



FORSA



LOCAL GOVERNMENT AND LOCAL SERVICES DIVISION

2019-2021
Biennial Conference

AGENDA

12th May 2021

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Conference timetable

09.00	Registration opens	12.35	Motion 9: More Power To You
10.00	Conference opened by Cathaoirleach	12.45	Conference adjourns
10.10	Adoption of general Standing Orders	14.00	Conference resumes
10.15	Adoption of Standing Orders Committee reports	14.00	Kevin Callinan, Fórsa General Secretary
10.20	Declaration of election results by Returning Officer, Rose Marie Conroy	14.15	Motion 10: Building Momentum
10.25	Guest speaker: Mads Samsing, President EPSU Local and Regional Government	14.20	Motions 3 and 23: Recruitment (common debate)
10.35	Local government and local services mapping pilot video	14.30	Motions 1 and 11: Traveller accommodation and public housing (common debate)
10.40	Sean Reid, Cathaoirleach,	14.40	Guest speaker: Liam Berney, ICTU
10.50	Report of the Divisional Executive Committee	14.45	Motions 6, 18, 24 and 25: Remote working (common debate)
11.00	Guest speaker: Anna Perry, Director, Workplace Relations Commission	15.05	Motions 14 and 16: Flexible working (common debate)
11.10	Peter Nolan, Head of Division	15.15	Motion 15: Reckonable service
11.25	Motion 7, Irish Water	15.20	Motion 20: Parental leave
11.45	Motions 2, 8, 12, 13: job evaluation and grading (common debate)	15.25	Guest speaker: Andrew Barnes, 4-Day Week Global
12.05	Motions 4 and 5: Covid-19 (common debate)	15.35	Motion 21: Surviving spouse pension
12:15	Michael Smith, President Fórsa	15.40	Emergency/guillotined motions
12.25	Motion 19: Member engagement	16.10	Closing business
12.30	Video: More Power To You	16.20	Conference closes



Standing Orders Committee

Civil Service Division

Helen Lundy

Education Division

Eileen Coman

Audrey Warren

Health and Welfare Division

Gerry Foley (Chairperson)

Jennifer Verling

Local Government and Local Services Division

Rose Marie Conroy (Returning Officer)

Stephen Murphy

Municipal Employees' Division

Thomas Kavanagh

Michael Kieran

Services and Enterprises Division

Anna Farrell

Teresa Kearns (Vice-Chairperson)

General standing orders for conference

1. These standing orders shall be read in conjunction with the constitution of the union. If there is conflict on meaning then the constitution shall prevail. ***They should also be read in conjunction with guidance to be distributed on the manner in which conference 2021 will be managed.***
2. The Standing Orders Committee shall recommend the timetable for conference and the order in which motions and amendments submitted shall be taken. When the time allotted to a group of motions has elapsed, the chairperson shall allow the debate in progress to finish. S/he shall then proceed to the next group of motions, thus guillotining any remaining motions in the current section. Such guillotined motions may be taken up by the chairperson later in conference as time permits. Otherwise they are automatically referred to the appropriate executive committee.
3. Unless otherwise decided by Conference, only one motion may be before Conference for discussion at any time.
4. Individual motions and amendments should be proposed by a speaker from the appropriate executive committee or from the branch which gave notice of the motion or amendment. Where no delegate of that branch is present, the motion may be proposed by any other member of Conference. In the case of motions in common debate, all motions and amendments shall be deemed to be formally proposed, unless the Conference has been given advance notice that the proposer of a motion or amendment does not wish it to be proposed. There is no requirement for any motion or amendment to be seconded. Once the agenda has been adopted, motions may only be withdrawn with the agreement of Conference.
5. Only members of Conference as defined by Rules 16(i) and 20(ii) of the equivalent grade committee representatives as defined in Rule 25(ii)(e) of the Constitution may address Conference¹. This rule shall not preclude the Standing Orders Committee from making recommendations to Conference, which shall be considered immediately by Conference.
6. Unless otherwise agreed by Conference, no member shall address Conference unless s/he is proposing or speaking to a motion or amendment or
 - (i) is raising a point of order; or
 - (ii) is raising a point of fact; or
 - (iii) is delivering the chairperson's address.
7. All speakers should address Conference only when asked to do so by the chairperson, and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant Executive Committee and members of staff will be limited to three (3) minutes when clarifying points or answering questions.

