



**Minutes of the inaugural Fórsa Biennial
Conference
INEC, Gleneagle Hotel, Killarney held on
Wednesday 18th - Friday 20th May 2018**

Wednesday 18th May 2018

In the Chair: Pat Fallon, Ann Mc Gee, and Niall Mc Guirk
(Joint Presidents)

Delegates from 189 of the union's branches attended from;

Clerical Grades

Agriculture, Food & Marine Clerical
An Post & Premier Lotteries
Athlone CS Clerical
Ballina Clerical
Buncrana CS Clerical
Carlow CS Clerical
Castlebar Clerical
Cavan/Monaghan CS Clerical
Clare CS Clerical
Communications, Climate Action & Environment Clerical
CSO Cork Clerical
Revenue Cork Clerical
Cork General Clerical
Dublin Courts Clerical
CSO Dublin Clerical
CSSO Dublin Clerical
Defence Galway Clerical
Drogheda CS Clerical
Dublin Central Clerical
Science & Arts Attendants Dublin
Dundalk CS Clerical
Finance/Per Clerical
Foreign Affairs Clerical Dublin
Galway CS Clerical
Health & Children Clerical
IAA Clerical

Justice & Equality Clerical Dublin
Kerry CS Clerical
Kildare CS Clerical
Kilkenny CS Clerical
Killarney CS Clerical
Leitrim CS Clerical
Letterkenny CS Clerical
Limerick CS Clerical
Longford CS Clerical
Meath CS Clerical
Mullingar CS Clerical
OPW Clerical Dublin
Portlaoise CS Clerical
Property Registration Authority Clerical Dublin
Public Appointments Service Clerical Dublin
Revenue Clerical Ashtown Gate
Revenue C&E Dublin
Revenue Clerical Dublin Central
Revenue Clerical Limerick
Revenue Clerical Nenagh
Revenue Clerical Dublin North Central
Revenue Clerical Rosslare
Revenue Clerical Dublin South Central
Revenue Clerical Tallaght
Revenue Clerical Waterford
Roscommon CS Clerical
Sligo CS Clerical
Pension Services Office Clerical Sligo
EASP Clerical Coolock/Kilbarrack
EASP Clerical Dublin City Centre
EASP Clerical Kings Inn/North Cumberland St
EASP Clerical Navan Rd/Finglas/Ballymun/Blanchardstown
EASP Clerical Tallaght/Clondalkin/Ballyfermot/Nutgrove
Tipperary CS Clerical
Transport Clerical Shannon
Tullamore CS Clerical
Valuation Office Clerical
Visually Impaired Branch
Waterford CS Clerical
Wexford CS Clerical

Executive Grades

Agriculture Food & Marine Executive
Culture, Heritage, & Gaeltacht Affairs Executive
Business, Enterprise & Innovation Executive
Children & Youth Affairs Executive
Communications, Climate Action & Environment
Courts Executive
CSO Executive
Defence Executive
Education & Science
EIR Executive
Employment Affairs & Social Protection Executive
Finance Executive
Foreign Affairs & Trade Executive

Garda Branch Executive
Health Executive
Health & Safety Authority
Housing, Planning, Community & Loc Govt. Executive
IAA Executive
Irish Museum of Modern Art
Justice & Equality Executive
Legal Aid Board Executive
National Concert Hall
Oireachtas Executive
O.P.W Executive
Premier Lotteries Ireland Executive
PRA Executive
PAS Executive
Public Expenditure & Reform Executive
Revenue Executive
RSA Executive
Taoiseach Executive
Third Secretaries
Transport Tourism Executive
Valuation Office Executive

General

Agriculture No1
Agri-Labs
Air Traffic Control
Arch & Eng & Htge Services
Aviation Marine Radio Officers AMRO
Ballinasloe H & LG
Boards & Voluntary Agencies
Cabin Crew
Carlow H & LG
Cavan H & LG
Central Statistics Office Professional
Civil Service No 1
Clare H & LG
CLME
Coillte
Community Employment Supervisors
Conservation Rangers
Cork H & LG
Donegal Health and Welfare
Donegal Local Government
Dublin Care Services
Dublin City LG
Dublin Hospitals
Dublin North H & W
Dublin South H & W
Dun Laoghaire_Rathdown
Education No 1
Educational Welfare Services
Failte Ireland
FGE
Fingal
Forensic Science

Galway H & LG
Geological Survey
GVO - Professional
H & S Authority
IAESA
IALPA
Kerry H & LG
Kildare H & W
Kildare LG
Kilkenny H & LG
Laois H & LG
Legal Professional
Leitrim H & LG
Limerick (Health)
Limerick (Local Govt)
Local Enterprises
Longford H & LG
Louth H & LG
Marine (New)
Mayo H & LG
Meath H & LG
Meteorologists
Monaghan H & LG
Municipal Employees
National Education & Training Board
OCFA
Oireachtas Ushers
Ordnance Survey
Placenames
Post-Primary Inspectors
Primary Schools Inspectors
Probation Officers
Publications & Terminology
RSA Professional
Roscommon H & LG
School Completion Programme
School Secretaries
Sligo H & LG
SNAs Connaught Ulster - NW
SNAs Munster - SW
SNAs North Leinster - NE
SNAs South Leinster - SE
South Dublin
Special Educational Needs Organisers
State Enterprises Nol
State Laboratory
Teagasc General
Teagasc Professional
Tipperary Local Government
Tipperary North Health and Community
Tipperary South Health and Community
Waterford H & LG
Westmeath H&W
Westmeath Local Government
Wexford H & LG
Wicklow Health

Wicklow Local Authority

Also present

National Executive Committee

Tom Browne, Maura Cahalan, Margaret Coughlan, Tony Dawson, Eugene Dunne, Pat Fallon, Patricia Fanning, Eugene Gargan, Donald Gibney, Seamus Kavanagh, Jerry King, Thomas Murtagh, Maeve McCarthy Barrett, Gina O'Brien, Kevin O'Malley, Gerry O'Quigley, Steven Pilgrim, Paddy Quinn, Sean Reid, Tara Robertson, Kieran Sheehan, Michael

Standing Orders Committee

Siobhan Daly, David Jennings, Helen Lundy, Michelle Mc Morrow, Finbar Meehan, Tom O'Connor, (Civil Service Division)

Eileen Coman, Maggie Ryan, (Education Division)

Gerry Foley, Gina Mc Donald, (Health and Welfare Division)

Kathryn Collins, Rose Conroy, (Local Government and Local Services Division)

James Cole, Tom Kavanagh, (Municipal Employees' Division)

Teresa Kearns, Alan Singleton, (Services and Enterprises Division)

Trustees

Alice Hennessy (Limerick Local Government), Gerard Monaghan (Laois Health and Local Government),

Staff

Seamus Cody (Senior General Secretary); Eoin Ronayne (General Secretary) Tom Geraghty (General Secretary), Kevin Callinan (Deputy General Secretary); Matt Staunton (National Secretary/General Manager), Eamonn Donnelly, Billy Hannigan, Bernard Harbor, Angela Kirk, Derek Mullen, Peter Nolan, Andy Pike (National Secretaries); and others.

1. Opening of Conference

Joint President, Pat Fallon, took the chair and welcomed delegates to Killarney and declared the Conference open. He pointed out that at different stages in conference the other Joint Presidents would chair the conference.

He introduced the guests. These were;

Angela Mc Allen, Manager, Killarney Municipal District, Moira Murrell, Chief Executive, Kerry County Council, John Sheahan, Mayor of Kerry, and Niall Kelliher, Mayor of Killarney.

He advised that the President of Ireland would arrive shortly.

A short video with sound was then played.

2. President's Address

Conference then heard the Joint Presidents' Addresses.

3. Address of Michael D. Higgins, President of Ireland

Other guests departed, escorted by Union Officer

*Presidents,
General Secretary,
Delegates,*

Dear Friends,

It is a great pleasure to be here today to celebrate this most important moment in the history of trade unionism in Ireland: the first National Conference of Fórsa. The establishment of Fórsa represents the culmination of much dedicated labour, careful negotiation, and necessary compromise to create what is a stronger and larger union, one that is now the second largest trade union in the country. May I commend all those of you involved in this great task.

The amalgamation of the Civil & Public Service Union, the Public Service Executive Union and IMPACT has united over 80,000 members from across the civil and public services, commercial and non-commercial semi-state organisations, the community and voluntary sector and private companies in aviation, telecommunications and elsewhere to work, in a spirit of solidarity and comradeship, towards a common purpose.

Fórsa has emerged now to join the long and storied history of the Irish labour movement, a movement that has, in its time, endured long and relentless struggles in pursuit of human rights, but also a movement that has experienced devastating defeats and monumental hard-fought victories. It is a movement that has - let us not forget in this the centenary year of the first general strike in Irish history - always been to the fore in organising the people of this country in our battle for independence, in opposition to the waste of human life in war, and of the irreducible indivisible right to dignity in society as well as the work-force.

The movement has always produced brave and heroic men and women: such as Jemmy Hope, a Presbyterian from Antrim, who organised the Protestant workers of the Liberties in eighteenth-century Dublin to combine their efforts not only in defence of the dignity of labour,

but to demand an non-sectarian, egalitarian republic; Helena Molony, actress, veteran of 1916, and suffragette, who was elected the president of the Irish Trade Union Congress in 1937; and of course James Connolly, whose thoughts and actions are still an inspiration and guide to millions today; not forgetting, in our town time, Mary Manning and her comrades, who took a stand against apartheid when so many others affected an indifference.

Yet while drawing strength and courage from the exemplary bravery and determination of these individuals, the labour movement draws its strength from its collectivity, from the hundreds of thousands of people willing to demonstrate solidarity in their workplace, towards their fellow citizens, and towards people all over the world.

In these times, our new circumstances require that the spirit of solidarity be extended further and further, to encompass not only those who labour and work, whether in new conditions or old, but also those who are excluded and left-out.

Let us recall the great lesson first taught to us by the Irish-American workers who formed the Knights of Labour, and which was brought to our shores by James Larkin: 'an injury to one is an injury to all'.

For it is only by recovering that spirit of solidarity that is beyond the boundaries of states and generations that we in the labour movement can begin to meet the great and urgent challenges presented to us in this century: the requirement to de-carbonise our economy to mitigate the effects of climate change; the imperative to welcome those fleeing war, persecution, famine, and natural disasters; and the necessity for just and sustainable development, one capable of creating and maintaining full employment for all those who seek it and of providing decent work for all. The trade union movement, at home and abroad, has been and will be to the forefront of meeting these challenges.

