



FÓRSA



CIVIL SERVICE DIVISION

2019-2021
Biennial Conference

AGENDA

28th May 2021

Contents

Conference timetable	3
Standing Orders Committee	4
General standing orders for conference	5
Electronic voting arrangements	7
Proportional representation system	9
Standing Orders Committee report No.2	14
Nominations	16
Motions	19
Motions deemed appropriate to National Conference	33
Motions deemed to be out of order	48
Amendments deemed not appropriate to conference	48

Conference timetable

08.30 Registration opens

09.30 Conference opened by Cathaoirleach

09.40 Adoption of general standing orders: Gerry Foley, Chair SOC

09.45 SOC reports: Gerry Foley, Chair SOC

10.00 Cathaoirleach's address to conference

10.15 Michael Smyth, Fórsa President's address to conference

10.25 Guest speaker: Civil service

10.35 Address by Derek Mullen, Head of Civil Service Division, and report of Divisional Executive Committee

10.50 Declaration of outcome of election results: Rose Marie Conroy, Returning Officer

11.00 Motions 1, 2, 3, 4, and 5: Remote working and Covid-related matters:

11.30 Motions 6, 7, 8 and 9: Covid: health and safety

11.45 Motions 10, 11, 12, and 13: Outsourcing

12.00 Motion 14: Industrial relations

12.15 Address by Kevin Callinan, Fórsa General Secretary

12.30 Motions 15 and 16: Equality and diversity

12.50 Motions 17 and 18: Annual leave and sick leave

13.00 Conference adjourns

14.00 Conference resumes

14.00 Motions 19, 20, 21, 22, 23, 24, 25 and 26: Competitions, promotions, staffing, career path and grading

14.20 Motions 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37 and 38: Pay and related matters

14.50 Motion 39: Working time and attendance

14.55 Motion 40: Professional grades issues

15.00 Motions 41, 42, 43 and 44: Accommodation

15.05 Motion 45: Mobility

15.10 Motions 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56 and 57: Miscellaneous

15.30 Conference adjourns

Balance of motions deemed appropriate to National Conference

15.45 Conference resumes

15.45 Motions 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71 and 72: Remote working and Covid-related matters

16.05 Motions 73 and 74: Covid: health and safety

16.15 Motion 75: Outsourcing

16.20 Motion 76: Industrial relations

16.25 Motions 77 and 78: Equality

16.35 Motions 79, 80, 81, 82 and 83: Annual leave and sick leave

16.45 Motions 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103 and 104: Pay-related matters, grading and vacancies

17.00 Motions 105, 106, 107, 108, 109, 110, 111 and 112: Working hours and time and attendance

17.10 Motions 113 and 114: Mobility

17.20 Motions 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130 and 131: Miscellaneous, organisation and rules

17.30 Close of Conference



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 questions¹.

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.

2 Guidance on the management of conference which will issue shortly may, subject to SOC, amend the length of speaking time available, given the nature of the conference and the number of motions to be dealt with.

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 Chairs/Leas chathaoirligh
 - d. Divisional Executive Committee members
 - e. Seven seats 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 and the transitional provisions set out at Appendix C of the instrument of amalgamation 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-chairpersons or leas-chathaoirligh 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-cathaoirligh. 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

132 motions were received by the deadline and 131 are included on the agenda.

4. Motions considered as out of order

One motion is considered to be out of order. Motion No.132 is considered out of order as it will require a rule change.

A number of motions were considered by the SOC to be more appropriate to the national conference. These are motions 58 to 131, inclusive. If these motions are carried they will have the status of recommendations to the NEC.

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

Four amendments were received by the deadline, of which two were deemed not appropriate to conference.

7. 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.

8. 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.

9. 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.

10. Returning officers

Rose Marie Conroy elections results.

11. Conference votes

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

12. Standing Orders Committee

The Standing Orders Committee for the Civil Service Divisional Conference will be Gerry Foley Chair, Rose Marie Conroy Returning Officer, Anna Farrell, Eileen Coman, Helen Lundy, and Stephen Murphy.

Nominations

CHAIRPERSON

Melissa Brennan (Justice Exec)
Michael Crowe (DSP Exec)
Helen Linehan (Cork General)

Thomas Madden (Civil Service No.1)

VICE-CHAIR

Melissa Brennan (Justice Exec)
Michael Crowe (DSP Exec)
Darragh Fox (FGE)

Helen Linehan (Cork General)
Thomas Madden (Civil Service No.1)

CSDEC CLERICAL GRADES

Daniel Copperthwaite (DSP Dublin City Centre)
Don Deane (Cork CSO)
Mary Dunne (Portlaoise General)
Deirdre Fanning (Transport Shannon)
Sue Kelly (Ballina General)
Siobhan Kiely (Revenue Nenagh)

Nominating branch

Justice Exec
DSP Exec
Cork General
Dublin Central
Galway General
Revenue Nenagh
Cork CSO Clerical
AEHS, Carlow General
Probation Officers
Ag No.1
FGE
Civil Service No.1

Nominating branch

Justice Exec
DSP Exec
Dublin Central
Revenue Nenagh
Cork CSO Clerical
AHES
Carlow General
Probation Officers
Ag No.1
FGE
Galway General
Civil Service No.1

Nominating branch

DSP Dublin City Centre
Cork CSO
Portlaoise General
Transport Shannon
Ballina General
Revenue Nenagh

CSDEC CLERICAL GRADES (*continued*)

Helen Linehan (Cork General)
 Seán Malone (DSP Navan Road/ Blanch/Finglas/Ballymun)
 Jane McDermott (Dundalk General)
 Margaret-Rose McGeehan (Letterkenny General)
 Michelle McMorrow (PSO Sligo)
 Kieran O'Connor (Limerick Gen)
 Kelly Rickard (Galway General)
 Jean Taylor (Revenue Dub North)
 Betty Tyrrell-Collard (Dublin Central)

Nominating branch
 Cork General
 DSP Navan Road/ Blanch/
 Finglas/Ballymun
 Dundalk General
 Letterkenny General
 PSO Sligo
 Limerick Gen
 Galway General
 Revenue Dub North
 Dublin Central

CSDEC EXECUTIVE GRADES

Melissa Brennan (Justice Exec)
 John Buggy (DSP Exec)
 Michael Crowe (DSP Exec)
 Cormac Donoghue (DAFM Exec)
 Alan Hanlon (Education Exec)
 Martin Kehoe (DSP Exec)
 Larry Kelly (Transport Exec)
 Deirdre Mehigan (Revenue Exec)
 Majella Murphy (DSP Exec)
 Tanya O'Neill (Revenue Exec)

Nominating branch
 Justice Exec
 DSP Exec
 DSP EXec
 DAFM Exec
 Education Exec
 DSP Exec
 Transport Exec
 Revenue Exec
 DSP Exec
 Revenue Exec

