

REPORT ON PROPOSED ACTIONS ON MOTIONS as at 2nd November 2020

Motions 1 to 158 were deemed by SOC to be in order for the deferred May 2020 Conference

Pay

National agreements and related

Since these motions were submitted the bargaining climate has become much less favourable as a result of Covid-19 and its effects. The proposed actions need to be read in this context.

1. Motion

Conference notes:

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

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

- Includes real pay increases that reflect the increased cost of living and the country's strong economic performance in recent years
- Addresses the additional working hours introduced in the public service in 2013, along with other remaining 'two tier' issues
- Provides a mechanism to progress issues relevant to specific grades or sectors, including recruitment and retention

- Takes steps towards a funding model that can bring pay and conditions in the community and voluntary sector, including 'section 39' organisations, in line with the mainstream public service.

National Executive Committee

The terms of the motion are informing the union's approach to public service pay talks in relation to a possible agreement to follow on from the PSSA when it expires at the end of the year.

2. Motion

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

Probation Officers branch

These issues will be raised with public service employers in public service pay talks.

3. Motion

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

EASP Clerical Navan Road/Finglas/Ballymun/Blanchardstown

These issues will be prominent in the union approach to talks on a possible pay agreement to follow on from the PSSA notwithstanding the fact that Covid-19 has altered the bargaining context. A campaign of action will be considered in the event that agreement isn't reached.

4. Motion

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

The motions submitted by branches will guide the approach to negotiations on a possible pay agreement to follow on from the PSSA and every effort will be made to achieve a successful outcome.

5. Motion

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

PSO Sligo Clerical

The results of votes at NEC meetings are recorded in the minutes.

6. Motion

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

Dublin Science and Arts Attendants branch

The General Secretary wrote to the Heads of Division requesting that they consider this matter and provide the details to assist the process of discussion with other public service unions so as to assess the support for raising the issue in the pay talks.

7. Motion

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

Cork Health & Local Government branch

The union will seek support from other unions for such an approach.

8. Motion

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

Letterkenny CS Clerical

The union will seek support from other unions for such an approach.

9. Motion

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

Letterkenny CS Clerical

The union will explore the possibility for such an approach depending on the course of negotiations.

10. Motion

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

FGE branch

The union will seek support from other unions for such an approach.

11. Motion

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

Education & Skills Executive Grades

The union will raise this issue in the course of the pay talks.

New entrants

12. Motion

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

Justice Executive Branch

Amendment

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

Cork Health & Local Government

It is proposed that support for a flat rate approach to pay increases, which would favour low paid workers, be raised with other public service unions. The General Secretary wrote to Head of Communications requesting consideration and advice as to how such research might be conducted.

Living wage

13. Motion

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

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

Dublin Central CS Clerical

Amendment

Have all but one reference to Dublin removed to read:

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

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

Cork Health & Local Government

The union is continuing to press the idea of a standard living wage via the Irish Congress of Trade Unions and will pursue a pay strategy for Fórsa members mindful that the living wage for Ireland is currently understood to be €12.30 per hour. The government's budget announcement of its intention to set up a Living Wage Commission is welcome.

14. Motion

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

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

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

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

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

School Secretaries branch

If necessary this issue will be raised in the context of the public service pay talks as it was in 2015. In addition the campaign for fair pay and conditions will remain a priority for the union and we will seek to build on the commitments made by the Tánaiste in the Dáil on 8 October 2020.

15. Motion

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

Letterkenny CS Clerical

If necessary this issue will be raised in the context of the public service pay talks as it was in 2015. In addition the campaign for fair pay and conditions will remain a priority for the union and we will seek to build on the commitments made by the Tánaiste in the Dáil on 8 October 2020.

16. Motion

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

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

SNA Connacht Ulster branch

If necessary this issue will be raised in the context of the public service pay talks as it was in 2015. In addition the campaign for fair pay and conditions will remain a priority for the union and we will seek to build on the commitments made by the Tánaiste in the Dáil on 8 October 2020.

Section 39 agencies

17. Motion

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

Cavan Health & Local Government

The union will continue to pursue our campaign for pay restoration for Section 39 workers and raise the issue as a trade union priority in the context of public service pay talks.

This is already HWDEC policy. Some S39 pay has been restored and remainder is under active discussion.

Increments

18. Motion

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

Defence Executive Grades branch

The General Secretary wrote to the National Secretary/Head of Division asking the CSDEC to consider the motion and to take action as appropriate. It is understood that clarification will first be sought from the branch regarding its intent.

19. Motion

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

Higher Education branch

It was decided to review the possibility for a claim in the light of the outcome to the public service pay talks.

Other

20. Motion

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

Defence Executive Grades branch

It was decided to review the possibility for a claim and/or refusal to remain on-call in the light of the outcome to the public service pay talks.

21. Motion

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

Defence Executive Grades branch

It was decided to review the possibility for a claim in the light of the outcome to the public service pay talks.

22. Motion

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

Defence Executive Grades branch

The General Secretary wrote to the Branch stating that In order to assist the NEC's consideration of the matter it would be helpful if the branch would supply further information on the context and the intention of the motion

Reply from Defence Executive Grades Branch states:

“The context of the above motion is that over the last few years there have been numerous specialist posts filled within the public service without remuneration to reflect the specialist nature of these positions (like HR, Industrial Relations, Legal and linguists etc.)”

The NEC considered that these posts would have to be dealt with on a case by case basis via allowance or grading claims.

23. Motion

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

Higher Education branch

It was decided to review the possibility for a claim in the light of the outcome to the public service pay talks.

Public policy

General

24. Motion

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

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

- Continue to campaign for a large-scale public home-building programme to address the housing and homelessness crisis
- Continue to campaign for a referendum to ensure that Ireland's water services remain in public ownership and control
- Extend its campaign for the remunicipalisation of Dublin's waste services to develop the case for the reestablishment of state provision of essential services in other areas

- Work to support the full introduction of Sláintecare, with substantially increased investment in community health services as well as hospitals and health promotion
- Actively oppose the outsourcing of essential civil service functions, including IT, and campaign for adequate investment to preserve and develop specialist roles in archiving and elsewhere, and
- Campaign for publicly-provided and publicly-funded affordable childcare.

National Executive Committee

Amendment

Replace in bullet point 3 “Dublin’s waste services” with the following “all local authority waste services”

Cork Health & Local Government

It was decided to make these priorities for the union in our campaigning and industrial work within the divisions.

25. Motion

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

Buncrana Clerical

The General Secretary wrote to Eamon Ryan TD, Minister for Communications, Climate Action and Environment, asking if he would provide the necessary reassurance and if he would liaise with his government colleagues to ensure that the practice is uniformly operated across the public sector.

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

An Post

It was agreed to participate fully in the initiative being taken by the Irish Congress of Trade Unions to address this development and Eoin Ronayne was nominated to the sub-committee of the ICTU Executive Council set up for this purpose.

27. Motion

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

Laois Health & Local Government

The General Secretary wrote to Stephen Donnelly TD, Minister for Health, stating Fórsa believes that these principles should inform future health policy and the union is available to meet with him or his officials to discuss the matter.

Work is also ongoing with SIPTU in this regard and will continue.

The Head of Division advised this has been referred to the HWDEC for auctioning.

28. Motion

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

EASP Executive Grades

The General Secretary wrote to Minister of State Sean Fleming, who has responsibility for leading reform of the insurance sector, stating that he would be obliged if he would take note of the sentiments expressed and if he would consider meeting with the union to discuss the issue generally.

The General Secretary looked forward to receipt of the Minister's observations on the proposal that a state-owned insurance company be established.

29. Motion

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

NETB branch

The General Secretary wrote to Paschal Donohoe TD, Minister for Finance, requesting consideration of the proposal and looked forward to his response in due course.

The Office of the Minister for Finance replied stating:

“In relation to the motion, on the granting of a banking licence to overseas community-based banks, you might advise your National Executive that this is a matter for the Central Bank of Ireland. The Bank is independent in the exercise of its functions, and as such the Minister has no role in how the Bank assesses applications for banking licences. The independence of the Central Bank is enshrined in the Treaties of the European Union and in the Statute of the European System of Central Banks.

Please be assured, however, that the Government is in favour of greater competition in the banking sector, recognising the benefits that this provides to consumers.”

30. Motion

That this Conference is resolute in its condemnation of the continuing unsavoury practice of fraudulent and exaggerated insurance claims that deprive essential services in health, our hospitals, childcare, education and local authority services of significant financial and staff

resources, required in the providing of vital and necessary services to the citizens of this country.

NETB branch

The sentiments were incorporated into a letter to Minister of State Sean Fleming.

The General Secretary said that in the light of the Minister's responsibility to lead reform of the insurance sector he would be obliged if he would take note of the sentiments expressed and if he would consider meeting with the union to discuss the issue generally.

31. Motion

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

SNA Munster

The General Secretary wrote to Minister of State Josepha Madigan, who has responsibility for special education, requesting an opportunity to discuss these issues with her in the company of our senior officials/representatives and the departmental officials.

The General Secretary also wrote to the National Secretary/Head of Division stating that the NEC wished the EDEC to address these concerns in the course of its work.