1 In accordance with rule 20(iv) and with the exception of the casting vote of the conference chairperson, only delegates and members of the divisional Executive Committee may vote at conference.

8. Where several motions and/or amendments submitted deal with the same topic, Standing Orders Committee may produce a composite or comprehensive motion. If it is not possible to do this, there may be a common debate on the issue covered by the group of motions and/or amendments. The first speaker on behalf of the proposing branch or the first speaker on behalf of the DEC in the case of motions proposed by the DEC shall be deemed to be the proposer of the motion. Each proposer shall have a maximum of four (4) minutes. In the subsequent debate, no-one may speak more than once, but each speaker may refer to any of the motion(s)/amendment(s) then before Conference, up to a maximum of three (3) minutes. Proposers of motions taken in common debate shall, subject to the discretion of the conference chairperson, have the right of reply but only in respect of the motion proposed by her/him and the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. When the chairperson is satisfied that sufficient time has been allowed for debate, each motion and/or amendment shall be voted on separately in accordance with the relevant Standing Orders Committee report.
9. Amendments to amendments may not be moved, even under the terms of Rules 17(ix) and 21(ix) of the constitution.
10. Except as otherwise provided, no member of Conference shall speak to a motion more than once. For the purpose of this standing order, an amendment to a motion and a motion which has been amended shall each be considered to be a new motion.
11. Subject to the discretion of the conference chairperson, the proposer of a substantive motion, not in common debate, shall have a right to reply immediately before the motion is put to Conference, provided that opposition has been expressed or clarification has been requested. However, the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. The proposer of an amendment shall not have a right of reply.
12. The following types of motion may be moved at any time:
 - i. Motion to "refer to the National Executive Committee or Divisional Executive Committee." The chairperson of Conference will then ask the proposer of the motion or amendment if s/he agrees. If not, there will be a short debate on the motion to refer, before Conference decides the issue by voting. If the motion to refer is defeated, the original debate will continue.
 - ii. Motion "that the question be now put." This motion may only be put to Conference if the chairperson is satisfied that a reasonable amount of time for debate has been allowed. If the chairperson is so satisfied, the motion shall be put without discussion.
 - iii. Motion "that Conference proceeds to next business." After this motion has been moved the proposer of the motion/amendment under discussion has the right to speak briefly against the procedural motion, which shall then be put without further discussion. If it is defeated, debate shall continue on the original motion/amendment.
 - iv. Motion to "suspend standing orders." Such a motion shall state the purpose and period of time for which standing orders shall be suspended. This procedural motion must be passed by three-quarters of the delegates present and voting to be adopted.
13. If two or more members of Conference wish to speak, the chairperson will call on the members whom s/he first observes, except that when a member of the Standing Orders Committee proposes to speak, s/he shall be the next to speak.
14. If, in the opinion of the chairperson, grave disorder has arisen, s/he may at her/his discretion, adjourn the meeting for a specified time.
15. Mobile phones may not be used while conference is in session.
16. No literature, other than conference documents - agenda, minutes and reports - may be circulated to the conference without the express advance approval of Conference by a simple majority of delegates present and voting.