May I suggest that the battle for decent work and all it entails will be one of the defining struggles of the coming decades, and the success of the trade union movement will determine not just whether wages and salaries will be adequate to ensure that people can participate fully, with dignity and equality, in their society, but also whether the dignity of labour is upheld not only in the work-setting but in society.

Whether or not, all citizens, with all their diverse abilities, will be enabled to contribute fully to their society will be assured or damaged by the strength of the trade union voice. It will test the capacity of the trade union movement not only to organise previously

unorganised workers, but also to engage with new ideas and new practices. It will require the commitment and support of all members and those who support the extension and deepening of democracy in society.

Of course, I recognise that this is a battle in which many in the trade union movement have felt that they have been losing ground for many years. The centrality of individualism as a source of values with its emphasis on individual consumption, individual acquisitiveness, and an ill-informed hostility to the state, its institutions, and also those who work in them, has had a corrosive effect.

When we reflect on what the French called 'les trente glorieuses', the thirty years of uninterrupted economic expansion that followed the Second World War, we can discern an institutional order that placed the trade union movement at its centre, as partners. Governments were committed to fiscal and monetary policies that prioritised full employment.

In many European countries - including our own - more than half of all workers were members of the trade unions. Capital and financial flows were heavily regulated - and this may surprise many of you - often on the advice of the International Monetary Fund.

We in Ireland came to the post-war economic expansion late, only after our modest but nonetheless revolutionary adoption of Keynesianism and indicative planning through successive Programmes for Economic Expansion. Nonetheless, we shared a similar experience to the developed world: an expanding welfare state and education system, full employment and as its consequence, an end to net out-migration in the 1960s, the first time in centuries.

Since the late 1970s, beginning in the Anglophone world, we have witnessed a programme of neoliberal transformation. It is so familiar to us now: the removal of all constraints on flows of capital and finance; the privatisation and contracting out of state assets - which I know many of you here today will have been at the sharp end of; and the dismantlement of labour rights and collective bargaining institutions. The effects are also now familiar to us: the rapid rise in inequality, whether in income, or, as Thomas Piketty has so exhaustively demonstrated, in wealth and weakening of trade unions.

A most striking illustration of the decline in the influence and power of labour can be found in the declining proportion of National Income that has been accruing to labour over the past thirty years. Economists of John Maynard Keynes generation had assumed that the share of labour and capital income would remain

static over time. Indeed, so unchanging was this proportion thought to be that it was taught as a 'stylised fact' in economics courses. However, the OECD has estimated that the average adjusted labour share in the Group of 20 countries - representing the majority of the world's population and economic output - has been declining by 0.3 percentage points per year since 1980.

The consequences of this finding are stark - the great, late economist Tony Atkinson has pointed out that it implies that the fruits of labour productivity growth may not lead to commensurate improvements in the incomes of workers and their families, but will instead be captured by the owners of capital.

Given the gyrations of our own National Accounts induced by the activities of multinational corporations - the infamous Leprechaun economics - an analysis of this type would not be possible in Ireland. However, the trend internationally is clear - less of the world's income is going to those who labour for others.

It is interesting to observe too how in an ever-more monopolised media environment the easy target for populist-inducing comment are workers seeking the right to live and participate while the assumptions of abstract economic models that are failing society are assumed to be beyond the ken of the public or serious-minded journalists.

One of the drivers of this trend towards individual rather than collective welfare must be the declining power of the trade union movement, manifested most obviously in the decline in membership. Today in Ireland, only one in four workers is a member of a trade union, of whom over half are public service workers, reflecting a decline in private sector trade union membership. In 1980, over 62% of Irish workers were members of the trade union.

Yet today is a moment for hope, not for despair. The ideas which gave rise to the neoliberal era have been exhausted, not only in their content but in their form, stripped of all legitimacy by the Global Financial Crisis and its aftermath. Even international financial institutions, such as the International Monetary Fund and the World Bank, previously bastions of a neoliberal vision of the economy, now speak of the need for 'inclusive growth', and of policies which can address the vast inequalities that exist within and between countries in terms of income, opportunity and wealth, recognising, however late, that more equal societies are healthier societies.

There is now an opportunity - a most rare opportunity - for the trade union movement to shape the agenda for the

decades ahead. The International Labour Organisation have established a Global Commission on the Future of Work. It is examining foundational questions. What is the function of work in our societies, in all its diverse social and economic consequences? How should we ensure decent work and full employment in the future? How should work and production be organised, particularly in the context of the rise of 'platform capitalism' and of algorithms such as that used by Uber to co-ordinate drivers? Finally, how can the International Labour Organisation re-dedicate itself to its founding mission to establish 'a lasting peace based on social justice'?

The trade union movement must be central, must encourage debate among its members and offer visionary articulations to these discussions, both at a national and international level.

The stakes are high. Some of the recent developments in the world of work are nothing less than a recrudescence of some of the worst practices of the nineteenth century. The co-ordination and direction of employees by an algorithm owned by a company does not divest the employer of their responsibility any less than a bogus self-employment does. After all, one of the great victories of the trade union movement was the regulation of piecework - these old practices must not be allowed re-emerge under the cloak of supposed innovation.

Many of you will be painfully aware, perhaps from the experience of new colleagues, of the displacement of secure, certain, regular employment - the kind that trade unions were established to fight for - by uncertain and precarious jobs, characterised by chronic insecurity.

A recent report by the Irish Congress of Trade Unions has demonstrated that the proportion of the workforce on temporary short-term contracts has been growing since 2008, and that 160,000 people endured significant variations in their hours of work from week to week or month to month.

This creates a new category of worker, the precariat, whose social and economic rights are more restricted than those they work alongside. In a context of rising rents, this chronic job insecurity can be a source of deep anxiety to so many of our citizens. The trade union movement owes a duty of solidarity to those workers, and I know that it will continue to fight to vindicate their rights.

The first paragraph of the Declaration of Philadelphia, adopted by the International Labour Organisation in 1944 under the guidance of its Director General, the Irishman

and international public servant Edward Phelan, affirms that 'labour is not a commodity'.

Yet, the commodification of labour is increasingly visible in contemporary forms of work, with a sometimes-monomaniacal emphasis on performance and output at the expense the dignity, well-being and security of the workers.

Rather than our workplaces being shaped to accommodate the needs of employees, and the workplace is part of a life experience that should offer fulfilment, employees are increasingly expected to shape their lives, and indeed the lives of their families, around the demands and economic interests of the workplace. A pin-ball machine is hardly a suitable substitute for workers' rights.

There exists, in many workplaces, the increased and unspoken assumption that employees will stretch their working day far beyond their contracted and paid hours. Meanwhile the greater freedom and flexibility that technology has brought into our lives has been used to the blur of the line between what is viewed as an employee's work and home life.

This is now a conscious policy in some of the most advanced companies in our economy today - it represents an attempt to encompass the life-world of the person within the interests of a corporation, which is, after all, primarily a vehicle to organise production for the benefit of its shareholders. This is reminiscent of Port Sunlight and the soap manufacturers of previous centuries.

Dear friends,

As trade unionists you will be at the forefront of efforts to bend this new world of work towards the end of human dignity and universal solidarity. Public sector trade unions have fought tirelessly, across the decades, for the achievement of equality and dignity for their members. You have played a significant role in the establishment of a wide variety of employment rights legislation creating an enhanced working environment for all our people, and fought discrimination in the workplace and in society. You will be called upon to continue to do so.

As public and civil servants, and as workers in strategic sectors of the economy, you are also at the very centre of the three great challenges of which I spoke: mitigating climate change, welcoming and managing migration, and ensuring sustainable development.

The economist Mariana Mazzucato has written of the role of 'the entrepreneurial state' in economic development. Working for the state is working for the public world, not just for now but for future generations. As we confront these challenges we will require a more activist, and a more democratic, state, one that can plan, co-ordinate, manage and intervene when necessary. It must also be an open and transparent state that places the needs and welfare of its citizens, and the citizens of other countries, at its very heart.

As Uachtarán na hÉireann I have witnessed, on so many occasions the outstanding work carried out by public servants across the country. I have been so impressed by the great commitment of our teachers and the pride they take in their pupils' achievements. I have met with those whose lives have been immeasurably improved by our dedicated health service staff. I have witnessed, during the hazardous flooding that various parts of the country have experienced in recent years, the selfless response of local authority staff, An Garda Síochána and our Defence Forces as they worked in solidarity with those families and businesses worst affected.

My work also allows me to regularly see the excellent work carried out by those public servants on an everyday basis who are not on the front line of service provision but who also bring to their work a dedication to public service across all areas of public life from tax administration to environmental protection, from social protection to enterprise policy.

As a new and stronger Union, Fórsa carried behind it the collective voice of over 80,000 workers. That is a powerful voice and one I know you will use wisely as you demonstrate and achieve the benefits of solidarity and seek to reclaim an understanding of work as the foundation for the achievement of other human rights and a strong base for a life of dignity, fulfilment and flourishing.

Beir beannacht. Go raibh míle maith agaibh go léir.

The President of Ireland then moved down into the main hall to mingle with delegates.

The Joint President then announced that Conference was adjourned. He invited Kevin O'Malley, on behalf of local Conference Committee, to briefly welcome delegates and make some local announcements, including social aspects.

4. Appointment of Scrutineers and Tellers

It was noted that Gina Mc Donald (SOC) was acting as Returning Officer.

The Joint President read out the pre-sought list of 10 Scrutineers who were appointed.

He also read out the pre-sought list of 10 Tellers who were also appointed. He reminded those that at all times six of them should remain in the conference hall whilst conference is in session.

5. General Standing Orders for Conference

The General Standing Orders for Conference were proposed by the Chairperson of the Standing Orders Committee, Gerry Foley, and were adopted.

6. Standing Orders Committee Reports

Report No. 1 and Report No. 2 - were proposed by Gerry Foley and adopted.

Report No. 3 - A proposal to add an emergency motion to the agenda from the EASP Executive Grades Branch was noted and it was agreed to refer it to subsequent SOC Reports on emergency motions to go before conference later.

A proposal that Motion 213 was not out of order, was agreed.

Report No. 3, as amended was then proposed by Gerry Foley and adopted.