CSDEC PROFESSIONAL, TECHNICAL, SERVICE GRADES

Anne Collins (Legal & Professional)
 Andrew Davies (AHES)

Eugene Dunne (FGE)

Sean Lowde (Probation Officers)

Thomas Madden (Civil Service No.1)

Nominating branch
 Legal & Professional
 Oireachtas Ushers
 AEHS
 Probation Officers
 FGE
 Oireachtas Ushers
 AEHS
 Probation Officers
 FGE
 Oireachtas Ushers
 AEHS
 Probation Officers
 FGE
 Civil Service No.1

CSDEC PROFESSIONAL, TECHNICAL, SERVICE GRADES
(continued)

Kieran Sheehan (Ag No.1)

Gerry Wilson (Oireachtas Ushers)

SOC

Siobhan Daly (Revenue Executive)

David Jennings (DAFM Exec)

Helen Lundy (Galway General)

Kieron Williamson (Civil Service No.1)

NEC

Melissa Brennan (Justice Exec)

John Buggy (DSP Exec)

Daniel Copperthwaite (DSP Dublin City Centre)

Michael Crowe (DSP Exec)

Don Deane (Cork CSO)

Cormac Donoghue (DAFM Exec)

Alan Hanlon (Education Exec)

Martin Kehoe (DSP Exec)

Sue Kelly (Ballina General)

Helen Linehan (Cork General)

Sean Lowde (Probation Officers)

Majella Murphy (DSP Exec)

Kieran Sheehan (Ag No.1)

Jean Taylor (Revenue Dub North)

Betty Tyrrell-Collard (Dublin Central)

Gerry Wilson (Oireachtas Ushers)

Nominating branch

Oireachtas Ushers
AEHS
Probation Officers
FGE

Oireachtas Ushers
AEHS
Probation Officers
FGE

Nominating branch

Revenue Executive

DAFM Exec

Galway General, Ag No.1, Cork Gen

Civil Service No.1

Nominating branch

Justice Exec

DSP Exec

DSP Dublin City Centre

DSP EXec

Cork CSO

DAFM Exec

Education Exec

DSP Exec

Ballina General

Cork General

Oireachtas Ushers
AEHS
Probation Officers
FGE

DSP Exec

Oireachtas Ushers
AEHS
Probation Officers

Revenue Dub North

Dublin Central

Oireachtas Ushers
AEHS
Probation Officers
FGE

Motions

Remote working and Covid-related matters

Motion 1: Carlow General

That this Conference instructs the incoming executive to make sure that when remote working is introduced that it is open and transparent to all staff in Government Departments and look to allow flexibility with hours when working from home.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 2: Letterkenny General

This Conference instructs the incoming executive to begin negotiations with the various departments to allow and enable remote workers avail of overtime at home.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 3: DSP Executive Grades

That this Civil Service Divisional Conference of Fórsa instructs the incoming Civil Service Divisional Executive of Fórsa to safeguard home working civil servants from self-employment and creeping contractualisation while ensuring the right to switch off for all civil servants, regardless of grade, location, whether on-site based, remote working or a blend of both in the interests of health and safety.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 4: Clare General

The management in the GNVB should bring about a system that our work can be done remotely from home during this Covid pandemic and for the future. Our members disagree with management that this work is not suitable for work at home as most of the civil service are working from home at the moment.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 5: Clare General

That GNVB management adopt a more family-friendly environment for workers who cannot do the reduced hours shifts mainly due to childminding commitments. At the moment no allowance is given for this and those workers are discriminated against due to their family commitments. Also it should be looked into giving these workers back some of the holiday leave they took for childminding duties when the crèches were closed.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Covid: Health and safety

Motion 6: Civil Service Divisional Executive Committee

This Conference notes the important role of members who attended at work throughout this global pandemic and the important role of the civil service in delivering service to vulnerable customers throughout the crisis.

This conference instructs the incoming Divisional Executive to ensure compliance across all departments and organisations within the civil service with the safety measures set out in the Return to Work Protocol and where possible to identify new ways of delivering service, such as online, which will help further with protecting the safety of those in attendance at office places, this to include:

- Ensuring the appointment and training of Covid workplace representatives.
- Updating risk assessments on a regular basis
- Consider the need for mandating mask use where social distancing is not possible.
- Ensuring the application of procedures for those who may have tested positive to the virus.
- Assessing appropriate service delivery options in the interests of safety.
- Including the best the approach to the identification and delivery of essential services.
- Regularly reviewing, office by office, whether we have achieved optimum remote working levels.

Furthermore the Divisional Executive should establish a sub-committee to monitor all developments on the issues addressed in this motion, taking account also of the vaccination programmes as it is rolled out in society.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 7: Probation Officers

If civil servants feel the need to ballot for some form of industrial action then there should be no interference or pressure from paid officials to try to discourage them from doing so unless there is a cast iron legal issue that the official is aware of and that has not been already been considered by the workers in question. Civil servants will be encouraged and assisted in asserting their rights to be treated safely and with respect. This is particularly (but not exclusively) the case in the current pandemic where Government advice and practice is in direct contravention to scientific medical advice and evidence. Furthermore, the Fórsa General Secretary, and other officials serving the Civil Service Division must ensure that all civil service managers are aware that this is the position that Fórsa will take in the interests of our members.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 8: Probation officers

Conference notes that during the pandemic there has been a large number of inconsistencies between different managers and middle managers in various civil service workplaces. When workers are proactively trying to protect their health in a potentially fatal pandemic there can be no excuse for delayed action or half measures from management. Conference calls upon Fórsa officials to proactively and fully support civil servants when they are in disagreement or conflict with their workplace management over Covid-19 precautions and practices. Furthermore if workers feel the need to take some sort of drastic action to protect themselves in what might be an urgent health situation they will be able to do so knowing that their trade union will engage immediately with a view to rectifying the situation in the interests of workers safety.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 9: Probation officers

Frontline civil servants in direct contact with the general public, a client base or caseload must be prioritised for vaccination. If any group of civil servants find themselves working in a position where professionals around them or doing similar jobs have been vaccinated and they have not then they will be supported when they elect to wait for vaccination before engaging in certain tasks or going into certain locations etc.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Outsourcing

Motion 10: Civil Service Divisional Executive Committee

That this Conference instructs the incoming Divisional Executive to assess the impact of outsourcing, including the use of consultants or other specialists, across all civil service departments and organisations, to report within three months of Conference and with a view to launching campaigns against particular outsourcings, be they ongoing or new proposals and also to make the necessary arrangements to ensure appropriate actions, as set out in national agreements under 'service delivery options', to counter new proposals such as telephony in DSP, or the extension of contracts (without appropriate consultation), LPT in Revenue, drafting of legislation in the AG's, security at Intreo centres or the controversial and costly work activation scheme in DSP.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 11: DSP Navan Road/Blanchardstown/Finglas/Ballymun

Conference notes DSP use of outsourcing in phone banks services to Abtran during 2020 we also note the continuation of outsourcing of work in activation to Seetec, etc, which is a serious threat to our members' jobs and conditions.

