



FÓRSA

AGENDA

FÓRSA CONFERENCE 2022
MAY 18 — 20, INEC KILLARNEY

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Conference timetable

Wednesday 18th May

14.00	Registration and issue of ballot papers
19.00	Opening of conference
19.20	President's address to conference
19.50	Appointment of tellers and scrutineers
19.55	Adoption of general standing orders
20.00	Standing orders reports
20.15	Minutes of Conference 2020
20.20	Report on motions from Conference 2020
20.30	Conference adjourns

Thursday 19th May

09.30	Conference resumes and election ballot box opens
09:35	Address by general secretary, Kevin Callinan
10.00	National agreements and related: Motion 1 (to cover the following motions: 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 17 and 18)
10.35	National agreements and related: Motion 15
10.40	Living wage: Motion 19
10.50	Pay agreements: Motions 19A, 20, 21 and 21A (to be taken in common debate)
11.10	Elections: Ballot box closes - presidential election. SOC to announce arrangements for treasurer and other elections as the morning progresses
11.15	Presentation: Strategic change project
11.45	Public policy: Motion 22 (to cover motion 23)
12.15	Conference closed session ¹
12.15	Treasurer's report
12:25	Address by deputy general secretary, Eoin Ronayne
12.35	Rules and related: Motions 75 and 76
12.45	Union finances: Motion 77
12.50	Other internal matters: Motions 78, 79, 80 and 80A
13.00	End of closed session and conference adjourns
14.15	Conference resumes
14.15	Guest speaker

¹ Union delegates and staff only.

- 14.45 Climate change: Motion 24 (to cover motion 25)
- 15.00 Taxation and related: Motions 26 and 27
- 15.15 Social policy: Motions 28, 29 and 30
- 15.30 Palestine: Motion 31
- 15.45 Defence policy: Motion 32
- 15.55 Other policy: Motion 33
- 16.05 Other policy: Motion 34
- 16.15 Remote and blended working: Motion 35 (to cover motions 36 and 37)
- 16.45 Conference adjourns

Friday 20th May

- 09.30 Conference resumes in open session
- 09.40 Address by ICTU general secretary, Patricia King
- 10.00 Working time: Motion 38 (to cover motions 38A and 39)
- 10.25 Annual leave: Motion 40
- 10.30 Sick leave: Motions 41 (to cover motions number 43, 44 and 46), 42 (to cover motion 50), 45, 47, 48 (to cover motion 49) and 51
- 10.45 Other leave: Motion 52
- 10.55 Other leave: Motion 53
- 11.05 Other leave: Motion 54
- 11.15 Mileage rates: Motion 55
- 11.20 Address by Public Services International (PSI) general secretary, Rosa Pavanelli
- 11.50 Living donors: Motion 56
- 12.00 Organising for increased density: Motion 57 (to cover motion 58)
- 12.30 Disability students: Motion 59
- 12.40 Domestic violence: Motion 60 (to cover the following motions: 61, 62, 63, 64, 65, 87 and 92)
- 13.00 Conference adjourns
- 14.15 Conference resumes
- 14.20 Health and safety: Motions 66 and 67
- 14.35 Pensions and related: Motions 68, 69, 70, 71, 72, 73 and 74 (to be taken in common debate)
- 15.00 Promotions: Motion 74A
- 15.10 Motions not requiring decision unless opposed (See appendix 1)
- 15.20 Guillotined motions (if time)
- 15.40 Distinguished service awards
- 16.10 Closing business
- 16.30 Conference closes

Standing Orders Committee

Civil Service Division

Siobhán Daly

Helen Lundy (Secretary)

Education Division

Eileen Coman

Audrey Warren

Health and Welfare Division

Gerry Foley (Vice-chairperson)

Don Meskill

Local Government and Local Services Division

Kathryn Collins

Rose Marie Conroy (Chairperson)

Municipal Employees' Division

Tom Kavanagh

Michael Ross

Services and Enterprises Division

Billy Gallagher

Teresa Kearns (Returning Officer)

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.
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 conference.² 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 from the rostrum or microphone, and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant executive committee and members of staff will be limited to three (3) minutes when clarifying points or answering questions.
8. Where several motions and/or amendments submitted deal with the same topic, the 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

² In accordance with rule 20(iv) and with the exception of the casting vote of the conference chairperson, only delegates and members of the National Executive Committee may vote at conference.

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 rises, 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 in the conference hall while conference is in session.
16. No literature, other than conference documents - agenda, minutes and reports - may be circulated in the conference Hall without the express advance approval of conference by a simple majority of delegates present and voting.
17. No smoking or vaping is permitted in the conference premises.

Proportional representation system as used for Fórsa NEC and DEC elections

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.

Fórsa decided to adopt an electoral system aligned to the Seanad panel election system where each vote is treated as being equal to 1,000 votes. 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 (eg, 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 center 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 (eg, 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 (eg, 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, (eg, union president, treasurer, chairperson of division), this is easy. If one candidate exceeds the quota (50% plus 1 in this case) s/he 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 (eg, union vice president, 'ordinary' DEC members), the likelihood is that several 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 ordinarily 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 s/he 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.

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 (eg, 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.

*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.

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 eg. a copy could be posted in the count center, 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 or re-check of some or all of the ballot papers if s/he 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, eg. 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, eg, 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 23 covers the National Executive and its officers. The president, treasurer and three vice-presidents must be from different divisions. For the purposes of this rule, the Local Government and Local Services Division and the Municipal Employees' Division are combined.

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.

May 2022

Standing Orders Report No.2

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

1. Motions received

Two hundred and fifteen (215) motions were received by the deadline set in Rule 21(v) (ie, by noon on Wednesday 2nd March 2022). Ten (10) motions from Limerick Health Branch were omitted in error from the preliminary agenda and these are included in this final agenda. Forty one (41) motions were received from eleven (11) branches after the deadline and these, although appended below (See Appendix 5), do not appear on the preliminary or final agendas.

The number of motions received, even when those considered as out of order (20), proper to divisional conferences (19) or reiterating existing policy or practice not requiring decision (50) are excluded, is very substantial. It is highly unlikely that all of these can be properly discussed at conference given the time available to conference for motions and the other items of conference business. As such, the SOC has considered how best to try deal with all of the conference business. The general approach by the SOC in these matters in relation to Conference business is set out in this report.

The SOC is particularly mindful that the National Executive Committee [NEC] is anxious to improve conference and sharpen its focus. A key objective of the NEC is to create a positive experience for delegates, ensure space for focussed debate on key issues and challenges, informing and developing participants, and projecting policies and perspectives to the outside world.

The SOC believes that in framing its final report to conference it must take cognisance of a number of requests made to branches including the following:

- That branches limit the number of motions they submit for the conference agenda
- That where branches submit more than one motion that branches rank them by priority.

The SOC is conscious that a number of branches have complied with these requests and, in framing the final agenda, the SOC believes that these branches should not perceive themselves to be disadvantaged by reference to branches who did not so comply.

In addition, in framing the final agenda the SOC will be taking account of NEC requests that it extend the process of compositing of motions and that it categorise motions into:

- Motions not requiring a decision unless opposed (Appendix 1)
- Motions considered appropriate to Divisional Conferences (Appendix 3)
- Motions reiterating existing policy or practice which do not require a decision (Appendix 4).

Where several motions and/or amendments submitted deal with the same topic, the SOC in accordance with General Standing Order 8 has placed these together on the final agenda, for common debates. The SOC asks, in light of the heavy business load of conference, that branches agree this approach. It will facilitate conference getting through the maximum amount of business without unduly curtailing the time required for important debates and decisions. It will also allow all proposing branches to have the opportunity to speak to the relevant topic. In addition, the SOC is proposing that decisions on some motions will be taken to cover other motions. Where this is recommended the subsequent motions will not need to be proposed at the conference.

That said, the SOC urges branches to again scrutinise the numbered motions and to consider withdrawing some, particularly where they are covered by others.

2. Motions considered to be out of order

Twenty (20) motions are considered as out of order for the reasons set out below. These motions can be found listed in Appendix 2.

Motions 117, 118, 119, 121, 122, 124, 125, 126, 127, 128 and 134 are not in the form of motions to Conference or contain no direction or decision.

Motion 123 concerns a staffing matter. This is a reserved function of the General Secretary.

Motions 135 and 136 concern administrative matters which are the responsibility of General Secretary.

Motions 130, 131 and 132 are out of order as they seek to go beyond the remit of Conference. Conference can instruct the NEC, not individual staff members or officers.

The SOC scrutinise proposed motions to amend the rules by reference to strict criteria. This is to ensure all proposed rule changes specify the rule to be amended or added, any text within the rule to be replaced and the proposed new or additional text. The amendment must include all consequential or additional changes required to that rule and/or other rules so that there are no contradictions or gaps within the rules if the proposed rule is agreed. Amendments to rules should contain the text of the existing rule; the proposed amendments to the existing text and the text of the proposed new rule.

Motions 120, 129, 133 and 136A are motions which would require a rule change. They have not been submitted in the correct format of proposed motions to amend the rules and must be regarded as being out of order.

3. Motions appropriate to Divisional Conferences

Appendix 3 contains nineteen (19) motions which are more appropriate for divisional conferences and will be referred to the appropriate national secretary for attention.

4. Rule changes

Motions 75 and 76 contain proposed rule changes which have been submitted in the correct format. It should be noted that the transitional provisions (Appendix C, paragraph 10) in the instrument of amalgamation on the formation of the union provides as follows:

“Until the commencement of the meeting of Biennial Delegate Conference 2024 these Rules may only be revoked, altered or added to by a motion carried by three quarters of the valid votes cast at a meeting of the Union Conference.”

5. Members of Standing Orders Committee

These are listed on page six of this publication.

6. Amendments received

A total of seven (7) amendments were received by the deadline as set out in rule. No amendments were received late.

7. Amendments considered out of order

The following amendments are deemed to be out of order by the SOC for the reasons stated:

The amendments to motions 19, 27 and 31 have not been submitted in the correct format of an amendment and are, in fact, in the form of new motions.

The amendments to motion 38 are not properly framed and introduces entirely new material into the motion.

The amendment to motion 129 seeks to change a motion which was not submitted in the form of a rule amendment into a proposed rule amendment. This cannot be permitted. A motion which is out of order cannot be rendered into order by an amendment. Additionally, the timeframe for submitting proposed rule amendments has passed.