32. Motion

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

SNA Connacht Ulster branch

The General Secretary wrote to Minister of State Josepha Madigan requesting an opportunity to discuss these issues with her in the company of our senior officials/representatives and the departmental officials.

The General Secretary wrote to the National Secretary/Head of Division stating that the NEC wished the EDEC to address these concerns in the course of its work

33. Motion

This Conference calls on the NEC to ensure that the communications strategy of Fórsa place a stronger emphasis on highlighting the impact of the lack of investment in public services. The nursing and teaching unions have successfully highlighted the impact of the lack of hospital beds and school places. Fórsa also need to more forcefully highlight the impact of the lack of investment in the sectors where our members work. Our members on a daily basis have to deal with the results of this lack of investment. The suffering imposed on the

public due to the lack of speech and language therapists, physiotherapists and occupational therapists is just one example of the ongoing impact of the failure of this Government to respect the rights of all citizens to a health care service. Our members who work in the clerical and administration sectors in the areas of housing, education and health also see at first hand the impact of this failure to adequately resource public services.

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

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

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

Cork Health & Local Government branch

The General Secretary wrote to the Head of Communications requesting if he and his colleagues in the Communications Unit would draw up a report for the NEC on how the terms of the motion can be given effect.

The Head of Health & Welfare Division reported that the need for HSCP recruitment in HSE has been consistently highlighted. There is provision for recruitment of a further 1,500 HSCPs over next 18 months.

34. Motion

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

- Mortgages,
- Rent,
- The cost of raising a family,
- Healthcare, Motor Neuron Disease, Sight Loss (Glaucoma),
- Mental Health Services,
- Schools and Education,
- Anti-Social Behaviour,
- Public Transport and Transport,
- Refugees.

The General Secretary wrote to the Branch advising that in order to assist the NEC's consideration of the matter it would be helpful if the branch could clarify what it means by zonal agreements.

The General Secretary strongly pressed the case for social dialogue at a meeting with An Taoiseach on 3 September 2020.

Reply from branch stated Zonal Agreements are another term for Sectoral Agreements.

The union will continue to press the case.

35. Motion

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

Cavan Health & Local Government

Amendment

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

Cork Health & Local Government

It was decided to advise officials and branches of need to support members and ask heads of divisions to raise the matter with employer bodies.

The General Secretary wrote to Heads of Division asking if this could be raised with the employer bodies within their divisional area of responsibility and to advise officials and branches of the need to support members who make protected disclosures.

36. Motion

This Conference instructs the incoming National Executive to outline a F6rsa union position on the use of personal data by staff employers.

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

Culture, Heritage & the Gaeltacht

The General Secretary wrote to the F6rsa Data Protection Officer requesting that she prepare a draft position for consideration with a view to issuing it to branches and members.

Housing and homelessness

37. Motion

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

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

Probation Officers branch

The General Secretary wrote to the Director of Campaigning requesting consideration and advice on appropriate action or possible measures that could be taken.

The Director of Campaigning replied stating:

“Fórsa strongly believes that one of the foremost measures by which we should judge our society is how we protect the most vulnerable.

We are a steering group member of ‘Home for Good’, the campaign for a constitutional right to housing in Ireland.

We will also continue to advocate for funding to be prioritised for the provision of homelessness services.”

38. Motion

That this Conference

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

Laois Health & Local Government

Amendment

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

Cork Health & Local Government

It was decided to continue to pursue the aims of the motion in conjunction with the ICTU and to refer to Director of Campaigning for advice on possible measures.

The General Secretary wrote to the Director of campaigning requesting consideration of the matter.

The Director of Campaigning replied stating:

“The objectives detailed in this motion correlate very closely with the objectives of the Raise the Roof campaign. Fórsa and the Irish Congress of Trade Unions have played a leading role in this campaign since its inception, and we contributed to the development of the recent policy paper from the campaign ‘Remaking Ireland – A New Deal for Housing.’”

39. Motion

This conference

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

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

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

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

Taoiseach Executive Grades

It was decided to refer the matter to the Local Government DEC and to the Director of Campaigning to jointly investigate the issue and to report back to the NEC.

The General Secretary wrote to the Director of Campaigning and to the National Secretary/Head of Division stating that the NEC asked them to liaise in relation to an investigation of the matter.

The Director of Campaigning replied stating:

“An information event with expert speakers on the co-operative model of housing will be organised and held by the end of the year, with representatives from the Local Government and Local Services and Municipal divisional executives. A report on the findings from this event will be distributed to members.”

Taxation and related

40. Motion

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

Tipperary South Health & Community

The General Secretary wrote to the branch stating that in order to assist the NEC's consideration of the matter it would be helpful if the branch could clarify the particular clothing allowance in question.

This will be essential if the matter is to be pursued with Revenue.

Reply from the branch stated:

"The current list of Flat Rate Expenses has been in existence without review for many years. The motion from the South Tipperary Branch sought to update the current Flat Rate Expenses and correct anomalies therein"

It is important to note that Revenue has indicated its intention to review flat rate allowances with a view to the elimination of many of them. Any review of anomalies will have to bear this in mind. The General Secretary has asked National Secretary Billy Hannigan to investigate and advise.

41. Motion

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

Tipperary South Health & Community

It was decided that this was in conflict with the union's policy on childcare provision which is to seek investment in high quality, affordable childcare rather than taxation measures.

42. Motion

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

EASP Executive Grades

The General Secretary wrote to Heads of Division stating that the NEC decided to ask divisions to nominate interested parties to an ad-hoc sub-group to consider the matter and to advise the NEC.

Eamonn Donnelly has been requested to convene this ad-hoc group when it is formed.

43. Motion

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

Cavan Health & Local Government

As the USC is a more equitable form of taxation (insofar as it is levied on all income) the NEC decided that this would jar with the union's policy on taxation.

Palestine and other international matters

44. Motion

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

SNA Connacht Ulster branch

It was decided to continue to support the work of the TUIP and to seek a meeting with the Minister for Foreign Affairs to discuss our concerns.

The General Secretary wrote to Simon Coveney, Minister for Foreign Affairs, requesting an opportunity to meet to discuss how the Irish Government might reflect the union's commitment and highlight even more the plight of Palestinian children in its ongoing work.

45. Motion

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

SNA Connacht Ulster branch

It was decided to refer specific applications to the Developing World Fund Committee.

46. Motion

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

SNA Connacht Ulster branch

The General Secretary has written to the TUIP representatives stating the NEC decided to ask them to advise on the practicalities of the proposal.

Reply from R Carrothers stated:

"We would welcome the adoption of this motion as we believe it would be a very positive development for our solidarity work. In our experience, first-hand reports of the reality of the situation in Palestine have a far greater impact in terms of educating people and building solidarity for the Palestinian people."

Covid has blighted much of Palestine with acute problems in refugee camps in Gaza and the West Bank. As you will be aware, Gaza ranks as the third most densely populated place in the world, with 1.9 million people (1.4 million Palestinians deemed refugees by the UN) 25 miles long and 7 miles wide. The Israeli Government has further locked down Palestine making travel in, out, and around much more difficult.

Whilst a solidarity visit and speaking tour by Palestinian children would be desirable, unfortunately, it is unrealistic in the current circumstances. Even during “normal” times, there has been significant prevention by Israel to allow children and guardians to visit Ireland. Notwithstanding this, we believe that it is something that we should revisit in 2021.

There are solidarity measures that we can take in the meantime, including our recent commitment to contribute to the provision of PPE. Furthermore, we have been approached very recently by a Fórsa member, a HSE Social Worker member who is working to raise money for the provision of trauma psychology services in Palestine. All such applications when complete can be considered to the DWF.

Fórsa continues to play a major role in the European Trade Union Network for Justice in Palestine, building and coordinating a European wide approach for solidarity and justice in Palestine. At home, we are supporters and contributors to BDS campaign.”

47. Motion

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

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

Dun Laoghaire Rathdown

It was decided to note the terms and to implement as necessary.

48. Motion

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

Boards & Voluntary Agencies branch

The terms of the motion were noted.

49. Motion

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

Laois Health & Local Government

The General Secretary wrote to Simon Coveney TD, Minister for Foreign Affairs, requesting an update on the efforts that he and the Department are making to raise the issue and to hold the Chinese authorities to account.

Mental health and wellbeing

50. Motion

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

Dublin City branch

The NEC decided to ask divisions to nominate suitable representatives to an ad-hoc sub-group for the purpose of advising on the content and the scope of such a programme in advance of meetings between Fórsa and employers across the range of workplaces organised by the union. The General Secretary wrote to Heads of Division seeking nominations.

The Head of Health & Welfare Division reported that this is under discussion in the Health Sector.

51. Motion

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

Cabin Crew branch

The NEC decided to ask divisions to nominate suitable representatives to an ad-hoc sub-group for the purpose of advising on the content and the scope of such a policy prior to meetings between the union and the various employer bodies. The General Secretary wrote to Heads of Division seeking nominations.

52. Motion

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

Cabin Crew Branch

The General Secretary wrote to the DGS with responsibility for HR/staff matters requesting him to examine the proposal and to prepare a report for the NEC on the matter.