Electronic voting arrangements

Elections to divisional officer, executive and SOC positions 2021

1. Following a decision by the NEC, the 2021 elections to divisional officer, executive and SOC positions are being conducted through electronic ballots, which will take place in advance of conference.
2. Under rule, branch voting entitlements are set on the basis of branch membership in the division as a proportion of total divisional membership. This is calculated on the basis of branch membership on 31st December 2020. Details of individual branch voting entitlements were sent to branches by email on 3rd March 2021, with a 12th March 2021 deadline for the submission of queries or challenges.
3. The entire branch voting entitlement for the elections will be allocated to a single branch principal delegate, who will receive unique voter codes. These will be sent via email to the principal delegate's email address, as provided to the union by the branch. It is, therefore, essential that the names and full contact details of principal delegates are submitted to the relevant head of division as requested.
4. Under rule, members of each DEC are also entitled to vote. They will also receive a unique voter code, which will be sent via email to the email address provided to the union by the DEC member.
5. Each division will have up to five separate elections (the precise number depends on the number of nominations to positions):
 - a. Chair/Cathaoirleach
 - b. SOC members
 - c. Vice Chair/Leas Cathaoirleach
 - d. Divisional Executive Committee members
 - e. Third seat on NEC.
6. The names of nominees for the positions, and the numbers of positions available, are set out in the provisional agendas and final agendas.
7. The (up to) five elections in each division will be held sequentially, so that principal delegates and DEC members know the outcome of each contest before the next commences. Where appropriate, the electronic ballot papers will be amended to reflect the outcome of previous elections and (where possible) any withdrawals from contests.
8. A ballot timetable was circulated to branches.
9. Each principal delegate will be circulated with a number of unique voter codes that reflects the branch voting entitlement. For example, if the branch is entitled to 20 votes, its principal delegate will receive 20 unique voter codes. This allows for principal delegates to divide their votes among candidates if they want to.

10. Once the unique voter codes are despatched, responsibility for their safety and security passes to the principal delegate or NEC member.
11. The same unique voter codes should be used in each separate election within each division. They can only be used once in each separate election. (Note that it will be possible to cut and paste the codes into the appropriate place on the electronic voting platform.)
12. Principal delegates and DEC members will receive email notification, and a link to the voting platform, as each separate election opens. In any case, they should familiarise themselves with the ballot timetable set out below.
13. The PR method used in the ballot is exactly the same as that used in previous Fórsa elections for officer, executive and SOC positions. It is the Seanad Éireann PR election system.
14. The electronic voting platform has been established, and is operated by, an external independent supplier called Mi-Voice, which is registered in the UK and Ireland and used by scores of Irish and UK-based trade unions. Mi-Voice is a UK-Government approved trade union scrutineer with years of experience operating in a legal environment that requires all significant union ballots to be conducted by independent third parties.
15. It is a secret ballot. Neither candidates, branches, principal delegates, DEC members nor union officials and staff will receive any data on whether or how individual branch votes are cast. The only data available will be aggregate data on the outcomes of each election and (where relevant) its individual counts.
16. The outcome of each election will be made known to candidates in the first instance. Branches will then receive the results prior to the commencement of the next election. The outcome of all the ballots will be declared at the appropriate divisional conference.
17. The departures from normal election procedures are prompted only by the extraordinary restrictions imposed by the Covid-19 pandemic. They do not represent any new precedent or permanent departure from normal conference or electoral procedures and practices.

Proportional representation system

There are various different electoral systems used in different countries and organisations to achieve what are considered in those areas to be democratic outcomes. The UK has the first past the post system in single seat constituencies where the person with the largest vote – even if well below 50% – gets elected. In France, there are often two rounds – the first to eliminate those other than the top two – and the second round where one candidate must get a majority to win. In Ireland, we have multi-seat constituencies with a system of proportional representation (PR) with transferable votes. This applies if your first (or second etc.) choice is not elected or is elected with a surplus of votes. The ‘left over’ votes are then transferred to other candidates of your choice. There are some differences between the PR system used for Dáil elections and those used for Seanad elections – where the Panel elections and University Seat elections use further variations of the PR system. Some years ago, the former IMPACT decided on a hybrid version close to the Seanad Panel election system where each vote is treated as being equal to 1,000 votes. CPSU and PSEU operated broadly equivalent arrangements. While the Fórsa system is designed specifically for NEC and DEC elections it can be used for elections at branch and other levels. Branches and vocational groups are, of course, free to use any of the other Oireachtas models of PR should they wish.

Ballot paper

In any election it is important that the ballot paper is accurate, with candidates listed in alphabetical order (by surname, then first name).

While the ballot paper may give instructions as to how to vote (e.g. mark, 1, 2, 3 etc. opposite each candidate in order of your choice), the ballot paper may not contain any advice or recommendation as to who to vote for.

All ballot papers should have security features. This applies especially where postal ballots are used or when voters have possession of ballot papers for a period before the vote. Security features could include a ‘punched’ watermark, different coloured ink/paper, signatures of returning officers and/or other features that make them difficult to reproduce.