Conference instructs our leadership to vigorously campaign to end any outsourcing and to immediately take any action necessary if management seek to introduce new outsourcing which is being hinted with the PUP transition being a pretext for.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 12: DSP Executive Grades

That this Civil Service Divisional Conference of Fórsa instructs the incoming Civil Service Divisional Executive to campaign for a dedicated Department of Energy thereby increasing career opportunities for civil servants while at the same time opposing the privatisation of the Electricity Supply Board (ESB) and Eirgrid.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 13: Clare General

This conference instructs the CSNEC to ensure the local Intreo centre, which is at the heart of the community, continues to provide a full customer service to DSP recipients. We seek that our work isn't outsourced or staffing levels decreased and the local office facility remains in every town in the country. Report to issue to both CSDEC and branch within six months with update.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Industrial relations

Motion 14: Civil Service Divisional Executive Committee

That this Conference instructs the incoming Divisional Executive to conclude negotiations on the transition of the civil service to the State industrial relations machinery. This to take account of the commitment received from the Department of Public Expenditure and Reform following correspondence with the Minister in late 2020. These negotiations should include:

- Agreeing mechanisms for an internal dispute resolution mechanism
- Ensuring any necessary legislative change to facilitate the move
- And commencement orders to set out the timescale involved.

Given that this important development has been in planning for so long, these negotiations should take no longer than one calendar year from the date of this conference to complete, with the transition to take place in 2022.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Equality and diversity

Motion 15: Justice Executive Grades

That this delegate Conference notes the ongoing failure of the Department of Public Expenditure and Reform to review the content of its gender equality policy published in 2001 and its policy on diversity in the civil service published in 2002.

Conference believes that, in view of legislative changes since the publication of these documents, it can only be considered appropriate and necessary to review and update the policy 'Diversity in the Civil Service' and to review the impact of the gender equality policy.

Conference supports the view that any such review should involve an audit of where the civil service stands, particularly in relation to gender equality in terms of composition, recruitment, participation in promotion processes, training programmes, etc.

Conference expresses its serious concern that the Department of Public Expenditure and Reform, which was asked to undertake a review of its policies as far back as 2010, has consistently refused to take any action whatsoever on the issue.

In October 2010, it was pointed out that given legislative changes since the publication of these documents, it was appropriate to review and update the policy 'Diversity in the Civil Service' and that it would also be appropriate to review the impact of the gender equality policy and that such a review should involve an audit of where the civil service stands, particularly in relation to disability, diversity and gender equality in terms of composition, recruitment, participation in promotion processes, training programmes, etc. Conference believes that it is a pretty sad commentary that over ten years later our employer has still to review policy documents first issued over 20 years ago.

Conference urges the incoming Executive Committee to continue to press to have these policies reviewed and updated and would urge that a firm timescale for these very necessary reviews be given to Fórsa by the Department of Public Expenditure and Reform.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 16: Ballina General

This ADC instructs the civil service National Secretary and relevant head office officials to communicate with PAS and DPER within three months of this conference and seek official figures for the competitions of promotion where candidates have identified as having a disability and have been successful in obtaining promotion to executive officer and higher executive officer grade. This for inter/dept and open competition.

If this information is forthcoming, a parliamentary question to be lodged and sought. Report to update CS DEC and branch within six months.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Annual leave

Motion 17: Clare General

This conference instructs the CSNEC to seek the same annual leave and down-time currently available to higher DSP grades be applied to CO and EO grades. Report to issue to both CSDEC and branch within six months with update.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Sick leave

Motion 18: DSP Executive Grades

That this Civil Service Divisional Conference of Fórsa instructs the incoming Civil Service Divisional Executive of Fórsa to seek that the Irish Congress of Trade Unions (ICTU) demand the immediate withdrawal of the Covid-19 special leave with pay arrangements that took effect on 1st January 2021 arising from the Covid-19 Protocol for Public Sector Employers dated 23rd December 2020 whereupon Circular 2/1976 is revoked thereby cutting sick pay for civil servants.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Competitions, promotions, staffing, career path and grading

Motion 19: Civil Service Divisional Executive Committee

That this Conference calls on the incoming Divisional Executive to review recruitment policies in the civil service with special reference to competition methodology and specifically shortlisting in high-volume competitions with a view to ensuring fairness and equity.

This Conference also calls on the Divisional Executive to negotiate graduate recruitment arrangements for the future while at the same time dealing with legacy issues relating to the AO/HEO grades and ongoing and potentially new apprenticeship schemes envisaged in successive national agreements.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 20: Letterkenny General

This Conference would ask the executive to consider offering training courses for members on: Competency based interview technique, Aptitude test skills.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 21: Housing Executive Grades

That IT staff, hired as IT specialist grades with specific IT contracts, have a mechanism for mobility that their technical contracts of employment are honoured, to allow them to continue their career paths in ICT.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 22: PSO Sligo

This Conference instructs the incoming CSDEC to get into discussions with DPER about the DSP department moving away from ECF figures for the future, lessons learnt from this present pandemic is the times were unprecedented and due to the fact of being tied into a head count within DSP no supplementary budget could be sanctioned for increased staffing to react to the increase workloads due to the increase in payments.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 23: Clare General

This conference instructs the CSNEC to seek that all permanent DSP clerical officers be upgraded to executive officer, discussions to commence with DPER within the next three months from this Conference.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 24: Agriculture Executive

That this Divisional Conference instructs the incoming DEC to seek to ensure that there will be sufficient places in upcoming pre-retirement courses especially in the context of the large number of retirements which can be expected over the next couple of years.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 25: Clare General

This conference instructs the CSNEC to ensure a deferral remains in place of further NPT phase rollouts until such time as outstanding issues raised at ad-hoc facilitated discussions at the Workplace Relations Commission are resolved. Report to issue to both CSDEC and branch within six months with update.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 26: Waterford General Clerical

Conference instructs the incoming Executive to seek to ensure that Garda sergeants are not carrying out EO duties, eg, signing off probation reports, Increment reports etc.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Pay and related matters

Motion 27: Revenue Executive Grades

That this Conference instructs the incoming Executive Committee to pursue an increase of the HEO higher scale in line with the midpoint of scale one and two of the AP standard scale. This would bring the HEO higher scale in line with the higher scales that pertain for APs and POs and would properly reflect the experience and knowledge required to carry out this role.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 28: Department of Enterprise Trade and Employment Executive Branch