Privatisation and related

53. Motion

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

FGE branch

The General Secretary wrote to the Heads of Division stating that the NEC has asked that divisions maintain vigilance in relation to privatisation of work and take action where this is happening in breach of agreement.

54. Motion

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

EASP Executive Grades

It was decided to pursue this as appropriate in the context of the ICTU socio-economic policy in the wake of the Covid-19 pandemic.

Climate change and the environmental issues

55. Motion

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

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

Justice Executive Branch

It was decided to pursue opportunities to ensure that the commitments made at European level are implemented and to highlight the issue in our campaigning work.

56. Motion

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

Defence Executive Grades branch

The General Secretary wrote to Eamon Ryan TD, Minister for Transport stating that, prior to writing to the National Transport Authority, that it would be useful to have a discussion in relation to the policy issues involved. The General Secretary sought his consideration of this request and for observations on the terms of the motion.

57. Motion

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

EASP Executive Grades

The General Secretary wrote to Eamon Ryan TD, Minister for Communications, Climate Action and the Environment, outlining the terms of the motion and stating that we are available to discuss the issue should he wish to do so.

58. Motion

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

PSO Sligo Clerical

Amendment

Insert in last sentence after “citizens” the following “and massive state investment”

Cork Health & Local Government

The NEC decided to keep an open mind on incentives to lower carbon emissions and not to adopt a policy of opposition to climate related charges at this point in time.

59. Motion

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

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

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

Taoiseach Executive Grades

The National Executive Committee decided to ask the Communication’s Unit to advise on an information awareness raising programme. The General Secretary wrote to the Head of Communications and asked him to consider this and to update the NEC and the Action on Motions report in due course.

60. Motion

That this conference calls on the incoming National Executive to call on the government to again declare a climate emergency and to prioritise working with unions to develop plans to swiftly address the largest areas in which Ireland negatively impacts climate. Such issues would necessarily include decarbonising Ireland’s energy, incentivising the use of public transport through subsidising its use and developing a viable integrated transport network

and encouraging all means of reducing daily commuting such as the introduction of a four-day week and working from home.

CSO Executive Grades

The General Secretary wrote to An Taoiseach Micheál Martin TD stating we believe that the terms of the motion are particularly suited to social dialogue should it be possible to agree such a process. The letter was copied to the Leader of the Green Party Eamon Ryan TD.

61. Motion

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

Fingal Branch

The General Secretary wrote to the Heads of Division requesting that the divisions consider lodging claims with the relevant employer bodies.

62. Motion

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

CSO Executive Grades

It was decided to participate as appropriate in suitable events to highlight the issue and Fórsa's support and to review further when the pandemic has relented.

Collective bargaining rights

63. Motion

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

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

Oireachtas Ushers

The NEC decided that this process should be accelerated. The General Secretary wrote to Head of Division for an up-to-date position, and in particular, asked if any intervention is required to expedite things.

The Head of Division confirmed that a letter to the Minister from the General Secretary would be helpful.

The Head of Division reported that access to the WRC/Labour Court for Civil Service is being pursued at General Council and he will write to the Minister.

64. Motion

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

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

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

Foreign Affairs Clerical branch

The NEC decided to continue to support the efforts of the ICTU to seek reform of the industrial relations legislation with the aim, inter alia, of securing a right to union recognition, collective bargaining and a real voice for workers.

The General Secretary wrote to the ICTU General Secretary requesting an update from time to time in relation to any progress made.

Reply received from General Secretary ICTU stated that:

“This is a matter of grave concern to the Executive Council of Congress over many years. You will be familiar with a comprehensive policy document on ‘Collective Bargaining Rights in Ireland’ launched at the last ICTU Biennial Delegate Conference. This document clearly sets out the absolute necessity to urgently develop and enact a Trade Union Rights Act which would provide for trade union recognition, the right of access, the right to organise and a worker’s right to be heard.

Following its publication and prior to the General Election I met with the leader of each political party and vigorously outlined our position on the subject. Subsequently the High Court issued a judgement in relation to an employer challenge to the Sectoral Employment Order applicable in the construction sector which effectively rendered it nugatory. This decision is under appeal to the Supreme Court by the State.

In light of the above and the seriousness of these developments, the Executive Council has decided to develop a coordinated strategy between Affiliate Unions aimed at achieving a satisfactory outcome which would include the requisite legislative enactments.

In line with normal procedures I will report to the Executive Council on the matter regularly.”

65. Motion

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

EASP Executive Grades

The NEC decided to continue to support the efforts of the ICTU to seek reform of the industrial relations legislation with the aim, inter alia, of securing a right to union recognition, collective bargaining and a real voice for workers.

The General Secretary wrote to the ICTU General Secretary requesting an update from time to time in relation to any progress made.

Reply received from General Secretary ICTU stated that:

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In light of the above and the seriousness of these developments, the Executive Council has decided to develop a coordinated strategy between Affiliate Unions aimed at achieving a satisfactory outcome which would include the requisite legislative enactments.

In line with normal procedures I will report to the Executive Council on the matter regularly.”

66. Motion

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

Higher Education branch

The NEC decided to continue to support the efforts of the ICTU to seek reform of the industrial relations legislation with the aim, inter alia, of securing a right to union recognition, collective bargaining and a real voice for workers.

The General Secretary wrote to the ICTU General Secretary requesting an update from time to time in relation to any progress made.

Reply received from General Secretary ICTU stated that:

“This is a matter of grave concern to the Executive Council of Congress over many years. You will be familiar with a comprehensive policy document on ‘Collective Bargaining Rights in Ireland’ launched at the last ICTU Biennial Delegate Conference. This document clearly sets out the absolute necessity to urgently develop and enact a Trade Union Rights Act which would provide for trade union recognition, the right of access, the right to organise and a worker’s right to be heard.

Following its publication and prior to the General Election I met with the leader of each political party and vigorously outlined our position on the subject. Subsequently the High Court issued a judgement in relation to an employer challenge to the Sectoral Employment Order applicable in the construction sector which effectively rendered it nugatory. This decision is under appeal to the Supreme Court by the State.

In light of the above and the seriousness of these developments, the Executive Council has decided to develop a coordinated strategy between Affiliate Unions aimed at achieving a satisfactory outcome which would include the requisite legislative enactments.

In line with normal procedures I will report to the Executive Council on the matter regularly.”

67. Motion

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

An Post

The NEC decided to continue to support the efforts of the ICTU to seek reform of the industrial relations legislation with the aim, inter alia, of securing a right to union recognition, collective bargaining and a real voice for workers.

The General Secretary wrote to the ICTU General Secretary requesting an update from time to time in relation to any progress made.

Reply received from General Secretary ICTU stated that:

“This is a matter of grave concern to the Executive Council of Congress over many years. You will be familiar with a comprehensive policy document on ‘Collective Bargaining Rights in Ireland’ launched at the last ICTU Biennial Delegate Conference. This document clearly sets out the absolute necessity to urgently develop and enact a Trade Union Rights Act which would provide for trade union recognition, the right of access, the right to organise and a worker’s right to be heard.

Following its publication and prior to the General Election I met with the leader of each political party and vigorously outlined our position on the subject. Subsequently the High Court issued a judgement in relation to an employer challenge to the Sectoral Employment Order applicable in the construction sector which effectively rendered it nugatory. This decision is under appeal to the Supreme Court by the State.

In light of the above and the seriousness of these developments, the Executive Council has decided to develop a coordinated strategy between Affiliate Unions aimed at achieving a satisfactory outcome which would include the requisite legislative enactments.

In line with normal procedures I will report to the Executive Council on the matter regularly.”

68. Motion

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

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

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

Children & Youth Affairs Executive Grades

The NEC decided to continue to support the efforts of the ICTU to seek reform of the industrial relations legislation with the aim, inter alia, of securing a right to union recognition, collective bargaining and a real voice for workers.

The General Secretary wrote to the ICTU General Secretary requesting an update from time to time in relation to any progress made.

Reply received from General Secretary ICTU stated that:

“This is a matter of grave concern to the Executive Council of Congress over many years. You will be familiar with a comprehensive policy document on ‘Collective Bargaining Rights in Ireland’ launched at the last ICTU Biennial Delegate Conference. This document clearly sets out the absolute necessity to urgently develop and enact a Trade Union Rights Act which would provide for trade union recognition, the right of access, the right to organise and a worker’s right to be heard.

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In light of the above and the seriousness of these developments, the Executive Council has decided to develop a coordinated strategy between Affiliate Unions aimed at achieving a satisfactory outcome which would include the requisite legislative enactments.

In line with normal procedures I will report to the Executive Council on the matter regularly.”

Automation

69. Motion

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

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

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

National Executive Committee

The General Secretary wrote to Head of Communications requesting consideration be given as to how the terms of the motion might be advanced in the context of policy changes at national and European level in the wake of the Covid-19 pandemic and to bring forward a brief policy paper and suggest thoughts on a possible campaign if appropriate.

Staffing and related

70. Motion

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

Housing, Planning Community & Local Government Executive Grades

The General Secretary wrote to the Heads of Divisions asking that they note and implement. The Heads of Divisions were asked to advise when their division had considered and actioned the motion.

