

FØRSA



HEALTH AND WELFARE DIVISION

2019-2021

Biennial Conference

AGENDA

26th May 2021

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Conference timetable

08.45	Registration opens	12.45	Motions 23, 25 and 29: Training allowance and professional development
09.30	Conference opened by Cathaoirleach	13.00	Conference adjourns.
09.40	Adoption of general standing orders	14.00	Conference resumes
09.45	Adoption of Standing Orders Committee reports	14.00	Guest Speaker
09.50	Declaration of election results by Returning Officer, Rose Marie Conroy	14.10	Motion 30: Policy: Mental health
09.55	Guest speaker	14.15	Motions 31, 32, 33, 34 and 35: Policy: Other
10.15	Address by Éamonn Donnelly, Head of Division	14.40	Composite Motion 1: (Motions 36, 37 and 38): CORU registration fee
10.30	Report of the Divisional Executive Committee	14.45	Motions 39 to 42: Policy: Other
10.40	Motions 1 and 2: Covid-19 and pandemic response	15:05	Composite Motion 2: (Motions 43 to 45): Hospital pharmacists review
10.50	Motions 3, 4 and 5: Health sector reform	15:10	Motions 46 to 49, 53 and 54: Pay and related
11.05	Motions 6, 8 and 9: HSCP strategy (Should be taken in common debate)	15.40	Motions 50 to 52: Pay restoration: Section 39/56
11.20	Motions 7, 10, 14 to 17, 19, 20: HSCP strategy and related	15.55	Motions 55, 56, 59, 60, 62 and 63: Clinical governance/line management: (Should be taken in common debate)
12.00	Motions 11, 12 and 13: Chief health and social care professional advisor post (Should be taken in common debate)	16:25	Motions 57, 58 and 61: PDS and other
12.15	Motions 18 and 21: Health and social care professional office (Should be taken in common debate)	16.40	Advisory Motions: 64-79
12.25	Motions 22, 24, 26 to 28: HSCP - Continuous professional development (CPD) (Should be taken in common debate)	17.40	Emergency/guillotined motions
		17.45	Closing business
		17.50	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. National Executive Committee seats.
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

Ninety-three (93) motions were received. Eighty-eight (88) motions received by the deadline and Seventy-nine (79) motions are included on the agenda. Five (5) motions (motions 89 to 93) were received late and are not eligible for discussion or debate.

4. Motions considered as out of order

Nine (9) motions (motions 80 to 88) are deemed to be out of order as they are contrary to Rule 40.

5. Advisory motions

Sixteen (16) motions (motions 64 to 79 inclusive) were considered by the SOC to be advisory. 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

A total of two (2) amendments were received by the deadline specified in Standing Orders Committee report No.1, being motions 64 and 73. No amendments were received late.

7. Composite motions/amendments

Two (2) composite motions are included on the agenda.

General Standing Order No.8 provides that the SOC may produce a composite or comprehensive motion where several motions or amendments submitted deal with the same topic. A composite motion is where the main items in the motions on the same topic are combined within it, while a comprehensive motion is one that is fully inclusive of all of the separate elements of each motion on the same topic. In general, the SOC tries to use the text of an actual motion submitted as the text for a composite motion, rather than to draft a separate motion.

8. Common debates

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

Motions 6, 8 and 9

Motions 11, 12 and 13

Motions 18 and 21

Motions 22, 24, 26, 27 and 28

Motions 55, 56, 59, 60, 62 and 63.

9. Guillotined motions

These will be taken during conference at the end of the 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 the booklet.

12. Officer elections and votes

The outcome of the elections held in advance of conference will be declared to conference by Returning Officer Rose Marie Conroy.

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 Health and Welfare Division will be Gerry Foley (Chair), Rose Marie Conroy (Returning Officer), Jennifer Verling, Helen Lundy, Theresa Kearns and Thomas Kavanagh. However, these will be assisted by other members of the national SOC as necessary at the divisional conference.

Nominations

CATHAOIRLEACH/CHAIRPERSON (1)

Clodagh Kavanagh (Cork H&LG Branch)

Bernadette Mooney (Dublin South H&W branch)

STANDING ORDERS COMMITTEE (2)

Gerry Foley (Westmeath H&W branch)

Don Meskell (Cork H&LG branch)

Clifford Perrins (Dublin South H&W branch)

LEAS CATHAOIRLEACH/VICE-CHAIRPERSON (1)

Andy Meaney (Waterford H&LG branch)

Bernadette Mooney (Dublin South H&W branch)

DIVISIONAL EXECUTIVE MEMBER (13)

Stephen Broderick (Dublin Hospitals branch)

Helen Canning (BVA branch)

Orla Carroll (Kilkenny H&LG branch)

Paula Cregg (Clare H&LG branch)

Michael Davis (Dublin North H&W branch)

Pat Fallon (Sligo H&LG branch)

John Hanily (Roscommon H&LG)

Nominating Branch

BVA, Cavan H&LG, Cork H&LG, Donegal H&W, Dublin Care Services, Kerry H&LG, Kildare Health, Kilkenny H&LG, Limerick Health, Longford H&W, Louth H&LG, Mayo H&LG, Sligo H&LG, Waterford H&LG