8. Common debates

In view of the large number of motions and amendments received, the other conference business, and to ensure that the maximum number of motions are considered by conference, the SOC is proposing that the following motions be taken in common debate. Any amendments to the individual motions in the common debate must be proposed, discussed and voted upon before the common debate on the motion commences.

In addition, the SOC is proposing that decisions on some motions will be taken to cover other motions. Where this is recommended the subsequent motions will not need to be proposed at the conference. These are also detailed in the following paragraphs.

Motion 1 (national agreements and related), in the name of the NEC, should be taken to cover the following motions: 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 17 and 18.

Motions 19A, 20, 21 and 21A (pay agreements) should be taken in common debate.

Motion 22 (post-covid society and economy), in the name of the NEC, should be taken to cover motion 23.

Motion 24 (climate change), in the name of the Boards and Voluntary Agencies Branch, should be taken to cover motion 25.

Motion 35 (remote and blended working), in the name of the NEC, should be taken to cover motions 36 and 37.

Motion 38 (working time), in the name of the NEC, should be taken to cover motions 38A and 39.

Motion 41 (sick leave) should be taken to cover motions number 43, 44 and 46.

Motion 42 (sick leave) should be taken to cover motion 50.

Motion 48 should be taken to cover motion 49.

Motion 57 (organising for increased membership density and strength), in the name of the NEC, should be taken to cover motion 58.

Motion 60 (domestic violence), in the name of the NEC, should be taken to cover the following motions: 61, 62, 63, 64, 65, 87 and 92.

Motions 68, 69, 70, 71, 72, 73 and 74 (pensions and related) should be taken in common debate.

Motion 84 should be taken to cover motions 90 and 94.

Motion 113 should be taken to cover motion 114.

Motion 115 should be taken to cover motion 115A.

10. Incompatible motions

If motion 1 is carried, motion 16 should fall.

11. Withdrawal/remission of motions

CSO Executive Grades Branch has indicated that motions 176 and 180 can be comprehended by motion 35.

12. Emergency motions

The union rules provide that motions or amendments not included in the final agenda cannot be considered at conference other than where two-thirds of the delegates agree to add a motion of which timely notice could not have been given (ie, where it refers to events that have occurred since the final date for receipt of motions-11 weeks before conference).

To date the following proposed emergency motion has been received. The SOC will cover issues related to emergency motions in a subsequent report:

In light of the sudden and severe increase in fuel prices, the Westmeath Health and Welfare branch directs the NEC to seek the temporary abolition of band 1 of the civil service travel rates so that any travel claims start at band 2 (ie, band 2 rates should be applied from 0-5,500km). Failing this, the Westmeath Health and Welfare branch direct the NEC to seek an alternative solution to alleviate the direct impact of the increase on our valuable public and third-sector members who are required to travel to provide services to the people of Ireland.

Westmeath Health and Welfare

13. Conference timetable

The timetable in this publication for conference is recommended.

It is recommended that any guillotined motions:

- (i) Be taken during conference if time permits at the end of other sections, with the balance, if any, of guillotined motions being taken at the end of conference
- (ii) 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.

14. Distinguished service awards

The NEC has approved several distinguished service awards which will be presented just before the conference closing business session on Friday 20th May.

15. General standing orders

The SOC recommends that the general standing orders in this publication will apply at the national conference 2022. The SOC wishes to make all aware of section 16 that reads as follows:

"16. No literature, other than conference documents - agenda, minutes and reports - may be circulated in the conference hall without the express advance approval of conference by a simple majority of delegates present and voting."

The purpose of these is to try assist in the smoother running of conference where there are an exceptionally large number of motions.

16. Officer elections and votes

Officer elections will commence in the morning of Thursday 19th May at conference at 9.30am. The elections to be held in the following order: President, treasurer, and then finally the vice president. The ballot box for the first election will close at 11.10am. Further updates will be announced by the SOC as conference progresses.

The SOC recommends that Teresa Kearns, SOC, be appointed as returning officer. It is recommended that conference appoints two scrutineers from each of the union's divisions to count ballot papers.

17. Withdrawal of nominations

The following nominations have been withdrawn:

Byrne, Martina	President
O'Hara, John	Vice-president
Canning, Helen	Treasurer
O'Malley, Kevin	Treasurer

The names of these candidates will not appear on the relevant ballot papers.

18. Conference votes

It is recommended that conference appoints at least ten tellers to count any votes at conference.

19. Standing orders queries

Where branches or the NEC have queries or wish to seek changes to general standing orders or to SOC reports they are asked to raise these in writing with the SOC as soon as possible and in any event not later than one week prior to conference. As stated in Standing Orders Report No.1 issued on 22nd March 2022 the SOC will be available to deal with last minute conference issues between 4.00pm and 5.00pm in the conference venue on Wednesday 18th May 2022.

Rose Marie Conroy, chairperson, Standing Orders Committee, 29th April 2022.

Motions

Pay and inflation

Motion 1 - National Executive Committee

This Conference notes that:

- The rising cost of living is now the priority bargaining issue for workers, as sustained high inflation erodes spending power and living standards;
- For the most part, inflation is not currently being pulled by demand, but is being pushed by costs, particularly soaring energy prices. Workers are the victims of inflation, not the cause of it;
- Most current pay agreements, including the Building Momentum public service deal, have not kept pace with inflation largely because they were negotiated at a time of economic uncertainty and low inflation, and in the absence of any expectation of the sustained cost-of-living increases now being experienced by workers in all sectors;
- Pay adjustments achieved since 2015 have, for the most part, been aimed at restoring pay cuts imposed between 2009 and 2013, and did not adjust for (albeit relatively low) inflation during that period;
- Ireland's public finances remain buoyant, with strong economic growth forecast by the EU and others;
- High and sustained inflation now risks undermining the credibility of the current public service agreement, which is essential to sustaining certainty in the public finances and in public service delivery and industrial relations;
- Failure to address the impact of inflation on incomes will undermine efforts to recruit and retain staff in a tight labour market.

Conference therefore instructs the National Executive:

- To prioritise the restoration and improvement of living standards above all other issues in the current round of pay bargaining, in the public service and elsewhere;
- To continue to seek progressive pay agreements, which favour workers on lower incomes who feel the impact of inflation most keenly;
- Through this and other means, to continue to work to close the gender pay gap;
- To take the lead in building consensus around these priorities among colleague unions;
- To work to ensure that pay agreements in the public service and elsewhere reflect the realities of the cost of living crisis, which is hurting workers regardless of what sector they work in.

Conference also calls on the Government to:

- Immediately finalise any outstanding elements of Building Momentum, including its sectoral bargaining provisions and the implementation of the recommendations of the independent body on the 'Haddington Road hours';

- Immediately begin negotiations on a successor to Building Momentum, and conclude them in time to allow Fórsa and other unions to ballot on the outcome in time for any necessary provisions to be included in the October Budget;
- Allocate sufficient funding to Section 39 and Section 56 agencies to allow them to reach agreements that mirror the public service and restore living standards.

Withdrawn Amended Carried Not Carried Remitted

Motion 2 - Dun Laoghaire Rathdown

That this Conference welcomes Fórsa’s recent statements that any new national pay agreement must reflect the reality of cost of living increases. This Conference agrees that given the last ten years have been primarily about recovery of pay, this must be backed up by a pay deal that delivers substantial increases above the rate of inflation.

Withdrawn Amended Carried Not Carried Remitted

Motion 3 - Municipal Employees

This Conference calls on NEC to agree that any further national pay agreement would ensure that the percentage increase agreed will keep pace with the rate of inflation.

Withdrawn Amended Carried Not Carried Remitted

Motion 4 - Clare Civil Service Clerical

This Conference calls on the incoming National Executive to request an increase in wages due to the rising inflation.

Withdrawn Amended Carried Not Carried Remitted

Motion 5 - Dublin Central Revenue Clerical

The Conference calls on the incoming National Executive to request an increase in wages to come in line with the rising rate of inflation.

Withdrawn Amended Carried Not Carried Remitted

Motion 6 - Dublin Central Clerical

Conference notes that talks on a successor agreement to the current Building Momentum public service pay deal are likely to get underway in the coming months against a backdrop of increasing inflation which is particularly hard on lower paid workers and their families.

Conference instructs the NEC and the general secretary to seek to ensure that any deal reached follows the positive example set in previous agreements and is based on applying a flat rate increase to income below a set threshold to help lower paid workers cope with the huge increases in the cost of living since the current agreement was negotiated.

Withdrawn Amended Carried Not Carried Remitted

Motion 7 - FGE

That this Conference addresses as a matter of urgency the effects of inflation on the take home pay of low paid workers in the public service. In particular the disproportionate effects on non-discretionary spending of these low paid workers, that the National Executive make this a priority in the current emergency and that any national pay agreement have a positive bias towards those on low pay.

Withdrawn Amended Carried Not Carried Remitted

Motion 8 - Longford Health and Local Government

Conference calls on the NEC to ensure that any talks on a successor pay agreement to Building Momentum will reference the rising costs of inflation when negotiating pay increases for the public sector.

Withdrawn Amended Carried Not Carried Remitted

Motion 9 - Longford Health and Local Government

That this Conference calls on the NEC to seek pay increases for its members, especially the lower paid, to keep in line with inflation.

Withdrawn Amended Carried Not Carried Remitted

Motion 10 - Community Employment Supervisors

That this Conference recognise the European Commission's prediction in February 2022 that Irish inflation will rise by 4.6% this year, we call on the union to negotiate realistic pay increases to reflect the rise in the cost of living.

Withdrawn Amended Carried Not Carried Remitted

Motion 11 - Community Employment Supervisors

That this Conference recognise that some sector roles have had no cost of living increases in almost 15 years, we call on Fórsa to negotiate the lifting of caps on pay scale roles that are affecting the pay progression opportunities of some of our members.

Withdrawn Amended Carried Not Carried Remitted

Motion 12 - Revenue Executive Grades

That this Conference instructs the National Executive Committee to ensure that the expected rise in costs to members, due on foot of the climate crisis, becomes a factor in future pay agreements and that they seek to ensure measures, which may alleviate some of these additional charges, are included in the pay agreements.