71. Motion

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

Ballinasloe branch

The divisions were asked to note and to action. The divisions were asked to advise when their division had considered and actioned the motion.

Pensions and related

72. Motion

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

Dublin South Health & Welfare

As this appeared relevant to the Health and Welfare Division the NEC agreed to forward it to the H & W division for action. It was placed on the agenda for the HWDEC meeting in October 2020.

73. Motion

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

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

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

Dun Laoghaire Rathdown

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

The General Secretary wrote to the ICTU General Secretary requesting that the ICTU Secretariat provide updates from time to time on any progress made.

The General Secretary of ICTU replied stating that that:

“Congress was pleased to see a pausing of the planned increase to age 67 in January 2021 announced in Budget 2021 to allow for the Commission to report on the sustainability of the State pension.

The increases in the qualifying age and the loss of income for workers in their retirement will continue to be vigorously resisted by Congress until we reach a satisfactory conclusion. It is our expectation that our movement will be represented on the forthcoming government commission when we can avail of the opportunity to vigorously advocate for the necessary reform.”

74. Motion

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

FGE branch

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

The General Secretary wrote to the ICTU General Secretary requesting that the ICTU Secretariat provide updates from time to time on any progress made.

The General Secretary of ICTU replied stating that that:

“Congress was pleased to see a pausing of the planned increase to age 67 in January 2021 announced in Budget 2021 to allow for the Commission to report on the sustainability of the State pension.

The increases in the qualifying age and the loss of income for workers in their retirement will continue to be vigorously resisted by Congress until we reach a satisfactory conclusion. It is our expectation that our movement will be represented on the forthcoming government commission when we can avail of the opportunity to vigorously advocate for the necessary reform.”

75. Motion

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

PSO Sligo Clerical

The matter was referred to the ICTU.

76. Motion

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

Revenue C & E Dublin

The NEC decided to review the possibility for claims to be lodged in the light of the outcome to the public service pay talks.

77. Motion

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

Cork Health & Local Government branch

The “40 year” rule is provided for in legislation and would require a change in the law. We have been in correspondence with DPER on the issue and revised rules have been introduced on foot of a review of the manner in which it has been applied.

78. Motion

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

Cork General Clerical

Currently there is provision for actuarially reduced benefits for people leaving before normal retirement age. This was a specific recommendation of the Commission on Public Service Pensions. Described as cost neutral early retirement it is designed to reflect the cost to the state of paying benefits earlier. There is little likelihood of securing a provision for earlier retirement with full benefits in circumstances where public policy is to increase retirement ages, even in circumstances where people have full service.

79. Motion

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

Foreign Affairs Clerical branch

The “career average” scheme represented a better option than unilateral action by the government. The overall position in relation to occupational pensions has not improved and calling for its reversal is only likely to lead to a worsening of the position.

80. Motion

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

Dublin City branch

The cost of purchasing periods of service reflect the employee and employer cost. The motion appears to seek that the service should reckon if the employee contribution is paid albeit in respect of carer's leave and parental leave. The challenge here is that the legislation governing these forms of leave specifically provide that they are not reckonable for pension purposes. The issue could be raised with DPER as a matter of "public policy etc." but resistance can be expected.

81. Motion

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

Dublin City branch

The NEC decided that preliminary research should be carried out. The General Secretary wrote to the DGS requesting that this be considered in consultation with the Membership Services Sub-Committee.

82. Motion

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

Cavan Health & Local Government

The General Secretary wrote to Tánaiste Leo Varadkar TD who is Minister for Enterprise, Trade and Employment requesting him to consider the matter and to ask his officials to respond. This has proven a difficult subject in the past often leading to a sense of frustration on the part of individuals who perceive themselves as deprived of a voice and access to influence once they reach retirement. While some arrangements have been made within the public service to provide consultative mechanisms for representative groups this falls short of a negotiating role.

83. Motion

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

Cavan Health & Local Government

This is being rectified as pay rates increase. The discrepancy arose due to the fact that pensions were reduced by a lower percentage than pay under the FEMPI legislation.

84. Motion

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

Probation Officers branch

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any

diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

The General Secretary wrote to the ICTU General Secretary requesting that the ICTU Secretariat provide updates from time to time on any progress made.

The General Secretary of ICTU replied stating that:

“Congress was pleased to see a pausing of the planned increase to age 67 in January 2021 announced in Budget 2021 to allow for the Commission to report on the sustainability of the State pension.

The increases in the qualifying age and the loss of income for workers in their retirement will continue to be vigorously resisted by Congress until we reach a satisfactory conclusion. It is our expectation that our movement will be represented on the forthcoming government commission when we can avail of the opportunity to vigorously advocate for the necessary reform.”

85. Motion

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

EASP Executive Grades

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

The General Secretary wrote to the ICTU General Secretary requesting that the ICTU Secretariat provide updates from time to time on any progress made.

The General Secretary of ICTU replied stating that:

“Congress was pleased to see a pausing of the planned increase to age 67 in January 2021 announced in Budget 2021 to allow for the Commission to report on the sustainability of the State pension.

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86. Motion

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

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

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87. Motion

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

Revenue C & E Dublin

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

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The increases in the qualifying age and the loss of income for workers in their retirement will continue to be vigorously resisted by Congress until we reach a satisfactory conclusion. It is our expectation that our movement will be represented on the forthcoming government commission when we can avail of the opportunity to vigorously advocate for the necessary reform.”

88. Motion

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

Waterford Clerical Branch

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

The General Secretary wrote to the ICTU General Secretary requesting that the ICTU Secretariat provide updates from time to time on any progress made.

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The increases in the qualifying age and the loss of income for workers in their retirement will continue to be vigorously resisted by Congress until we reach a satisfactory conclusion. It is our expectation that our movement will be represented on the forthcoming government commission when we can avail of the opportunity to vigorously advocate for the necessary reform.”

89. Motion

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

An Post

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

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90. Motion

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

EASP Executive Grades

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

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The increases in the qualifying age and the loss of income for workers in their retirement will continue to be vigorously resisted by Congress until we reach a satisfactory conclusion. It is our expectation that our movement will be represented on the forthcoming government commission when we can avail of the opportunity to vigorously advocate for the necessary reform."

91. Motion

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

Architectural Engineering & Heritage Services

The National Executive Committee decided that the best course of action lay in supporting the efforts of Congress to oppose the proposed increases in the State pension age and any diminution of benefits and entitlements. It was also agreed that we would support Congress efforts to persuade the Government to increase the rate of employer PRSI to European norms.

The General Secretary wrote to the ICTU General Secretary requesting that the ICTU Secretariat provide updates from time to time on any progress made.

The General Secretary of ICTU replied stating that:

“Congress was pleased to see a pausing of the planned increase to age 67 in January 2021 announced in Budget 2021 to allow for the Commission to report on the sustainability of the State pension.

The increases in the qualifying age and the loss of income for workers in their retirement will continue to be vigorously resisted by Congress until we reach a satisfactory conclusion. It is our expectation that our movement will be represented on the forthcoming government commission when we can avail of the opportunity to vigorously advocate for the necessary reform.”

92. Motion

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

Tipperary South Health & Community

The motion appears to be factually incorrect. The criterion is the best three consecutive years in ten in respect of pensionable allowances. This was a significant improvement on the average of the final three years and came about as a result of the Report of the Commission on Public Service Pensions.

Conditions of service

General

93. Motion

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

Dublin South Health & Welfare

The union commissioned a major survey and has developed a policy paper on the subject. In addition the union made a submission to the Department of Business, Enterprise and Innovation consultation. The union will continue to play a prominent role in the public debate and press for maximum flexibility by employers.

94. Motion

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

Cork Health & Local Government branch

The Heads of Division were asked to raise with employer bodies and to advise when their division had considered and actioned the motion.

95. Motion

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

EASP Executive Grades

The General Secretary wrote to the ICTU stating our National Executive Committee decided to support the efforts of Congress to achieve progress on this issue and seeking updates in due course.

On 16 October 2020 ICTU General Secretary advised-

“Congress ardently opposed the increase in waiting days generally and has consistently advocated for its reversal. We have raised it repeatedly in our regular meetings with the various Ministers for Social Protection who hold the office and in our pre-Budget submissions over the years. On foot of those efforts, and more recently following our campaign for legislation to make sick pay mandatory for all workers, Congress noted the reversal to three days announced in Budget 2021. However, Congress’s preference is for no waiting days for sick pay so as to ensure that it is available for shorter absences due to illness. We will continue to advocate this position in our ongoing discussions through the LEEF Employment Rights Sub Committee.”

96. Motion

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

Coillte

The General Secretary wrote to Tánaiste Leo Varadkar TD who is Minister for Enterprise, Trade and Employment requesting him to consider the matter and to ask his officials to respond. This has proven a difficult subject in the past often leading to a sense of frustration on the part of individuals who perceive themselves as deprived of a voice and access to influence once they reach retirement. While some arrangements have been made within the public service to provide consultative mechanisms for representative groups this falls short of a negotiating role.

97. Motion

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

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

Longford Health and Local Government

The divisions were asked to consider the terms of the motion with a view to lodging claims as appropriate.

The Heads of Divisions were asked to advise when their division had considered and actioned the motion.