Further numbered reports dealing with 2 Emergency Motions by placing them on the agenda were proposed by Gerry Foley and adopted

7. Biennial Report - All Sections and Minutes

The joint President observed that as it was an inaugural biennial conference these could not be taken, however reports of the final year for each of the former unions were available for noting.

8. Elections

The following were elected:

8.1 President

Ann Mc Gee (Sligo PSO Clerical)

8.2 National Treasurer

Kevin O'Malley (Kerry Local Government & Health and Welfare)

8.3 Vice Presidents (3)

Michael Smyth (School Completion Projects),
Maura Cahalan (Limerick Health and Welfare)
Eugene Gargan (Communications).

Michael Smyth was elected- Senior Vice President

8.4 Trustees of the Union:

Alice Hennessy (Limerick)

Gerard Monaghan (Laois)
Mary Mc Partlan (EASP Executive Grades)

Appointed to the Panel provided for in Rule 32 (iii)
Paul Carey (NETB)
Michael Clarke (Municipal Employees)
Pierce Dillon (An Bord Pleanála)
Willie Gorman (Limerick Health & Welfare).

9. Treasurer's Report and Accounts 2014/2015

The consolidated Report and Accounts were presented by the National Treasurer, Kevin O'Malley, and adopted.

10. Distinguished service awards were presented to Jerry King and Paddy Quinn

11. **Numbered Motions (numbered motions omitted were withdrawn)**

Pay, National Agreements and Related

Motion 1 - Central Executive Committee - was carried as follows:

Conference endorses the approach taken by this union and its predecessors in highlighting the gender pay gap in the public and private sectors in Ireland. The union won huge support, from across the political spectrum, for its social media campaign for mandatory reporting of the gender pay gap in individual employments. The campaign focused on the idea that women effectively work 71 minutes for free each working day when compared to their male counterparts. In other words, they are 'clocked out by the pay gap' at 15:50 every day. Conference welcomes the government commitment to report the results of gender pay gap surveys for companies with 50 or more employees. The pledge, which is set out in the National Strategy for Women and Girls 2017-2020, goes significantly further than the Programme for Government commitment to simply require firms to conduct wage surveys. We also welcome the dialogue between unions and employers in order to address the gender pay gap. Conference calls on the Fórsa Executive to:

- work with colleagues across the trade union movement with a view to maintaining the political consensus in support of these demands and their immediate implementation
- develop detailed practical guidance on measures employers should introduce to reduce and then eliminate the gender pay gap.

Pay - New entrants

Motion 2 - Agrilabs- was carried as follows:

This conference directs the union to work to end pay inequality. The nature of the work, not the workers' gender, start date, age or other issue, should dictate the pay scale.

Motion 3 - Dublin Justice & Equality Clerical - was carried as follows:

This conference calls on the National Executive Committee of Fórsa to seek an immediate removal of the two tier pay imposed on new recruits to the civil service and public service.

Motion 4 - Probation Officers - was carried as follows:

Given the inequalities caused by the decision to create new, longer merged pay scales for new entrants, that Fórsa will insist on the reforming of pay scales to eradicate the disadvantage for new entrants. Furthermore Fórsa will ensure that in future negotiations we will resist any attempt to arrive at a settlement that could give rise to these inequities for our colleagues in the future.

Motion 5 - Dublin Education CS Clerical - was carried as follows:

Conference instructs the incoming National Executive Committee to campaign for the removal of the two new entry points imposed on new entrants.

Pay - FEMPI

Motion 6 - RSI Professional (Remitted)

That Fórsa seek the full repeal of the FEMPI legislation which was used to remove legitimate allowances and the reinstatement of them.

Motion 7 - Primary Schools Inspectors- was carried as follows:

This conference calls on the National Executive Committee of Fórsa to continue to prioritise with the government the restoration of full income for all staff who have suffered a reduction in income due to pay cuts imposed by the various national agreements since the economic crash in 2008. Conference is particularly concerned about the narrowing pay gap between inspectors and other professionals in the Department of Education and Skills and calls on the NEC to ensure that relative differences in pay, commensurate with the positions held, are maintained.

Pay - Living wage

Motion 8 - Buncrana CS Clerical-was carried as follows

This conference instructs the incoming executive to seek to:

Campaign for the introduction of a living wage for all civil servants on entry, and to consider this as a minimum in all future pay discussions. In effect this means that no new entrants to the civil service, will start on a salary scale point, which is less than the current "living wage" prevalent at the time of their recruitment.

Motion 9 - EASP Executive Grades (Remitted)

This conference instructs the incoming National Executive Committee to oppose the introduction of the basic income policy or any version thereof, given the cost of this to the

taxpayer, the suffering imposed on the general public and negative experience abroad and the downward effect this has on worker's take home pay.

Motion 10 - Probation Officers-was carried as follows

In any talks on pay in the public sector Fórsa will insist that a figure no less than the living wage will be the minimum entry point for all positions.

Motion 11 - FGE as amended was carried

This conference endorses the concept of a minimum living wage for all those employed in the public service.

Pay - section 39 agencies

Motion 12 - Dublin Care Services was carried

Conference notes that many of our members in section 39 organisations suffered reductions in their pay, terms and conditions at and about the same time FEMPI legislation was introduced. However, pay restoration in line with public agreements is not occurring at most section 39 organisations as they are not covered by public sector pay agreements.

This conference calls on Fórsa to endeavour to ensure that pay restoration is delivered to those section 39 organisations that suffered reductions in pay, terms and conditions at the time of wider pay cuts in the public sector circa 2009/2010.

Motion 13 - Tipperary North Health and Community was carried

This conference calls on Fórsa to negotiate on behalf of workers who are employed in development companies and other community and voluntary sector organisations, who are funded from public monies, 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.

Pay - increments

Motion 14 - National Education and Training Boards was carried

The National Education and Training Boards branch calls on conference to pursue a negotiating strategy that comprehends the recognition of relevant non-public sector work experience as a basis for the award of incremental credit to clerical and admin staff grades.

Motion 15 - Letterkenny CS Clerical was carried

This conference instructs the incoming National Executive Committee to raise and highlight the issue of the unfairness of the number of increments and years it takes to reach the maximum of a pay scale. It takes from 17 to 19 years for the CO and EO to reach the maximum of their pay scales while it takes ten years for a PO, four years for an assistant secretary and a secretary general has only one pay scale currently of €192,233. We believe no grade should take more

than ten years to reach the maximum of their pay scale especially those whose maximum pay is below €50,000 per annum. We request our union make the reduction in the number of increments part of its policy and prioritise it in any and all future talks on pay and conditions with Department of Public Expenditure and Reform and the government.

Motion 16 - Revenue Executive Grades was carried

This conference instructs the National Executive Committee and relevant divisional executives to ensure that candidates from one sector of the public sector who are successful in an open competition held in another sector are no longer required to start at the first point of their new scale and that their service within their former grade is recognised in establishing the point at which they enter the scale of their post.

Motion 17 - Cork Branch - was carried as follows:

That this Conference calls on the Central Executive to negotiate with the Department of Public Expenditure and Reform in the next national wage agreement for the abolition of the pension levy from the salaries of public servants.

Pay - other

Motion 17 - Letterkenny CS Clerical (Remitted)

This conference instructs the incoming National Executive Committee in the interest of fairness and equity to have flat rate pay increases rather than percentage rate increases part of this union's policy going forward in any and all negotiations and pay discussions on future pay agreements.

Motions 18 and 19 were withdrawn

Motion 20 - EASP Executive Grades (Remitted as guillotined)

This conference instructs the incoming Fórsa National Executive to give notice to any employer who refuses to pay an employee their due wages or moreover, their correct wages upon the said employee's taking up higher responsibilities through promotion that employees who are members of Fórsa will no longer carry out their respective duties or higher duties.

Motion 21 - SNA Munster (Remitted as guillotined)

We ask this meeting to review the package currently available to members of the public sector who are forced to remain at the minimum pay scale throughout their career. Some public sector workers never have an opportunity to advance beyond the minimum public sector pay scale. The tremendously valuable service provided by workers at this level needs to be recognised. Opportunities need to be explored for public sector workers to advance beyond grade III. This can be achieved through continuous personal development.

Motion 22 - Revenue Executive Grades (Remitted as guillotined)

That the incoming National Executive Committee shall ensure that in future deals with the government, there shall be no repeat of a situation where an anomaly exists whereby one cohort of members is being adversely discriminated against, where another is advantaged, such as happened in the Haddington Road Agreement, 2013-16 deal.

Public policy - Brexit

Motion 23 - Donegal Local Government was carried

That conference calls on Fórsa to continue the debate and take a lead role in highlighting the threat to jobs and living standards arising from the effects of Brexit.

Motion 24 - Dublin OPW Clerical (Remitted)

The trade union movement needs to firmly demand that workers pay no price for whatever arrangements come out of the ongoing Brexit negotiations. In light of this, this conference instructs the National Executive Committee to open discussions with other unions in Ireland, North and South, and in Great Britain, in order to co-ordinate our efforts to ensure that there are no cuts to pay, attacks on conditions or shedding of jobs flowing from Brexit. Part of this should include exploring the possibility of holding a conference of workers' representatives from Ireland and Britain to prepare for a truly united front against any regressive actions taken by the employers' side.

Motion 25 - Sligo Health and Local Government was carried

Conference notes that cross-border working is very common at present, eg people living on one side of the border and working on the other, public sector workers and their families who work in both jurisdictions, and people working for all-island companies who regularly travel across the border at the request of their employer. The employment and economic benefits of such arrangements are also noted. Conference is concerned at the likely impact on these people of the UK's forthcoming withdrawal from the European Union, and also at the wider economic impact of a 'hard border'. Conference instructs the National Executive Committee to campaign and lobby in this area, and to support affected members.

Public policy - housing and homelessness

Motion 26 - National Executive Committee carried as amended.

Recognising the housing and homeless crisis, conference calls for the following practical steps to be taken by government;

- The declaration of a housing emergency and an immediate commitment to building over 10,000 public housing units per annum over the next decade with local authorities taking the leading role.
- The introduction of a constitutional right to housing.

- Legislation to ensure security of tenure and rent certainty for those in the private rented sector on par with the rights of private firms when property ownership changes hands.
- Prevention of 'evictions to nowhere' by private and commercial property owners under the guise of improvements/sale or family use.
- The implementation of the Kenny report on rezoning of land which dates back to 1974 and the taxation of underused land and derelict sites.
- Conference calls on the Fórsa Executive to work with colleagues across the trade union movement with a view to creating a political consensus across as many political parties as possible in support of these demands.