Withdrawn Amended Carried Not Carried Remitted

Motion 13 - Cork General Clerical

That this Conference instructs the National Executive Committee that when entering the next pay talks that the agreement takes into account the high rising rate of inflation and that pay increases are linked thereto.

Withdrawn Amended Carried Not Carried Remitted

Motion 14 - DSP Executive Grades

That this Conference instructs the incoming National Executive Committee to seek that Fórsa seek and obtain pay increases greater than the current rate of inflation for its members in the next round of pay negotiations.

Withdrawn Amended Carried Not Carried Remitted

Motion 15 - Defence Executive Grades

That this Conference requests the National Executive Committee, as a matter of priority, to seek the permanent removal of two extra increment points imposed on post-2011 entrants. It is noted that the Public Service Stability Agreement 2018-2020 only provided for these increment points to be skipped and these increment points remain in place because the relevant FEMPI legislation is still in place.

Withdrawn Amended Carried Not Carried Remitted

Motion 16 - Waterford Civil Service Clerical

Due to the high rate of inflation we call on the NEC for a 30% pay raise for union members in year one of a new national pay agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 17 - Cork Health and Local Government

Given the current level of inflation of 5.1%, and the further steep cost of living increases, driven by rising energy, housing and childcare costs, which are not reflected in the Consumer Price Index, it is crucial that Fórsa begins preparing for a pay claim to reflect the increased cost of living. Furthermore, this Conference calls on Fórsa to begin a media campaign that challenges recent public commentary, that seeks to blame inflation on pay rises when the opposite is the case.

Withdrawn Amended Carried Not Carried Remitted

Motion 18 - DSP Executive Grades

That this Conference instructs the incoming national committee of Fórsa to seek pay increases of at least 5% per annum as part of any extension or successor agreement to the current public sector stability agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 19 - FGE

That the Fórsa National Conference supports the principle that no worker in the public service be employed on a salary less than the relevant living wage. To this end this, Conference instructs Fórsa to take immediate action to address this where cases have been identified and that the National Executive make this a priority.

Withdrawn Amended Carried Not Carried Remitted

Pay agreements

Motion 19 A - Limerick Health

That this Conference instructs the NEC to ensure that cost of living pay increases should not be conditional. Only pay increases in real terms should be conditional on productivity.

Withdrawn Amended Carried Not Carried Remitted

Motion 20 - DSP Executive Grades

That this Conference instructs the National Executive Committee that, as part of any follow-on national agreement to Building Momentum, provision must be made that when an employer tries to introduce change management practices or policies, if there is no agreement between the employer and the union regarding the change management or practice, then it is the employer who must take the matter to a third party for adjudication. If the employer introduces the change without seeking third party intervention, then the union has the right to take appropriate industrial action up to and including all out strike.

Withdrawn Amended Carried Not Carried Remitted

Motion 21 - DSP Executive Grades

That this Conference requests the incoming national committee of Fórsa to ensure that there is a clause in any extension or successor to the current public sector stability agreement whereby any disagreed reform, change or alteration to the public sector organisational structures, pay and conditions or any subject encompassed by the aforesaid public sector stability agreement successor or extension, shall be suspended and placed in abeyance until the conclusion of any dispute mechanism or third party referral contained in any such successor or extension of the aforesaid agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 21 A - Limerick Health

That this Conference instructs the NEC to negotiate that pay increases should be conferred automatically to members. Non-members should have to apply to their line manager in a similar way whereby Contract of Indefinite Duration (CID) employees automatically get pay increments but Specific Purpose Contracts (SPCs) have to apply each year via line manager.

Withdrawn Amended Carried Not Carried Remitted

Public policy

Motion 22 - National Executive Committee

Conference believes that the Covid experience has demonstrated what can be achieved when the State mobilises financial, organisational and human resources for the common good, when people work together collectively, and when citizens have equal and easy access to essential goods and services.

Conference endorses the Fórsa/TASC report, called The Irish State Post-Pandemic, and the union's campaign to embed these principles into our economic, social and business models in order to build a more secure, more equal, more robust and more united country as we exit the pandemic.

The pandemic exposed the structural weaknesses of our public services and the inadequacy of worker protections on this island, particularly when compared to other wealthy European nations. It laid bare the shortcomings of our low-tax, light touch, fiscal and regulatory regimes. Yet workers, communities, and public services stepped up to extraordinary challenges in 2020 and 2021.

Against a background of strong employment recovery and public finances, conference calls for a genuinely 'new' normal, with an expanded role for the State in public service delivery, innovation, economic management, and climate action.

Conference believes that Ireland needs, deserves, and is capable of delivering, a State-led response to the massive civic and economic challenges ahead of us. Conference calls on the National Executive to build on The Irish State Post-Pandemic with a campaign to achieve expanded State service provision and a best-of-class social wage, supported by a competitive, environmentally-robust economy founded on secure and well-paid work.

This should include free health care at the point of delivery, access to free or affordable childcare and early years' education, social housing worthy of the name, enhanced local services and democracy, and the opportunity for our children and economy to benefit and grow through accessible high-quality education and investment in R&D.

In the economic sphere, Conference supports the development of a long-term economic and industrial strategy that reduces Ireland's dependence on foreign direct investment by developing parallel indigenous enterprise.

Conference endorses the proposals set out in The Irish State Post-Pandemic, that this vision of a strong and progressive State providing decent public services worthy of a wealthy European nation should be funded by an expansion of employer PRSI contributions, increased tax on wealth, and a phasing out of subsidies for environmentally damaging fossil fuels, accompanied by a trebling of R&D spending on renewables.

Withdrawn Amended Carried Not Carried Remitted

Motion 23 - IALPA

That this Conference acknowledges the support given to many through the Department of Social Protection. During the Covid pandemic, many workers found themselves reliant on Social Welfare supports for the first time in their working lives. Experience with the system has shown that the Social Welfare supports no longer reflect the reality of modern working life in Ireland. This Conference therefore instructs the incoming NEC to engage with ICTU and the Minister for Social Protection to seek an overhaul to workers' supports to ensure they reflect the modern nature of employment in Ireland.

Withdrawn Amended Carried Not Carried Remitted

Motion 24 - Boards and Voluntary Agencies

The climate emergency: Conference notes with concern the inadequate response of governments across the world to the global climate and biodiversity emergency.

Conference notes the unique nature of the climate and biodiversity emergency on the island of Ireland and asserts that an all-island approach to the emergency is required to protect workers, families, and communities; the climate emergency does not recognise borders here or anywhere else.

Conference notes the need for an all-island approach was recognised when the All-Island Climate and Biodiversity Research Network (AICBRN) was launched in November 2021 by An Taoiseach and the deputy first minister. The launch of the network was characterised by leading politicians and researchers emphasising the climate crisis and loss of biodiversity is one of the biggest threats facing humanity, one shared by all on this island; which will require collaboration, research and innovation across all sectors of public, private and civil society.

Conference welcomes and endorses the commitments within the Strategic Plan to reduce our own climate footprint however the scale of the emergency requires us to be more ambitious in our aims.

Conference therefore further instructs the National Executive Committee to:

- (a) Collaborate with sister unions across the island of Ireland to develop a shared policy platform to address the climate and biodiversity emergency; and,
- (b) Advocate for an all-island approach to tackling emergent threats to our climate and biodiversity.

Conference authorises the National Executive Committee to establish a standing committee to meet regularly to retain oversight of implementing the actions listed above and to report on the relevant activities at the 2024 National Conference.

Withdrawn Amended Carried Not Carried Remitted

Motion 25 - Kildare Health

Conference calls on the NEC to formulate an ambitious action plan to help achieve climate-friendly civil and public services in Ireland. The plan should include a target date by which the sectors should become zero carbon. Decarbonising the civil and public sectors can be done in a way that protects employment and creates quality green jobs in line with the objectives of a just transition. The Fórsa climate action plan can then be utilised for campaigning, negotiation with central government and engagement with public sector employers.

Withdrawn Amended Carried Not Carried Remitted

Motion 26 - IAPLA

That this Conference recognises the outsize effect of the Covid-19 on workers in particular sectors of the Irish economy, especially those in hospitality, travel and tourism. The support of the TWSS and EWSS in keeping people employed is to be welcomed. However, employers were given an effective PRSI holiday while workers were given income tax bills. Therefore, this Conference directs the incoming NEC to engage immediately with Government to seek ways to remove the tax burden on workers as a result of Covid supports.

Withdrawn Amended Carried Not Carried Remitted

Motion 27 - Defence Executive Grades

That this Conference requests the National Executive Committee to investigate the number of public and civil servants in receipt of a Working Family Payment (formerly known as Family Income Supplement) and to campaign for better pay conditions for staff coming within the threshold of social welfare allowances.

Withdrawn Amended Carried Not Carried Remitted

Social policy

Motion 28 - Kildare Health

Conference calls on the NEC to highlight the challenges faced by renters in applying for mortgages. Renters are often refused mortgages despite being able to pay significantly higher rents than the proposed levels of mortgage repayment.

Withdrawn Amended Carried Not Carried Remitted

Motion 29 – SNAs North Dublin/North Leinster

We call on Fórsa to publicly support the creation of protest exclusion zones outside of medical facilities for people accessing essential healthcare.

Withdrawn Amended Carried Not Carried Remitted

Motion 30 – SNAs North Dublin/North Leinster

We call on Fórsa to fully support the survivors of mother and baby homes and to promote the campaign to give redress to all inmates of these facilities regardless of their length of incarceration.

Withdrawn Amended Carried Not Carried Remitted

Palestine

Motion 31 – SNA South Dublin South Leinster

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

Withdrawn Amended Carried Not Carried Remitted

Defence policy

Motion 32 – DSP Executive Grades

That this Conference instructs the incoming National Executive of Fórsa to explore the possibility of a public consultation on the subject of a green paper on defence.

Withdrawn Amended Carried Not Carried Remitted

Other

Motion 33 – Architectural, Engineering and Heritage Services

That this Conference instructs the NEC to take the position that all professional and technical staff involved in active work of their profession report in a line management structure with professional or technical line managers of that profession at each grade up to and including assistant principal architect, assistant chief engineer or head of quantity surveying (PO level). Exceptions to this may be provided for, where professional and technical staff report to professional or technical line managers of related disciplines at senior manager (PO) level, by agreement in departments where this is acceptable due to the nature of the work.