98. Motion

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

Dun Laoghaire Rathdown

The union commissioned a major survey and has developed a policy paper on the subject. In addition the union made a submission to the Department of Business, Enterprise and Innovation consultation. The union will continue to play a prominent role in the public debate and press for maximum flexibility by employers.

99. Motion

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

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

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

Revenue C & E Dublin

The General Secretary wrote to Paschal Donohoe TD, Minister for Finance asking him to consider the matter and to ask his officials to investigate the possibility of such a scheme. The General Secretary also wrote to the Head of the Civil Service Division stating that as this motion came from the Revenue C & E Dublin Branch, a claim at General Council would be in order and to arrange same.

The Head of Division stated he will raise this with DPER, with a view to a possible claim at General Council.

The Office of the Minister for Finance replied stating:

“With regard to the motion in relation to the calculation of benefits for civil and public service pensions, this is a matter for the Department of Public Expenditure and Reform, and I have forwarded your correspondence to that Department for attention.

Minister Donohoe directs me to take this opportunity to convey to you his best wishes, and to express his deep appreciation for the work done by your members.

100. Motion

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

Boards & Voluntary Agencies branch

The NEC decided to note the motion and reflect the terms in policy and campaigning work.

Fórsa will continue to advocate for a new model of work which shares the benefits of technological changes with workers and places workers' rights at the centre, and reject the precarious nature of the gig economy, through our policy, advocacy and campaigning activity on the future of work and our leading involvement in the Four Day Week Ireland campaign.

101. Motion

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

Kildare Local Authority Branch

The General Secretary wrote to the Heads of Division asking them to take appropriate action and to advise when their division had considered and actioned the motion.

102. Motion

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

SNA South Dublin South Leinster branch

The General Secretary wrote to the Head of the Education Division stating that, as this motion had emanated from the SNA SDSL Branch, the NEC decided to refer it to the Education Division to investigate and pursue in the first instance.

Job evaluations**103. Motion**

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

PSO Sligo Clerical

There is little prospect of cross-sectoral agreement with the employers. This will need to be pursued by the divisions. The divisions were asked to advise when the motion had been considered and actioned.

The Head of Civil Service Division reported that job evaluation in the Civil Service has been explored previously and the employer is opposed on the basis that there is less rationale for such a scheme given the extent of promotions in the Civil Service.

104. Motion

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

Ballina General

There is little prospect of cross-sectoral agreement with the employers. This will need to be pursued by the divisions. The divisions were asked to advise when the motion had been considered and actioned.

The Head of Civil Service Division reported that job evaluation in the Civil Service has been explored previously and the employer is opposed on the basis that there is less rationale for such a scheme given the extent of promotions in the Civil Service.

105. Motion

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

Clare CS Clerical

It should be noted that there are variations between the schemes currently agreed.

There is little prospect of cross-sectoral agreement with the employers. This will need to be pursued by the divisions. The divisions were asked to advise when the motion had been considered and actioned.

The Head of Civil Service Division reported that job evaluation in the Civil Service has been explored previously and the employer is opposed on the basis that there is less rationale for such a scheme given the extent of promotions in the Civil Service.

Working time, hours of work and related

106. Motion

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

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

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

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

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

The terms of the motion will be reflected in ongoing policy.

The union will pursue the restoration of shorter working hours as a priority issue in the public service pay talks.

The General Secretary wrote to the ICTU General Secretary requesting it to raise with government the low number of public holidays and to give continuing prominence to the issue.

The ICTU General Secretary replied stating:

*“Please be assured that we will include this issue for consideration in our ongoing discussions through the LEEF Employment Rights process.
We will provide updates to the Executive Council through the normal process.”*

The union built on the launch of the Four Day Week campaign by conducting a survey and promoting the results in September 2020. The union has been to the fore in making the case for remote working in direct negotiations, submissions to consultations, conducting the largest ever Irish survey and publicising the results. Divisions were asked to raise flexibility measures for those approaching retirement with employer bodies.

107. Motion

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

Letterkenny CS Clerical

The terms of the motion will be reflected in ongoing policy.

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108. Motion

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

Legal and Professional

The terms of the motion will be reflected in ongoing policy.

The union will pursue the restoration of shorter working hours as a priority issue in the public service pay talks.

The General Secretary wrote to the ICTU General Secretary requesting it to raise with government the low number of public holidays and to give continuing prominence to the issue.

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109. Motion

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

Buncrana Clerical

The terms of the motion will be reflected in ongoing policy.

The union will pursue the restoration of shorter working hours as a priority issue in the public service pay talks.

The General Secretary wrote to the ICTU General Secretary requesting it to raise with government the low number of public holidays and to give continuing prominence to the issue.

The ICTU General Secretary replied stating:

***“Please be assured that we will include this issue for consideration in our ongoing discussions through the LEEF Employment Rights process.
We will provide updates to the Executive Council through the normal process.”***

The union built on the launch of the Four Day Week campaign by conducting a survey and promoting the results in September 2020. The union has been to the fore in making the case for remote working in direct negotiations, submissions to consultations, conducting

the largest ever Irish survey and publicising the results. Divisions were asked to raise flexibility measures for those approaching retirement with employer bodies.

110. Motion

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

Justice Executive Branch

The terms of the motion will be reflected in ongoing policy.

The union will pursue the restoration of shorter working hours as a priority issue in the public service pay talks.

The General Secretary wrote to the ICTU General Secretary requesting it to raise with government the low number of public holidays and to give continuing prominence to the issue.

The ICTU General Secretary replied stating:

***“Please be assured that we will include this issue for consideration in our ongoing discussions through the LEEF Employment Rights process.
We will provide updates to the Executive Council through the normal process.”***

The union built on the launch of the Four Day Week campaign by conducting a survey and promoting the results in September 2020. The union has been to the fore in making the case for remote working in direct negotiations, submissions to consultations, conducting the largest ever Irish survey and publicising the results. Divisions were asked to raise flexibility measures for those approaching retirement with employer bodies.

111. Motion

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

Dublin South Health & Welfare

The terms of the motion will be reflected in ongoing policy.

The union will pursue the restoration of shorter working hours as a priority issue in the public service pay talks.

The General Secretary wrote to the ICTU General Secretary requesting it to raise with government the low number of public holidays and to give continuing prominence to the issue.

The ICTU General Secretary replied stating:

***“Please be assured that we will include this issue for consideration in our ongoing discussions through the LEEF Employment Rights process.
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The union built on the launch of the Four Day Week campaign by conducting a survey and promoting the results in September 2020. The union has been to the fore in making the case for remote working in direct negotiations, submissions to consultations, conducting the largest ever Irish survey and publicising the results. Divisions were asked to raise flexibility measures for those approaching retirement with employer bodies.

112. Motion

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

Sligo CS Clerical

The terms of the motion will be reflected in ongoing policy.

The union will pursue the restoration of shorter working hours as a priority issue in the public service pay talks.

The General Secretary wrote to the ICTU General Secretary requesting it to raise with government the low number of public holidays and to give continuing prominence to the issue.

The ICTU General Secretary replied stating:

*“Please be assured that we will include this issue for consideration in our ongoing discussions through the LEEF Employment Rights process.
We will provide updates to the Executive Council through the normal process.”*

The union built on the launch of the Four Day Week campaign by conducting a survey and promoting the results in September 2020. The union has been to the fore in making the case for remote working in direct negotiations, submissions to consultations, conducting the largest ever Irish survey and publicising the results. Divisions were asked to raise flexibility measures for those approaching retirement with employer bodies.

113. Motion

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

Education & Skills Executive Grades

The terms of the motion will be reflected in ongoing policy.

The union will pursue the restoration of shorter working hours as a priority issue in the public service pay talks.

The General Secretary wrote to the ICTU General Secretary requesting it to raise with government the low number of public holidays and to give continuing prominence to the issue.

The ICTU General Secretary replied stating:

***“Please be assured that we will include this issue for consideration in our ongoing discussions through the LEEF Employment Rights process.
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The union built on the launch of the Four Day Week campaign by conducting a survey and promoting the results in September 2020. The union has been to the fore in making the case for remote working in direct negotiations, submissions to consultations, conducting the largest ever Irish survey and publicising the results. Divisions were asked to raise flexibility measures for those approaching retirement with employer bodies.

114. Motion

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

Justice Executive Branch

The issue will be made a priority in the public service pay talks. It will be a matter for the NEC to consider the outcome and any appropriate action at that time.

115. Motion

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

Donegal Health & Welfare

The divisions were asked to consider possible claims and to advise when it had been considered and actioned.

116. Motion

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

Higher Education branch

This matter would be resolved if the restoration of pre-HRA working hours was achieved.

117. Motion

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

Cork Health & Local Government branch

This work on a cross divisional study of flexi systems is already in progress at the Equivalent Grades Committees along with research into comparable pay, annual leave and hours of work.

118. Motion

That this Conference instructs that as our employer has spent a considerable amount of time telling us how much it would cost in the long run (€621 million for 100%, between €311

million and €466 million for 50% - 75%) to employ enough staff to cover our unpaid additional working hours (slave labour) and in their view, that they are not willing to go this route, then they should go the route of paying for those hours. No additional recruits needed, no extra money for employing extra staff and their associated pensions, accommodation, overtime. They have outlined the value of the additional hours, to themselves and the public at large and the cost of reversing the additional hours, but not the cost of paying us for them.