Dublin South H&W

Nominating Branch

Dublin Care Services, Kildare Health, Longford H&W, Louth H&LG

Cork H&LG, Kerry H&LG

Dublin South H&W

Nominating Branch

BVA, Cavan H&LG, Cork H&LG, Donegal H&W, Dublin Care Services, Kerry H&LG, Kildare Health, Kilkenny H&LG, Limerick Health, Longford H&W, Louth H&LG, Mayo H&LG, Sligo H&LG, Waterford H&LG

Dublin South H&W

Nominating Branch

Dublin Hospitals

BVA

Kerry H&LG, Kilkenny H&LG, Limerick Health, Longford H&W, Waterford H&LG

Clare H&LG

Dublin North H&W

Sligo H&LG

Roscommon H&LG

DIVISIONAL EXECUTIVE MEMBER (13) (continued)

Chris Harrison (Kildare Health branch)

Clodagh Kavanagh (Cork H&LG branch)

Andy Meaney (Waterford H&LG branch)

Patricia Mellisop (Offaly H&LG branch)

Bernadette Mooney (Dublin South H&W branch)

Padraig O'Brien (Dublin Care Services branch)

Jarlath O'Connor (Mayo H&LG branch)

Corrine Phelan (Galway H&LG branch)

Piarais Ryan (Limerick Health branch)

Michelle Spearman-Geraghty (Tipperary North H&C branch)

Daniel Sweeney (Donegal H&W branch)

Nominating Branch

Kerry H&LG, Kildare Health,
 Longford H&W, Waterford H&LG

Cork H&LG, Waterford H&LG

Waterford H&LG

Laois H&LG, Longford H&W, Offaly H&LG

Dublin South H&W

Dublin Care Services

Ballinasloe, Cavan H&LG, Mayo H&LG,
 Waterford H&LG

Waterford H&LG

Limerick Health

Tipperary North H&C,
 Waterford H&LG

Donegal H&W, Louth H&LG,
 Sligo H&LG, Waterford H&LG

NATIONAL EXECUTIVE COMMITTEE (NEC) (4 seats*)

Chris Harrison (Kildare Health branch)

Clodagh Kavanagh (Cork H&LG branch)

Andy Meaney (Waterford H&LG branch)

Bernadette Mooney (Dublin South H&W branch)

Jarlath O'Connor (Mayo H&LG branch)

Michelle Spearman-Geraghty (Tipperary North H&C branch)

Daniel Sweeney (Donegal H&W branch)

Nominating Branch

Kildare Health, Longford H&W

Waterford H&LG

Waterford H&LG

Dublin South H&W

Cavan H&LG, Mayo H&LG

Tipperary North H&C

Donegal H&W, Sligo H&LG

**Nominations for NEC seats are contingent on a candidate's election to the DEC.*

Motions

Composite Motion 1 (covering motions 36, 37 and 38): Dublin North Health & Welfare, Longford Health & Local Government and Cork Health & Local Government

Conference calls on Fórsa's Health & Welfare DEC to continue to advocate and to maintain the CORU registration fee at €100 for health and social care professional members into the future.

Composite Motion 2 (covering motions 43, 44 and 45): Health & Welfare DEC, Cavan Health & Local Government and Westmeath Health & Welfare

This Conference notes the huge collective effort which was required to bring about an agreement with the HSE on the review of hospital pharmacists, the original report of which was concluded in 2011. Conference notes that the agreement was balloted upon and accepted by Fórsa members in September 2020. Conference also notes that the implementation of this agreement would generate significant cost savings to the taxpayer. Conference demands that Fórsa takes whatever steps are necessary to ensure implementation of this agreement.

Motion 1: Health & Welfare DEC

This Conference pays tribute to the collective efforts of healthcare workers since the onset of the pandemic and acknowledges the remarkable contribution healthcare workers have made on behalf of the citizens of Ireland, under the most trying of circumstances. Among the many selfless contributions made by healthcare workers was the reassignment, with little or no notice, to immediate areas of need such as contact tracing and testing and redeployment to the nursing home sector. The courage and commitment of healthcare workers can be best seen in frontline essential services but also extends across many other non-frontline services which are also essential as a pivotal component of our health and social care services.

Withdrawn Amended Carried Not Carried Remitted

Motion 2: Boards & Voluntary Agencies

This Conference recognises the forgotten frontline workers of the pandemic: Home-carers, foster carers.

Withdrawn Amended Carried Not Carried Remitted

Motion 3: Health & Welfare DEC

The health pandemic, in the context of the Irish health services, has seen extra funding and investment provided for an acceleration of the implementation of the type of healthcare model envisioned in Sláintecare. The winter plan/pandemic response plan to spring 2022 provides for the creation of structures which would set about the application of a model whereby healthcare interventions in the community would reduce the over-reliance on an already overburdened acute hospital sector. Grades represented by Fórsa within our health and social care professional streams and our clerical/administrative and management streams are pivotal to the delivery of this new model of healthcare. Conference urges Fórsa to develop and activate strategies and campaigns to create an awareness, both within the healthcare and political systems of the need for Fórsa grades to be at the front and centre of this new emerging healthcare model.

Withdrawn Amended Carried Not Carried Remitted

Motion 4: South Tipperary Health & Community

That this Conference conveys its dissatisfaction with the inadequate funding and corporate governance of the Irish health service, whilst other publicly-funded projects are allowed to overrun original project estimated costs. The Health and Welfare Division of Fórsa take immediate action in discussions with government, to rectify such inadequacies.