The system of distribution of ballot papers must also ensure that only those eligible to vote receive ballot papers, and that nobody can receive more than one ballot paper. The ballot papers should be placed in a sealed box, which is stored safely until the count. Postal ballots received should be placed on arrival in the count centre in a sealed container. It is essential that the ballot paper cannot identify the voter.

Returning Officer

A Returning Officer, preferably agreed, should be appointed in every case as decisions may be required in relation to

- The validity of ballots
- The order of distribution of surpluses or
- The elimination of candidates or
- In relation to requests for recounts.

While the Returning Officer may be assisted by various scrutineers (vote counters), only the Returning Officer can make decisions. Everyone else is there to assist only.

Valid ballot papers

One of the first jobs of the Returning Officer is to identify any spoiled or invalid ballot papers. The latter includes 'forgeries' or any ballot paper that does not carry the security marks. All photocopies of ballot papers are considered to be invalid.

Spoiled votes are those where the ballot paper either does not contain any votes (but might include uncomplimentary remarks) or does not clearly indicate a preference (e.g. more than one candidate with the same preference or 'X' etc. marked against them). A ballot paper may be deemed valid for the first or second preferences but invalid for subsequent counts (e.g. ballot paper marked 1, 2, 3, 3, 3. This identifies the first two preferences but not subsequent preferences).

First count

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

The quota

The quota is calculated by adding all of the valid first preference votes and dividing that number by the number of places to be filled plus one (ignoring any fractions), and then by adding one to the result. For example, if the number of valid votes was 100,000 (100 votes at value of 1,000 each) and the number of seats to be filled was 4, the quota is 20,001 ie $[100,000 \div (4+1) + 1]$.

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

Distribute or eliminate?

The biggest causes of confusion in the PR system are:

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

In one-seat elections, e.g. union president, treasurer, chairperson of division, this is easy. If one candidate exceeds the quota (50% plus 1 in this case) he/she is elected. If no candidate reaches the quota, then the candidate with the lowest number of votes is eliminated. More than one candidate may be eliminated at the same time; if for example, the total of the bottom two candidates does not exceed the votes of the next highest candidate.

In the single seat election, the lowest placed candidates are eliminated in order and their second preferences (or third preferences etc., if their second preference candidates are already eliminated) are transferred until one candidate either reaches the quota or only two candidates remain in the race. In the latter situation the candidate with the highest vote is deemed to be elected without reaching the quota. The ballot papers to be physically transferred in the case of eliminated candidates are the actual ballot papers showing the next highest preference. Where there is no remaining preference, then the vote is non-transferable.

However, where there is more than one position to be filled, the position becomes more complex.

In multi-seat elections (e.g. union vice president, 'ordinary' DEC members), the likelihood is that a number of candidates will exceed the quota on the first count. The surpluses in these cases may be very small in each case. The issue for the Returning Officer is to decide whether to eliminate one or more candidates or whether to distribute the surplus(es).

The Returning Officer will distribute the surplus(es) where the total value of all surpluses to be distributed exceeds the difference in votes between the lowest two candidates. This may alter the order of these lowest candidates and in particular the order in they might be eliminated or moved up the list. The Returning Officer will distribute all surplus(es), (where available) before anybody is eliminated. When each surplus is distributed the lowest candidate will be eliminated.

The order in which surpluses are distributed is as follows:

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

The order in which candidates are eliminated is as follows:

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

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

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

Physical transfer of ballot papers

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

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

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

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

Elected without reaching the quota

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

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

Result sheet

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

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

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

Re-count

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

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

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

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

Fórsa conference election procedures

Rule 19 covers the divisional executive and its officers.

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

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

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

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

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

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

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

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

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

Standing Orders Committee report No.2

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

1. Conference timetable

The foregoing timetable for conference is recommended.

2. General standing orders

The foregoing General Standing Orders are recommended.

Where branches or the DEC have queries or wish to seek changes to General Standing Orders or to SOC reports they are asked to raise these in writing (soc@forsa.ie) with the SOC as soon as possible and, in any event, not later than one week prior to conference.

3. Motions received

Twenty-five (25) motions were received by the deadline and twenty-three (23) are included on the agenda.

4. Motions considered as out of order

Motions seventeen (17) and twenty-two (22) are considered out of order.

Motion 17 is out of order as it cannot be implemented. Conference arrangements have already been decided.