This motion instructs the incoming Executive Committee to initiate a policy and strategy for eliminating the pay differential between the top point of the higher executive officer at standard or higher pay scale and starting point of the assistant principal officer pay scales. It further calls upon the incoming Executive Committee to enter into meaningful discussions with DPER and report back to the next ADC or before.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 29: Department of the Environment, Climate and Communications Executive Branch

This Conference instructs the incoming executive to seek realignment between the HEO/AO and assistant principal pay scales to reflect more equitably the work undertaken by the HEO/AO grades when the next pay agreement is being negotiated.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 30: Revenue Executive Grades

DPER circular 07/2019 - application of additional increments awarded in relation to new entrants under the Public Service Stability Agreement 2018-2020: Under the terms of this circular, AO salaries are adversely impacted on progression to higher scale. This conference instructs the Civil Service Divisional Executive to request a full review with a view to eliminating this anomaly.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 31: Probation Officers

Given that it is now a requirement that new probation officers are professionally qualified social workers and CORU registered, this branch calls on the department to ensure that the starting salary of new entrants is not less than that of social work posts within other public service bodies. This is an issue when it comes to the recruitment and retention of staff. The salary of recently recruited staff should be adjusted accordingly with any such changes.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 32: DSP Executive Grades

That this DEC instructs the incoming Divisional Executive Committee to seek the rescinding of circular 08/2019 revised arrangements applying to starting pay, the reduction also affects the higher duty allowance and will have a long-term effect of pensions.

Background: Circular 34/1977 provided that where an officer who is promoted 'has been on the maximum of his scale for at least three years he will enter the new scale either (i) at the minimum or (ii) at a point equivalent to his existing pay plus two increments on the new scale. Circular 08/2019 has reduced this to 'the nearest point above the officer's current salary point plus one increment'. In the case of an executive officer on LSI2 for more than three years who is promoted to higher executive officer this means their starting pay on promotion is €1,390.00 less p.a. than previously. Example uses DPER Circ. 12/2020 pay scales.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 33: OCFA

That this Conference call on the incoming Civil Service Executive Committee to continue to make the case for long service increments for SDSs and PDSs, (senior development specialists and principal development specialists) both with the Department of Foreign Affairs and separately within the central pay negotiations mechanisms.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 34: Civil Service No.1

The Civil Service No.1 Branch is calling on Conference to investigation the interface between the Department of Social Protection (DSP), Payroll Shared Services Centre (PSSC) and employers within the Civil Service Division for the calculation of all payroll adjustments, particularly adjustments that relate to periods of absence.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 35: Civil Service No.1

The Civil Service No.1 Branch is calling on Conference to compel all employers in the Civil Service Division to adhere to the agreed circulars for the payment of travel and subsistence and other allowances, thus avoiding financial hardship on its employees.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 36: Defence Executive Grades

This Conference requests the CDC to carry out annual reviews of all allowances and additional pay being issued (or outstanding claims for same) to civil servants in every Government or State department which would be circulated to all local branches within the Civil Service Division to assist local branches on claims being formulated going forward.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 37: FGE

This Conference condemns the increase in the state pension age, all future planned increases in that pension age and demands that the pensions of low paid members, employed in the civil service have the particular pensions of paid members, employed in the civil service have the particular pension issues, these changes have brought to light, addressed immediately by this conference and the Fórsa CSDEC. The FGE calls on the incoming CSDEC of Fórsa to address the chronically low pensions of pre-1995 established members and the effects of the application of the supplementary pension on low paid members. The FGE branch seeks that the conference and the CSDEC, prioritise its efforts to address the chronically low pensions of its low paid members in the civil service and pursues the aim of creating a 'living pension' for all those working in the civil service.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 38: FGE

That this Conference demands that the divisor for the calculation of overtime rates in the civil service be based on a net hours and the official claim lodged seeking this be progressed as a matter of urgency.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Working hours and time and attendance

Motion 39: Letterkenny General

This Conference instructs the incoming Executive to inform DSP management that the introduction since 1st February 2021 of the new time and attendance clocking in system has led to frustration among members and has increased the length of their working day. We believe that the new system should have been similar to the previous system in allowing staff the option to clock in and out at their PC or at a clock at the entrance of their work building. We require that DSP management are requested to restore both options of clocking in/out to staff with immediate effect. Should DSP management refuse to do so we seek the incoming Divisional Executive to instruct members not to cooperate with the new system and refuse to clock in/out at their PC. All times can be recorded in written format if need be as used to be the way.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Professional grades issues

Motion 40: AEHS

To foster and protect the role of professionals employed in the civil service, and the independence and integrity of advice issued to Government departments, the AEHS branch calls on Fórsa to seek appropriate posts at the highest level to represent the various specialist professional roles within the various departments, with a lead and co-ordinating professional role at assistant secretary equivalent.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Amendment to Motion 40: Department of Environment Inspectors

To foster and protect the role of professionals employed in the civil service, and the independence and integrity of advice issued to Government departments, the AEHS branch calls on Fórsa to seek appropriate posts at the highest level to represent the various specialist professional roles within the various departments, and that relevant professional qualifications and experience should be an 'essential' (as opposed to "desirable") requirement for all professional and technical posts.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Accommodation issues

Motion 41: AEHS

That this Conference proposes that until a policy on blended working is developed and agreed with DEPR that all office based civil servants should have a designated workstation at their place of work.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 42: AEHS

That this Conference finds the proposal for the 1 GQ, OPW Dublin office, to have 20% unallocated workstations for numbers to be accommodated, unacceptable. Furthermore that 15No or 5% of workstations, are not attributed to 'neighbourhoods' (sections) is unacceptable. Also that 16No, (in excess of 5%) 'hot desks' at tables for eight persons, is below standard for permanent staff assigned to the Dublin office, and totally unacceptable for such use.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 43: AEHS

That this Conference finds the proposal for the 1 GQ, OPW Dublin Office, that does not provide for storage of individuals; laptops, diaries, notebooks, equipment and other workstation requirements at the workstations to be unacceptable. The provision of bookable lockers for when in the office does not address the requirement to store such items overnight or during other absences in a secure manner.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 44: DSP Executive Grades

That this Civil Service Divisional Conference of Fórsa instructs the incoming Civil Service Divisional Executive of Fórsa to demand consultation with union members in the formulation and implementation of Office of Public Works (OPW) environmental building refits and refurbishments.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Mobility

Motion 45: Defence Executive Grades

This Conference requests the CDC to clarify why Fórsa signed off on the mobility arrangements for HEO/AOs when the grades are not being treated as interchangeable in light of the fact a recent adjudication for equivalent pay found that they are.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Miscellaneous

Motion 46: Tourism Executive Grades

This Conference calls on the incoming Executive to bring forward a claim to General Council to seek the introduction of a time credit to allow civil servants to attend Irish Blood Transfusion Clinic locations to donate blood.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 47: Revenue Executive