Withdrawn Amended Carried Not Carried Remitted

Motion 5: South Tipperary Health & Community

This Conference directs that home helps and other community-based practitioners be adequately funded to provide adequate supports and assistance to facilitate our elderly and incapacitated members of society, to remain in their homes, as long as they wish.

Withdrawn Amended Carried Not Carried Remitted

Motion 6: Health & Welfare DEC

This Conference recommends that Fórsa develops a forward-facing strategy for health and social care professional grades in the context of the pivotal role that their professions will have in the evolution of a new model of healthcare as envisaged by Sláintecare. This strategy should envisage HSCPs being at the front and centre of this model of service delivery and should also incorporate the strengthening of the working relationship between Fórsa and the HSE HSCP office in addition to the establishment of an autonomous HSCP policy advisor within the Department of Health.

Withdrawn Amended Carried Not Carried Remitted

Motion 7: Health & Welfare DEC

This Conference recognises the important role that CORU plays in setting the standards that Fórsa health and social care professionals must meet on a daily basis. Conference calls on the Department of Health to provide adequate funding to CORU to enable them to meet their legislative requirements.

Withdrawn Amended Carried Not Carried Remitted

Motion 8: Ballinasloe

That conference requests FÓrsa IR officials to develop a strategy for all the HSCP professions included in the Expert Group report.

Withdrawn Amended Carried Not Carried Remitted

Motion 9: Limerick Health

This Conference requests FÓrsa IR officials to develop a strategy for the eight HSCP professions included in the Expert Group report.

Withdrawn Amended Carried Not Carried Remitted

Motion 10: Longford Health & Local Government

This Conference calls on the FÓrsa Health & Welfare DEC to implement with haste the Expert Group Review (2021) career structure posts including clinical specialist and advance practitioner posts across the HSE and Section 38/39 employers.

Withdrawn Amended Carried Not Carried Remitted

Motion 11: Dublin North Health & Welfare

This Conference requests that the incoming Health & Welfare DEC continues to lobby the leadership with the Department of Health for a chief HSCP advisor post. This chief HSCP advisor should be separate from the health employer with a reporting structure directly to the ministers.

Withdrawn Amended Carried Not Carried Remitted

Motion 12: Longford Health & Local Government

The Conference calls on the FÓrsa Health & Welfare DEC to continue lobbying leadership within the Department of Health for a chief health and social care professional advisor post. This chief health and social care professional advisor should be separate from the HSE and report directly to the ministers.

Withdrawn Amended Carried Not Carried Remitted

Motion 13: Cork Health & Local Government

That this Conference supports that ongoing lobbying of HSCP leadership within the Department of Health for a chief HSCP advisor post who reports directly to ministers (health minister, education minister and anyone else).

Withdrawn Amended Carried Not Carried Remitted

Motion 14: Louth Health & Local Government

This Conference asks that FÓrsa ensure all aspects of the primary care learner sites are evaluated fully and that outcome for clients, staff concerns/issues are included in this evaluation.

Withdrawn Amended Carried Not Carried Remitted

Motion 15: Louth Health & Local Government

This Conference asks that Fórsa delivers on a HSCP professional review of career structure with agreed time lines for implementation.

Withdrawn Amended Carried Not Carried Remitted

Motion 16: Clare Health & Local Government

That this Conference mandates the Health and Welfare Division of Fórsa trade union to progress the opportunity for staff grade HSCPs to claim upgrade to senior grade based on being long-term > 5 years in post and fulfilling senior grade role/job specification.

Withdrawn Amended Carried Not Carried Remitted

Motion 17: Cork Health & Local Government

This Conference seeks that all future pay deals provide and plan for the realisation and implementation of Expert Group Review (2021) career structure posts including: Clinical specialist and advanced practitioner posts across HSE and Section 38/39 employers. These grades are underrepresented in all services and must be implemented across the system to meet Sláintecare targets.

Withdrawn Amended Carried Not Carried Remitted

Motion 18: Longford Health & Local Government

The Conference calls on Fórsa's Health & Welfare DEC to expand and grow the formal relationship with HSE Health and Social Care Professional Office and the Health & Social Care Professional Alliance.

Withdrawn Amended Carried Not Carried Remitted

Motion 19: Louth Health & Local Government

This Conference asks Fórsa to call for the establishment of an independent health and social care professions advisory unit in the Department of Health.

- To provide the minister and department with the expert advice and support that it requires operating in a similar manner to the chief nursing office within the Department ensuring cost savings, efficiencies and reducing waiting lists
- To provide the necessary expertise and coordination of care to ensure a more collective and cohesive approach for health and social care
- To facilitate the development of advanced practice opportunities for HSCPs.

Withdrawn Amended Carried Not Carried Remitted

Motion 20: Louth Health & Local Government

This Conference asks Fórsa to call for the introduction of minimum safe staffing levels for health and social care professions services.

- This will cut waiting times for preventative, hospital, community and on-going care
- End the post code lottery for access to our services.

Withdrawn Amended Carried Not Carried Remitted

Motion 21: Cork Health & Local Government

This Conference requests that FÓrsa Health Division should expand and grow the formal relationship with HSE HSCP Office and Health & Social Care Alliance (HSCPA). This will ensure IR issues are considered in production of all future clinical care guidelines, working groups and position papers. A FÓrsa rep and HSCPA rep should be made obligatory for all HSCP development within HSE, eg, issues AON/SOP/PTA; New autism diagnostic document.