Motion 27 - Boards and Voluntary Agencies was carried

This conference calls on the NEC to reject the government's attempts to normalise homelessness by benchmarking homelessness with other countries. We call on the delegates to agree that homelessness has no acceptable level in a just society.

Motion 29 - Dublin City Local Government was carried

Conference calls on Fórsa through its divisions and National Executive Committee to work to ensure the issue of addressing the cause and effects of homelessness remains at the top of the union agenda. Furthermore this AGM calls on Fórsa to campaign for a housing regulator.

Motion 30 - Probation Officers was carried

Fórsa recognises the current housing and homelessness situation as a national crisis. Fórsa deplores the failure by the state to provide housing and protect people from homelessness, particularly the failure to provide adequate public housing.

Whilst meeting the basic human need for decent accommodation, the provision of publicly funded, publicly managed, publicly accountable and publicly owned housing is also self-funding and in time profit generating through rent receipts. It is therefore clear that failure to provide enough public, social housing is based entirely on political choice, rooted in dogma and ideology, not on any practical or legal basis.

Fórsa calls on the government to embark on a major programme of social housing and for the building and acquisition of property to commence as a matter of urgency and without further delay. Fórsa will continue to campaign for an end to this housing crisis for as long as is necessary.

Public policy - taxation and related

Motion 31 - Revenue Executive Grades was carried

This conference instructs the incoming National Executive Committee to seek that the employee tax credit and the rate bands are increased in line with inflation.

Motion 32 - Revenue Executive Grades was carried

This conference instructs the incoming National Executive Committee and relevant full time officials to work with the Irish Congress of Trade Unions and the Nevin Research Institute to research and promote the benefits of increasing the employee tax credit.

Motion 33 - Cavan Health and Local Government was carried

That Fórsa calls on the government to restore a tax credit on union membership subscriptions.

Motion 34 - Revenue Executive Grades was carried

This conference calls on Fórsa to seek the re-introduction of the tax credit for trade union membership as a matter of urgency.

Motion 35 - EASP Executive Grades (Remitted as guillotined)

This conference instructs the incoming National Executive Committee to examine the various classes of PRSI paid by members in different employments and also examine the different levels of benefits that accrue to members as a result.

Motion 36 - Agriculture Food and Marine No.1 Technical (Remitted as guillotined)

This conference instructs Fórsa to negotiate to have USC charges phased out within the timeframe of the next national pay agreement.

Public policy - Palestine

Motion 37 - Sligo Health and Local Government was carried

Conference endorses the position of the Irish Congress of Trade Unions in support of Palestinians and the end of illegal occupation. Conference instructs the National Executive Committee to work in collaboration with Congress and agree to support the work of Trade Union Friends of Palestine.

Motion 38 - Dublin OPW Clerical was carried

This conference recognises the illegal nature of the Israeli occupation of Palestine, and instructs the National Executive Committee to work with other pro-Palestinian independence groups in campaigning for an end of the occupation Palestinian territory. This campaigning work should include support for the call for boycott, divestment and sanctions against Israel, as well as working with the trade unionists and activists in Palestine itself to best use the principles of international solidarity to further the Palestinian cause.

Emergency Motion Number 1 - DEASP Dublin City Centre Branch was carried

This conference notes current events in Gaza and offers solidarity to all that are suffering while peacefully protesting. This conference calls for an international reaction from the EU and the UN to intervene immediately to end what appears to be verging on if not already considered to be genocide.

Public policy - refugee crisis

Motion 40 - Boards and Voluntary Agencies was carried

This conference calls to seek a change to the current arrangements to the job access scheme for asylum seekers/direct provision people. This scheme as it currently operates is by far too restrictive and inhibits these very vulnerable people in our society from gainful employment.

Motion 41 - Dun Laoghaire Rathdown was carried

This conference notes with concern the situation of asylum seekers living within the direct provision system. This conference calls for asylum seekers to be given access to decent accommodation and living conditions, and an unrestricted right to work.

Motion 42 - EASP Executive Grades (Remitted)

This conference instructs the incoming National Executive Committee of Fórsa to express our unity of purpose with the Red Cross and Red Crescent through the combined services third world fund in their work to bring relief to the Rohingya Muslims displaced in Myanmar.

Public policy - water ownership

Motion 43 - Dublin City Local Government was carried

Conference calls on Fórsa to ensure that the provision of water is seen as a key public, social and economic asset and that all steps are taken to uphold the protection of water within public ownership. Conference also calls on Fórsa to publicly call for and support a constitutional referendum to ensure that the provision of water is in the public interest and ensure that it cannot be privatised. Furthermore if a proposed wording for an amendment is not produced within a reasonable amount of time, consideration should be given that Fórsa, produce a legal wording of a proposed constitutional amendment.

Motion 44 - Donegal Local Government was carried

That conference calls on Fórsa to lobby for a constitutional referendum on the ownership of the public water service.

Motion 45 - Cavan Health and Local Government was carried

That Fórsa opposes the single water utility proposal, as put forward by Irish Water and instead advocates making a sound business case for the extension of service level agreements,

so that local authorities will continue to play a significant, cost effective and vital role in the provision of water services.

Motion 46 - Cavan Health and Local Government was carried

That the conference calls on Fórsa to campaign to seek to have a referendum called to have a right to water article inserted into the constitution and where the supply and provision of water will remain in public ownership.

Motion 47 - Tipperary Local Government was carried

That this conference calls on the government to set an early date for the referendum to keep Irish Water in public ownership.

Public policy - privatisation

Motion 48 - Donegal Local Government was carried

That conference calls on Fórsa to resist privatisation and defend public services.

Motion 49 - FGE was carried

That this conference calls on the incoming National Executive Committee of Fórsa to resist all efforts to privatise functions delivered by Fórsa members in the public service and where these functions have been privatised to seek an immediate reversal of this, to defend the continuity of provision of public services by publicly accountable direct employment and maintain the jobs of grades represented by Fórsa.

Motion 50 - National Museum Professional was carried

That Fórsa continues to oppose the use of agency staffing and or the outsourcing of functions within the public service, which have until now been delivered by Fórsa members. Where functions have already been agency staffed or outsourced, or were temporarily agency staffed or outsourced during the downturn, that Fórsa immediately engages with management a view to reversing this and seeking the provision of all public services through direct employment.

Motion 51 - EASP Executive Grades was carried

This conference instructs the incoming National Executive Committee to engage with societal stakeholders so as to bring about an Irish equivalent to TUPE legislation that would prohibit outsourcing based on pay comparisons given the downward impact this has on employee wages and local enterprise.

Public policy - climate change and environmental issues

Motion 52 - National Executive Committee (Remitted as guillotined)

Conference acknowledges the 2017 IMPACT report "A Just Transition to a Low Carbon Economy" by Joseph Curtin of the Irish Institute for European Affairs. Conference notes the establishment of a committee on just transition in 2017, in response to an internal recommendation of this report.

Conference recognises the enormous threat posed by climate change to workers here in Ireland and across the globe, and the central driving role which many grades and professions represented by Fórsa will play in ensuring a just transition to a low carbon economy.

Conference mandates Fórsa to develop, in consultation with the just transition committee and with regard to the aforementioned report, (1) a climate action and sustainability strategy, and (2) a climate information campaign for members.

Motion 53 - Dublin Science and Arts Attendants (Remitted as guillotined)

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

Motion 54 - EASP Executive Grades (Remitted as guillotined)

That this union conference instructs the incoming National Executive Committee of Fórsa to seek that the government establish a fund to help families, households and local communities to cope with the impact of climate chaos while managing the water table to best effect.

Public policy - collective bargaining rights

Motion 55 - National Executive Committee was carried

Conference salutes our members in Ryanair and their branch, IALPA, in securing, after many years of struggle, union recognition by the company for the purposes of collective bargaining. The historical significance of this achievement cannot be underestimated. Nevertheless, conference calls on the Fórsa Executive to campaign along with colleagues across the trade union movement with a view to securing a statutory guarantee that when workers organise in unions they must be recognised by their employers for collective bargaining purposes with appropriate third party dispute resolution procedures.

Motion 56 - Air Traffic Control (Remitted as guillotined)

In light of the recent EU Commission communication "Aviation, an open and connected Europe", this conference calls on Fórsa to defend the right to strike for all branches within Fórsa and with respect to the trade union movement in Ireland and the European Union as a whole.

Motion 57 - Aviation and Marine Radio Officers (Remitted as guillotined)

This conference calls on the incoming National Executive Committee to defend and protect the rights of any employee wishing to participate in any trade union of their choice at which ever level they desire without coercion or impediment.

Motion 58 - Meath Health and Local Government (Remitted as guillotined)

This conference requests the NEC to use its influence at national level to reinvigorate the need for the right of collective democratic bargaining for all employees.

Motion 59 - EASP Executive Grades (Remitted as guillotined)

This conference instructs the incoming National Executive Committee to place the issue of trade union recognition in Ireland on the agenda of the central decision-making bodies in Fórsa. It is requested that a working group be formed to examine this issue further and that this working group should report their findings to the executive committee of Fórsa and at the next union conference.

Motion 60 - Cavan Health and Local Government (Remitted as guillotined)

This conference calls on the National Executive Committee to continue to lobby government to enact legislation granting negotiation rights to unions with respect to retired members.

Motion 61 - Foreign Affairs Clerical (Remitted as guillotined)

Conference notes with concern the increase in precarious work across both public and private sectors. Conference recognises the damaging effect of this both on workers who cannot plan their lives and are afraid to speak up for their rights and also on the ability of trade unions to recruit and retain members.

Conference respects the right of public and private sector employers to recruit fixed term staff where work is of a seasonal or otherwise time-limited nature, but conference instructs the incoming National Executive Committee to oppose recruitment of staff on fixed-term contracts in any case where the nature of the work done does not necessitate a fixed-term contract and where a contract of indefinite duration could instead be offered.

Public policy - public holidays

Motion 63 - EASP Executive Grades (Remitted as guillotined)

This conference seeks to establish a state committee that would oversee and implement commemorative events for the 70th anniversary of the foundation of the Republic of Ireland in 2019.

Motion 64 - Limerick CS Clerical (Remitted as guillotined)

This conference instructs the incoming National Executive Committee to seek to have 19th April declared as a bank holiday in commemoration of the declaration of the Irish Republic on the 19th of April 1949.