Withdrawn Amended Carried Not Carried Remitted

Motion 34 - DSP Executive Grades

That this Conference instructs the incoming National Executive of Fórsa to explore the possibility of local currencies in the form of notes and coins be implemented in Ireland which would increase purchasing power of workers and strengthen a sustainable local economy.

Withdrawn Amended Carried Not Carried Remitted

Conditions of service**Motion 35 - National Executive Committee**

Conference recognises that Fórsa had taken a leading role in the debate about remote and blended working since the outbreak of the pandemic and notes the union's 2020 membership survey, detailed submissions to Government consultations, its detailed claim for, and negotiations on, a public service remote working framework, and its lobbying and leadership on Government legislation for a right to request remote work including in the public media.

Conference believes that the normalisation of remote and blended working in the organisation of working time will bring benefits for workers, employers and service users, while contributing to climate action, spatial policy and town and rural development.

Conference condemns the weak draft legislation brought forward by the Government in early 2022, and calls on the union to continue to work through ICTU for legislative amendments to ensure a genuine right to request work, an obligation on employers to demonstrate objective reasons for refusing remote work arrangements, a fair and robust appeals mechanism, and strong worker protections covering health and safety, privacy and the right to disconnect.

Conference believes that the State should be the driver of best practice in this area, and calls on the union to continue to press for the implementation of the January 2021 national remote working strategy, Making Remote Work, including its commitment that 20% of public service jobs will be worked remotely. Fórsa considers this to be a floor rather than a ceiling, and commits to seek to negotiate comprehensive guidelines on remote working in all appropriate employments and work settings with the objective of securing:

- Fair access and the right to request remote work;
- A consistent approach to identifying functions that can be performed remotely, and for selecting staff to be allocated to home working arrangements;
- The principle that individual employees can decline remote work arrangements;
- Compliance with health and safety legislation, including specific measures relating to mental health, pregnant women, young workers, and workers with disabilities;
- Specific advice on compliance with working time legislation and the 'right to disconnect';
- Agreed guidance on flexible work arrangements, work attendance and time measurement;
- The provision of management training and supports to line managers;
- The inclusion of remote workers in collective workplace activities including business meetings and training and fair access to career advancement for all workers regardless of their work location;
- Full transparency and agreement over the use of any surveillance products or practices, and a guarantee that employees' rights to privacy and a reasonable work-life balance will be protected, along with full compliance with the provisions of data protection legislation;
- Other measures set out in the union's existing remote work policy and guidelines.

Conference also calls on the National Executive to continue to seek flexitime accrual for civil and public servants working remotely, along with measures to ensure that staff working remotely do not have to bear work-related financial costs that should be met by their employers.

Withdrawn Amended Carried Not Carried Remitted

Motion 36 - Defence Executive Grades

That this Conference requests the National Executive Committee to make representations to the Department of Public Expenditure and Reform for a standardised allowance to cover the utility costs of working from home in line with the Government's blended work strategy.

Withdrawn Amended Carried Not Carried Remitted

Motion 37 - Defence Executive Grades

That this Conference requests the National Executive Committee to make representations to the Department of Public Expenditure and Reform for a standardised allowance or vouched expenses to be introduced to cover the cost of office furniture, along with any ergonomic equipment, required by staff working from home in line with the Government's blended work strategy, and that such allowance or expenses would also be retrospectively granted to staff who bought such equipment since 2020.

Withdrawn Amended Carried Not Carried Remitted

Working time

Motion 38 - National Executive Committee

Conference recognises that the pandemic has provided further evidence that working time and working patterns across the economy can and should be fundamentally reviewed and reformed. Conference also believes that reduced working time can be an important mechanism for maintaining employment as new technologies replace or change traditional jobs, and for sharing the benefits of improved productivity that flow from automation and other technological developments, while also helping to address challenges like the climate crisis, increasing caring demands, and demographic shifts including longer life expectancy.

Conference recognised that the union has shown leadership in the national and international campaign for a four-day week, the expansion of remote working opportunities, and in the long-overdue resolution of the 'Haddington Road hours' injustice.

Conference welcomes the recommendation of the Independent Body chaired by Kieran Mulvey to restore working time in the civil and public service to pre-austerity levels from 1st July 2022, and demands that the Government accept the recommendation in full, which can be achieved without excessive cost or damage to public service quality or output.

Conference welcomes the Government's decision, on foot of trade union representations, to implement a permanent additional public holiday, but notes that Ireland still lags behind other advanced European economies in this regard.

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

1. Continuing to increase the number of public holidays from Ireland’s internationally-low number of nine;
2. Securing four-day week pilots in appropriate public and private/commercial employments;
3. Developing, promoting and negotiating the implementation of remote-working and other arrangements that can improve work-time flexibility to the benefit of workers, employers and the economy;
4. Developing and promoting mechanisms for work-time flexibility for workers approaching retirement, in light of increased life expectancy and other demographic trends.

Withdrawn Amended Carried Not Carried Remitted

Motion 38 A - Limerick Health

That this Conference instructs the NEC to support workers with red circled hours of work prior to implementation of the Haddington Road Agreement (HRA), to be fully restored to those hours when HRA measures are reversed.

Withdrawn Amended Carried Not Carried Remitted

Motion 39 - Central Statistics Office Executive Grades

That this Conference calls on the incoming Fórsa National Executive Committee to seek changes in the starting hours of remote working time only from the current standard start time of 8.00am to an earlier starting time of 7.00am. This would provide more choice to many of our members and offer a better work/life balance to a cohort of our members which has grown since the start of the pandemic in March 2020.

Withdrawn Amended Carried Not Carried Remitted

Annual leave

Motion 40 - National Education and Training Board

This Conference calls on the NEC to seek parity for all new entrants and align annual leave entitlements to those of their colleagues.

Withdrawn Amended Carried Not Carried Remitted

Sick leave scheme

Motion 41 - Kildare Local Government

That this Conference instructs the incoming National Executive Committee to seek to have the current sick pay scheme reviewed and the terms prior to 2014 reinstated to allow for greater compassion for those on sick leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 42 – Dublin Central Revenue Clerical

Conference calls on the incoming National Executive Committee to seek to secure to have Saturday/Sunday/public holiday excluded in the calculation of sick leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 43 – Probation Officers

That this Conference instructs that Fórsa will seek to commence negotiations on full restoration of sick leave arrangements back to what they were prior to the Croke Park agreement.

Withdrawn Amended Carried Not Carried Remitted

Motion 44 – Probation Officers

That this Conference instructs that Fórsa will seek to commence negotiations for the restoration of sick pay to levels that they were prior to the recent economic crash. Restoration will be to the benefit of all workers. However as sick leave often impacts more on women this is also an equality issue and restoration of sick pay entitlements will help to address the gender pay gap.

Withdrawn Amended Carried Not Carried Remitted

Motion 45 – Sligo Health and Local Government

That this Conference calls on the incoming executive to ensure that a revised streamlined process is put in place across the public service for dealing with TRR and injury at work claims. And that the practice which appears to be creeping in across certain sections of the public service of requesting members to pay the cost of medical reports for TRR and injury at work is quickly brought to an end.

Withdrawn Amended Carried Not Carried Remitted

Motion 46 – Sligo Health and Local Government

That this Conference calls on the incoming executive to work with other unions to ensure that the current sick leave scheme which was implemented under the Public Service Management (Sick Leave) Regulations 2014 is changed to reflect the number of days in the following sections of the Act to 184 days from the current 92 days in Section 3 and 4 of the regulations/Act.

- (3) Subject to paragraph (4), sick leave remuneration at the half rate may be paid in respect of any period of sick leave, in the 12 month reference period, following on, or occurring after, the period of 92 days sick leave referred to in paragraph (2).
- (4) Payment of sick leave remuneration at the half rate shall be limited to 91 days of sick leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 47 – Waterford Revenue Clerical

Conference calls on the incoming National Executive to request that post-natal depression be recognised as a pregnancy related illness. It is gender-based discrimination for this illness to be used in calculating sick-leave for promotion and sick-pay purposes.

Withdrawn Amended Carried Not Carried Remitted

Motion 48 - Dublin Central Revenue Clerical

The Conference calls on the incoming National Executive to ensure that the four-year look back rule for eligibility for promotion is reduced to two years.

Withdrawn Amended Carried Not Carried Remitted

Motion 49 - Clare Civil Service Clerical

This Conference requests the incoming executive to consider the look back for sick leave be reduced to two years instead of the current four years.

Withdrawn Amended Carried Not Carried Remitted

Motion 50 - Dublin Central Revenue Clerical

The Conference calls on the incoming National Executive Committee to seek to secure that Saturday/Sunday/public holiday are excluded in the calculation of sick leave.

Withdrawn Amended Carried Not Carried Remitted

Motion 51 - Dublin Central Revenue Clerical

The Conference calls on the incoming National Executive to ensure that pregnancy-related sick leave is discounted for pay purposes as well as promotional purposes regardless of sick pay limits having being reached, once they are certified as being pregnancy related by a GP/Medical professional.

Withdrawn Amended Carried Not Carried Remitted

Other

Motion 52 - Waterford Revenue Clerical

Conference calls on the incoming National Executive Committee to request that DPER introduce a minimum of ten days' paid bereavement leave for all women who experience spontaneous miscarriage or are required to terminate a pregnancy for medical reasons before the 24th week of pregnancy.

Withdrawn Amended Carried Not Carried Remitted

Motion 53 - SNAs North Dublin/North Leinster

Assault leave is capped at 183 days in a rolling four-year period. This motion calls on Fórsa to work to have this leave extended beyond this limit if a doctor confirms that the assaulted person is still suffering from the results of injury beyond that period of time. Staff who are victims of assault should not have to use certified sick leave after this period to make up the difference when injured in their place of work. We propose that a medical doctor is the only qualified person to say when it's appropriate to return to work and they should remain on assault leave accordingly.

Withdrawn Amended Carried Not Carried Remitted

Motion 54 – Finance, PER and Associated Organisations

That this Conference instructs the National Executive of Fórsa to seek to secure a right to three days’ leave for fathers or other relevant parent in the event of a miscarriage/still birth between 16 and 23 weeks pregnancy, including:

- in the case of the civil service through negotiations in General Council
- in the case of other parts of the public sector through equivalent or similar structures, and
- in the case of the private sector, to consider the feasibility of seeking legislation to secure.