EASP Clerical Dublin City Centre

This will be considered in the light of progress (or otherwise) on the restoration of pre-HRA hours in the public service pay talks.

Travel and subsistence

119. Motion

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

Civil Service No. 1

The divisions were asked to ensure compliance and to advise when their division had considered and actioned the motion.

Annual leave

120. Motion

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

Higher Education branch

The divisions were asked to take action as appropriate and to advise when it had been considered.

Sick leave scheme, parental leave and related

121. Motion

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

Clare Health & Welfare and Local Government

The General Secretary wrote to Helen McEntee TD, Minister for Justice, requesting if she would consider the policy issues involved and if she would ask her officials to investigate the potential for such changes to be made.

Her Private Secretary replied to say:

"As you may be aware, a number of functions recently moved from this Department to the Department of Children and Youth Affairs (DCYA) under the new Programme for Government. As matters identified in your correspondence appear to be related to one or more areas which have recently transferred, I have referred your correspondence to DCYA for appropriate attention."

122. Motion

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

Laois Health & Local Government

The General Secretary wrote to Helen McEntee TD, Minister for Justice, requesting if she would consider the policy issues involved and if she would ask her officials to investigate the potential for such changes to be made.

The divisions were requested to arrange discussions with employers in their sector through the normal channels.

123. Motion

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

CSO Executive Grades

The divisions were asked for their views and to lodge claims as appropriate.

124. Motion

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

CSO Executive Grades

The divisions were asked for their views and to lodge claims as appropriate.

125. Motion

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

Kildare Local Authority Branch

There is little prospect of further progress on the critical illness provisions following the referral to the Labour Court and subsequent outcome.

The union made some progress in the Civil Service arena recently, encouraging the exercise of management discretion. The difficulty has been that if pressed, employers will always regard medical appointments as medical absences. Discretion given locally cannot be prescribed as it would no longer been seen as discretion.

126. Motion

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

Kildare Local Authority Branch

Such a claim will be rejected and will serve to undermine the union's priorities in any public service pay talks.

127. Motion

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

Cork Health & Local Government branch

The General Secretary wrote to Michael McGrath TD, Minister for Public Expenditure and Reform, to request that he consider the terms of the motion and to ask his officials to take steps to develop such a statutory scheme.

128. Motion

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

Dublin City branch

The General Secretary wrote to Stephen Donnelly TD, Minister for Health, requesting that the matter be considered and that he liaise with relevant Cabinet colleagues with a view to putting such an arrangement in place.

129. Motion

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

Ballina General

This issue has, in fact, been raised in discussions with the official side. However, we are constrained by findings which provide that there is a distinction between "reasonable accommodation" and a "blanket" provision that certain categories would, in essence, have different sick leave allowances to others. The definition of disability in relevant legislation is also a factor. We can discuss the matter again with the employer but only on the basis that we need to be mindful of not creating expectations we cannot meet.

130. Motion

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

SNA Munster

The union made some progress in the Civil Service arena recently, encouraging the exercise of management discretion. The difficulty has been that if pressed, employers will always regard medical appointments as medical absences. Discretion given locally cannot be prescribed as it would no longer be seen as discretion.

131. Motion

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

Clare CS Clerical

The General Secretary wrote to John McKeon, Secretary General, Department of Social Protection in relation to the inadequate staffing levels that are affecting the processing of Carer's Benefit and allowance.

He requested that measures be taken to address this matter and assurances in that regard be provided.

Letter dated 16 October 2020 from John McKeon stated -

"It is correct to say that there were delays in processing claims for Carer's Benefit and Allowance during 2019. However, I can confirm that the time taken to process new claims for Carer's Allowance and Carer's Benefit has reduced significantly over the past year. The average time to award both Carer's Benefit and Carer's Allowance at the end of September 2020 was 4 weeks. This compares to 12 and 15 weeks for the schemes respectively in February 2019.

That is not to say that individual claimants will not experience delays. Before a decision can be made on entitlement to Carer's Allowance or Carer's Benefit, evidence must be provided in respect of the care recipient's care requirement, the level of care the carer provides and the and caree's means for allowance cases. In addition Carer's Benefit requires that the leave has been granted. If an application does not provide all of the necessary supporting documentation such cases will take longer to process."

Recruitment

132. Motion

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

Cavan Health & Local Government

The General Secretary wrote to the Branch stating that the NEC has asked if the branch could elaborate on the terms of the motion so that the full intent is understood.

The Health and Welfare division reported that the recruitment processes in Health Sector are covered by collective agreement.

Other

133. Motion

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

Sligo Health and Local Government

The divisions were asked to lodge claims and to advise when they had considered and actioned the motion.

134. Motion

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

Defence Executive Grades branch

The NEC decided to pursue this in the context of the renewed focus on remote/home working.

135. Motion

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

Kildare Health

The divisions were asked to reflect the terms of the motion in negotiations on disciplinary processes or investigative procedures and to advise when it had been considered and actioned.

Equality and diversity

136. Motion

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

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

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

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

National Executive Committee

The divisions were asked to lodge claims where necessary and to advise when the motion had been considered and actioned.

137. Motion

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

Dublin Central CS Clerical

The divisions were asked to continue to pursue this as a priority across the union's divisions and to advise when the motion had been considered and actioned.

138. Motion

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

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

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

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

National Executive Committee

The NEC decided to refer the motion to the Equality Committee.

The General Secretary wrote to Vice-President M Coughlan advising that it was decided that the issues should be considered by the Equality Committee in the first instance and a report made to the NEC as soon as possible. It was requested that this be brought to the attention of the members of the Equality Committee and to also liaise with the relevant senior officials on the matter.

139. Motion

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

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

Dun Laoghaire Rathdown

The NEC noted the terms of the motion and agreed to continue to support as stated.

140. Motion

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

Visually Impaired branch

The General Secretary wrote to Robert Watt, Secretary General, DPER requesting that he arrange for the terms of the motion to be met.

141. Motion

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

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

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

Justice Executive branch

The NEC decided to engage in discussion with the ICTU in the first instance to establish how best to achieve the terms of the motion.

The General Secretary wrote to David Joyce in the ICTU secretariat. His reply dated 14 October 2020 states:

“The ICTU had a meeting with Minister O’Gorman 1 October on a range of equality matters, including the one mentioned in the motion to your conference. The current Programme for Government contains a commitment to “examine the introduction of a new ground of discrimination based on socio-economic disadvantaged status to the Employment Equality and Equal Status Acts” and during the meeting we asked the Minister how this was to be progressed. He reported that the Department of Justice (as your motion alludes to) has commissioned Judy Walsh UCD to do a study on the ground and how it might be defined and that he is awaiting that report before proceeding. There will be a wider consultation on this with the results to be considered by Cabinet next year and he looked forward to our participation in that. I would suggest that we touch base when the consultation is announced and coordinate on inputs from our side.”

142. Motion

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

Education & Skills Clerical Dublin

The General Secretary wrote to Melissa Brennan, Chair, Womens’ Activists Networks stating the NEC has asked for the views of the Women’s Activists Network before it considers the matter in more detail.

Reply received from Melissa Brennan stating she will revert once the branch has considered a response.

143. Motion

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

SNA Connacht Ulster branch

The divisions were asked to lodge claims with the employer bodies where necessary. The divisions were also asked to advise when they had considered and actioned the motion.

144. Motion

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

Laois Health & Local Government

The divisions were asked to raise with employer bodies and to advise when they had considered and actioned the motion.

145. Motion

This Conference notes the role played by family members many of who are grandparents in providing childcare for others in their extended family.

Increasingly younger women can only hope to access lower paid employment if their parents/grandparents provide child minding support as they cannot afford external professional child care. This Conference instructs the incoming executive and equality & diversity committees to redouble this union's efforts to secure better and more affordable childcare support for parents seeking to re-enter the workforce.

Dublin Science and Arts Attendants Branch

The NEC agreed to continue to make childcare a priority issue in the union's engagement with government and employers in various fora. In particular, it was decided to continue to press for high quality, affordable childcare and for public investment to be raised to European norms.

Union finances

146. Motion

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

National Executive Committee

As it is a governance issue this motion will be before the November conference.

147. Motion

That this Conference instructs the incoming NEC to ensure that all certified expenses be approved and processed within 10 working days.

Revenue Clerical Limerick

The divisions were asked to raise with employers as necessary and to advise when they had considered and actioned the motion.

148. Motion

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

Revenue Clerical Limerick

Every effort will be made to ensure that delegates receive expenses in good time prior to conference where this is centrally administered by the union.

149. Motion

This Conference instructs the incoming National Executive Committee to ensure that all branches receive their conference expenses at least 6 working days in advance.

Education & Skills Clerical Dublin

Every effort will be made to ensure that delegates receive expenses in good time prior to conference where this is centrally administered by the union.

Union organisation and development

150. Motion

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

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

Dun Laoghaire Rathdown

The NEC decided to consult with other unions on the matter.