Motion 65 - Revenue Executive Grades (Remitted as guillotined)

This conference instructs the incoming National Executive Committee to seek an increase in public holidays in line with other European Union countries.

Public policy - eighth amendment

Motion 66 - Dublin City Local Government was carried

Conference acknowledges that the upcoming repeal of the eighth referendum and debate will involve strong feelings on both sides of the issue. Fórsa calls on all voices in the debate to be mindful and respectful of each other.

Motion 67 - Architectural Engineering and Heritage Services (Remitted)

This conference supports the repeal of the eighth amendment to the Irish constitution.

Motion 68 - Dun Laoghaire Rathdown (Remitted)

This conference supports the repeal of the eighth amendment to the constitution.

Motion 69 - Sligo Health and Local Government (Remitted)

That this conference calls upon Fórsa to support a referendum to repeal the eighth amendment of the constitution.

Public policy - Other

National social and economic dialogue

Motion 70 - National Executive Committee was carried

The EU Social Summit in Gothenburg in 2017 recorded the agreement of heads of government on the need to develop the social dimension of the European Union and promote the efforts of social partners. It further endorsed facilitating a well-functioning social dialogue including a new start for social dialogue at EU level. This provides a framework for and an opportunity for the re-establishment of a national form of social dialogue between unions, government and employers on labour market issues as well as other elements of the social wage including the cost of housing, childcare, elder care, continuous education and training and pension provision. Conference recognises that the recent establishment of the Labour Employer Economic Forum (LEEF) is an initial and welcome step and calls on the Irish Congress of Trade Unions to initiate discussions with government and employers on the further development of a forum for social dialogue on workers' priorities.

Motion 71 - EASP Executive Grades was carried

That this union conference instructs the incoming National Executive Committee of Fórsa to seek an urgent review of national industrial policy in order to be able to sustain government services, household income and workers living standards over the next decade and onwards, in conjunction with the Irish Congress of Trade Unions and other socio-economic stakeholders.

Motion 72 - Taoiseach Executive Grades (Remitted as guillotined)

Conference notes the value of the co-operative model of business.

This is a model that represents a successful force for economic growth and social cohesion not just in Ireland but throughout the world;

- They are businesses, not NGOs: they trade, but share equally and reinvest our profit
- They work in all economic sectors: retail, agriculture, housing, banks, healthcare, insurance, consumers, renewable energy, intellectual property, water, industry
- They come in all types and sizes: from small companies owned by employees, to large banks owned by clients.

Therefore conference instructs the incoming National Executive Committee to:

- Promote at any available opportunity the co-operative model of business
- Work with sister unions and through ICTU in promoting the idea of co-operatives as a successful model of business.

Motion 74 - EASP Executive Grades (Remitted)

That this union conference instructs the incoming National Executive Committee of Fórsa to oppose the replacement of human employment in government and other employments by robotics, computerisation, and automation, and to instead encourage the formulation and implementation of a national information and communications technology (ICT) strategy based on integrated decision support systems which would advance the progress of artificial intelligence that would assist human employment and enhance human well-being while preserving worker's wages.

Motion 75 - EASP Executive Grades was carried

That this union conference instructs the incoming National Executive Committee of Fórsa to oppose any attempt to align the Irish State to NATO or to have the Irish State become a member of NATO or to abandon or amend any part of article 29 of the Irish constitution given the cost increasing nature of so doing upon the taxpayer and the downward effect on worker's wages.

Motion 76 - Sligo Health and Local Government was carried

That this conference objects to hospital patients on trolleys which is unacceptable. It is affecting all ages and not helping to promote a healthy Ireland. It is not the staff's fault, there are not enough resources and it puts extra pressure on all staff who have to deal with the issues and complaints.

Motion 77 - Dublin Care Services was carried

That this conference calls on Fórsa to actively campaign for the immediate implementation in full of the Sláinte Care Report.

Motion 78 - Education and Skills Executive Grades was carried

This conference instructs the incoming National Executive Committee to request the government to instruct its agencies such as the OPW to immediately begin a programme of hiring new apprentices in the public service most especially in the traditional areas such as carpenter, plumber and electrician.

Staffing and related

Motion 81 - Roscommon Health and Local Government carried as amended

That Fórsa continues to encourage management to implement family friendly policies, e.g. shorter working year, unpaid leave, flexi time etc. In our improving economy and with the moratorium being lifted somewhat, consideration could be given to temporary clerical officer or equivalent staff panel being employed to back fill any unpaid periods of leave, as this would be cost neutral.

Motion 82 - Letterkenny CS Clerical was carried

This conference instructs the incoming National Executive Committee to highlight and publicise the increase in higher and top management in the public service as opposed to those working on the ground and in the front-line. For example from 1998 to 2009 the numbers of principal officer (higher) increased 462% in the civil service from 60 to 337 while the clerical officer number increase by 14% from 9,396 to 10,735. We request the Executive to establish the figures from 2009 to date with a view of showing the imbalance in numbers of higher grades in the public service and how this imbalance is misleading when average pay of a public servant is quoted in the media.

Motion 83 - National Education and Training Boards was carried

Conference calls on the National Executive Committee to ensure that permanent posts vacated due to staff resignations or retirements, or when new posts are being filled, that all such appointments are also made on a permanent basis.

Motion 84 - Probation Officers (Remitted as guillotined)

Fórsa recognises the significant mental health difficulties sometimes experienced by staff as a result of ever increasing

workloads. Fórsa will challenge the emerging trend of employers focusing on the provision of resilience skills training to workers in order to address work related stress. Resilience training does not address actual underlying causes of workplace stress and can actually encourage a culture of victim blaming. This can increase the stress experienced by workers.

Fórsa will ensure that employers are pressed to take proper care of employees and allocate realistic, achievable workloads rather than shift the responsibility to manage and failure to do this to the workers.

Motion 85 - Marine (Remitted as guillotined)

This conference instructs the incoming NEC to support the reinstatement of maternity leave cover where it is clearly practical across the public service as a matter of urgency to maintain a healthy, safe and motivated workforce where in some cases maternity leave may be up to a maximum of ten months.

Motion 86 - Health Executive Grades (Remitted as guillotined)

This conference instructs Fórsa to negotiate with management to ensure that a minimum advertisement period of two weeks applies to all public jobs advertised through the public appointments service.

Amendment to motion 86 - Health Executive Grades (Remitted as guillotined).

Amendment to replace "two weeks" with "15 working days"

Amended motion to read

That this Annual Delegate Conference calls on head office to negotiate with management to ensure that a minimum advertisement period of 15 working days apply to all advertisements for public sector jobs.

Motion 87 - Kerry Health and Local Government (Remitted as guillotined).

That this conference instructs the National Executive Committee to seek to have the discriminatory online testing scheme abolished for existing staff.

Pensions and related

Motion 88 - National Executive Committee was carried

Conference calls for mandatory employment based pension provision for all workers, regardless of what sector - public, private, semi-state or voluntary/community - they work in, who are not currently covered by occupational pensions. Such a scheme should have the following characteristics;

- No interference with pre-existing and more favourable schemes
- Soft mandatory' only, allowing for opt outs for limited periods of time
- An employer's contribution, double that of the worker
- State support through tax relief for the worker or by way of direct contribution
- Low cost administration by way of a single or limited number of schemes
- Investments coordinated by the NTMA
- Collection of contributions through the PRSI system
- A state backed annuity scheme as pensions are due for payment.

Conference calls on the Fórsa Executive to work with colleagues across the trade union movement with a view to achieving and implementing this policy.

Motion 89 - National Executive Committee (Remitted)

Without prejudicing the interim arrangements which allow public servants who reach the age of 65 and who wish to remain working up to the state pension age which is currently age 66, to retire and be re-hired so that they remain in employment, that this conference instructs the National Executive Committee to call on government to immediately end the practice whereby those who have received lump sum payments and are in receipt of public or private pensions are employed in the public service.

Motion 90 - Limerick Health and Welfare was carried

Conference calls on Fórsa to ensure that all staff rehired post 65 years will be paid at the salary point they were receiving on retirement if rehired into the same position.

Motion 91 - Taoiseach Executive Grades was carried

This conference notes with cautious approval the intention of the Minister for Finance and Public Expenditure and Reform to increase the compulsory retirement age from 65 to 70 for public servants recruited before 1 April 2004. Subsequently conference instructs the incoming National Executive Committee to resist any attempt by the government to amend the supplementary pension arrangements which would result in members, who choose to retire before the age where the state pension is paid, receiving less money than they would under the current arrangements.

Motion 92 - South Dublin was carried

That this conference calls on the government to address the anomaly which has seen many men and women, in both the private and public sector, who took time out of their careers now being hit with reduced pensions because they left or were forced out of the workplace for a large number of years. Due to further changes introduced by the government in 2012 they

no longer have the minimum number of PRSI contributions to qualify for a full state pension.
We feel this is unjust, unfair and totally unacceptable.
We ask that Fórsa through the National Executive Committee take all necessary measures to insist the government rectify this matter.

Motion 93 - Road Safety Authority Professional was carried

That Fórsa will negotiate a better deal for those who wish to continue to work after age 65, ie that they should remain on point of salary scale as prior to age 65, that the time served will count towards pension entitlement at retirement for those with less than 40 years' service.

Motion 94 - Tipperary CS Clerical (Remitted)

This conference instructs the incoming National Executive Committee to determine our entitlement to an old age contributory pension at 65 years of age.

Motion 95 - EASP Executive Grades was carried

That this union conference instructs the incoming National Executive Committee of Fórsa to work against any further changes to the state pension contributory age eligibility criteria and to ensure that all existing pension arrangements are honoured by employers who have employees who are also members of Fórsa.

Motion 97 - Buncrana CS Clerical (Remitted as guillotined)

This conference instructs the incoming executive to seek to: Have unmarried cohabiting couples treated the same as married cohabiting couples, with regard to pension benefits and entitlements, under the pension revised spouse and child scheme.

Motion 98 - Clare Health and Local Government (Remitted as guillotined)

This conference mandates the National Executive Committee of Fórsa trade union to seek to negotiate an equitable opt out system for employees who do not have spouses or children from the spouses and children contribution scheme.

Motion 99 - Kerry Health and Local Government (Remitted as guillotined)

That this conference instructs the National Executive Committee to seek to make the spouses and children deduction optional.