Such a right for all workers, and in considering it, to examine whether the current entitlement for civil servants in the case of miscarriage after 24 weeks needs to be sought for workers in other sectors, and to explore the feasibility and appropriateness of working with other unions jointly on this overall matter.

Withdrawn Amended Carried Not Carried Remitted

Motion 55 – Third Secretaries

That this Conference calls for a review of civil service mileage rates, taking into account the public health and environmental benefits of cycling, and for the rates paid to cyclists to be increased to the same as those paid to drivers to incentivise a modal shift in transport choices.

Withdrawn Amended Carried Not Carried Remitted

Motion 56 – Cork Health and Local Government

That this Conference calls on Fórsa to instigate a campaign to pursue special paid leave, outside the normal sick pay scheme for “living donors.”

Withdrawn Amended Carried Not Carried Remitted

Organising for increased membership density and strength

Motion 57 – National Executive Committee

This Conference notes that Fórsa’s strategic plan, which was ratified at the 2020 national conference, establishes organising as the union’s top priority. In order to give effect to this, Conference instructs the National Executive and general secretary to:

1. Ensure that each Fórsa division prioritises organising and recruitment, maps priority areas for action in this regard, and establishes an implantation plan to address the issue methodically;
2. Establish a consistent mechanism for industrial and organising staff to embed and implement organising and recruitment priorities into practical work programmes, and to account for their activities in this regard;
3. Conduct a phased audit of union organising activity at branch and divisional level;
4. Ask the union’s strategic organising unit to investigate the potential for establishing organising champions at divisional level;
5. Establish mechanisms for tracking the union’s recruitment, organising and leadership-building activities;
6. Continue to develop mapping, organising and leadership-development capacity at branch level;

7. Establish a membership retention policy, including at the point of members' promotion and retirement; and
8. Promote the development of strategic organising plans at divisional, branch and workplace levels.

Withdrawn Amended Carried Not Carried Remitted

Motion 58 - Boards and Voluntary Agencies

Conference commends the success of the Boards and Voluntary Agencies and Dublin Care Services branches in their endeavours to implement the provisions of the national strategic plan and develop their capacity for autonomously organising their membership. Conference notes the successes of the branches in their recruitment of new members and retention of serving members, by:

- Expanding collective bargaining coverage
- Securing pay rises for members not covered by national agreements
- Defending and extending workplace pension provision, and
- Delivering high-quality and consistent member care.

Conference asserts that when members pay subscriptions to the union, they are entitled to expect branches will spend money on activities that will improve their lives at work.

Conference calls on the national executive to urgently establish arrangements to support branches that invest in branch development and organising their members by:

- Regularising arrangements to secure the release of branch officers from their substantive employment to conduct branch business
- Incentivising branches to invest in initiatives that improve our capacity to deliver for members through organising, collective bargaining or which enhance the quality of our member care; and,
- Establishing arrangements to discourage branches from the retrenchment of expenditure that might otherwise positively contribute to implementing objectives contained within the national strategic plan.

Conference calls on the National Executive Committee to prioritise the implementation of protocols that affect the actions listed above.

Withdrawn Amended Carried Not Carried Remitted

Equality and diversity

Motion 59 - SNA South Dublin South Leinster

That this Conference seeks that Fórsa use its voice and influence to address the inequality that exists for adults with learning difficulties. Children with additional needs progress through an education system where supports are generally in place to ensure that they can maximise their potential. However, once they have completed their second level education they are expected to embark on a working life or to attend third level education with little or no support available. This is not acceptable in a modern world and can prevent those with additional needs, pursuing their educational goals or making as full a contribution to society as they would wish to. We call on Fórsa to urgently highlight the lack of supports for those leaving second level education and to ensure that access to third level education is attainable and that suitable pathways and PA supports are available to them as required, when taking up meaningful employment.

Withdrawn Amended Carried Not Carried Remitted

Domestic abuse and gender-based violence

Motion 60 – National Executive Committee

Conference notes that the Programme for Government conceded that Ireland is experiencing an epidemic of domestic, sexual and gender-based violence and that this was exacerbated during the pandemic when many victims were unable to escape their perpetrators. Yet the Government’s February announcement of legislative proposals for the establishment of a statutory entitlement to paid domestic violence leave has not progressed.

Conference believes that Ireland is failing to provide a safe place for victims of domestic and gender-based violence and believe that such abuse should not be tolerated in our society. Conference therefore calls on the National Executive to:

- Actively campaign with other stakeholders to ensure that the Government moves quickly to legislate to provide an effective statutory entitlement to paid leave for victims of domestic violence;
- Encourage Fórsa divisions to raise the issue of workplace supports for victims and survivors of domestic violence with employers in their sectors; and
- Investigate the potential of extending the union’s counselling service to include a dedicated confidential service for victims of domestic abuse and gender-based violence.

Withdrawn Amended Carried Not Carried Remitted

Motion 61 – Community Employment Supervisors

That this Conference welcomes the proposed amendment to the Organisation of Working Time Act to provide for domestic violence Leave. We call on the union to keep pressure on the Government to have this important legislation enacted as quickly as possible.

Withdrawn Amended Carried Not Carried Remitted

Motion 62 – Boards and Voluntary Agencies

Conference notes the significant personal and professional costs endured by workers suffering domestic violence or abuse. Conference asserts that employers have a social responsibility to support workers who disclose suffering domestic violence or abuse.

Conference calls on the National Executive Committee to:

- Develop a model policy dealing with workers’ rights in domestic violence situations
- Direct union negotiators to prioritise the implementation of that policy nationally in negotiations with employers and
- Establish training for lay officers and full-time officials to enhance the union’s capacity to support members experiencing domestic violence or abuse.

Withdrawn Amended Carried Not Carried Remitted

Motion 63 – Boards and Voluntary Agencies

Conference asserts zero tolerance of all forms of gender-based violence. Conference recognises male violence against women as a distinct challenge in Irish society. Conference commends the Government’s “still here” campaign which aims to:

- Increase the awareness of domestic and sexual violence
- Bring about a change in long-established societal behaviours and attitudes and
- Activate bystanders with the aim of decreasing and preventing this violence.

Conference further commends the decision of Minister McEntee to establish a new statutory agency to oversee the State's response to domestic, sexual and gender-based violence. In the context of this challenge, and to ensure Fórsa plays our part, Conference calls on the national executive committee to:

- Develop and deliver trade union education that deals with male violence against women, the forms it might take, and strategies to support women in the workplace and the trade union community
- Develop and deliver mandatory training for elected officers and full-time officials so that they might recognise and respond to male violence against women in a meaningful way
- Advocate on behalf of women who might encounter male violence and
- Campaign for social change by calling for greater funding for intervention and education on behalf of women who might encounter male violence.

Withdrawn Amended Carried Not Carried Remitted

Motion 64 - SNAs North Dublin/North Leinster

We call on Fórsa to promote the work of domestic violence charities and to secure access to domestic violence leave for its members. It is unacceptable for members experiencing domestic violence to have to resort to sick leave in such situations when this is not the case. Domestic violence leave would make a huge difference to those already in hardship but would be of minimal cost to the employers.

Withdrawn Amended Carried Not Carried Remitted

Motion 65 - Kildare Health

Conference calls on the NEC to involve the union in practical measures at grassroots level to help tackle the issue of gender-based violence in Irish society. Fórsa should investigate opportunities to collaborate with, and support, organisations working in communities to improve understanding of the root causes of gender-based violence and encourage attitude and behavioural changes.

Withdrawn Amended Carried Not Carried Remitted

Health and safety

Motion 66 - Leitrim Health and Local Government

That this Conference calls upon the union to set up a dedicated bullying and harassment conference for its members nationally taking into account its prevalence across all sectors, and which has caused immense mental anguish to our members. There is evidence available to note the international experts on workplace bullying have indicated in principle their availability to be invited to provide this specialist training to union personnel, which they have already carried out for unions in other EU countries (Nordic specialists in particular). They have also referenced the role of the new EU Directive on Protected Disclosures, as many members suffer repercussions also for being 'Whistle-blowers' and are often subjected to workplace bullying and intimidation.

Withdrawn Amended Carried Not Carried Remitted

Motion 67 – Cork Health and Local Government

That this Conference calls on Fórsa to campaign actively for the Workplace Ventilation Bill 2021 to be passed into law as soon as possible. The bill seeks to give workers the ‘right to clean air’ by imposing minimum ventilation standards in workplaces based on CO2 levels. It effectively creates minimum fresh air standards and would give employees the ability to request health and safety inspections. The Bill defines clean air as having fewer than 700 ppm of CO2 and puts the onus on employers to achieve that by whatever means possible and/or to install HEPA air filtration. Employers would still also be subject to existing health and safety laws on minimum standards of heating for a comfortable workplace. The Bill also empowers the Health and Safety Authority to measure clean air in the workplace and to issue improvement or prohibition notices as appropriate, similar to what happens to restaurants that breach food safety rules.

It empowers workers to request that the HSA carry out an inspection of the air in their workplaces. This aims to address a major flaw in existing health and safety legislation, that it is solely up to the HSA which workplaces it chooses to inspect. This Bill is currently at committee, second stage in the legislative process. However, we simply can’t let this Bill sit on a shelf gathering dust. It must be progressed and implemented rapidly. We can’t and will not be able to get on top of this pandemic, without urgent action to make sure that schools and workplaces are properly ventilated.

People Before Profit, who are proposing the Bill, have welcomed the news that the Government will not oppose it. However, they are calling on the Government to fast track the bill and legislate for a right to clean air in workplaces.

It is vital that Fórsa comes out strongly in favour of the fast tracking of this bill. The right to clean air in the workplace is a central concern of Fórsa members. Employers must provide safe workplaces and Fórsa can lead the campaign.

Withdrawn Amended Carried Not Carried Remitted

Pensions and related

Motion 68 – Defence Executive Grades

That this Conference requests the National Executive Committee to make representations to the Department of Public Expenditure and Reform to alter the single pension scheme in order to reverse the loss of entitlements received for post-2013 entrants.