151. Motion

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

Dublin Central CS Clerical

The terms of the motion were noted and will be reflected in the ongoing administration of the affairs of the union mindful that priorities and demands vary and union resources are limited.

Other internal matters

152. Motion

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

Laois Health & Local Government

The NEC and the union aspire to operate approaches that are as inclusive as is practicable. The SORT project has engaged in extensive consultations on many issues.

153. Motion

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

Athlone CS Clerical

A letter issued to the Deputy General Secretary to arrange for the issue to be considered by the Membership Services Sub-Committee and a report to be prepared in due course for the NEC.

154. Motion

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

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

Taoiseach Executive Grades

A report setting out the action taken on motions is presented to the following conference. It should be possible to issue periodic updates to branches and, on occasion, to the Consultative Council.

155. Motion

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

EASP Executive Grades

The NEC noted the motion but decided not to take any action.

156. Motion

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

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

Cabin Crew Branch

The divisions were asked to take action as necessary and to advise when they had considered and actioned the motion.

157. Motion

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

CE Supervisors Branch

The General Secretary wrote to the CE Supervisors' Branch stating the NEC decided to seek further clarification from the branch in relation to the concerns giving rise to the motion so as to assist its consideration.

158. Motion

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

Probation Officers branch

The scheme is insurance based with exceptions like any insurance policy. There are discussions with the policy provider when clarification is needed or particular difficulties arise. The union considers these issues and seeks to amend the cover on affordable terms when the policy is for renewal. The union has also addressed certain difficulties unilaterally.

SOC deemed motions 159 to 189 not to be in order.

APPENDIX 2

Motions appropriate for discussion at Divisional Conferences

SOC deemed motions 190 to 225 to be appropriate for discussion at Divisional Conferences and the General Secretary asked the Heads of Division to arrange for their consideration. Divisional observations are included below where available

190. Motion

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

PSO Sligo Clerical

It would be wrong strategically to even attempt to process a separate pay claim for CO / Deciding Officers in DEASP, a duty that is laid down in agreement for many years. If there is a case to differentiate the function it should be examined by the clerical grades national committee in the context of upgrading posts.

191. Motion

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

EASP Clerical Dublin City Centre

The restoration of seniority and suitability has already been attempted and failed at General Council.

192. Motion

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

EASP Executive Grades

There is no basis to rescind a revised circular which was approved by the Union and which delivers improved terms on promotion and the abolition of mark time as well as

formalising incremental progression for analogous grades. If the Branch highlighted the offending part of the circular, we could seek an amendment through General Council.

193. Motion

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

Tipperary North Health & Community

This motion has been referred to the Health Division and to Services and Enterprises Division.

194. Motion

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

Ballina General

The Civil Service Division will lodge a claim at General Council.

195. Motion

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

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

EASP Clerical Navan Road/Finglas/Ballymun/Blanchardstown

The Civil Service Division agreed to continue support and express solidarity for NIPSA.

196. Motion

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

EASP Clerical Navan Road/Finglas/Ballymun/Blanchardstown

This matter is the subject of ongoing consultation with DEASP management with events overtaken by the pandemic and the reintroduction of perspex screens. There is a case to be

made to restore the glass stays in the interest of public health. This matter is being pursued by DEASP committees.

197. Motion

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

Education & Skills Clerical Dublin

The Civil Service Division reported that this work is ongoing.

198. Motion

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

Education & Skills Clerical Dublin

The Civil Service Division reported that this work is ongoing.

199. Motion

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

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

Garda Executive Grades

This matter has been investigated by the Garda Branches and discussed with Management. There is no basis for this claim. The posts were upgraded previously to Staff Officer and then Executive Officer with the merger of both grades.

200. Motion

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

Boards & Voluntary Agencies branch

The Head of the Health & Welfare division reported that this has been referred to the HWDEC for consideration and action

201. Motion

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

Boards & Voluntary Agencies branch

Referred to the Health Division

The Head of the Health & Welfare division reported that this is already HWDEC policy. The HWDEC will pursue this further.

202. Motion

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

Ballina General

The Civil Service Division reported that the motion has already been dealt with. This is a matter of policy.

203. Motion

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

Donegal Health & Welfare

The Head of the Health & Welfare division reported that the Hospital Pharmacists proposal was accepted by ballot in September 2020.

204. Motion

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

Donegal Health & Welfare

The Head of the Health & Welfare division reported that the Hospital Pharmacists proposal was accepted by ballot in September 2020.

205. Motion

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

Revenue Executive Grades

The Civil Service Division noted that improvements had been achieved this year and will refer the motion to DEASP committees for further ongoing actions.

206. Motion

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

Clare CS Clerical

This is policy Civil Service and Fórsa wide.

207. Motion

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

Kildare Health

The Head of the Health & Welfare division reported that National T & S conditions are agreed in Civil Service sector. Breaches in the Health Sector are to be addressed by HWDEC.

208. Motion

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

Revenue C & E Dublin

For discussion before any action with Employer.

209. Motion

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

EASP Executive Grades

The Civil Service Division will clarify with the Branch and prepare a claim, only where necessary.

210. Motion

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

Education & Skills Clerical Dublin

A review of these arrangements is imminent with DPER.

211. Motion

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

Revenue Executive Grades

This is not a Divisional motion. See motion 121 and action taken.

212. Motion

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

Dublin Hospitals' branch

The Head of the Health & Welfare division reported that this has been referred to HWDEC to investigate the current situation in Health Sector.

213. Motion

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

Education & Skills Clerical Dublin

This is not a Divisional motion. See motion 121 and action taken.

214. Motion

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

Kildare Health

The Head of the Health & Welfare division reported that this is existing HWDEC policy.

215. Motion

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

Revenue Executive Grades

Agreed and policy.

216. Motion

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

Ballina General

Refer to DGS for consideration.

217. Motion

That this Conference instructs that that a lot of civil servants want their pay restored, especially at lower levels. I think that a more productive request would be to ask for our supports to be returned to us; one such example would be the long gone subsidised childcare that used to be in place for all civil servants. The issue we have is that things are becoming too expensive, and rather than just throwing more money at us or cutting our

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

EASP Clerical Dublin City Centre

While there may be much to support in this claim it is not a Divisional matter and flies in the face of priorities already established for pay talks. It may be possible to pursue individual aspects of claim at General Council.

218. Motion

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

EASP Clerical Dublin City Centre

This is not a motion, just a statement, and will be remitted to DEASP committees for further consideration.

219. Motion

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

EASP Executive Grades

This is policy, however Government will not reverse the Shared Service operation and we continue to seek improvements in services.

220. Motion

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

Monaghan Health and Local Government

The Head of the Health & Welfare division reported that this Collective agreement is anticipated in early November 2020.

221. Motion

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

PRA Executive branch

The Civil Service Division will clarify with branch and take up with DPER and NSSO.

222. Motion

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

Coillte

Referred to Service and Enterprise Division.

223. Motion

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

Revenue C & E Dublin

The Civil Service Division will support and take up at Revenue Departmental Council.

224. Motion

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

Clare CS Clerical

The Civil Service Division will lodge claim at General Council.

225. Motion

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

The Civil Service Division will take up with DPER and NSSO.

APPENDIX 3

SOC deemed motions 226 to 300 as Motions reiterating existing union policy and which don't require decision

226. Motion

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

Revenue C & E Dublin

The Head of Division advised that this would not be necessary as Officials are already dealing satisfactorily with all aspects of Brexit Agenda and its implications for the Civil Service, including additional staff resources in key Departments, Revenue / Customs / Trade Facilitation and Agriculture.

227. Motion

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

EASP Executive Grades

The union will seek to enter negotiations with the other members of the ICTU Public Services Committee. A pay increase and the abolition of additional hours will form part of the union side's agenda.

228. Motion

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

Tipperary South Health & Community

The union side has conveyed its frustration with the operation of the PSSA disputes resolution procedures and has resolved that the arrangements in any new agreement must be more effective.

229. Motion

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

Tipperary South Health & Community

This is to the fore of the union's agenda for any talks.

230. Motion

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

Garda Executive Grades

This is to the fore of the union's agenda for any talks.

231. Motion

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

Architectural Engineering & Heritage Services

The union will seek appropriate arrangements for public service pensioners notwithstanding the difficulty in their direct inclusion in a pay agreement.

232. Motion

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

Letterkenny CS Clerical

The best opportunity to address the issue of additional working hours will be in the context of talks for a new public service pay agreement. The union is making this a priority. If it is not possible to reach agreement other options can be considered.

233. Motion

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

CSO Executive Grades

As the USC is a more equitable form of taxation (insofar as it is levied on all income) the NEC decided that this would jar with the union's policy on taxation.

234. Motion

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

Defence Executive Grades branch

This will be raised in public service pay talks should they take place.

235. Motion

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

Defence Executive Grades branch

This will be raised in public service pay talks should they take place.

236. Motion

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

Tipperary South Health & Community

The pension related deduction was replaced by an additional superannuation contribution which formed part of the PSSA collective agreement.

237. Motion

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

Tipperary South Health & Community

As the USC is a more equitable form of taxation (insofar as it is levied on all income) the NEC decided that this would jar with the union's policy on taxation.

