and technical staff and learning through mobility and changing job roles should be prioritised within the civil service.

Motion 307 - Limerick Health and Welfare

Limerick Health and Welfare branch instructs Fórsa that certain negotiated agreements (such as pay) on behalf of members should not apply to non-members, who are free to make their own representations or join a union to avail of member benefits.

Motion 308 - Limerick Health and Welfare

Limerick Health and Welfare branch instructs Fórsa to review rates of subscription for membership to take into account economies of scale resulting from the merger of our constituent unions and also to bring into line with (tiered) rates charged by other large unions according to members means.

Motion 309 - Limerick Health and Welfare

Fórsa is instructed by Limerick Health and Welfare branch to lobby the new government to address high mortgage interest rates in Ireland to address affordability of housing. Mortgage interest rates need to move closer to other Eurozone countries. This measure will not just support Dublin, the commuter belts and larger cities but across rural Ireland as well.

Motion 310 - Limerick Health and Welfare

Limerick Health and Welfare branch instructs Fórsa to identify pathways for members with significant service on temporary contracts to convert to permanent contracts (CIDs) when the substantive post has become available for permanent filling. (Temporary contracts may include Contracts of Indefinite Duration (CIDs) or zero hour agency contracts).

Motion 311 - Limerick Health and Welfare

Limerick Health and Welfare branch instructs Fórsa to negotiate with employers that filling of posts by contracts of Indefinite Duration (CIDs) or agency workers should only be used in circumstances where employers can demonstrate that filling by CIDs is not possible. An example of this is where maternity or paternity cover is required for a set period of time to cover a post.

Motion 312 - Limerick Health and Welfare

Limerick Health and Welfare branch instructs Fórsa to include as a key deliverable to forthcoming pay talks; that working hours are fully restored to pre-FEMPI levels as an important first step to shorter working week (4 day week campaign).

Motion 313 - Limerick Health and Welfare

Limerick Health and Welfare branch instructs Fórsa to negotiate restoration of tax allowance benefits for union membership subscriptions.

Motion 314 - Limerick Health and Welfare

Limerick Health and Welfare branch instructs Fórsa to support our sister union TUI in calling for unfair pay inequalities for union members in the public sector to be reversed.

Motion 315 - Limerick Health and Welfare

Limerick Health and Welfare branch instruct Fórsa to review the job evaluation scheme. Posts that could be evaluated are not due to current post holders such as agency staff delaying evaluation. This disadvantages members waiting on panels from career advancing opportunities, allows a situation whereby agency staff are "expected" to work above their rate of pay. When members are appointed to promotional posts this opens up competitions to backfill old posts and agency staff with relevant experience are in prime position to compete for these.

Motion 316 - Limerick Health and Welfare

Limerick Health and Welfare branch instruct Fórsa to re-evaluate the job evaluation scheme to make it open fair and of benefit to all employees from grade 3 to 6 inclusive?

Motion 317 - Limerick Health and Welfare

Limerick Health and Welfare branch instruct Fórsa to ensure that specific purpose contracts are only used as per protection of employees (Fixed term work) act 2003.

Motion 318 - Limerick Health and Welfare

Limerick Health and Welfare branch instruct Fórsa to lobby the new government re: high mortgage interest rates in Ireland to address affordability of housing nationally. This measure will not just be felt in Dublin, the commuter belts and larger cities but across all vulnerable citizens requiring assistance. Interests rates comparisons to European averages should be publicised regularly to members as a key measure in determining success or failure of a new administration in addressing the housing crisis.

Motion 319 - Waterford Health & Local Government

Waterford Fórsa Health and Local Government Branch calls for an urgent and immediate review of issues and procedures regarding the update of the Membership database. We further ask that any recommendations from this review be implemented as a matter of urgency and also request that Fórsa allows a nominated person from each branch executive in line with GDPR regulations, access to a live copy of the members affiliated to their branch for purposes of validating and updating the membership, and to ensure consistent targeted communication with our members.