Withdrawn Amended Carried Not Carried Remitted

Motion 22: Offaly Health & Local Government

That this Conference calls on the Health Division in FÓrsa to negotiate continuous professional development (CPD) funding and training opportunities for health and social care professionals be allocated in line with the funding and opportunities available to nursing and medical colleagues.

Withdrawn Amended Carried Not Carried Remitted

Motion 23: Offaly Health & Local Government

That this Conference call on the Health Division in FÓrsa to restore the student training allowance to speech and language therapists post 2011.

Withdrawn Amended Carried Not Carried Remitted

Motion 24: Dublin North Health & Welfare

This Conference calls upon the incoming Health & Welfare DEC to negotiate with the health employers to establish a continuing professional development fund for CORU registered health and social care professionals in line with the costs of evidence-based clinical training.

Withdrawn Amended Carried Not Carried Remitted

Motion 25: Louth Health & Local Government

This Conference calls on FÓrsa to seek a training and development budget for HSCPs in line with NMPDU to develop clinical staff in the delivery of discipline specific therapy assessment and interventions.

Withdrawn Amended Carried Not Carried Remitted

Motion 26: Longford Health & Local Government

This Conference calls on the FÓrsa Health & Welfare DEC to negotiate clear continued professional development expense budgets for CORU-registered Health & Social Care Professional Alliance members in line with costs of evidence-based clinical training.

Withdrawn Amended Carried Not Carried Remitted

Motion 27: Cork Health & Local Government

This Conference seeks Fórsa to negotiate clear CPD expense budgets for members annually (for CORU-registered HSCP members) in line with costs evidence-based clinical training. Under the Health and Social Care Act (2005) all HSCPs must maintain a record of CPD in line with best practice. If Fórsa cannot secure 'protected funding' for CPD they could negotiate an extension of tax credits be afforded to all CPD events/expenses and include cost of uniforms for HSCP staff.

Withdrawn Amended Carried Not Carried Remitted

Motion 28: Roscommon Health & Local Government

We call on this Conference to establish a HSCP committee to examine the current allocation of funding for CPD to HSCPs and examine the current upgrading system for HSCPs.

Withdrawn Amended Carried Not Carried Remitted

Motion 29: Roscommon Health & Local Government

We call on this Conference to direct our union to negotiate equal opportunities for HSCP to avail of professional development and third-level education in order to progress to higher posts in parity with the nursing profession.

Withdrawn Amended Carried Not Carried Remitted

Motion 30: Health & Welfare DEC

This Conference recognises the strain and burden on mental health due to illness and loss of life during the pandemic. Accordingly, this conference urges Fórsa to continue to pursue the provision of funding necessary to provide required mental health supports within our health services. Furthermore, conference acknowledges the mental strain brought about by restrictions and the effect that being cut off from family and friends has had on people and urges Fórsa to pursue the development of more supportive mental health policies and processes across the health system.

Withdrawn Amended Carried Not Carried Remitted

Motion 31: Dublin Care Services

That this Conference calls on the Health and Welfare Division of Fórsa to address members' concerns about the transfer of childrens' and families' confidential files from their current disability services, to the HSE or external 'lead agencies' under PDS, without seeking parental consent. To facilitate this, this AGM calls on Fórsa to bring this matter to the attention of the Data Protection Commission, CORU and Fórsa's legal department, to ensure that HSCP members are not put at risk of breaching GDPR legislation, and the ethics and good practice of their professional bodies and CORU. This AGM calls on Fórsa to give all HSCP members affected by PDS a clear directive on how to respond to their employers when asked to transfer confidential information of children and families without seeking parental consent.

Withdrawn Amended Carried Not Carried Remitted

Motion 32: Limerick Health

This Conference calls on Fórsa's Health & Welfare Division to develop a process to ensure direct and regular engagement between children's disabilities services and primary care and mental health, with all frontline stakeholders to further the implementation of the progressing disabilities programme.

Withdrawn Amended Carried Not Carried Remitted

Motion 33: Limerick Health

This Conference mandates the national executive of Fórsa trade union to seek to ensure that the necessary staffing for successful implementation of the progressing disabilities programme across children disabilities and primary care services are funded and recruited.

Withdrawn Amended Carried Not Carried Remitted

Motion 34: Offaly Health & Local Government

Introduction of fortnightly pay: That this Conference calls on the incoming Health and Welfare Divisional Executive Committee to negotiate with the HSE the introduction of fortnightly pay for clerical/administration grades.

Withdrawn Amended Carried Not Carried Remitted

Motion 35: Sligo Health & Local Government

This Conference calls on the incoming Health and Welfare DEC to seek the review and re-establishment of HSE allowance - coordination and overseeing of undergraduate student therapists during clinical placements - for therapy staff that commenced employment in the HSE post 2012.

Withdrawn Amended Carried Not Carried Remitted

Motion 36: Dublin North Health & Welfare

Conference notes the retention of the €100 CORU registration fee and calls on the incoming Health & Welfare DEC to advocate and maintain the €100 euro registration fee in future national agreements through its representation on the National Executive Council.

Withdrawn Amended Carried Not Carried Remitted

Motion 37: Longford Health & Local Government

Conference call on the Fórsa Health & Welfare DEC to continue to advocate and to maintain CORU registration fee at €100 for its health and social care professional members into the future.