238. Motion

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

Culture, Heritage & the Gaeltacht

The union has prioritised the issue of additional working time and is seeking the reversal of arrangements introduced in 2013.

239. Motion

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

School Completion Programme Branch

By the end of 2020 pay levels for those earning up to €70,000 p.a. approximately will have been restored. This represents approximately 90% of public servants. Under the Public Service Pay and Pensions Act 2017 the balance will have pay restored by mid-2022.

240. Motion

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

Dublin South Health & Welfare

The ICTU group continues to try to develop effective arrangements to ensure that those members in Section 39 funded employments receive comparable conditions to those working in the public service.

The Head of the Health & Welfare division reported that this is for further discussion with Health Sector Employers.

241. Motion

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

CE Supervisors Branch

Fórsa and SIPTU met with Minister for Public Expenditure and Reform, Michael McGrath, TD, on 29th July 2020 to discuss the long standing pensions issue for Community Employment Supervisors. The Minister directed his senior officials to interact with the unions on the matter and some initial meetings have since been held to progress this long standing issue. The unions are continuing their lobbying campaign on the issue in the meantime.

242. Motion

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

In that context this Conference demands the following.

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

FGE branch

These issues are being prioritised in our approach to any public service pay talks.

243. Motion

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

Cork Health & Local Government branch

The union is continuing to work with ICTU to achieve this objective.

244. Motion

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

Boards & Voluntary Agencies branch

The union has supported the idea of setting up a sub-group of the ICTU Executive Council to address this topic and the Deputy General Secretary has been nominated to participate.

245. Motion

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

Boards & Voluntary Agencies branch

This issue remains an important campaigning priority for the union.

246. Motion

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

Revenue Executive Grades

The scheme as currently structured makes provision for post retirements events, including marriage. To change the scheme in the manner suggested would remove potential benefits from people in these circumstances.

247. Motion

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

Culture, Heritage & the Gaeltacht

The motion has been referred to the SORT project for consideration in the first instance and for the provision of advice to the NEC.

248. Motion

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

EASP Executive Grades

The union has been to the fore in pressing the case for a renewed form of social dialogue and the General Secretary raised the issue with An Taoiseach at a meeting in September 2020.

249. Motion

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

Revenue Executive Grades

The union side negotiated the conversion of the PRD to an ASC in an effort to protect public service pensions from further attack. As the position in relation to occupational pensions generally has not improved in the meantime such a claim would be unwise.

250. Motion

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

CSO Executive Grades

The union side negotiated the conversion of the PRD to an ASC in an effort to protect public service pensions from further attack. As the position in relation to occupational pensions generally has not improved in the meantime such a claim would be unwise.

251. Motion

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

CSO Executive Grades

The provision for actuarially reduced benefits for people leaving before normal retirement age was a specific recommendation of the Commission on Public Service Pensions. Described as cost neutral early retirement it is designed to reflect the cost to the state of paying benefits earlier. There is little likelihood of securing a provision for earlier retirement with full benefits in circumstances where public policy is to increase retirement ages.

252. Motion

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

EASP Executive Grades

The union side will endeavour to achieve this objective in any talks.

253. Motion

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

EASP Executive Grades

It is not clear what is involved here. There are transfer schemes which enable the transfer of service in most instances.

254. Motion

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

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

EASP Executive Grades

The PRD was converted into an ASC as part of the PSSA collective agreement. This was accepted on the basis that it was important to protect public service pensions from further attack. Such a claim would be unwise and potentially counterproductive. The reversal of additional hours is a top priority for the union.

255. Motion

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

CSO Executive Grades

Refer to the Civil Service Divisional Executive Committee to pursue.

256. Motion

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

Laois Health & Local Government

This was referred to divisions to raise with employer bodies and employers as appropriate.

257. Motion

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

NETB branch

This was referred to divisions and to the Equivalent Grades Committee for action.

258. Motion

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

Sligo CS Clerical

This was referred to divisions and to the Equivalent Grades Committee for action.

259. Motion

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

Athlone CS Clerical

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

260. Motion

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

Education & Skills Clerical Dublin

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

261. Motion

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

Garda Executive Grades

The issue of reversal of additional working time is a top priority for the union in any public service pay talks. The question of payment for additional hours worked is unrealistic and will not aid our main objective.

262. Motion

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

Clare Health & Welfare and Local Government

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

263. Motion

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

CSO Executive Grades

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

264. Motion

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

Legal and Professional

The union is developing a policy paper to aid negotiations on flexible working hours and related issues in the light of the exceptional arrangements that resulted from the Covid-19 pandemic.

265. Motion

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

Revenue Executive Grades

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

266. Motion

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

Buncrana Clerical

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

267. Motion

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

State Laboratory

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

268. Motion

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

Garda Executive Grades

The issue of reversal of additional working time is a top priority for the union in any public service pay talks. The outcome will be reported to members.

269. Motion

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

Higher Education branch

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

270. Motion

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

PSO Sligo Clerical

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

271. Motion

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

Sligo Health and Local Government

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

272. Motion

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

Cork Health & Local Government branch

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

273. Motion

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

DAFM Executive Grades branch

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

274. Motion

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

Dublin Hospitals' branch

The issue of reversal of additional working time is a top priority for the union in any public service pay talks.

275. Motion

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

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

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

Taoiseach Executive Grades

The issue of reversal of additional working time is a top priority for the union in any public service pay talks. The NEC will have to decide its attitude to any outcome.

276. Motion

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

EASP Executive Grades

There is an annual review of T&S rates in accordance with agreed formulae. This reflects cost increases in the various factors involved.

277. Motion

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

EASP Executive Grades

There is an annual review of T&S rates in accordance with agreed formulae. This reflects cost increases in the various factors involved.

278. Motion

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

EASP Executive Grades

There is an annual review of T&S rates in accordance with agreed formulae. This reflects cost increases in the various factors involved.

279. Motion

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

Kildare Health

The divisions were asked to consider the feasibility of such a claim.

The Head of the Health & Welfare division reported that this is for further discussion with Health Sector Employers.

280. Motion

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

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

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

Changes in sick pay arrangements resulted from binding Labour Court recommendations. If there are specific issues related to the application of the CIP we can seek to address those. In many instances we have managed to do so.

281. Motion

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

CSO Executive Grades

The motion was referred to the Civil Service Divisional Executive Committee.

282. Motion

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

EASP Executive Grades

The divisions were asked to confirm current arrangements and to consider lodging claims as appropriate.

283. Motion

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

EASP Executive Grades

The motion was referred to the Civil Service Divisional Executive Committee.

284. Motion

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

FGE branch

Changes in sick pay arrangements resulted from binding Labour Court recommendations.

285. Motion

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

Clare CS Clerical

Changes in sick pay arrangements resulted from binding Labour Court recommendations.

286. Motion

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

Clare CS Clerical

Divisions were asked to consider raising the issue mindful of the position reported under motions 125 and 130.

287. Motion

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

Cavan Health & Local Government

Divisions were asked to consider and to take action if deemed appropriate.

288. Motion

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

Revenue Executive Grades

This was referred to the health and safety sub-committee for advice in the first instance.

289. Motion

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

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

Longford General Clerical

The Head of Civil Service division reported that in relation to circular 07/2019 on skip increments, there was an Agreement between Fórsa and Government and is unlikely to be changed. The dates set in the circular were all we could achieve in negotiation.

290. Motion

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

Revenue Executive Grades

This was referred to the membership service sub-committee for advice in the first instance.

291. Motion

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

CSO Executive Grades

This was referred to the training sub-committee for consideration/advice in the first instance.

292. Motion

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

Buncrana Clerical

It was agreed to Action in context of day to day operational management.

293. Motion

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

CSO Executive Grades

The Communications Unit is actively considering this matter in the context of the Covid-19 experience and in the context of its contributions to the 'digital strategy' review being conducted under the SORT programme.

The Head of Civil Service division reported that regarding publication of the union magazine online, whatever about the main union publication, 2 editions of the Civil Service magazine have been published online this year, they are not being printed.

294. Motion

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

Kilkenny Health and Local Government branch

It was decided to consider this in the context of ongoing work to develop a new membership system.

295. Motion

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

Kilkenny Health and Local Government branch

It was decided to consider this in the context of ongoing work to develop a new membership system.

296. Motion

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

Dublin South Health & Welfare

This was referred to divisions to negotiate on a case by case basis.

The Head of the Health and Welfare division reported that this is currently recognised for secondment arrangements.

297. Motion

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

Kildare Health

This was referred to divisions to negotiate on a case by case basis.

The Head of the Health and Welfare division reported that this is currently recognised for secondment arrangements.

298. Motion

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

Kildare Health

This was referred to the Health and Welfare Divisional Executive Committee.

The Head of the Health and Welfare division reported that this is for further discussion with Health Sector employer.

299. Motion

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

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

everyone. Removing this disparity is essential if we are to state our unequivocal commitment to these principles.

Cork Health & Local Government branch

The branch indicated that it wished to withdraw the motion as it was being addressed through the agreement reached on skipping scale points.

300. Motion

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

Education & Skills Clerical Dublin

It was decided to consider this in the context of ongoing work to develop a new membership system. It was also agreed to develop an organogram for union staff/structures.