This conference calls on the Divisional Executive Committee and relevant full-time officials to reinstate the free service in relation to the making of a will, that members previously could avail of.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 48: DSP Executive Grades

That this Civil Service Divisional Conference of Fórsa instructs the incoming Civil Service Divisional Executive of Fórsa to oppose the establishment of a child maintenance agency given the cost to the taxpayer and the loss of career opportunities for civil servants.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 49: Clare General

This Conference instructs the CSNEC to seek allowances for DSP staff to attend follow-up medical appointments without having to use sick leave days or annual leave days, after returning to work after long term sick leave. These appointments generally require travelling to centre of excellence hospital. Report to issue to both CSDEC and branch within six months with update.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 50: Clare General

This Conference instructs the CSNEC to seek the annual leave year begins on 1st January as opposed to 1st April each year for DSP and seek the abolishment of the three year cycle system. Report to issue to both CSDEC and branch within six months with update.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 51 PSO Sligo

This Conference instructs the incoming CSDEC to support a motion to have the percentage increase of the higher clerical officer scale of 25% of serving clerical officers in the civil service replaced by having the higher clerical officer paid to all serving clerical officers as a final increment after 20 years of service.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 52: Revenue Executive Grades

This Conference instructs the incoming Divisional Executive to maintain the HEO grade as a promotional grade for the civil service and to continue to reject all attempts by management to hold open HEO competitions.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 53: Clare General

This Conference instructs the CSNEC to seek that the National Secretary convenes discussions with DPER on introducing the job evaluation scheme into the civil service. Report to issue to both CSDEC and branch within six months with update.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 54: Agriculture Executive

That this Divisional Conference instructs the incoming DEC to seek the restoration of some element of promotion on the basis of seniority/suitability in the civil service, especially in the context of the increase of the mandatory retirement age in the public service to 70.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 55: Carlow General

That this Conference instructs the incoming Executive to conduct a job evaluation in all Government departments as is presently used in the Health Division.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 56: CSO Executive Grades

This motion calls on the incoming Divisional Executive Committee and on the Fórsa National Executive Committee to support and assist members who bought and have not yet been refunded for 2020 annual TaxSaver tickets from private transport providers to have the monies they paid returned to them rather than them being left facing the prospect of only having their money returned to them if another employee within their department makes, (considering the current Covid-19-related Government restrictions on travel) the extremely unlikely decision to purchase a Tax saver ticket with the same company. Members effected by this issue saw direct debit deductions continue being taken from their pay throughout 2020 and an example of the losses faced is that one member is known to have paid out over €900. They stand to lose all this money if, as is likely, these private transport companies cease trading.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 57: Education Clerical

This Conference instructs Fórsa to negotiate with the department to have an internal EO competition, it's vital clerical officers have promotion prospects.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motions deemed appropriate to National Conference

Remote working and Covid-related matters

Motion 58: Civil Service Divisional Executive Committee

That this Conference, noting the response and commending the productivity of the civil and public service throughout this global pandemic, instructs the incoming Divisional Executive Committee to negotiate a remote working agreement with the Department of Public Expenditure and Reform, which should set out key principles of a new policy for the post pandemic world that we hope to reach over the near future.

These principles should identify key requirements, as set down in the overall Fórsa Policy, such as;

- To expand and promote the concept of remote working in the civil and public service
- Enacting a legal right to request remote working and other forms of flexible work arrangements
- To consider the potential of a four-day working week
- The Health and Safety Authority (HSA) to be tasked with drawing up specific guidelines in respect of home/remote working
- Compliance with health and safety and working time legislation including specific measures relating to pregnant women, young workers, and workers with disabilities
- Specific guidance on the mental health aspects of remote working
- The principle that home working must not be compulsory
- Set objective criteria for identifying the work and functions that will be performed remotely, and the process for the selection of staff to be assigned to home working arrangements, ensuring at all times an equitable approach across grades and ensuring at all time the grade appropriateness of work
- Employers should communicate regularly with remote workers, and include them in collective workplace activities
- As a general rule, staff who work remotely should routinely spend some time in the workplace
- Official guidance should be clear that any surveillance products and practices must respect employees' rights to privacy and comply with the transparency provisions of data protection legislation
- Employees working remotely must benefit from the same rights and terms and conditions as comparable workers based at the employer's premises, including access to the flexible working hours scheme
- New staff recruited to pre-existing roles should not be required to work remotely as a condition of employment

- The issue of the ability to manage caring responsibilities
- Provision of work equipment on foot of agreed home working arrangements
- The establishment of hubs to cater for remote workers
- Payment of tax-free allowances or other tax relief associated with remote working.

These negotiations to be complete by year end 2021.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 59: Cork General

This past year has been like none we have ever experienced and work practices have changed with the introduction of remote working. This conference calls on Fórsa, in conjunction with the employer, to ensure that suitable working conditions are provided for staff, ie, suitable work stations, laptops and internet access. This conference further calls that Fórsa, in conjunction with the employer, takes all necessary measures to ensure the health, safety and wellbeing of all employees, whether working remotely or in the office and that all government & health guidelines are adhered to.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 60: Revenue North Central Clerical

We call on the incoming executive to ensure there is a proper working from home policy.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 61: CSO Executive Grades

This motion calls on the incoming Divisional Executive Committee and on the Fórsa National Executive Committee to request all departments to allow by default all staff who wish to work from home to be allowed to do so. In light of remote working having been shown to be so beneficial to members work/life balance through removing time and money spent commuting, thus also reducing potential unnecessary exposure to Covid-19, reducing traffic congestion, demands on transport networks and emissions which contribute towards climate change, allowing members to spend much more time interacting with their family at home, as well as removing many costs to departments, potentially allowing departments to greatly reduce the amount of office space they occupy, insure, heat and maintain, the onus should be put on the relevant departments to have to justify in each individual case any request made to recall staff to who are at present working remotely.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 62: DSP Dublin City Centre

That Conference instructs the incoming executive to contact DPER immediately to ensure that when a return to office working for all staff begins that it does not take a 'all hands on deck' approach but a slow calculated approach is blended working initially building up to full-time office working.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 63: Justice Executive Grades

This Conference directs the Executive to engage with DPER and the Revenue Commissioners with a view of either directing that all employers to pay the working from home allowance of €3.20 per diem, or failing that, increase the tax free allowances available.