Withdrawn Amended Carried Not Carried Remitted

Motion 38: Cork Health & Local Government

This Conference requests Fórsa continue to advocate and to maintain CORU registration fee at €100 for its HSCP members into the future.

Withdrawn Amended Carried Not Carried Remitted

Motion 39: Roscommon Health & Local Government

That this Conference seek premium payments for members working in the social care profession (care assistants/social care workers) who finds themselves involved in the Trust in Care process. The issue arises when staff can be suspended due to allegations and only receive basic pay. I call on Conference to seek that where a member goes through the Trust in Care process and its findings are in his/her favour then premia should be refunded to member.

Withdrawn Amended Carried Not Carried Remitted

Motion 40: Limerick Health

Conference instructs the incoming Divisional Executive to negotiate that grading structures agreed in HSE procurement logistics for management grades are extended to officer level grades without further delay. HSE Procurement was established in 2005 to replace 'supplies' functions. However, supplies officer grades have not been included within structural reforms. Old health board supplies officers grades (A, B, C and D) are no longer fair comparators to analogous administration grades (III to VII) in the HSE. The Divisional Executive is instructed to engage with procurement workplace representatives to submit proposals ensuring that procurement officer grades (III to VII) are established. Progress must be advanced via submission under the funded sectorial bargaining provisions provided for in PSA '21-22' Building Momentum as negotiated by Fórsa. The Divisional Executive is instructed to link progress timelines between establishment of procurement officers and support for continued rollout of procurement reforms. This 'linked' strategy was successfully implemented by Fórsa establishing new roles at grade VIII, confined on first filling, in HSE procurement.

Withdrawn Amended Carried Not Carried Remitted

Motion 41: Dublin Care Services

That this Conference calls on the Health & Welfare Division, in their negotiations with the HSE and voluntary agencies, ensure that staff in disability services, who move into progressing disability services (PDS) will have their existing contracts and conditions of employment with their existing employers protected. That Fórsa will ensure that these staff are not disadvantaged in applying for promotional opportunities arising in the new structures by ensuring that employees are able to retain their overall employment within their existing employer.

Withdrawn Amended Carried Not Carried Remitted

Motion 42: Dublin South Health & Welfare

This Conference calls on the incoming DEC to negotiate with the HBS, HSE, Tusla when an overpayment of wages occurs through no intentional fault of the staff member they are given more humane arrangements to repay the amounts owed:

- a) The staff member surrenders non-statutory annual leave
- b) By returning to the employer time-in-lieu earned for bank holidays accrued during periods of sick leave
- c) If the staff member/former staff member/pensioner is owed arrears these arrears will automatically be offset against the amount owed.

Withdrawn Amended Carried Not Carried Remitted

Motion 43: Health & Welfare DEC

This Conference notes the huge collective effort which was required to bring about an agreement with the HSE on the review of hospital pharmacists, the original report of which was concluded in 2011. Conference notes that the agreement was balloted upon and accepted by Fórsa members in September 2020. Conference also notes that the implementation of this agreement would generate significant cost savings to the taxpayer. Conference demands that Fórsa takes whatever steps are necessary to ensure implementation of this agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 44: Cavan Health & Local Government

That this Conference mandates Fórsa to seek appropriate and timely implementation of the agreed career structure for hospital pharmacists.

Withdrawn Amended Carried Not Carried Remitted

Motion 45: Westmeath Health & Welfare

That Conference calls on the Health & Welfare Division to immediately engage with the HSE and affected Fórsa members to implement the new hospital pharmacy career structure in 2021, as accepted by a ballot of members in September 2020.

Withdrawn Amended Carried Not Carried Remitted

Motion 46: Health & Welfare DEC

This Conference welcomes the re-opening of the clerical/administrative job evaluation scheme following its suspension at the onset of the pandemic in March 2020. Conference notes the pressure placed upon staff within the HSE Job Evaluation Unit and commends the unit for its efforts to return the scheme to fluency following its re-opening. Conference, noting that other sectors of the public service do not have access to job evaluation processes, greatly values the continuation of the scheme and insists that Fórsa would absolutely resist any further attempt to suspend or close the scheme.

Withdrawn Amended Carried Not Carried Remitted

Motion 47: Limerick Health

Conference instructs Fórsa to implement a tracking system for job evaluation forms so that members can follow it throughout the process.

Withdrawn Amended Carried Not Carried Remitted

Motion 48: Limerick Health

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

Withdrawn Amended Carried Not Carried Remitted

Motion 49: Health & Welfare DEC

This Conference notes the recent attempts by Government departments to separate Tusla from the health and social care sector for collective bargaining. This is demonstrated by its recent closing of the job evaluation scheme to our clerical and admin grades in Tusla, citing that Tusla is no longer part of the health sector. The job evaluation scheme is an agreed condition of employment which Tusla employees enjoyed prior to their transfer to Tusla. It is protected under a framework agreement signed off by Government and Fórsa on the establishment of Tusla. In accordance that that framework agreement all terms and conditions of employment, agreements and policies, transferred with HSE staff to Tusla. Fórsa will resist any attempts by Government to set aside that framework agreement. Furthermore, Fórsa will continue to seek that Tusla remains within the health sector for collective bargaining purposes.