Withdrawn Amended Carried Not Carried Remitted

Motion 69 – Revenue Executive Grades

Purchasing ‘full-service years’ is prohibitively expensive for many members, especially female members and lower grades who use non-pensionable ‘family friendly’ schemes such as career breaks/shorter working years/work sharing patterns. This Conference instructs the National Executive Committee to investigate a facility for pension schemes which allows members to contribute, and/or purchase service for, the pension pay only, and not contribute to the shortfall in the lump sum payment (the lump sum portion of buying service accounts for the huge cost required).

Withdrawn Amended Carried Not Carried Remitted

Motion 70 - Revenue Executive Grades

That this Conference instructs the National Executive Committee and relevant full-time officials to seek work-sharer pension entitlements. The majority of people that avail of work-sharing do so for caring purposes, either to care for children or elderly parents. This time is not recognised for pension purposes which results in very poor pension entitlements. We were asking that time taken off work-sharing to care for family be recognised for pension purposes.

Withdrawn Amended Carried Not Carried Remitted

Motion 71 - Boards and Voluntary Agencies

Conference recognises the successful industrial strategy adopted by the Irish Youth Justice Branch in their campaign to secure a normal retirement age of 55 for residential social care workers in Oberstown. Conference asserts that pension provision is a core component of compensation for the Irish workforce and condemns the Irish Government for their continued failure to introduce a statutory entitlement to workplace pension provision. Conference notes the lack of pension coverage for workers in Section 39 funded agencies and thousands of Fórsa members and potential members. Conference calls on the National Executive Committee to:

- Map workplace pension provision for Fórsa members
- Take strategic, collective action to expand the coverage of workplace pension provision
- Prioritise improvements to the present public sector pension scheme in prospective public sector pay settlements, and
- Campaign for the right to choose to retire at 60, without actuarial reduction in entitlements, for workers throughout the public sector and state-funded agencies.

Withdrawn Amended Carried Not Carried Remitted

Motion 72 - FGE

That this Conference calls on the NEC to act to address the reality of pension poverty of low-paid public servants, in particular, those established public servants employed prior to 1995, who have no access to the state pension and are at a chronic disadvantage in comparison to their peers.

Withdrawn Amended Carried Not Carried Remitted

Motion 73 - Central Statistics Office Executive Grades

That this Conference calls on the incoming Fórsa National Executive Committee to seek a half year of added years included in the calculation of retirement years for those yet to retire and who endured the full duration of austerity time of increased hours from July 2013 to the present and which is scheduled to finally cease this summer, in July 2022. There should be similar pro-rata claims for retirees and others who endured shorter periods. There will have been nine years of austerity time of increased hours imposed on most members amounting to 0.5 years worked. Adding 0.5 added years to the calculation of retirement years is one feasible solution.

Withdrawn Amended Carried Not Carried Remitted

Motion 74 – Central Statistics Office Executive Grades

That this Conference calls on the incoming Fórsa National Executive Committee to renegotiate the pension actuarial reduction factor where staff have their 40 years' service completed in advance of reaching the preserved age as outlined in Finance Circular 10/2005. This Conference feels it is entirely unfair whereby people who have worked their 40 years' service would have their pension significantly reduced for the entirety of their pension claiming years. The CSO Fórsa Executive branch condemns the National Executives 'suggested action' from 2020 whereby no Conference took place, and this issue was ignored. This 'suggested action' was clarified as being in contradiction to the running of the rules as had there been a real ADC the suggested action would not have been allowed to be the outcome. This ADC calls on the incoming executive to deal with this issue imminently.

Withdrawn Amended Carried Not Carried Remitted

Motion 74 A – Limerick Health

That this Conference instructs the NEC to support a minimum of 25% of promotions being based on seniority.

Withdrawn Amended Carried Not Carried Remitted

Rules and related

Motion 75 – National Executive Committee

Rule 41: In order to comply with the Trade Union Acts as required by the Registrar of Friendly Societies this Conference agrees to adopt a new sub clause, Rule 41 (iii) – Alteration of Rules to read:

- (iii) 'These Rules are subject to the Trade Unions Acts of the State, as amended from time to time. Any changes to the Rules of Fórsa must be notified to and registered with the Registrar of Friendly Societies following ratification by a duly convened National Conference.'

Withdrawn Amended Carried Not Carried Remitted

Motion 76 – National Executive Committee

Amendment to Rule 26 (xii) – Strikes and industrial action: Conference notes the impact of the Covid restrictions on the ability of Fórsa to carry out membership ballots at workplace, branch and national levels in the last two years. Conference further notes that in these exceptional circumstances and following legal advice, an interim amendment to Rule 26 (xii), which provided for the option of electronic ballots until the union's 2022 national conference was adopted by decision of the NEC.

Conference recognises that the option of holding electronic ballots should continue to be available to Fórsa and therefore agrees to amend Rule 26 (xii) instructs the NEC and the general secretary to amend Rule 26 (xii) as follows:

In the last sentence delete: "Until the end of Conference 2022..."

The current text as amended by the NEC and registered with the Registrar of Friendly Societies reads:

"The ballot papers for a strike or other industrial action ballot may be issued to the appropriate members by post to members' home or work addresses or may be distributed in the workplace or at meetings called in connection with or to consider the proposed strike or other industrial action. Members may return the completed ballot papers to the union's registered office or to the appropriate union branch by post or may place the completed ballot papers in secure ballot boxes

in the workplace or at the meetings of members called in connection with the dispute. Until the end of Conference 2022, in the alternative or in addition to the above arrangements, a ballot may be conducted by secure electronic means.”

The amended text of Rule 26 (xii) to read:

“The ballot papers for a strike or other industrial action ballot may be issued to the appropriate members by post to members’ home or work addresses or may be distributed in the workplace or at meetings called in connection with or to consider the proposed strike or other industrial action. Members may return the completed ballot papers to the union’s registered office or to the appropriate union branch by post or may place the completed ballot papers in secure ballot boxes in the workplace or at the meetings of members called in connection with the dispute. In the alternative or in addition to the above arrangements, a ballot may be conducted by secure electronic means.”

Withdrawn Amended Carried Not Carried Remitted

Union finances

Motion 77 - National Executive Committee

That this Conference appoints Mary McPartlan, Gerry Monaghan and Tara Robertson as union trustees from the close of this 2022 National Conference until the close of Conference 2024, and appoints the following to the panel provided for in Rule 32 (iii); Gina O'Brien, Paul Carey, and Pierce Dillon.

Withdrawn Amended Carried Not Carried Remitted

Other internal matters

Motion 78 - Dublin City - Local Government

That this Conference call on Fórsa to review the current mileage rate of €0.38 paid to delegates/volunteers when travelling in respect of union business in light of the increase in costs/inflation.

Withdrawn Amended Carried Not Carried Remitted

Motion 79 - Architectural, Engineering and Heritage Services

That this Conference instructs the NEC to take the position that the work email addresses of members should be used for all Fórsa HQ and branch correspondence, rather than personal email addresses for reasons of data security and personal privacy.

In terms of data security, Fórsa HQ’s current policy of preferring member’s personal over work email addresses, leads to this personal information being stored on branch officers’ work laptops and other devices, which presents a risk of a serious data breach, as happened recently in the HSE, whereas if work email addresses were used exclusively, there would be no such security risk due to the highly regulated firewalls of the civil service, public bodies, and private organisations.

Then in terms of personal privacy, since Fórsa introduced this policy in 2019, our branch has received dozens of complaints from members, who feel awkward about being contacted at their personal email addresses, by branch executives, who also happen to be their work colleagues, whereas the simple switch back to work email addresses for branch correspondence would be viewed as less invasive of personal privacy and be seen as far more professional.

Withdrawn Amended Carried Not Carried Remitted

Motion 80 - Clare Civil Service Clerical

This Conference requests the incoming executive to consider due financial hardship of members and when assessing whether assistance be given that privacy and GDPR is protected. In light of the sensitivity of each case, can a member request that a branch in another county assess the merit of his/her claim before it goes to head office?

Withdrawn Amended Carried Not Carried Remitted

Motion 80 A - Limerick Health

That this Conference instructs the NEC to fully review the current honoraria structure that is in place for officers of branch executives. The maximum gross honoraria payable per annum/ by branch has not been increased since 2013. However, subscriptions income and cost of living has gone up.

Withdrawn Amended Carried Not Carried Remitted

Appendix one: Motions not requiring a decision unless opposed

Motion 81 - Sligo Health and Local Government

That this Conference instructs the incoming executive to ensure that all future end of year fillable pdf branch return forms include calculated fields in the following sections. Section 1 (i), 2 (n), 3, 16, 17.

Motion 82 - SNA South Dublin South Leinster

That this Conference mandates to ensure any employees that are front line staff be afforded the opportunity to avail freely of Hep, flu and tetanus vacancies should they need or want them.

Motion 83 - Kildare Health

Conference requests that the NEC provide branches with support and information regarding options for branch expenditure on behalf of members. There are currently a wide variety of interpretations as to what Branch finances should be used for and a tendency to save and invest funds. Fórsa should produce a resource advising of a range of initiatives available to branches to further member needs in their areas. Content should include information on potential activities, their approximate costs and the benefits for members. Areas of focus should include organising, industrial relations support, campaigns, training and other measures employed to achieve the objectives set out in Fórsa's strategic plan.

Motion 84 - Dun Laoghaire Rathdown

That this Conference notes that many of our members experience difficulties during their working lives as a result of menstruation and menopause. This Conference notes the stigma that continues to exist around these issues.

This Conference agrees that access to remote working brought some relief to many of our members when faced with difficult periods, menstrual health conditions and the effects of menopause. This Conference agrees that flexible working arrangements can form part of period and menopause-friendly policies.

This Conference agrees that employers must do more to address issues around menstrual health and menopause, and agrees that the NEC, working with Fórsa's Equality Committee and the ICTU, will consider the best way to progress this.

Motion 85 - Higher Education

That this Conference calls on the NEC to seek additional supports for employees with elder care responsibilities similar to the extended non-paid parental leave.

Motion 85 A - Limerick Health

That this Conference instructs the NEC to support parental leave schemes applying to all children (under 18) and not just younger children in its application.

Motion 86 - Higher Education

That this Conference calls on the NEC to address the negative effect that long Covid illness will have on paid sick leave entitlement and loss of earning going forward.