Motion 320 - Waterford Health & Local Government

We propose that this union seek to have all interviewees provided with additional information in the interview process post interview including interviewer notes and comments, and to seek to have all interviewers upskilled to provide an interview process in line with changes made to interviewees, as at present this is not the case in practice.

Motion 321 - Forensic Science

Seeks the prioritisation of the establishment of fit-for-purpose accommodation for Forensic Science Ireland to replace the current cramped, outdated and inadequate facilities. With the increasing prevalence of the use of forensic evidence in the fight against crime, demands on staff and facilities are at an all-time high. New accommodation is urgently needed to maximise the efficient use of the laboratory's resources and expertise.

Motion 322 - Forensic Science

Seeks the removal of the requirement of established scientific staff to undertake psychometric testing when applying for different scientific positions within the Forensic Science Laboratory.

Motion 323 - Ag No. 1

That this union move immediately to stop the on-going abuse of workers by ending the "temporary contract" system where people are released after their six-month "stint" only to be replaced by another batch of workers.

Motion 324 - Ag No. 1

Conference agrees that being a member of a union and Fórsa carries benefits, that provide security at work and protects the terms and conditions of members. The BEC understands that members are concerned that union strength also protects non-members who are included in pay agreements, local agreements and terms and conditions. Conference therefore agrees that the union should investigate methods that can exclude non-union members from receiving benefits, arising from union negotiated deals. Conference also agrees that a detailed report arising from the investigation, should be provided to the NEC within (6) six months, following the closure of this BDC.

Motion 325 - Portlaoise General

That this conference ensure that motions already rejected by Standing Orders for conference cannot be raised as an emergency motion at conference.

Motion 326 - Portlaoise General

That this conference question why we have to sign on for job seekers at 65 years of age if we have 40 years' service as a result of buying back years.

Motion 327 - Department of Communications, Climate Action and Environment

That this conference calls for the removal of the inequalities caused by the post-2008 and post-2013 pension frameworks by reforming all post-2008 pension frameworks through the reinstatement of the pre-2008 pension terms and conditions for all members, thus eradicating the disadvantage for new entrants.

Motion 328 - Cork CSO Clerical

This Conference instructs the new NEC to address the issue of inequality in the pay scales in the starting pay for new entrants as a matter of urgency.

Motion 329 - Cork CSO Clerical

This Conference instructs the incoming Divisional Executive Committee to seek to address all new post-2008 pension frameworks to the Civil Service. Fórsa should take all necessary steps to ensure the pre-2008 pension terms and conditions for all new entrants are re-instated, removing the disadvantage for these new entrants and bringing parity to civil servants recruited post-2008.

Appendix 5

Nominations received by the deadline set out in Rule 21(v)

PRESIDENT	Nominating Branch
Margaret Coughlan Wicklow Health	Wicklow Health
Rhona McEleney Revenue Executive Grades	Revenue Executive Grades
Ann McGee PSO Sligo Clerical	OSI Professional; Revenue Nenagh; PSO Sligo Clerical; Galway CS General; Sligo Health and Local Government; Cork General Clerical; Dublin City Branch; Donegal Local Government; Letterkenny CS Clerical; Limerick Local Government; Civil Service No. 1; Ballina General; Clare Health and Welfare and Local Government; CSO Executive Grades
Michael Smyth School Completion Programme	Communications; Galway Health and Local Government; Local Enterprises; Teagasc Professional; Louth Branch; Coillte; Fáilte Ireland; Wexford Branch; School Secretaries; Westmeath Health and Welfare; Teagasc General; Ag. No. 1; AEHS; Cavan Health and Local Government; SNA Munster; Monaghan Health and Local Government; Kerry Health and Local Government; Roscommon Health and Local Government; Monaghan Health and Local Government; School Completion Programme
Martin Walsh Louth Branch	Longford Local Government and Health and Welfare