Withdrawn Amended Carried Not Carried Remitted

Motion 50: Health & Welfare DEC

This Conference resolves to pursue pay restoration for Section 56 agencies funded by Tusla. Staff employed in Section 56 agencies (previously Section 39 agencies) were subject to pay cuts the same as public servants despite the fact that they are not public servants. Pay has been restored for public servants but funding for Section 56 agencies has not been restored. Fórsa will continue to press for the funding to be restored.

Withdrawn Amended Carried Not Carried Remitted

Motion 51: Cork Health & Local Government

That this Conference requests that Fórsa take immediate action to secure increased pay and conditions for frontline care workers of all grades within the HSE and Section 38 and 39 employments that adequately reflect the sacrifices they have made, both in the past and since the emergence of Covid-19, to ensure the ongoing wellbeing of those in their care. These sacrifices have often meant distancing themselves physically from their immediate families while being required to attend for work providing close-up care for a person supported who has tested positive for Covid-19.

Withdrawn Amended Carried Not Carried Remitted

Motion 52: Carlow Health & Local Government

Conference calls on Fórsa to continue to pursue the HSE for provision of funding to provide specifically for increments to the staff of Section 39 agencies, which is an additional pay related matter which still has not been restored to Section 39 agencies.

Withdrawn Amended Carried Not Carried Remitted

Motion 53: Health & Welfare DEC

This Conference notes and welcomes Fórsa's success in negotiating permanent higher appointments for those who had been on continuous specified purpose contracts at the higher level since 1st January 2019. Conference notes the standard and conditions applied and resolves to pursue similar standards and conditions in the future should the same circumstances re-occur.

Withdrawn Amended Carried Not Carried Remitted

Motion 54: South Tipperary Health & Community

Conference urges that HSE management, prioritises and supports already overworked stressed frontline staff in their day-to-day support of the public and patients, etc, without adding further stress and distraction with schemes such as performance achievement, etc.

Withdrawn Amended Carried Not Carried Remitted

Motion 55: Limerick Health

That this Conference mandates the Health & Welfare Division of Fórsa trade union to uphold and preserve the line management reporting structure within the same discipline for all health and social care professionals similar to other professions such as nursing and other structures within acute and community health structures.

Withdrawn Amended Carried Not Carried Remitted

Motion 56: Clare Health & Local Government

That this Conference mandates the Health and Welfare Division of Fórsa trade union to uphold and preserve line management reporting structures within the same discipline for health and social care professionals similar to other professions, eg, nursing, similar to other community health services/pillars, eg, older persons and mental health, and similar to other organisational structures, eg, within the acute hospital groups.

Withdrawn Amended Carried Not Carried Remitted

Motion 57: Clare Health & Local Government

That this Conference mandates the Health and Welfare Division of Fórsa trade union to ensure direct and regular engagement occurs between children's disability services, primary care and mental health children's services to support and further the implementation of the progressing disabilities programme, specifically the national access policy for children, inclusive of all stakeholders.

Withdrawn Amended Carried Not Carried Remitted

Motion 58: Clare Health & Local Government

That this Conference mandates the Health and Welfare Division of Fórsa trade union to ensure that the necessary staffing for successful implementation of the progressing disabilities programme (including the national access policy for children) across children's disability services, primary care services and mental health are funded and recruited.

Withdrawn Amended Carried Not Carried Remitted

Motion 59: Louth Health & Local Government

This Conference calls on Fórsa to ensure the future role of HSCP managers in the full governance of services including line management is maintained in primary care.

Withdrawn Amended Carried Not Carried Remitted

Motion 60: Louth Health & Local Government

This Conference calls on Fórsa to ensure the future role of HSCP managers in the full governance of services including line management is regained in paediatric disability services.

Withdrawn Amended Carried Not Carried Remitted

Motion 61: Louth Health & Local Government

This Conference asks Fórsa to ensure rotation of staff grade physiotherapists is maintained irrespective of changes to line management and that this rotation of staff remains the sole responsibility of the physiotherapy manager.

Withdrawn Amended Carried Not Carried Remitted

Motion 62: Louth Health & Local Government

This Conference asks that Fórsa supports HSCP members who are entering new reporting relationships and line management outside their profession to ensure that they are compliant with CORU code of ethics and are working within their scope of practice and competence.

Withdrawn Amended Carried Not Carried Remitted

Motion 63: Dublin Care Services

Conference calls on Fórsa to support the view of the National Social Work Professional Committee (NSWPC) on behalf of social workers in disability, that the document entitled 'Agreement between the HSE and Fórsa relating to the introduction of children's disability network manager' cannot be accepted by the NSWPC as a way to make progress on the CDN manager post/supervision issue.

Withdrawn Amended Carried Not Carried Remitted

Advisory motions

Motion 64: South Tipperary Health & Community

That this Conference supports any frontline worker to exercise his/her right to refuse vaccination. Conference instructs Fórsa to ensure that any individual refusing vaccination is not negatively impacted in their work role or victimised in any other way.

Withdrawn Amended Carried Not Carried Remitted

Amendment to motion 64: Cork Health & Local Government

Amend by inserting the word 'health' before 'frontline worker'. Amended motion to read:

"That this Conference supports any health frontline worker to exercise his/her right to refuse vaccination. Conference instructs Fórsa to ensure that any individual refusing vaccination is not negatively impacted in their work role or victimised in any other way."

Withdrawn Amended Carried Not Carried Remitted

Motion 65: Sligo Health & Local Government

That this Conference instructs the incoming Health and Welfare DEC to lobby the Government for a zero-Covid strategy.