There is a massive difference between the contribution allowance the employer could give (€3.20 per day) as opposed to the tax free allowance which is a paltry 10% of the cost of electricity and heating and 30% of your broadband bill – One example given was that a person received €60 back for 190 days working from home in 2020, but if the employer paid the allowance it would have been €608.00.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 64: PSO Sligo

This Conference instructs the incoming CSDEC to ensure that in any new remote working agreement with DPER that the additional costs of working from home are covered by the employer paying the flat rate daily allowance, rather than employees having to claim a percentage of the costs back from Revenue after the tax year has concluded.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 65: Revenue Executive Grades

This Conference instructs the incoming Civil Service Divisional Executive that, given the likelihood that many members will continue to work from home following the Covid-19 pandemic, this conference supports the ICTU's position of demanding that employers compensate employees for expenses incurred while working from home.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 66: Letterkenny General

This Conference instructs the incoming Executive to require departments to supply homeworkers with laptops and where they do not, to subsidise the purchase of the homeworker's laptops where the laptops are being used for work purposes.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 67: Revenue North Central Clerical

We call on the incoming executive to ensure that staff should be provided with the necessary equipment required to perform their duties.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 68: Revenue Executive Grades

This Conference instructs the incoming executive to ensure that staff returning to work in the office are returned to the original five-day week flexible working hours. It also instructs that any attempts to make Saturday and Sunday 'normal' working days is strongly resisted.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 69: Revenue Executive Grades

Recognising the importance of supporting good mental health, this Conference call on the Divisional Executive Committee and relevant full-time officials to work with the official side to ensure as many opportunities for member's career and personal development remain in operation as is possible.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 70: Housing (Executive)

That the requirement to take leave following foreign travel, due to Covid-19 requirements, be removed.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 71: Tullamore General

That the introduction of permanent remote working arrangements not impact upon member's retention of their original work location.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 72: Education Executive Grades

This conference instructs Fórsa to publicly support the 'zero Covid' strategy for breaking the cycle of lockdowns which is having a traumatising impact on people's lives - unemployment; home-life/family stress; mental health problems; and not to mention the unnecessary damage caused to the Irish economy by not taking control of the virus. The union needs to challenge the government's failed strategy of 'living with Covid'. 'Zero Covid' is a reality in many parts of the world and is also supported by many in the scientific community including the Independent Scientific Advocacy Group.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Covid health and safety

Motion 73: DSP Navan Road/Blanchardstown/Finglas/Ballymun

Conference notes the ongoing danger posed by Covid-19 and new strains to our members and their family. Fórsa reiterates and continue to make it know of its full support for any members who feel they have to withdraw from a dangerous work practice or situation as covered under the 2005 H&S at work act.

"...An employer shall not penalise or threaten penalisation against an employee for...

(c) Making a complaint or representation to his or her safety representative or employer or the Authority, as regards any matter relating to safety, health or welfare at work,

... (f) in circumstances of danger which the employee reasonably believed to be serious and imminent and which he or she could not reasonably have been expected to avert, leaving (or proposing to leave) or, while the danger persisted, refusing to return to his or her place of work or any dangerous part of his or her place of work, or taking (or proposing to take) appropriate steps to protect himself or herself or other persons from the danger."

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 74: DSP City Centre

That the incoming executive ensure that all essential workers not included as frontline workers, be also considered for early vaccination. There are lots of staff in all Government departments whose job require attendance at the office. This includes CWOs, managers and various staff who maintain the equipment that staff are remoting into at home printing is not allowed to be done from home so has to be done in the office. Ourselves in is services have never been so busy with nine staff looking after the office and now at home. This has caused massive mental pressure and exhaustion. We have been told that we can and should work from home but it's those very people who complain when their computer, printer, scanning device won't work and we need to be in the office to actually physically leave these out for delivery.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Outsourcing

Motion 75: FGE

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

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Industrial relations

Motion 76: Oireachtas Ushers

That Conference directs the incoming CSDEC that in the event of a dispute between the employer/management and Fórsa, and where third party intervention is required, the fees/cost of this third party would be paid jointly by the employer and the trade union. This would allay any fears or perception of a bias concerning the members.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Equality

Motion 77: Education Clerical

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

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 78: DSP Executive Grades

Conference instructs the incoming Executive to pursue the extension of the age limit within which a parent can avail of parental leave. Currently parental leave is only available up to the child's thirteenth birthday. Progress on this motion to be conveyed to the branch within six months of conference.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Annual leave

Motion 79: Education Clerical

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

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 80: DSP Executive Grades

Conference calls on the Executive Committee to initiate negotiations with the official side to endeavour to put in place an arrangement whereby leave accrued or compounded during the pandemic can be parked in some way. Throughout the civil and public service, frontline and essential workers have had to carry surplus leave over and this has been allowed on an exceptional basis. During 2021/2022 leave year it will prove impossible for all staff to draw this accrued leave down leading once again to an untenable situation at the end the leave year. It is proposed that some sort of sinking fund be negotiated whereby leave can be banked and held in trust to be added back as additional service or cash lump-sum on retirement as appropriate. The bank of leave could also be considered for use to fund payment for periods of sanctioned special leave without pay such as parental leave or special leave without pay which may be given in certain other circumstances. Given that this situation has developed throughout the public service and beyond, Conference further calls on the executive committee to engage, through the ICTU, with public service and any other relevant union to have this matter pursued on a national basis.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Sick leave

Motion 81: Housing (Executive)

That this Conference calls on the Divisional Executive Committee to liaise with DPER to have mental illness included as one of the medical criteria for critical illness pay.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 82: Housing (Executive)

That staff who have used up their sick leave, due to a serious accident, for example, be allocated additional sick days, to ensure that, due to the risk of loss of income by not attending, they are not attending work when they are not able to, and to ensure they will not be responsible for spreading an illness in the workplace.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 83: FGE

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

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Pay-related matters, grading and vacancies

Motion 84: Clare General

The clerical grade have experience increasingly demands and are being looked upon to carry out work that is above their graded pay structure. Report to issue to both CSDEC and branch within six months with update.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 85: Ballina General

This ADC instructs the Civil Service National Secretary and relevant head office officials to seek consultation with the office of the Revenue Commissioners, DPER and all appropriate government departments. To start a conversation on reviewing the current widows and orphans scheme, which is currently a scheme all civil servants contribute to regardless of civil status or family status.