Motion 22 is out of order as it is not in the form of a motion to conference.

5. Advisory motions

In accordance with the rule, and until otherwise determined by national conference, each divisional conference shall determine policy on pay, conditions and other matters affecting only the members in the division. However, divisional conferences may also consider other matters provided that they are not matters which are of sole concern to the members of another division, or which conflict with policy as previously determined by the union conference. Decisions of divisional conference in relation to such matters have the status of recommendations to the National Executive, who shall decide on any action to be taken.

Where a motion covers a matter that has, or could have, both divisional and central (ie, more than one division) dimensions, it is recommended that unless the substance or text of that motion clearly requires otherwise, it should be presumed that it is intended by the proposers as a matter for action at divisional and not at central level within the union. As such, motions in this category would not be deemed to fall into the category of advice to the NEC. However, such motions cannot be portrayed as deciding anything other than divisional policy on the issues covered.

6. Amendments received

No amendments were received and no amendments were received late.

7. Composite motions/amendments

There are no composite motions. No amendments were received.

8. Common debates

It is recommended that the following motions be taken in common debates:

2, 8, 12, and 13

1 and 11

3 and 23

4 and 5

6, 18, 24 and 25

14 and 16

9. Guillotined motions

These will be taken during conference at the end of other sections if time permits, with the balance, if any, of guillotined motions being taken at the end of conference.

It is recommended that guillotined motions be taken in the order they were guillotined, with all guillotined motions in a section being completed before moving to the next set of guillotined motions.

10. Emergency motions

Branches are asked to advise the SOC of any emergency motions as soon as possible so that these might be included in a Standing Orders Committee report to conference. Branches are reminded that emergency motions should only be submitted on issues that have occurred since the deadline for receipt of motions. Any branch who wishes to submit an emergency motion should send it to soc@forsa.ie.

11. Withdrawal of motions

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

12. Officer elections and votes

There are no elections required for the vacant positions in the Local Government and Local Services Division.

13. Conference votes

Guidance on the conduct of votes at the conference will be circulated separately to delegates.

14. Standing Orders Committee

The Standing Orders Committee for the Local Government and Local Services Division will be Rose Marie Conroy (Chair), Gerry Foley, Stephen Murphy, Jennifer Verling and Audrey Warren. However, these will be assisted by other members of the national SOC as necessary at the divisional conference.

Nominations

CATHAOIRLEACH/CHAIRPERSON (1)

Julie Flood (Dublin City Local Government)

Nominating Branch

Cavan Health & Local Government
Clare Health & Local Government
Donegal Local Government
Dublin City Local Government
Dun Laoghaire Rathdown
Fingal
Galway Health & Local Government
Kerry Health & Local Government
Laois Health & Local Government
Longford Health & Local Government
Louth Health & Local Government
Offaly Health & Local Government
Sligo Health & Local Government

LEAS-CATHAOIRLEACH/VICE-CHAIRPERSON [1]

Michael Whyms (Fingal)

Nominating Branch

Cavan Health & Local Government
Clare Health & Local Government
Donegal Local Government
Dublin City Local Government
Dun Laoghaire Rathdown
Fingal
Galway Health & Local Government
Kerry Health & Local Government
Laois Health & Local Government
Longford Health & Local Government
Louth Health & Local Government
Offaly Health & Local Government

THIRD DIVISIONAL REPRESENTATIVE ON NEC [1]

Padraig McGivney (Cavan Health & Local Government)

Nominating Branch

Cavan Health & Local Government
Clare Health & Local Government
Dublin City Local Government
Dun Laoghaire Rathdown
Fingal
Kerry Health & Local Government
Laois Health & Local Government
Longford Health & Local Government
Louth Health & Local Government
Offaly Health & Local Government

DIVISIONAL EXECUTIVE COMMITTEE [13]

Tom Browne (Galway Health & Local Government)

Nominating Branch

Galway Health & Local Government
Kerry Health & Local Government
Offaly Health & Local Government

Pat Considine (Clare Health & Local Government)

Clare Health & Local Government

Finbarr Keaney (Leitrim Health & Local Government)

Galway Health & Local Government
Kerry Health & Local Government
Longford Health & Local Government

Ray Kennedy (Offaly Health & Local Government)