Motion 87 - Higher Education

That this Conference calls on the NEC to pursue the development of a domestic violence leave policy for all staff across the civil and public sector.

Motion 88 - Higher Education

That this Conference calls on the NEC to seek changes to the maternity ante-natal legislation by requesting that the term “father/partner” be changed to “birthing partner” in legislation and policies relating to maternity care and leave, as a woman has a right to choose a birthing partner.

Motion 89 - Higher Education

That this Conference calls on the NEC to pursue an amendment to the career break circular by extending career break opportunities for all staff in the civil and public service to reflect the fact that the age of retirement has been increased to age 70.

Motion 90 - Higher Education

Conference calls on the NEC to pursue the introduction of a menopause policy to educate staff and support women to work safely through the menopause.

Motion 91 - Injuries Board Executive Grades

That this Conference calls on the NEC to promote a policy of digital decentralisation, where appropriate, via remote working, within both the public and private sector.

The success of remote working during the pandemic, together with the continued roll out of the National Broadband Plan and Government investment in remote hubs, offers an unprecedented opportunity to revolutionise the way we work in this country and potentially revitalise rural communities. This, in turn, will relieve pressure on our urban centres, decrease our carbon footprint, via reduced commutes, and assist greatly in tackling the ongoing housing crisis.

The only way to achieve this goal will be access to full time remote working for those in suitable roles. This could greatly enhance the quality of life of those employees with disabilities or caring responsibilities towards young children or elderly or disabled relatives. It would also benefit those who wish to live in regions of the country far removed from their office locations whilst remaining in their current roles.

Fórsa could seek to work in partnership with the Rural Regeneration and Development Fund, Údarás na Gaeltachta, Western Development Commission and any other relevant bodies in this regard. Fórsa can be at the forefront of these developments and help set the standards for remote working protocols going forward.

Motion 92 - Dublin South Health and Welfare

That this Conference calls on the NEC to call for an end of gender-based violence in Ireland.

Motion 93 - Legal Professional

That this Conference instructs Fórsa to campaign for all employers to adopt a health and safety and wellbeing policy in their workplace that requires them to engage appropriate professionals to risk assess both the physical and psychological risks to workers in the workplace from burnout, and where relevant secondary trauma. Employers will properly resource such areas.

Motion 94 - Legal Professional

That this Conference instructs Fórsa to campaign for all employers to adopt a menopause policy in their workplace that requires them to put in place steps to aid workers who are suffering from the debilitating effects of the menopause.

Motion 95 - Boards and Voluntary Agencies

Conference expresses solidarity with international affiliates in island nations including New Zealand, Vietnam, Cuba, and Australia in their endeavours to prioritise the interests of public health in the context of the pandemic. Conference notes the success of the governing administrations of these island nations in combatting Covid-19. Conference applauds the government's Shared Island initiative which aims to harness the full potential of the Good Friday Agreement to enhance cooperation, connection and mutual understanding on the island and engage with all communities and traditions to build consensus around a shared future.

Within the framework of all-island initiatives, conference calls on the National Executive Committee to:

- Collaborate with sister unions across the island of Ireland to develop a shared policy platform to address emergent threats to public health
- Campaign for an all-island approach to public health, and
- Advocate for workers' rights in discourse about the future of public health throughout the island.

Conference directs the National Executive Committee to report on the relevant activities at the 2024 National Conference.

Motion 96 - Boards and Voluntary Agencies

Conference recognises the importance of foster care provision in looking after and assuring kinship for some of Irish society's most vulnerable young people. Conference notes that foster carers are accountable to the State in discharging their duty of care. However, foster carers do not benefit from many of the statutory entitlements available to other workers and remain unorganised and without a trade union. Foster carers work 365 days a year.

Conference notes that foster carers are not organised by any trade union and acknowledges the efforts of the Boards and Voluntary Agencies Branch in tackling the injustice experienced by foster carers in discharging their obligations to the State. Conference further notes that, as the union for everyone, we should seek to recruit these unorganised workers.

Conference calls on the national executive committee to take immediate steps to:

- Agree to interim arrangements which authorise the Boards and Voluntary Agencies branch to accept foster carers into a special category of union membership, to be agreed upon between the branch and national officers, and to start the process of organising foster carers into branch membership
- Conduct research on the potential to establish an employment relationship between foster carers and the State, acknowledging international models of foster care provision, and
- Publicly advocate on behalf of foster carers and provide a voice for their profession.

Conference also calls on the National Executive to engage with stakeholders about a pathway to a prospective rule-change that might enable foster carers to join the union as full-members by 2025 and to report to the 2024 National Conference about progress towards this goal.

Motion 97 – Civil Service No.1

Conference calls on the NEC to lead by example in promoting the three R's (reuse, recycle, reduce). Examples at this Conference:

- Reuse lanyard neck straps and ID badges
- Facilitate the recycling of all Conference material by providing on-site shredding facilities
- Reduce waste creation by avoiding single use items like coffee cups and plastic water containers where possible.

Motion 98 – An Post

That this Conference instructs the incoming National Executive Committee to support the National Homelessness and Housing Action Coalition (NHHAC) campaign. This Executive should endorse and support any peaceful demonstrations supported by the NHHAC. This motion also requests our members support NHHAC campaigns as we continue to strive to reverse the worsening housing/homelessness national crisis.

Motion 99 – SNAs Munster

We remain concerned at the lack of support for young people experiencing mental health issues. In the current environment it has become ever more apparent that what limited recourses that have been available in the past are not at a level that is meeting the significant needs of our young people today. We are asking Fórsa to engage with the Government and pro-actively seek to invest heavily in this sector as a matter of urgency. Incentives should be sought that will motivate people to seek the necessary qualifications to work in this area.

Motion 100 – Eir Clerical

Conference notes the recent appalling attacks on women particularly over the last year. Conference calls on the incoming executive to work with the ICTU to seek to ensure that no woman feels fear in their workplace. The unions should seek to ensure that all employers work in tandem with unions in seeking safe workspaces. We should also seek to influence this debate in wider society.

Motion 101 – Eir Executive Grades

Conference calls on the incoming executive to highlight the role Transfer of Undertakings (Protection of Employment) regulations TUPE plays in protecting workers rights on transfer from employment to employment. Conference also calls on the incoming executive to seek to improve upon these safeguards as transfers of employments happen on a regular basis.

Motion 102 – Probation Officers

In light of the urgent and immediate need for reform and adequate resourcing to be undertaken within mental health services, Fórsa will campaign to have these issues addressed as a priority.

Motion 103 – Leitrim Health and Local Government

That this Conference calls on the NEC to seek to have training and awareness offered to its members and members workplaces to increase the inclusion and support of the neurodiverse/autism/ADHD community at work. After listening to the discussion on Live Line on RTÉ Radio 1 on the 21st,22nd and 23rd February 2022, it was concerning to hear of the difficulties facing this community in the workplace.

Motion 104 – Revenue Executive Grades

That this Conference instructs the National Executive Committee to ensure that training requirements for psychometrics, e-tray and other shortlisting training and testing tools to help members get familiar with the technology of new shortlisting processes are made available by management.

Motion 105 – Revenue Executive Grades

That this Conference instructs the National Executive Committee to seek to have the maximum tax-free daily expense allowance for staff working from home increased to a level commensurate with increases in fuel and energy bills.

Motion 106 – Revenue Executive Grades

That this Conference instructs the National Executive Committee to support 100% redress for those whose homes have been affected by Mica/Pyrite problems.

Motion 107 – Revenue Executive Grades

That this Conference instructs National Executive Committee to seek a review of the rules for eligibility for children's allowance in Ireland as part of its 2023 budget submission. At present, eligibility for children's allowance ends at the age of 18 regardless of whether the child is in full time education or not. We seek to extend the age eligibility to include the period for which the child remains in full time second level education.

Motion 108 – Clare Civil Service Clerical

This Conference requests the incoming executive to reconsider the demarcation of CO and EO roles in light of continued overlap with work.

Motion 109 – Wexford Health and Local Government

Conference notes the experiences of the Traveller community and the deep-rooted structural inequalities experienced by the Traveller community. Fórsa acknowledges that members of the Traveller community face grave disadvantages in terms of being able to access decent employment opportunities and that unemployment among the Traveller community is on an enormous scale with 80% of the Traveller population unemployed.

Conference calls on the equality committee of Fórsa to explore and to engage directly with senior management in the public and civil service to ensure that all areas of the public and civil service have active employment strategies targeted specifically at the Traveller community. It is well understood that the public and civil service offer decent, permanent, and pensionable employment opportunities and that this best practice in terms of employment should be pursued actively by Fórsa on behalf of a group who experience significant disadvantage.

Motion 110 – Wexford Health and Local Government

That this Conference calls on the incoming National Executive Committee to campaign for the introduction of standardised pension payment dates for our retired members. A significant number of low paid members, employed in the public sector arbitrarily move from fortnightly salary (26 payments) to a monthly (12 payments) pension on retirement. Standardised weekly pension should be sought to give parity with social welfare pension recipients.

Motion 111 - Cork General Clerical

That this Conference instructs the incoming National Executive Committee to be a leading voice within the trade union movement in association with ICTU and to work with affiliate unions and other representatives and advocacy organisations to set out a new vision for the role of the Irish state in ensuring the protection and safety of women in our communities. Women need to feel safe in every walk of life and the union movement needs to be involved in the developing of a new approach to achieve this safety for all women on the island of Ireland.

Motion 112 - DSP Executive Grades

That this Conference instructs the incoming National Executive of Fórsa to ensure that the employee occupational pensions of Fórsa members are not subject to negative alteration or downward adjustment.

Motion 113 - DSP Executive Grades

That this Conference instructs the incoming NEC to protect all public services and public service jobs by not allowing any further outsourcing of jobs or services to the private sector.

Motion 114 - DSP Executive Grades

That this Conference instructs the incoming National Executive of Fórsa to oppose the dismantling of government services through outsourcing, privatisation, and digitalisation by compulsion of government functions.

Motion 115 - DSP Executive Grades

That this Conference instructs the incoming National Executive of Fórsa to campaign for the reintroduction of the tax credit for trade union membership.

Motion 115 A - Limerick Health

That this Conference instructs the NEC to restore tax credits for union subscriptions.