A report to issue to the CSDEC and branch within six months of this ADC to update.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 86: OCFA

That this Conference calls on the incoming Civil Service Executive Committee to ensure that any new talks on a successor to the existing civil service pay agreement look specifically at professional and technical grades within the civil service to address any recruitment, mobility and retention challenges that professional and technical grades may be experiencing.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 87: OCFA

That this Conference calls on Fórsa to ensure that any negotiations between unions and management in relation to the bargaining units and sectoral bargaining fund look specifically at professional and technical grades within the public service to address any recruitment, mobility and retention challenges that professional and technical grades may be experiencing and for DPER to review the professional and technical grading structure across the public service in 2021 to ensure that it reflects the specialist nature of the posts, recognises the specific qualifications and experience of these staff and provides adequate compensation as well as opportunities for promotion and mobility of professional and technical staff within the public service.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 88: Letterkenny General

This Conference instructs the incoming Executive to require departments to supply homeworkers with laptops and where they do not, to subsidise the purchase of the home workers laptops where the laptops are being used for work purposes.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 89: Civil Service No.1

The Civil Service No.1 branch is calling for the immediate restoration of proper pay levels for new entrants and to colleagues in the same grade who are on lower pay.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 90: Waterford General Clerical

Conference instructs the incoming Executive to seek to ensure the state old age pension is at 65 years of age.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 91: FGE

This Conference notes that the after tax position of its members, is lower than that which existed prior to the onset of the financial crisis and implementation of FEMPI. In that context this Conference demands the following. The return of the hours worked, prior to the crisis and the return to the overtime rates that applied prior to the crisis and in particular that no civil servant should be paid less than the 'living wage'.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 92: OCFA

That this Conference calls on Fórsa, noting that the financial position of the State and how it will approach any pay interactions in 2020 has changed, to ensure that a mechanism is established to allow for the discussion and negotiation of anomalous and atypical pay matters arising outside of normal pay agreement negotiations.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 93: PSO Sligo

This Conference instructs the incoming CSDEC to support the further reduction of increments for serving staff (especially the lower/middle paid staff) and to canvass the NEC to ensure the reduction is included in the recommendation from Fórsa in the next set of negotiations to a successor agreement.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 94: Forensic Science

We request that Fórsa investigate whether the application of pay cuts to salaries over €65,000, to those working part-time and as a result earning less than €65,000, is justified and if not, that the monies lost by those affected is recouped.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 95: Tullamore General

Ensure that during the duration of the next pay agreement that the members pay and conditions are not reduced by management's reaction to the next recession.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 96: Agriculture Executive

As a consequence of Brexit and the pandemic, it is possible that there could be another recession. Should this happen, this Conference instructs the incoming Executive to immediately and strongly oppose any attempt to impose unwarranted and unfair cuts to pay or conditions of members under the guise of another FEMPI. The economic policy of austerity has been proven to be widely discredited.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 97: Forensic Science

We propose that Fórsa seek additional leave for essential workers as a recognition of their contribution in providing continuous service throughout the Covid-19 pandemic.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 98: Education Executive Grades

This Conference instructs Fórsa that in advance of future civil service sector pay agreements to be voted on by members, that nonpartisan information must be published to the members in advance of such vote and should include both the positives and negatives of said agreement so that the members can clearly decide on voting in favour or against any such agreement.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 99: Education Executive Grades

This Conference agrees that the information sent to members regarding the new Building Momentum agreement in advance of the ballot focussed (exclusively) on the positive aspects of that agreement. In consideration of this, this Conference is of the opinion that in advance of future pay agreements to be voted on by members, nonpartisan information must be published to the members in advance of such vote and should include both the arguments for and against accepting or rejecting said agreement.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 100: Forensic Science

We propose that Fórsa seek an avenue to progress non-general civil service/ bespoke pay claims during the lifetime of pay deals.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 101: Education Clerical

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

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 102: DSP Executive Grades

This Conference instructs in incoming DEC to immediately request permission from the NEC to conduct a ballot for industrial action should any attempt be made by the government to negatively impact our members pay or conditions of service.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 103: Dublin Central Clerical

That this Conference instructs the incoming Executive Committee to ensure that when a clerical officer gets promoted the vacancy is filled immediately.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 104: DSP Navan Road/Blanchardstown/Finglas/Ballymun

Conference is instructed to immediately seek to have job evaluation for all grades to insure that Fórsa members are doing work appropriate to their grade. (Therefore seeking promotions and HDA).

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Working hours and time and attendance

Motion 105: Tullamore General

Restoration is fully implemented in relation to hours of work and that the 6.57 hour per day is fully restored to members.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 106: Dublin Clerical Education

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

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 107: OCFA

That this Conference call on the incoming Civil Service Executive Committee to propose a revised approach to working hours and terms and conditions for staff in the years prior to retirement at the talks on a successor to the public service pay agreement.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 108: OCFA

That this Conference call on Fórsa to continue to engage with DPER on the future of remote working and flexible working (including e-working), and to continue to pursue the four-day working week.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 109: Housing (Executive)

That there is the immediate restoration of flexitime.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 110: Justice Executive

Calls on the employer to restore flexitime for all staff who are meeting their work obligations via full-time office base work, combo of office base and remote working, or full-time remote working.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 111: Department of the Environment, Climate and Communications Executive Grades

This Conference instructs the incoming executive to seek the reestablishment of the flexitime provisions for staff who continue to work from home and provide a similar service to when they were in attendance in the office environment.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 112: CLME

That Fórsa be directed to investigate and propose solutions and ways, that new and recent initiatives like remote working, a four-day week, family friendly policies etc, could be implemented to facilitate members working shifts.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Mobility

Motion 113: CLME

That Conference directs Fórsa to seek to increase mobility for technical and professional grades to facilitate transfers for those grades.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 114: CLME

That Conference directs Fórsa to make possible the recertification of professional and technical grades as general service grades, for those members who are unable to transfer to, or apply for, another location in their current professional or technical grade.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Miscellaneous, organisation and rules

Motion 115: Defence Executive Grades

This Conference requests the CDC to obtain independent legal advice on the role of branch campaign officers and the application of Circular 09/2009 to clarify the level of lobbying a civil servant can undertake in a personal or professional capacity with a TD or minister.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 116: Revenue Tallaght

We call on the incoming Executive to ensure that all members receive appropriate training before being expected to undertake new work.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 117: CSO Executive

This motion calls on the incoming Divisional Executive Committee and on the Fórsa National Executive Committee to make Fórsa's training programmes available on-line so that the maximum reach possible can be made among its membership, while seeking to ensure that all members have equal and timely access to the training provided by the union. Having trained members in Fórsa, lends itself to having more active members within Fórsa's branch network, making Fórsa stronger in dealing with the myriad of issues that can arise at local level. It is for this purpose that Fórsa needs to embrace online learning as a method of empowering itself.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 118: DSP Executive Grades

Conference calls on the Executive Committee to initiate negotiations with the official side with a view to having surplus PCs and accessories released for secure disposal, or for sale, as functioning equipment; with staff given first refusal.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 119: Clerical Education

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

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 120: Education Clerical

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

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 121: Education Clerical

This Conference instructs the incoming National Executive Committee to consider rearranging dental (for Fórsa women activists) to take place during the week and not to be held at weekends. Explanation: As a parent who had to pay for a childminder during the week, there is nothing worse with having to leave your kids on a Saturday to attend. A Saturday is precious to any parents. These are the days we arrange some extra activities, our kids may have parties to go to or playing a game for their local club. So the guilt we feel leaving them during the week is bad enough but having to leave them on a Saturday is even worse. I genuinely feel you will get more women getting involved if they we're during the week like most union meetings.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 122: Defence Executive Grades