Galway Health & Local Government
Kerry Health & Local Government
Longford Health & Local Government
Offaly Health & Local Government

Ann Marie Maher (Laois Health & Local Government)

Kerry Health & Local Government
Laois Health & Local Government
Longford Health & Local Government

Padraig McGivney (Cavan Health & Local Government)

Cavan Health & Local Government
Clare Health & Local Government
Donegal Local Government
Dublin City Local Government
Dun Laoghaire Rathdown
Fingal
Kerry Health & Local Government
Laois Health & Local Government
Longford Health & Local Government
Louth Health & Local Government
Meath Health & Local Government
Offaly Health & Local Government

Bernard McNeely (Donegal Local Government)

Donegal Local Government
Dublin City Local Government

Liam O'Briain (Cork Health & Local Government)

Cork Health & Local Government
Kerry Health & Local Government

Gerry O'Quigley (Dun Laoghaire Rathdown)

Dublin City Local Government
Dun Laoghaire Rathdown
Fingal
Kerry Health & Local Government

Sharon Ryan (Wexford Health & Local Government)

Wexford Health & Local Government

Vinny Savage (Tipperary Local Government)

Dublin City Local Government
Kerry Health & Local Government
Tipperary Local Government

Seamus Smith (Kerry Health & Local Government)

Dublin City Local Government
Galway Health & Local Government
Kerry Health & Local Government

Catherine White (South Dublin)

Dublin City Local Government
Dun Laoghaire Rathdown
Fingal
Kerry Health & Local Government
South Dublin

STANDING ORDERS COMMITTEE [2]

Kathryn Collins (Cork Health & Local Government)

Rose Marie Conroy (Fingal)

Nominating Branch

Cork Health & Local Government
Kerry Health & Local Government

Dublin City Local Government
Fingal

Motions

Motion 1: Dún Laoghaire Rathdown Branch

This Conference notes the ongoing barriers that Travellers face in accessing services, and recognises that this is part of a wider issue which sees Travellers continue to face prejudice, discrimination and social exclusion.

This Conference notes the failure of many local authorities to provide appropriate housing for members of the Traveller community.

This Conference supports the findings of the 2019 Traveller Accommodation Review Group which recommended that local authorities establish Traveller Accommodation Strategic Policy Committees, made up not only of elected representatives but also including Traveller representatives.

This Conference calls on the Local Government DEC to campaign for the immediate establishment of Traveller Accommodation Strategic Policy Committees.

Withdrawn Amended Carried Not Carried Remitted

Motion 2: Cavan Health & Local Government Branch

That this Conference directs the Divisional Executive Committee to establish a working group to lobby local government employers to review and regrade the tenant liaison/housing liaison officer posts. The post holders are currently doing similar work across the country and yet are paid at different grade levels in different counties.

A union-established working group can assist with making the case for fair and equal working conditions and pay, commensurate with the responsibilities and duties of the post.

Withdrawn Amended Carried Not Carried Remitted

Motion 3: Cavan Health & Local Government Branch

That this Conference directs the Divisional Executive Committee to demand more transparency and independence in the recruitment of clerical and administrative grades across local government. The use of retired officials to conduct interviews is an outdated and non-transparent mode of recruitment. Such officials make a career out of the interview circuit after they retire, and in some instances finish up interviewing former colleagues, leading to a conflict of interest and bringing the recruitment process into disrepute.

Withdrawn Amended Carried Not Carried Remitted

Motion 4: Divisional Executive Committee

Conference commends the work of local authority workers in providing much-needed response to vulnerable members of society throughout the Covid-19 pandemic. All local authority workers, including water services, fire and emergency services, housing departments, civil defence, veterinary services, parks and libraries have continued to provide services to the best extent possible, despite the enormous challenges posed by Covid-19.

Withdrawn Amended Carried Not Carried Remitted

Motion 5: Divisional Executive Committee

Conference acknowledges the heroic work undertaken by Fórsa members in the health and welfare services, together with other health service workers and private sector supply chain workers, for their unflinching sacrifices made throughout the pandemic.