Motion 100 - EASP Executive Grades (Remitted as guillotined)

This conference instructs the National Executive Committee to seek to have the pension related deduction (additional superannuation contribution), paid by staff after attaining 40 qualifying years, refunded to those contributors on retirement and in the case of deceased staff, payment to be refunded to their estate/dependants.

Motion 101 - Cavan Health and Local Government (Remitted as guillotined)

That this conference mandates Fórsa, to negotiate to secure improved terms and conditions for public service employees who wish to continue to work beyond age 65, with a view to allowing for their work contracts to be extended on existing terms, rather than being required to apply for retirement at that point. This is so that those who have not attained full service years, will be given the opportunity to continue to contribute towards their public service pension and accrue additional benefits whilst continuing to work.

Motion 102 - Roscommon Health and Local Government (Remitted as guillotined)

We welcome the interim arrangement to allow retirees to work past the age of 65 if they so choose. However, in the event of ongoing negotiations in relation to the legislation becoming a protracted issue, we ask that Fórsa supports those members to ensure that they are not placed on the first point of the new entrant scale. This is an insult to our members who have given years of commitment to their employers.

Motion 103 - Marine (Remitted as guillotined)

This conference instructs the incoming NEC to seek mechanisms for those who stay on in the workplace after they have gained 40 years as full reckonable service for practical matter, in order that they do not have to pay further into pension for those additional years.

Motion 104 - Limerick Health and Welfare (Remitted as guillotined)

Conference calls on Fórsa to negotiate the retirement age of staff when 40 years' service has been reached which allows member to receive pension without same been actuarially reduced.

Motion 105 - Dun Laoghaire Rathdown (Remitted as guillotined)

In light of the substantial decline in pension arrangements since 2004, especially in recent years, conference

- i. instructs the National Executive Committee to organise a special seminar or conference, to take place before the end of 2019, on the issue of pensions to devise a strategy for both reversing reductions in entitlements and preventing any further diminution of benefits.
- ii. directs the National Executive Committee to propose that the Irish Congress of Trade Unions convene a major national forum to address the issues surrounding pensions and to ensure access to schemes that will provide an adequate pension in retirement for all workers, in the public and private sectors.

Motion 106 - Revenue Executive Grades (Remitted as guillotined)

Understanding that new members are on a different personal pension plan,
Noting that post-95, pre 'new entrants', staff are automatically included on the spouse and children's pension scheme.

Noting that the death in service benefits and survivors pension can particularly assist homemakers and minor children who may have very little other income, through other obligations and new rules imposed recently, and may not be entitled to a full pension of their own.

This conference instructs the incoming National and Divisional executives and relevant full-time officials to work with the official side and ensure that new entrants can access the spouse and surviving child scheme on as close to the same basis as post-95 staff as is possible.

Motion 107 - Tallaght Revenue Clerical (Remitted as guillotined)

This conference instructs the incoming Divisional Executive Committee to seek a review of the pension entitlements of post 95 entrants and why they cannot get their full pension entitlement from revenue based on their full pension deductions through payroll and their Department of Employment Affairs and Social Protection pension as they have paid full A1 stamps.

Motion 108 - Revenue Executive Grades (Remitted as guillotined).

This conference calls on the incoming National Executive Committee of Fórsa to seek to have section 6 of DPER Circular 21/2017 amended by the removal of the following bullet point

- PRD will still be payable.

Motion 109 - Foreign Affairs Clerical (Remitted as guillotined)

This conference instructs the Divisional Executive, National Executive and the appropriate full-time staff to campaign to abolish the unjust two-tier pension model and grant post-2012 recruits equal access to the final salary pension scheme. Conference instructs the Divisional Executive Committee to provide an update to members on the campaign at least once every three months, with the first update on 1st August 2018 at the latest, continuing until either the mandate is achieved or the next Civil Service Divisional Conference.

Amendment to motion 109 - Cork Health and Local Government

Amendment to delete 'either' and 'or the next Civil Service Divisional Conference'

Amended motion to read:

This conference instructs the Divisional Executive, National Executive and the appropriate full-time staff to campaign to abolish the unjust two-tier pension model and grant post-2012 recruits equal access to the final salary pension scheme. Conference instructs the Divisional Executive Committee to provide an update to members on the campaign at least once every three months, with the first update on 1st August 2018 at the latest, continuing until the mandate is achieved.

Motion 110 - CSO professional (Remitted as guillotined)

The Public Service Pensions (Single Scheme and Other Provisions) Act 2012 currently does not contain specific provision for the establishment of a facility for the purchase of additional pension benefits by single scheme members. This conference calls on Fórsa to actively pursue agreement and implementation of a facility for the purchase of additional pension benefits by Single Scheme members under the public service Pensions (Single Scheme and Other Provisions) Act 2012. (92).

Motion 111 - Letterkenny CS Clerical (Remitted as guillotined)

This conference instructs the incoming National Executive Committee to clarify the new regulations in relation to the state pension contributory where the total contributions approach will be used in future. Specifically we wish the home caring credit of up to 20 years to be available to all public servants who would have taken time off to mind for homemaking and caring duties. In particular we request our Executive to seek to have the home caring credit applied to all public servants paying the reduced rate pre 1995 PRSI with the intention that the credits help those to at least qualify for the equivalent rate of the state pension contributory.

Motion 112 - SNA Munster (Remitted as guillotined)

This conference calls on Fórsa to explore ways in which we may avail of a better pension. We ask that all low paid public servants, including SNA's, who may be retiring in the next few years would be able to avail of some form of gratuity as their pension entitlement and lump sum will be very small.

Conditions of service - general

Motion 113 - Waterford CS clerical (Remitted)

This conference instruct the incoming National Executive Committee to seek the same terms and conditions for all clerical officers across the board, in view of the fact Fórsa are now representing clerical officers across all departments.

Motion 114 - Dublin Care Services was carried

That this conference calls on the incoming National Executive Committee of Fórsa to engage with relevant departments to address the terms and conditions of employment of members working in roles equivalent to that of their public servant colleagues but on lesser terms and conditions. These anomalies

exist across multiple divisions eg section 39 agencies in health and school secretaries in education.

Conditions of service - retention of terms on transfer

Motion 115 - Dublin City Local Government was carried

Conference calls on Fórsa to work within the Irish Congress of Trade Unions group of unions to prioritise and uphold its members' terms and conditions in local authority water service SLAs and Irish Water.

Motion 116 - Dublin City Local Government was carried

Conference calls on Fórsa to ensure that no member of this union is compelled to transfer to Irish Water.

Motion 117 - Sligo Health and Local Government was carried

That this union will protect all local authority water services staff member's contracts within the local authority and no transfers to Irish Water or any other body will take place, without the agreement with the union.

Conditions of service - job evaluations

Motion 119 - Kerry Health and Local Government was carried

That this conference instructs the National Executive Committee to accept nothing less than an equal job evaluation scheme across all divisions of Fórsa.

Motion 120 - National Education and Training Boards was carried

The National Education and Training Boards branch calls on conference to ensure that the job evaluation scheme currently in place for higher education and the health service is extended to include all public servants.

Motion 121 - National Museum Professional was carried

That Fórsa continues to seek a job evaluation scheme across the whole public service, so that different employees carrying out the same work are employed at the same grade, in accordance with the principle of "equal pay for equal work."

Conditions of service - working time, hours of work and related

Motion 122 - National Executive Committee was carried

Conference recognises that a reduction in working time has been a strategic aim of the trade union movement since the since the campaign for an eight hour day was initiated in the late nineteenth century. Conference welcomes the fact that our colleagues in the German trade union movement have placed the issue of working time on the bargaining agenda. In that context, conference recognises the importance of this issue

for many Fórsa members and resolves that this issue will continue to be pursued by the union.

Conference resolves that Fórsa is in favour of a reduction in working time for all our members and mandates the National Executive to work with other unions in the ICTU to pursue this agenda.

Motion 124 - Dublin Justice and Equality Clerical (Remitted)

This conference instructs the incoming National Executive Committee of Fórsa to campaign and negotiate for pre-Haddington Road hours without reduced pay. Members should be given a report on what progress has been made by end of 2018.

Motion 125 - Offaly Health and Local Government was carried

That this conference instructs the incoming National Executive Committee of Fórsa to immediately seek the re-instatement of the pre-Haddington Road hours and pay.

Motion 126 - Tipperary South Health and Community was carried

This conference wants the full abolition of the Haddington Road hours.

Motion 127 - Tipperary South Health and Community was carried

Conference directs the National Executive Committee to robustly seek the complete or partial reduction in the Haddington Road Agreement unpaid working hours in the next public sector pay agreement talks. Furthermore, Fórsa members must be fully updated and informed of all efforts made in national negotiations on this issue.

Motion 128 - Portlaoise CS Clerical was carried

This conference instructs the incoming National Executive Committee to ensure the position of Fórsa in any future negotiations with the government should be the following:

There should be a return for all public servants to pre-Haddington Road working hours as standard, with no commensurate reduction in pay.

Motion 129 - Kerry Health and Local Government was carried

That this conference directs the National Executive Committee to renegotiate the 'permanent' clause of the 'pre-Haddington Road hours' offer within the PSSA.

Motion 130 - Probation Officers was carried

That Fórsa recognises the extra hours recently introduced in the public sector as a real terms pay cut. Furthermore Fórsa resolves to campaign to have these hours removed and the working week restored to what it was prior to the Haddington Road Agreement.

Motion 131 - Letterkenny General was carried

This conference instructs the incoming National Executive Committee to enter into discussions with Department of Public Expenditure and Reform 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 which Department of Public Expenditure and Reform have valued as the equivalent of a 5% pay cut. Failure to achieve either the reintroduction of our pre-cuts working day or the agreement of Department of Public Expenditure and Reform to a full 5% pay increase as a result of accepting the longer working day will result in a ballot of the members on industrial action up to and including strike action.

Motion 132 - Revenue Executive Grades was carried

That this conference instructs the incoming Executive Committee to ensure that the restoration of the pre-Haddington Road working hours (pro-rata) remains a priority and every effort is made to ensure that the reductions are reversed in as short a timeframe as possible.

Motion 133 - Roscommon Health and Local Government was carried

That the NEC continues to push for restoration of the 1.5 days flexi leave to all areas of the public service, in line with the recent pilot and implementation in civil service.

Motion 134 - Dublin OPW Clerical as amended was carried

This conference instructs the incoming National Executive Committee to seek to ensure that the weekly flexible hours are reverted back to pre-Haddington Road hours.