This Conference requests the CDC to arrange for all local branch officers to be supplied with free access to Fórsa email accounts to carry out union functions in line of Fórsa's GDPR practices.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 123: Department of the Environment, Climate and Communications Executive Branch

This Conference instructs the incoming Executive to undertake a feasibility study to ascertain the option to rollout the dental and optical benefit to all members of the union.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Amendment to motion 123: Department of the Environment, Climate and Communications Executive

The proposed wording for the amended motion is as follows: This Conference instructs the incoming Executive to undertake a feasibility study to ascertain the option to rollout the dental and optical benefits to all members of the union and report back the findings of this study to all branches within six months of this Conference with a view to the implementation of such a benefit scheme.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 124: CSO Executive

This motion calls on the incoming Divisional Executive Committee and on the Fórsa National Executive Committee to bring the proposed rollout of 'centralised Fórsa email addresses' to a total halt until having made available to all members a detailed breakdown of the costs and motives behind such plans, explaining how the figure of an annual €60 per additional email was arrived at, what organisations would profit financially from this proposed plan, what alternative service providers and products were considered and how the final decision was made as to what company to award the contract to. Such a report should necessarily detail the evolution of this proposal and the reasoning how such a sudden change to such an evidently costly infrastructure can be justified considering how we have operated before such a proposal. Such a detailed report should explicitly specify how much Fórsa HQ project the combined annual cost will be between branches across the union for such a proposal.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 125: CSO Executive

This motion calls on the incoming Divisional Executive Committee and on the Fórsa National Executive Committee to seek a rule amendment to rule 12 sub-section (vi) of the Instrument of Amalgamation, known as the Fórsa rule book, that states branches are to make annual returns to head office "not being earlier than 31st March", to an earlier date in March or before March, so that Fórsa can include all of its branches annual returns into its financial statements and for Fórsa not to be the subject of a qualified audit opinion on its audited financial statements on this basis going forward.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 126: DSP Executive Grades

That this Civil Service Divisional Conference of Fórsa instructs the incoming Civil Service Divisional Executive to oppose the introduction of basic income policy and universal credit system, given that this cuts member's income and decreases the effectiveness of tax credits thereby cutting the taxpayer's income further.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 127: DSP Executive Grades

That this Civil Service Divisional Conference of Fórsa instructs the incoming Civil Service Divisional Executive of Fórsa to contact the Fórsa branch campaign office with a view to beginning a campaign to amend the General Data Protection Regulation (GDPR) so as to remove the provision whereby an employee can be sued personally, thereby losing their own personal cash and assets, arising from a data breach and to write to the NEC of Fórsa on the matter.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 128: DSP Executive Grades

That this Civil Service Divisional Conference of Fórsa instructs the incoming Civil Service Divisional Executive to campaign for the Investor State Court provision in the Comprehensive Economic Trade Agreement (CETA) to be omitted from the ratification of the agreement in Ireland, given the Investor State Court downward impact of this mechanism on wages and income.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 129: DSP Executive Grades

That this Civil Service Divisional Conference of Fórsa instructs the incoming Civil Service Divisional Executive of Fórsa to take whatever measures are necessary, in conjunction with the Irish Congress of Trade Unions (ICTU) and including corresponding with the Fórsa NEC, to have the High Court Ruling in 2020 reversed; which states, in effect, that an employer has no constitutional obligation to pay an employee a pension.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 130: Revenue Executive Grades

This Conference calls on Fórsa to pursue a claim to enable private individuals, including PAYE taxpayers and those in receipt of DEASP income only, to warehouse tax liabilities, for example LPT, in the same way that Revenue/Government are allowing business and self-employed to do so.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 131: Defence Executive

This Conference requests the CDC to arrange for local branch officers to be supplied with a smart phone and laptop to carry out union functions in line of Fórsa's GDPR practices.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motions deemed to be out of order

Motion 132: Ballina General

This ADC instructs the incoming CSDEC and its National Secretary to seek and ensure that CS Divisional Chair and Vice-Chair positions are held by the elected holder for a period of no more than two consecutive terms only.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Amendments deemed to be not appropriate to conference

Amendment to Motion 11: DSP Executive Grades

Conference notes DSP use of outsourcing in phone banks services to Abtran during 2020 we also note the continuation of outsourcing of work in activation to Seetec, etc, which is a serious threat to our members' jobs and conditions. Conference instructs our leadership to demand from Government, with immediate effect, an end date to the use of Jobpath and Seetac and other private companies, which are displacing the work of civil servants. The end date must be in 2021 and if not announced by 1/10/21 that an immediate ballot be held for industrial action. That such a ballot be held immediately, also, if management seek to introduce new outsourcing, in other areas, such as under the pretext of the PUP transition.

This amendment is not appropriate to divisional conference as the context of the motion is deemed to be changed, and conference cannot sanction industrial action.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Amendment to Motion 20: DSP Executive Grades

This branch would ask the Executive to consider offering training courses for members in relation to competitive recruitment and promotion processes.

This amendment is not appropriate to divisional conference as the context of the motion is deemed to be changed.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

CIVIL SERVICE DIVISION CONFERENCE 2021

Motion, amendment
and nomination
withdrawal forms

Fórsa civil service division conference 2021

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

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 civil service division conference 2021

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

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 civil service division conference 2021

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

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 civil service division conference 2021

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

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 civil service division conference 2021

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

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 civil service division conference 2021

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

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 civil service division conference 2021

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

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





CORK

Father Matthew Quay, Cork, T12 EWV0

Phone: 021-425-5210

Email: forsacork@forsa.ie

DUBLIN

Nerney's Court, Dublin, D01 R2C5

Phone: 01-817-1500

Email: info@forsa.ie

GALWAY

Unit 23-24, Sean Mulvoy Business Park,

Sean Mulvoy Road, Galway, H91 HT27

Phone: 091-778-031

Email: forsagalway@forsa.ie

LIMERICK

Roxborough Road, Limerick, V94 YY31

Phone: 061-319-177

Email: forsalimerick@forsa.ie

SLIGO

Ice House, Fish Quay, Sligo, F91 HHX4

Phone: 071-914-2400

Email: forsasligo@forsa.ie


WOODFORD

Unit 2.2 Ground Floor,

Woodford Business Park, Santry, D17 E524

Phone: 01-817-1500

Email: admin@ialpa.net

 [forsa_union_ie](https://twitter.com/forsa_union_ie)

 [forsaunionie](https://facebook.com/forsaunionie)

 [Fórsa Trade Union](https://youtube.com/Fórsa%20Trade%20Union)

 [Fórsa trade union](https://soundcloud.com/Fórsa%20trade%20union)

 [forsa_union](https://instagram.com/forsa_union)

 [forsa.ie](https://google.com/forsa.ie)