Withdrawn Amended Carried Not Carried Remitted

Motion 6: Divisional Executive Committee

Conference asserts that much of the work of members of the Local Government and Local Services Division is capable of being undertaken remotely. Conference welcomes the publication of Fórsa's policy paper on remote working and calls on the incoming Divisional Executive Committee to urgently seek the implementation of a fair, objective and balanced scheme of remote working within the sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 7: Divisional Executive Committee

Conference views with grave concern government proposals for the future of water services. Conference endorses the Divisional Executive Committee strategy of engaging with the Workplace Relations Commission based on the four-stranded approach which stipulates non-compulsory conscription of local authority workers to a new employer, the constitutional protection of public water services, proper governance structures of any single water services entity and renewed support for local government services.

Withdrawn Amended Carried Not Carried Remitted

Motion 8: Divisional Executive Committee

That this conference deplores the failure of local government employers to provide an agreed job evaluation scheme for local government workers similar to that which applies in the health service, the higher education sector and Tusla. Local authorities suffered the greatest reduction of numbers of employees during the austerity era, which has resulted in significant grade drift in the sector. This conference asserts that local authority workers deserve no less favourable treatment than colleagues in the other named sectors.

Withdrawn Amended Carried Not Carried Remitted

Motion 9: Divisional Executive Committee

Conference notes independent reports attest to the fact that Ireland has the weakest system of local government in Europe. Conference welcomes the second phase of the inter-union More Power to You Campaign, which will actively lobby to ensure the expansion of local government services.

Withdrawn Amended Carried Not Carried Remitted

Motion 10: Divisional Executive Committee

Conference notes the implications for local authorities of the 'service delivery options' annex of successive national agreements, including Building Momentum. Conference welcomes the Divisional Executive Committee's initiative to ensure that local branches within the division are notified by employers when existing outsourced contracts are due to expire. Conference requests the incoming Divisional Executive Committee to engage with the National Executive Committee to develop a comprehensive policy and campaign to oppose outsourcing.

Withdrawn Amended Carried Not Carried Remitted

Motion 11: Divisional Executive Committee

Conference opposes any attempts to dispose of public land to private developers as a method of meeting demand for housing.

Withdrawn Amended Carried Not Carried Remitted

Motion 12: Divisional Executive Committee

That this conference acknowledges that the field of competition for posts at senior executive officer level in local authorities is significantly inferior to those of similar grades in the civil service, education and health sectors. Conference calls on the union to vigorously pursue a claim similar to that successfully achieved by Fórsa for promotion to grades IV to VII.

Withdrawn Amended Carried Not Carried Remitted

Motion 13: Laois Health & Local Government Branch

The Laois branch calls on the incoming DEC to pursue a national review of allowances and conditions for water safety development officers, which had not been reviewed since 1997.

Withdrawn Amended Carried Not Carried Remitted

Motion 14: Laois Health & Local Government Branch

The Laois branch calls on the incoming DEC to pursue the implementation of the full suite of family-friendly working arrangements, including flexitime, as passed by Divisional Conference 2019.

Withdrawn Amended Carried Not Carried Remitted

Motion 15: Galway Health & Local Government Branch

That this division seek agreement with our employers that all relevant service by an employee is reckonable for incremental purposes, including an employee's prior service where a break in public service employment has occurred.

Withdrawn Amended Carried Not Carried Remitted

Motion 16: Tipperary Local Government Branch

Conference calls on the Divisional Executive to ensure that, when staff have returned to the office and flexitime is restored, it is also restored for those staff members who are forced to operate a hybrid pattern of working from home and working in the office because of limited office accommodation.

Withdrawn Amended Carried Not Carried Remitted

Motion 18: Dún Laoghaire Rathdown Branch

This conference recognises that the way people work has changed dramatically in the last 12 months. This conference further recognises the benefits that remote working has delivered to our members, and the wider environmental benefits that accompany this.

This conference agrees that a formal remote working policy is required that will ensure that members can continue to enjoy the benefits of remote working, while also addressing some of the difficulties, including access to facilities and the increased cost of being home-based.

This conference also agrees that any national discussions on the issue should include seeking the expansion of the tax relief for costs associated with remote working.

Withdrawn Amended Carried Not Carried Remitted

Motion 19: Dún Laoghaire Rathdown Branch

This conference acknowledges the difficulties that remote working has presented for Fórsa locally and nationally in its engagement with members. This conference notes, however, the importance of finding ways to ensure that members can engage with the union in a meaningful manner.