Motion 135 - Dublin Education CS Clerical as amended was carried

To instruct the incoming National Executive Committee to fight for the removal of the seven hour and 24 minute workday and return to the terms and conditions we signed up to before the introduction of FEMPI and Haddington Road Agreements.

Motion 136 - Buncrana General was carried

This conference instructs the incoming National Executive Committee to seek to change the way in which public servants apply for pre- Haddington hours before the second opt-in period January-March 2020, and to get it removed from the "work-sharing application" processes, as the work-sharing process is subject to the business needs of the organisation, and therefore could be refused and instead place it in a stand-alone process, where approval is guaranteed, there was no opt-out when introduced.

Motion 137 - Dun Laoghaire Rathdown (Remitted)

That this conference directs Fórsa to pursue the introduction of a scheme to give people additional leave in the two years prior to their retirement in order to assist them in their transition to retired life.

Motion 138 - SNA South Dublin/South Leinster (Remitted as guillotined).

This conference calls on Fórsa seek to have health and/or death benefits for all public service workers extended to include partners as well as the current practice of husband and wife's.

Motion 139 - SNA South Dublin/South Leinster (Remitted as guillotined).

This motion calls on Fórsa to put pressure on the Department of Education and Skills and management bodies so that public service workers are offered all vaccinations as part of preventive measures as they are exposed to flu and colds like their colleagues in the health service.

Motion 140 - Laois (Remitted as guillotined)

Conference calls on Fórsa, in the light of the ongoing ethical and fitness to practice concerns in relation to the safeguarding and vulnerable adults policy and other similar policies, to ensure that all workers will continue to have the support of the union to assist them in relation to any ethical or fitness to practice issues that may arise as a result of following these policies.

Motion 141 - Probation Officers (Remitted as guillotined)

Given the increased awareness of the cost of 'presenteeism' in the workplace, that Fórsa campaign for the introduction of menstrual leave. This is a progressive policy proposal that recognises and respects the pain and difficulties associated with menstruation and that is successfully in place in some other jurisdictions.

Motion 142 - Marine (Remitted as guillotined)

This conference instructs the incoming NEC to address the current adoptive leave entitlements as there is a disparity between this and current maternity leave entitlements so that all children are treated equally in terms of access to parental care.

Motion 143 - Marine (Remitted as guillotined)

This conference instructs the incoming NEC to seek an immediate increase in paid paternity leave for fathers from two to ten weeks as current entitlements for fathers are well below those in other EU member states.

Conditions of service - travel and subsistence

Motion 144 - EASP Executive Grades (Remitted)

This conference instructs the incoming Executive Committee to seek the payment of subsistence for employees on official business within the current eight kilometres limits, if on site for five hours or more.

Conditions of service - annual leave

Motion 145 - Primary Schools Inspectors was carried

This conference calls on the National Executive Committee of Fórsa to seek to end the practice of Fórsa members being allocated a reduced number of days leave on promotion and that annual leave days lost to our members promoted since 2008 be restored.

Motion 146 - Cavan Health and Local Government was carried

This conference calls on Fórsa to seek improved working hours and annual leave entitlements for public service workers in order to end the practice where new and promoted employees are having less advantageous working hours and annual leave entitlements compared to established colleagues of the same grade.

Conditions of service - sick leave scheme

Motion 147 - Institute of Technology was carried

This conference calls on the National Executive Committee to pursue an agreement for a broader scope of illnesses to be covered under the critical illness protocol. Also a more transparent process for determining who can make the final decision and an agreed appeals process.

Motion 148 - Ballinasloe was carried

This conference directs the NEC to seek to have the current sick pay scheme reviewed and the terms prior to 2014 reinstated to allow for greater compassion for those on sick leave.

Motion 149 - Oireachtas Ushers was carried

That conference directs the Fórsa trade union to review the current sick leave scheme. The reduction in paid sick leave over the four year period is putting pressure on members, both financially and from a health perspective of a member feels pressurised to return to work too soon.

Motion 150 - OPW Executive Grades was carried

This conference instructs the incoming National Executive Committee to seek to ensure that an immediate review of the sick leave provisions/regulations is undertaken. In particular, review the clause where work sharers are excessively penalised when sick leave is taken ie sick leave is calculated as if the employee is employed on a full time basis

Motion 152 - Sligo PSO Clerical was carried

This conference instructs the incoming National Executive Committee to have the seven day unauthorised sick leave rolled back to a 12 month period.

Motion 153 - Cavan Health and Local Government was carried

This conference mandates Fórsa to seek to have public service sick pay schemes restored to pre-Haddington Road Agreement terms.

Motion 154 - Primary Schools Inspectors was carried

This conference calls on the National Executive Committee of Fórsa to seek to have the stringent sick leave entitlements of Fórsa members restored to their pre-economic crash levels.

Emergency Motion Number 2 - EASP Executive Grades Branch was carried

This national conference instructs the incoming national executive to vehemently oppose the imposition of the Bradford factor in the Department of Employment Affairs and Social Protection which is being imposed as a blunt sick leave measure and will be similarly imposed throughout the civil and public service and the general workforce unless opposed

Conditions of service - other

Motion 155 - Revenue Executive Grades (Remitted)

This conference notes that election observation is a vital activity aiming to promote democracy, human rights and the rule of law worldwide. It contributes to strengthening democratic institutions, building public confidence in electoral processes, helping to deter fraud, intimidation and violence. It also reinforces other key EU foreign policy objectives, in particular peace-building. It further welcomes the contribution that members have made to these missions abroad.

This conference instructs the incoming National Executive Committee and relevant full time officials at all relevant future negotiations seek from the official side paid leave to EO/AO/HEO's that represent Ireland on such missions.

Motion 157 - Limerick Health and Welfare was carried

Conference calls on Fórsa to negotiate, with immediate effect, the extension of compassionate/ bereavement leave to public sector employees, in line with the level of bereavement leave which has recently been extended in the civil service.

Motion 158 - National Education and Training Boards was carried

Conference calls on the National Executive Committee to seek to have bereavement leave of 20 days currently available to the civil service sector be applied across the wider public sector with immediate effect.

Motion 159 - National Museum Professional was carried

That Fórsa seeks a commitment that the Irish public service, as an employer, fully supports work-life balance arrangements. That access to such arrangements as flexible working hours, work sharing arrangements and career breaks should be granted to the greatest extent possible and through a transparent and fair mechanism across the public service.

Motion 160 - National Education and Training Boards was carried

Conference calls on the National Executive Committee to seek the introduction of a statutory work share scheme for the public sector, to apply to a two year period prior to retirement. This is to enable staff who are contemplating retirement to avail of the scheme, with a view to making a more seamless transition from the workplace.

Motion 161 - Revenue Executive Grades (Remitted)

Noting the ongoing cost of living increases in the urban centres.

Remembering that the previous decentralisation programme was withdrawn due to a financial emergency which is no longer an issue for ceasing it,

Understanding that there is a significantly different rent and mortgage obligations for our members outside of the major urban centres,

Understanding that many staff may welcome an increase in disposable income that would be associated with a move away from the major urban centres,

Understanding that the relatively new mobility scheme is not a de-centralisation programme,

This conference instructs the incoming Divisional and National Executive Committees and relevant full time officials to work with the official side to draw up proposals to restart the decentralisation programme, understanding that no person can ever be decentralised without their request or consent beyond the limits of previous agreements.

Motion 162 - Revenue Executive Grades (Remitted as guillotined).

That this conference instructs the incoming National Executive Committee to seek the implementation of a public service scheme where the 'flu jab' is paid for/reimbursed by the respective departments for all staff who wish to avail of the 'flu jab'.

Equality and diversity

Motion 163 - Architectural Engineering and Heritage Services (Remitted)

This conference calls on the National Executive Committee to establish a subcommittee to address the issue of indirect discrimination in the workplace. The subcommittee could consider issues such as the identification of indirect discrimination, assisting members in addressing it, and educating staff working in HR units to do the same.

Motion 165 - Boards and Voluntary Agencies (Remitted)

This conference notes that there are an estimated 630,000 persons living with disability in the Republic of Ireland. Conference instruct the National Executive Committee to call upon the State to bring to an end the ten-year delay in ratifying the UN Convention on the rights of persons with disabilities.

Motion 169 - EASP Executive Grades was carried

This conference instructs the incoming National Executive Committee of Fórsa to establish a forum in conjunction with other trade unions so as to preserve and enhance family friendly working arrangements throughout the Irish economy.

Motion 170 - Donegal Local Government was carried

That conference notes the work of the Roscommon branch defending members work life balance and that Fórsa ensure that work life balance and family friendly policies are protected and enhanced where possible.

Motion 171 - Dublin Central Clerical (Remitted as guillotined).

This conference notes the important role the trade union movement plays in promoting equality in the workplace and in the wider society. Conference also recognises that women make up the majority of the Fórsa membership and that many of our most active members are women. This conference instructs the incoming National Executive Committee to bring forward practical initiatives to facilitate a greater balance between men and women elected representatives on our national committees including the National Executive Committee and the Divisional Executive Committees.

Motion 172 - Dublin Central Clerical (Remitted as guillotined)

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 National Executive Committee 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.

Motion 173 - Garda Executive Grades (Remitted as guillotined)

That this Biennial Delegate conference instructs the incoming National Executive Committee to campaign for equality of opportunity for persons with disabilities. In particular the NEC are instructed to:

- Campaign for the ratification of the UN Convention on the Rights of persons with Disabilities (UNCRPD)
- Campaign for an immediate review and update of the Department of Justice and Equality's recently published national disability inclusion strategy 2017-2021 to include timeframes for every action identified in the strategy.

Motion 174 - Dublin City Local Government (Remitted as guillotined)

Conference calls on Fórsa being conscious of the trade union movement's commitment to the promotion of human values and in recognition of the government's publication on a National Strategy for Older People, to support the adoption of the following measures to improve the quality of life of older people;

A substantial increase in the State contributory and non-contributory pension.

Improve provision for healthcare including care in older people's own homes. Improve funding and facilities for older peoples' organisations.

Access to adult education courses to ensure that older people can acquire the knowledge and skills to assist their independent living and to enable them to contribute to their community.

A greater involvement for local authorities in providing resources and services for older people.

The encouragement at all levels of the community, the importance of promotion intergenerational solidarity.