Withdrawn Amended Carried Not Carried Remitted

Motion 66: Boards & Voluntary Agencies

This Conference recognises that the Covid-19 pandemic is a virus of 'two worlds', and that the poorer socioeconomic countries will be the hardest hit by vaccine nationalism. We call upon Fórsa through its developing world fund to explore ways to alleviate the effects of the pandemic on 2nd world countries.

Withdrawn Amended Carried Not Carried Remitted

Motion 67: Boards & Voluntary Agencies

In light of recent online racist attacks, this Conference welcomes Government's proposed legislation to tackle online speech that is racist, anti-LGBTQI or abusive to religious groups, members of the Travelling community or disabled people.

Withdrawn Amended Carried Not Carried Remitted

Motion 68: Ballinasloe

This Conference request that Fórsa seek to ensure an increase in the number of counsellors be available to members and in the workplace to promote greater wellbeing and thus improve productivity.

Withdrawn Amended Carried Not Carried Remitted

Motion 69: Limerick Health

That conference instructs Fórsa to request that when interview panels are chosen to recruit or upgrade employees that the interviewer must declare in advance if they are known to or related to interviewees. Interviewers must be obliged to excuse themselves to ensure confidence and transparency in the recruitment system.

Withdrawn Amended Carried Not Carried Remitted

Motion 70: Donegal Health & Welfare

Conference directs Fórsa to ensure that employees who contract an illness through work (including Covid-19) are paid in full for the duration of their illness and also to ensure that this leave does not impact on their existing sick leave entitlement.

Withdrawn Amended Carried Not Carried Remitted

Motion 71: Westmeath Health & Welfare

HSE national HR confirmed that staff absent as a result of a reaction to the Covid-19 vaccination are to be recorded as normal sick leave and not Covid-19 special leave with pay. To support vaccination uptake, given the concerns about the number of staff who have had to take sick leave as a result of negative reactions to the Covid-19 vaccination, Conference directs the incoming DEC, through the NEC, to engage with employers and Government to secure Covid-19 special leave with pay for any staff member who has to take sick leave as result of negative reactions to the Covid-19 vaccine.

Withdrawn Amended Carried Not Carried Remitted

Motion 72: Limerick Health

Conference instructs Fórsa to negotiate agreement for the restoration of our pre-Haddington Road hour on behalf of members.

Withdrawn Amended Carried Not Carried Remitted

Motion 73: Cork Health & Local Government

That this Conference requests that Fórsa seek to establish a national framework for a professional grading system for frontline care workers in order to protect the integrity of the profession and ensure appropriate recognition and remuneration for the achievements, qualifications and variety of duties and responsibilities of its members in all levels and fields described by the term 'frontline care worker,' while allowing for the introduction of initiatives akin to the job evaluation scheme and career pathway review that our fellow members are afforded.

Withdrawn Amended Carried Not Carried Remitted

Amendment to Motion 73: South Tipperary Health & Community

Amend by inserting the word 'health' between 'frontline' and 'care'. Amended motion to read:

"That this Conference requests that Fórsa seek to establish a national framework for a professional grading system for frontline health care workers in order to protect the integrity of the profession and ensure appropriate recognition and remuneration for the achievements, qualifications and variety of duties and responsibilities of its members in all levels and fields described by the term 'frontline care worker,' while allowing for the introduction of initiatives akin to the job evaluation scheme and career pathway review that our fellow members are afforded."

Withdrawn Amended Carried Not Carried Remitted

Motion 74: Kildare Health

We ask Conference that in the five years before their retirement, a member would be allowed a flexible working week on request, rather than this being at the discretion of the line manager. This would allow a smoother transition to retirement for members and also allow for an introductory period for new staff.

Withdrawn Amended Carried Not Carried Remitted

Motion 75: South Tipperary Health & Community

That this Conference directs that FÓrsa takes recognition of, and puts into effect where possible, motions passed by national conference and confirmed as union policy by delegates, representing members.

Withdrawn Amended Carried Not Carried Remitted

Motion 76: Longford Health & Local Government

This Conference calls on the FÓrsa Health & Welfare DEC to prioritise union training for all members.

Withdrawn Amended Carried Not Carried Remitted

Motion 77: Boards & Voluntary Agencies

That Conference calls for the setting up of a members' workplace database, in order that officials are conversant with issues specific to the relevant workplace.

Withdrawn Amended Carried Not Carried Remitted

Motion 78: Ballinasloe

That Conference requests FÓrsa to review, adopt and implement as a priority code of service standards for all sections of the union, so that there is more structure improved formal complaints process adopted throughout the union. The code should make provision for dealing with complaints arising from 'equivalent grade committees' or 'professional committees' in addition to those made by branches and/or individual members.

Withdrawn Amended Carried Not Carried Remitted

Motion 79: Limerick Health

That Conference request FÓrsa to review, adopt and implement as a priority code of service standards for all sections of the union. The code should make provision for dealing with complaints arising from 'equivalent grade committees' or 'professional committees' in addition to those made by branches and/or individual members.

Withdrawn Amended Carried Not Carried Remitted

Motions ruled out of order

Motion 80: Limerick Health

This Conference calls on Fórsa to assign a Fórsa organiser to support national professional committees (equivalent grade committees) including HSCP committees.