<p>VICE-PRESIDENT</p>	<p>Nominating Branch</p>
<p>Margaret Coughlan Wicklow Health</p>	<p>Sligo Health and Local Government; Wicklow Health; Dublin City Branch; Donegal Local Government; Clare Health and Welfare and Local Government; CSO Executive Grades</p>
<p>Eugene Gargan Communications</p>	<p>Communications; Local Enterprises; Teagasc Professional; Coillte; Fáilte Ireland; Wexford Branch; Westmeath Health and Welfare; Teagasc General; Ag. No. 1; SNA Munster; Kerry Health and Local Government; Roscommon Health and Local Government; IAA Executive Grades; CSO Executive Grades; School Completion Programme</p>
<p>Rhona McElaney Revenue Executive Grades</p>	<p>Communications; Teagasc Professional; Coillte; Fáilte Ireland; Local Enterprises; Wexford Branch; Westmeath Health and Welfare; Teagasc General; Ag. No. 1; AEHS; SNA Munster; Kerry Health and Local Government; Roscommon Health and Local Government; IAA Executive Grades; Revenue Executive Grades; School Completion Programme</p>
<p>Eilise McGarrell Connacht-Ulster SNA</p>	<p>Connacht-Ulster SNA; Donegal Local Government</p>
<p>Ann McGee PSO Sligo Clerical</p>	<p>PSO Clerical Sligo; Cork General Clerical</p>
<p>Bernadette Mooney Dublin South HSE</p>	<p>Sligo Health and Local Government; Dublin South Health and Welfare</p>
<p>Kevin O'Malley Kerry</p>	<p>Kerry Health and Local Government</p>
<p>Sean Reid Donegal</p>	<p>Longford Local Government and Health and Welfare</p>
<p>Michael Scully Ordnance Survey Ireland</p>	<p>OSI Professional; Donegal Local Government; IAA Executive Grades</p>
<p>Susan Sherin Limerick Local Government</p>	<p>Dublin City Branch; Limerick Local Government; South Dublin County Council</p>
<p>Michael Smyth School Completion Programme</p>	<p>Munster SNA; CSO Executive Grades; School Completion Programme</p>
<p>Martin Walsh Louth</p>	<p>Communications; Galway Health and Local Government; Local Enterprises; Teagasc Professional; Louth Branch; Coillte; Fáilte Ireland; Wexford Branch; Tipperary North Health and Community; Westmeath Health and Welfare; Teagasc General; Ag. No. 1; Cavan Health and Local Government; SNA Munster; Monaghan Health and Local Government; Kerry Health and Local Government; Roscommon Health and Local Government; Clare Health and Welfare and Local Government; Donegal Health and Welfare; Meath Health and Local Government; School Completion Programme</p>

HONORARY TREASURER	Nominating Branch
Margaret Coughlan Wicklow Health	OSI Professional; Sligo Health and Local Government; Wicklow Health; Dublin City Branch; Donegal Local Government
Ann McGee PSO Sligo Clerical	PSO Clerical Sligo; Cork General Clerical
Bernadette Mooney Dublin South HSE	Sligo Health and Local Government
Kevin O'Malley Kerry	Communications; Galway Health and Local Government; Local Enterprises; Teagasc; Coillte; Fáilte Ireland; Wexford Branch; Westmeath Health and Welfare; Teagasc General; SNA Munster; Kerry Health and Local Government; Roscommon Health and Local Government; Clare Health and Welfare and Local Government; CSO Executive Grades; School Completion Programme
Susan Sherin Limerick Local Government	Dublin City Branch; Donegal Local Government; Limerick Local Government; Laois Health and Local Government; South Dublin County Council
Michael Smyth School Completion Programme	School Completion Programme

Fórsa national conference 2020

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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

Election	Nomination

Name of principal delegate

Signature of principal delegate

Date Time

SOC signature Date Time

Fórsa national conference 2020

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

Election	Nomination

Name of principal delegate

Signature of principal delegate

Date Time

SOC signature Date Time

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