Motion 175 - Dun Laoghaire Rathdown (Remitted as guillotined)

This conference notes the comprehensive employment strategy for people with disabilities which was launched in 2015. This strategy seeks to increase the target for the public service employment of people with disabilities on a phased basis from 3% to 6%.

This conference welcomes this strategy, but also recognises that action to date in relation to the provision of decent, sustainable employment for people with disabilities falls far short of what is required.

This conference directs the National Executive Committee to investigate the possibility of the establishment of nationally agreed schemes and procedures to encourage and facilitate the recruitment and continued employment of people with disabilities.

Motion 176 - National Education and Training Boards (Remitted as guillotined)

This conference calls on the National Executive Committee to pursue a strategy to ensure that pregnancy related illness is not comprehended as a deduction from ordinary sick leave allocation.

Motion 177 - Dublin Science and Arts Attendants was carried

This national 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 childminding support as they cannot afford external professional child care. This conference instructs the incoming NEC 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.

Health and safety

Motion 178 - Revenue Executive Grades (Remitted)

This conference instructs the incoming National Executive Committee, in conjunction with the designated full-time officials, ensure that members are more aware of their rights in bringing claims to the State claims agency, in cases where they are of the opinion that their health has been seriously compromised by exposure to deficiencies in their place of work, due to failure over time to adhere to the terms of safety statements

Union finances

Motion 184 - National Executive Committee was carried

That this conference appoints Mary McPartlan, Gerry Monaghan and Alice Hennessy as union trustees from the close of this conference until the close of conference 2020 and appoints the following to the panel provided for in rule 32 (iii); Paul Carey, Michael Clarke, Pierce Dillon and Willie Gorman.

Union organisation and development

Motion 186 - National Executive Committee was carried

Recognising that trade unions face declining density and weaker workplace structures in certain areas, and mindful of the recommendations of the Report of the Commission on the Irish Trade Unions Movement, and conscious of the importance of building workers' power to achieve the best outcomes for members;

and noting the strategic response pursued by IMPACT since 2011 involving a dedicated staff resource in the form of an organising team

- mapping and density building assisted by co-funding agreements with certain branches
- a routine focus on identifying leaders and the systematic training of workplace representatives
- the delivery of beginners and advanced courses for representatives
- a 'Step Up' mentoring programme and new courses such as 'Inspire' training for women activists
- an increased emphasis on campaigning on issues of concern and relevance to members efforts to increase the profile of the union and to develop new methods of engagement with members

Conference mandates the incoming NEC -

- To further embed this approach across the entire union including all areas of the Civil Service Division and Services and Enterprises Division

- To deepen the strategic organising effort via an increased emphasis on mapping of members/non- members and through a new collaboration between the strategic organising unit and each of the divisions, focusing on one or two divisional priorities at a time, and involving an improved coordination of resources
- To focus on recruitment and retention of members through systematic tracking of all relevant contacts with the union and the effective follow up of all complaints and membership issues
- To further develop training offerings with a continued emphasis on strengthening the union's capacity to deliver for members
- To build the profile of Fórsa through vigorous campaigns on appropriate issues and to ensure the development of the union into a modern and efficient organisation that engages members and represents them effectively.

Motion 187 - Tipperary South Health and Community (Remitted)

This branch welcomes appendix two in the Instrument of Amalgamation document pertaining to a code of service standards.

This branch urges the National Executive Council to act on the provisions outlined by urgently issuing a code of service standards which any member may expect to be met and urgently appointing an Ombudsman as provided in the code of service.

The branch also calls on the general secretary to urgently appoint a senior official as is provided for in the code of service standards.

Motion 188 - Revenue Executive Grades (Remitted)

Noting the good response rate that the PSEU has delivered for its members, and wishing the same for the Fórsa union,

This conference instructs the incoming National Executive Committee to work with the relevant full time officials of the Fórsa union to create a service level agreement between the members and the union. This service level agreement will provide a minimum amount of time that the union will take before responding, or providing an interim update, to the member regarding the status of their query.

Motion 189 - Letterkenny CS Clerical was carried

This branch instructs the incoming National Executive Committee to identify, clarify and facilitate procedures for branches from the three amalgamated unions in an area to come together either formally or informally if they so wish to form one single branch covering all grades or just for closer co-operation and association.

Motion 190 - Revenue Executive Grades as amended was carried

This conference now calls on the union to prioritise improving the pay, conditions and benefits of those who pay membership to the union instead of being more concerned about those who don't.

Motion 191 - PRAI Executive Grades (Remitted)

This conference calls on the incoming National Executive Committee to ensure that the structure of the new union, with regard to the make-up of branches will be based on departmental structure and not by grade based on geographic locations.

Motion 192 - PER Executive Grades (Remitted)

This conference instructs the incoming National Executive Committee to provide a centralised help desk in Fórsa for both members and representatives so that members can access pertinent advice on any work/union issue that they encounter in the workplace.

Motion 193 - Dublin Care Services (Remitted)

That this conference calls on Fórsa to enhance its membership data base, so that Fórsa officials, branches and vocational groups can easily identify and access members by their discipline, job title, location etc.

Motion 194 - Kerry Health and Local Government (Remitted)

That this conference instructs the National Executive Committee to set up a secure online mechanism for branch secretaries to access their own membership listing.

Motion 195 - Architectural Engineering and Heritage Services was carried

This conference calls on Fórsa to swiftly mobilise all its campaigning resources, that the new union initiate a drive to seek to have as many retired members as possible to stay on in union membership following their retirement from work.

Motion 196 - Architectural Engineering and Heritage Services was carried

This conference calls on Fórsa to ensure that union officials accompany staff representatives to all meetings of departmental councils so as to enable the staff side to be effectively represented at these meetings, and further that Fórsa take steps as a matter of priority to ensure that there is co-ordination between former IMPACT, CPSU and PSEU branches in regard to representing staff interests at departmental council.

Motion 197 - EASP Executive Grades (Remitted)

This conference calls on the incoming National Executive Committee to establish a professionally certified industrial relations education course for activists in Fórsa which should be QQI accredited.

Motion 198 - Taoiseach Executive Grades (Remitted)

This conference notes

- that the net worth of the three amalgamating organisations to be over €50 million
- any funding Fórsa has belongs to the membership
- that the asset management committee that is currently in place has looked after the fund with great prudence
- that the value of equities held has increased in value far greater than it would with solely having the cash in bank accounts offering very little interest.

However conference recognises that any money put into stockholding is not a comfortable practice. Therefore conference instructs the National Executive Committee to advise the incoming asset management committee to review all investments with a view to

- ensuring any monies put into equities are put into ethical funds
- investing in shares is seen only as a last resort.

Motion 199- Athlone CS Clerical (Remitted)

This conference calls on the incoming National Executive Committee to devise a medical package similar to An Garda Síochana - Garda Medical Aid for members wishing to avail of health cover for medical expenses, hospital visits and any other expenses there involved.

Motion 200 - Cavan Health and Local Government (Remitted)

This conference mandates Fórsa to consult with other workplace representative organisations, in health and elsewhere, to coordinate and make joint efforts, to negotiate with health insurers, in order to seek having a scheme available to all (Fórsa) members, which is equivalent to the excellent benefits enjoyed by schemes which are open to An Garda Síochana.

Motion 201 - Taoiseach Executive Grades (Remitted)

This conference notes that private health insurance companies such as VHI, Laya etc. provide dedicated packages to large organisations.

This conference instructs the National Executive Committee to negotiate directly with all health insurance providers to offer a package specifically for members of this union.

Motion 202 - Wexford CS Clerical (Remitted)

This conference instructs the incoming National Executive Committee to negotiate a discounted/affordable corporate health insurance rate on behalf of all existing and new union members, through the various health insurers.

Motion 203 - Athlone CS Clerical was carried

This conference instructs the incoming National Executive Committee to provide a member's only login section on the new Fórsa website for access to information and make claims.

Motion 204 - Buncrana CS Clerical was carried

This conference instructs the incoming Executive Committee to seek to;
Issue to all branches no later than six months after the final day of the conference a handout "action on motions at conference."

Motion 205 - Sligo PSO Clerical was carried

This conference instructs the incoming National Executive Committee to provide each branch with a report at the end of September on the new equivalent or professional grade structure as to what strategies are to be put to DPER to standardised pay and conditions for all.

Motion 206 - Sligo PSO Clerical (Remitted)

This conference instructs the incoming National Executive Committee to allow the disability committee of any of the former unions to remain in place as a sub-committee of the equality and diversity if they so wish.

Motion 207 - Sligo PSO Clerical was carried

This conference instructs the incoming National Executive Committee to provide a report to all branches within six months on the gender balance across Fórsa and to put this issue on the agenda for the consultative conference for discussion.

Motion 213 - Dublin North Central Revenue Clerical (Restored to Conference Agenda) and carried

This conference instructs the incoming National Executive Committee that in the interest of the trade union movement all contractors employed by Fórsa must be members of a trade union. This will be for the greater good of the trade union movement in general.

Other internal matters

Motion 209 - Taoiseach Executive Grades (Remitted as guillotined)

This conference recognises the value of the trade union movement in Ireland to all workers. We also note with concern the density of trade union membership amongst workers throughout the country. Conference commends the work of the organisers in reaching out to those non-members in the workplace. Conference further notes the increasing numbers of new members this brings in.

We commend the increased use of social media as well as video and audio snippets to get our message across.

Therefore conference instructs the National Executive Committee to:

- continue to work with the campaign and profile building organiser to further emphasise the value of trade unions to all members of the community.
- establish a small working group comprising of members of the National Executive and others deemed appropriate to develop a feasibility study on the value of a trade union publication with mass circulation throughout the country. This feasibility study should be presented to the national executive council no later than 30 November 2018.

Motion 210 - Dublin North Central Revenue Clerical (Remitted as guillotined)

This conference instructs the incoming National Executive Committee to ensure continuity of information, both on-line and general is communicated to all Fórsa members in a timely fashion to enable frontline staff carry out their job to the highest standard possible.

12. Close of Conference

The incoming President, Ann Mc Gee, then addressed conference and thanked the host Branch, the Organising Committee for all the arrangements during Conference and all social activities. She thanked the Senior General Secretary, union staff, the Standing Orders Committee, Press, all the people who set up the conference hall and hotel staff. She thanked the Delegates for their attention and co-operation. She thanked the NEC members and all outgoing Officers and NEC members, as well as outgoing Trustees Carmel Cotter and Tom Murray.

She welcomed newly elected Officers to the platform.

The Conference was declared closed.