Withdrawn Amended Carried Not Carried Remitted

Motion 81: Longford Health & Local Government

This conference calls on Fórsa Health & Welfare DEC to increase the numbers of assistant general secretaries assigned to the national health office.

Withdrawn Amended Carried Not Carried Remitted

Motion 82: Longford Health & Local Government

This conference calls on the Fórsa Health & Welfare DEC to assign an organiser to support the joint national professional committee.

Withdrawn Amended Carried Not Carried Remitted

Motion 83: Laois Health & Local Government

As the workforce has increased, as has the complexity of IR issues, this Conference asks that Fórsa look closely at the current remit and workload of its AGSs and seek to employ more AGSs to meet the intricate and numerous IR needs of its members.

Withdrawn Amended Carried Not Carried Remitted

Motion 84: Laois Health & Local Government

That this Conference ask that Fórsa appoints an organiser for each of its HSCP's committees and looks to also appoint a half-time organiser to each of its branches to grow the branches and help them to respond to the challenges of its members on the ground.

Withdrawn Amended Carried Not Carried Remitted

Motion 85: Offaly Health & Local Government

That this Conference calls on the Health Division in Fórsa to assign one national assistant general secretary to represent those eight health and social care professional grade linked as joint national professional committees to advise national professional committee members to organise and prioritise industrial relations strategy for national professional committees and health and social care professional branch committee members. There are up to 26 different health and social care professional grades represented by Fórsa. The eight joint national professional committees have been collaborating on a career structure submission and need ongoing support and communication re the long term campaign to secure a fulfilling and rewarding career path for these professions.

Withdrawn Amended Carried Not Carried Remitted

Motion 86: Offaly Health & Local Government

That this Conference call on the Health Division to appoint a Fórsa organiser to assist these eight joint health and social care national professional committees to liaise, organise and strategise with relevant professional bodies and the HSE health and social care professional office in relation to appropriate career structures, pay, increments and allowances and continuous professional development opportunities for these linked health and social care professionals.

Withdrawn Amended Carried Not Carried Remitted

Motion 87: Ballinasloe

That Conference request Fórsa to assign a Fórsa organiser to support national professional committee (NPCs) (also known as equivalent grade committees) such as the various AHP/HSCP NPCs.

Withdrawn Amended Carried Not Carried Remitted

Motion 88: Cork Health & Local Government

This Conference calls on Fórsa, to consider having the health and social care professional (HSCP) in Fórsa better represented by national AGS staff represent a smaller number of grades each. The eight professions who are linked as joint NPCs include SLT, OT, physiotherapy, orthoptics, podiatry, psychology and social work staff in disability sector. The joint HSCP IR strategy (aligning NPCs) for these eight professions would reflect member representation and improve efficacy from national AGSs whether assigned to disciplines and/or geographic areas to align with Fórsa structures.

The HSCPs are the second largest clinical grouping of the healthcare workforce. There are approximately 26 health and social care professions providing interventions in therapeutic, rehabilitative, re-enablement, health and social care and diagnostic services. HSCP work in all settings including acute, community, disability, specialist, mental health, primary care, residential and services for older peoples.

This diversity merits effective representation for members at the Fórsa National Executive level. Note: Currently there are only two AGS nationally in Health Division for approximately 26 HSCP professions across diverse HSE, and voluntary services.

Withdrawn Amended Carried Not Carried Remitted

Motion 89: Meath Health & Local Government

The Meath branch call upon the Health & Welfare Divisional Executive to initiate discussions with the HSE with regard to the new oral health policy and the impact it will have on current positions within the service.

Withdrawn Amended Carried Not Carried Remitted

Motion 90: Meath Health & Local Government

The Meath branch call upon the Health & Welfare Divisional Executive to support the immediate recognition of specialist hospital pharmacist posts and other posts with full implementation of the pharmacy review 2011 and composite report of 2017.

Withdrawn Amended Carried Not Carried Remitted

Motion 91: Meath Health & Local Government

The Meath branch calls upon the Health & Welfare Divisional Executive to firmly reject the HSE move to create division amongst health professionals within this union by discriminating against those working in hospitals designated Model 3 compared to the same grade in hospitals designated Model 4.

Withdrawn Amended Carried Not Carried Remitted

Motion 92: Meath Health & Local Government

The Meath branch calls upon the Health & Welfare Divisional Executive to work on behalf of the pharmacy technicians, both basic and senior grades, by asking the HSE to undertake a role evaluation process of the roles performed by hospital pharmacy technicians in the health service.

Withdrawn Amended Carried Not Carried Remitted

Motion 93: Meath Health & Local Government

The Meath branch would propose that the DEC seek to have a wider participation in this year's divisional conference from the branches 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

HEALTH AND WELFARE DIVISION CONFERENCE 2021

Motion, amendment
and nomination
withdrawal forms

Fórsa health and welfare 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"/>
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Election	Nomination
Election	Nomination

Name of principal delegate

Signature of principal delegate

Date Time

SOC signature Date Time



Fórsa health and welfare 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

Date Time

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Fórsa health and welfare division conference 2021

Motion, amendment and nomination withdrawal form

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Fórsa health and welfare division conference 2021

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Fórsa health and welfare division conference 2021

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Fórsa health and welfare division conference 2021

Motion, amendment and nomination withdrawal form

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Fórsa health and welfare division conference 2021

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Signature of principal delegate

Date Time

SOC signature Date Time





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