This conference agrees that facilitating direct participation by members should be one of the main priorities of both local branches and the union centrally, and that the union should explore ways to ensure that members are kept involved and informed.

Withdrawn Amended Carried Not Carried Remitted

Motion 20: Dún Laoghaire Rathdown Branch

This conference notes that current parent's leave arrangements whereby employers are not obliged to supplement the Department of Social Protection payment has contributed to the low take-up of the scheme.

This conference agrees that as a result of the low take-up, the paid parent's leave scheme introduced in 2019, extended in 2021, has failed to encourage greater gender equality.

This conference agrees that the union should campaign for the full top-up of salary for people on parent's leave by employers.

Withdrawn Amended Carried Not Carried Remitted

Motion 21: Dún Laoghaire Rathdown Branch

This conference agrees that the withdrawal of a surviving spouse's pension on remarriage or cohabitation with a new partner is unjust and that this practice should cease immediately.

This conference also agrees that payment of pension to a surviving partner should not be limited to people who are married or in civil partnerships, and should be expanded to include cohabiting partners.

This conference calls on the NEC to pursue these issues through the appropriate fora.

Withdrawn Amended Carried Not Carried Remitted

Motion 23: Cavan Health & Local Government Branch

That this conference calls on Fórsa to engage with local government employers to seek consultation on establishing fair and agreed protocols on any use of virtual meeting platforms, for the filling of job vacancies, or for promotional interview purposes. The union must seek agreement or oversight on the virtual interview process to ensure that applicants are not placed at a disadvantage, where they may have limited access to video enabled devices or internet access, or where due to technical or other reasons, the applicant is required make a timed presentation on related competencies, to an interview board that they cannot see.

Withdrawn Amended Carried Not Carried Remitted

Motion 24: Cavan Health & Local Government Branch

That this conference mandates Fórsa to engage with local government employer organisations to seek an extension of flexi-leave provisions to those working remotely.

Withdrawn Amended Carried Not Carried Remitted

Motion 25: Laois Health & Local Government Branch

The Laois branch calls on the incoming DEC to ensure that members working remotely are provided with all appropriate health and safety supports and equipment as provided in the workplace.

Withdrawn Amended Carried Not Carried Remitted

Motions ruled out of order

Motion 17: Meath Health & Local Government Branch

The Meath branch propose that the Divisional Executive Committee seek to have a wider participation in this year's divisional conference from the branch's who would have submitted conference motions and those who wish to participate in conference.

All valid motions received by the closing date should be heard at conference as proposed by their branch and speakers to motions should be able to put forward their motion and have speakers to same arranged on a virtual platform once strict time slots are allocated. This can be achieved by utilising the available technology that is now commonly used to arrange virtual conferences and seminars.

Withdrawn Amended Carried Not Carried Remitted

Motion 22: South Dublin Branch

I call upon this conference to actively seek the restoration of flexitime for members currently working remotely both full-time and part-time.

I also call upon this conference to seek future post pandemic remote working arrangements to enhance work life balance but not at a cost of flexi time to its members.

Withdrawn Amended Carried Not Carried Remitted

LOCAL GOVERNMENT AND LOCAL SERVICES DIVISION CONFERENCE 2021

Motion, amendment
and nomination
withdrawal forms

Fórsa local government and local services division conference 2021

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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

Election Nomination

Election Nomination

Election Nomination

Election Nomination

Election Nomination

Election Nomination

Election Nomination

Name of principal delegate

Signature of principal delegate

Date Time

SOC signature Date Time



Fórsa local government and local services division conference 2021

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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Signature of principal delegate

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Name of principal delegate

Signature of principal delegate

Date Time

SOC signature Date Time



Fórsa local government and local services division conference 2021

Motion, amendment and nomination withdrawal form

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[Please use BLOCK capitals]

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Fórsa local government and local services division conference 2021

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Signature of principal delegate

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Fórsa local government and local services division conference 2021

Motion, amendment and nomination withdrawal form

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[Please use BLOCK capitals]

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Fórsa local government and local services division conference 2021

Motion, amendment and nomination withdrawal form

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Name of principal delegate

Signature of principal delegate

Date Time

SOC signature Date Time



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