Motion 116 - DSP Executive Grades

That this Conference instructs the incoming National Executive of Fórsa to seek an urgent review of energy policy in Ireland with a view to ensuring that energy is affordable for households.

Motion 116 A - Limerick Health

That this Conference instructs the NEC to liaise with the French public sectors' unions to establish terms and conditions in place and to learn and put in practice in an Irish context.

Motion 116 B - Limerick Health

That this Conference instructs the NEC to seek to introduce a fully functioning mobility transfer scheme across the public and civil service for all grades, managed by an independent body.

Appendix two: Motions considered to be out of order

Motion 117 – National Education and Training Board

The NETB calls on Conference to request that Government, ensure as a priority, the protection of the roles of pregnant people in the public sector by agreeing to sanction replacement staff for the duration of their maternity leave and to ensure those roles are not diminished or outsourced while they are on maternity leave.

Motion 118 – SNA South Dublin South Leinster

That this Conference assists in highlighting the ever-increasing issue of parental alienation. The definition of parental alienation is rejection of one parent without good reasoning. This can often happen when there is a marital break-up and one party uses coercive control to turn the children against the other. This is an ever-increasing issue which can destroy the relationship between a parent and their child or children. Whilst some countries have brought it into legislation and a person can be charged and imprisoned if convicted of alienating their child from the other parent, in Ireland there is a lack of such protections or legislation on this issue. In Ireland the judges won't recognise parental alienation as a crime and therefore our children are suffering mentally and physically at the hands of their own parent, whilst the parent being alienated is powerless to do anything about it. Parental Alienation Ireland is a group who have been set up to support families who are affected by parental alienation and are working tirelessly to make our judicial system realise that what these parents are doing to their children is emotional child abuse and coercive control. The more people who recognise parental alienation the more the family courts and judges of Ireland will have to educate themselves on this matter and take it serious. I call on Fórsa to use their social influence and channels of communication to highlight this issue and bring a greater awareness to it amongst its membership and across wider society.

Motion 119 – SNA South Dublin South Leinster

That this Conference will address the Government about allowing all State employees the option of receiving their payslips by email. This would save millions which could be used to create employment in sectors that are currently understaffed or go towards restoration of pay.

Motion 120 – SNA South Dublin South Leinster

That this Conference calls on Fórsa to implement a system in which divisional motions can be considered on an annual basis. Currently divisional motions are considered every two years at the bi-annual divisional conferences. This two-year timeframe is a hindrance to time-sensitive motions. Currently I have three motions ready to submit to the next divisional conference, one that will have been sitting for 18 months before it will have had the chance to be considered. I have been on numerous committees over the years at local level and at national/international level and all have had motions considered on a yearly basis. I ask that you please support this motion.

Motion 121 – SNA South Dublin South Leinster

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

Motion 122 - SNA South Dublin South Leinster

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

Motion 123 - Dublin North Health and Welfare

The Dublin North Health and Welfare branch calls on Conference to ensure, that any vacant posts for union officials, industrial relations staff and full-time release officers be filled in a timely manner so staffing in the divisions are maintained at an optimum level to deal with member issues in a timely fashion.

Motion 124 - Dublin North Health and Welfare

Conference recognises and expresses the need to recruit sufficient numbers of organisers for each division of the union in order to support the volunteer role carried out by branch and national professional committees. This will help increase union density via membership of the union and encourage more active participation by members in Fórsa branches and other supporting committees.

Motion 125 - Dublin North Health and Welfare

The Dublin North Health and Welfare branch invites Conference to salute the work of the Fórsa training academy. To date, its training courses have proven to be an effective training ground for members to learn more about union structures and how to advocate more effectively for member concerns.

Motion 126 - Dun Laoghaire Rathdown

That this Conference notes that the high level of unemployment among the Traveller community is one element of a broader systemic discrimination that Travellers face in Irish society. This Conference agrees that trade unions can play a key role in addressing this by working with public sector employers to progress measures such as targeted internship and work placement programmes, with the aim of providing a pathway to permanent employment.

Motion 127 - Mayo Health and Local Government

Calls upon the Minister for Finance to have fire officers included in the schedule of grades which qualify for an award under paragraph 8(b) of the scheme detailed in "Circular 8/2005: Public Service Pension Reform: New scheme for the award of professional, technical and specialist added years to certain new entrant staff of the Civil and Public Service." so they can avail of a maximum of five added years service on retirement.

Motion 128 - Donegal Local Government

As the reduction in sick pay benefit to public sector employees followed Labour Court recommendations that were preceded by discussion between ICTU and Government, this union now calls on ICTU to take whatever steps are necessary to reverse the reduction in the public sector sick pay benefit and restore this benefit to pre-2014 levels.

Motion 129 - Central Statistics Office Executive Grades

That this Conference calls on the incoming Fórsa National Executive to amend 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 that allows Fórsa to include all 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. Such an amendment brings into alignment this rule with the operational changes required.

Motion 130 - Third Secretaries

That this Conference invites the secretary general of Fórsa to make a statement on the veracity of an article which has appeared on the internet claiming that Fórsa has made an investment in a real estate investment trust, and on whether such an investment runs counter to Fórsa's objectives as set out in the rulebook, including "to protect and promote the interests of Fórsa members" (recognising that many of Fórsa's members are renters and are unable to purchase homes) and "to promote justice, equity and equality in the workplace and in society, including in cooperation with other organisations."

Motion 131 - Third Secretaries

That this Conference instructs the Fórsa officers to name all financial institutions being invested in Fórsa's published financial statements, beginning with the 2020 financial statement.

Motion 132 - Third Secretaries

That this Conference instructs Fórsa officers not to commit Fórsa to any financial investment unless it has been assessed and deemed compatible with all of the objectives set out in the Fórsa rulebook and has received agreement in writing from the National Executive Committee that it is compatible with said Fórsa objectives. This Conference instructs Fórsa officers to record any such investments, assessments and agreements in the minutes of National Executive Committee meetings.

Motion 133 - Kerry Health and Local Government

That this Conference agrees that the immediate past President would be an ex-officio member of the National Executive Committee. That Rule 23 be amended by the addition of the following: 23 (ii) (1) (i) The immediate past President shall be an ex-officio member of the National Executive Committee.

Motion 134 - Probation Officers

The Probation Officers' branch of Fórsa recognises the invasion of Ukraine as an unjustifiable act of military aggression that should stop immediately before more lives are lost and more damage is done. As with all war this intervention risks the lives and security of countless thousands of working class people who had no part in the circumstances leading to it and are totally opposed to it. The complexities of the political situation in Ukraine and on its borders must not be allowed to be used as justification for armed conflict. Concerns raised by all sides must be addressed and appropriate peaceful accommodations reached. Lasting solutions based on peace and social justice will not be reached via acts of military aggression, intimidation or coercion by any side but through dialogue. In order to prevent further loss of life and injury, President Putin must order the immediate cessation of all military action in Ukraine. NATO and relevant governments must then negotiate in good faith and with appropriate independent arbitration (such as for example the UN) terms to begin a process of diplomacy that will bring about peace and stability to Ukraine and neighbouring states. The branch submits this motion to Fórsa nationally for consideration and appropriate action in cooperation with trade unionists globally.

Motion 135 - Dublin C&E Revenue

We ask this Conference to support our motion that Fórsa members registration section keep branches updated with the names of new members joining.

Motion 136 - Dublin C&E Revenue

We ask this Conference to support our motion that branch reps are regularly contacted by their Fórsa officials at least every month to keep the reps informed of updates effecting the branch.

Motion 136 A - Limerick Health

That this Conference instructs the NEC to review and apply the member subscription rates in a fairer fashion. Rates were capped at Grade V at a time whereby few members were paid above this level but thanks to union representation, thousands of higher grades exist at a higher level than Grade V.

Appendix three:

Motion appropriate to divisional conferences

Motion 137 - SNA South Dublin South Leinster

That this Conference calls on Fórsa to seek parity of bereavement leave for all divisions within the union that qualify with the 2017 civil service bereavement leave (circular 01/2017). Current bereavement leave entitlements are lacking behind our counterparts in the Civil Service. In the case of special needs assistants, five consecutive days for the death of a spouse or child is an insult. The loss of a parent sees us entitled to three consecutive days bereavement leave. We are entitled to zero days in the event of the death of an aunt/uncle/niece/nephew, not even time off to attend the funeral. Death is a fact of life. We need the time to grieve, to support our families and get back to the right frame of mind to return to work. I ask that you please support this motion.

Motion 138 - Waterford Civil Service Clerical

Calls that all members of the civil service be able to avail of flexible working hours without any management imposed restrictions on when an employees work day begins and ends.

Motion 139 - SNAs North Dublin/North Leinster

This AGM calls on Fórsa to work to end the practice of June work as it is another way for principals to abuse SNAs by using the time to force inappropriate work on SNAs, doing jobs that have nothing to do with the role of an SNA. Currently June work should only be used for appropriate work including exams in post primary schools.

Motion 140 - SNAs North Dublin/North Leinster

We call for the establishment of a centralised database that will provide a Garda vetting hub where potential new employers can access in order to determine potential new employees Garda vetting status. This would cease the practice of workers in the education and health sector having to seek Garda clearance when moving from one employer to another.

Motion 141 - SNAs North Dublin/North Leinster

This AGM calls on Fórsa to continue its work to abolish the bank of time known as the 72 hours. This time is abused particularly under the heading of the discretion of principal, its use is random and unnecessary and used to abuse and disrespect for SNAs.

Motion 142 - SNAs North Dublin/North Leinster

That Fórsa would seek that the course provided by UCD for SNAs would become an accredited one. Such accreditation for the course is vital to the basic issue of respect for SNAs as we are an integral part of the school community and we should be treated with respect and integrity and paid accordingly.

Motion 143 - SNAs North Dublin/North Leinster

This AGM calls on Fórsa to work to establish access to appropriate training and recognised continuous professional development for all SNAs in line with other staff cohorts working in the education sector. We also seek that pathways of promotion for SNAs be developed and created that allow SNAs a route to advancement.

Motion 144 - SNAs North Dublin/North Leinster

Permanency - This AGM calls on Fórsa to seek permanency and job security in line with all other public servants for SNAs. Because of the current system an SNA could be working in the same post for many years but their position is dependent on allocations by the NCSE. Real permanency is vital for SNAs to get access to mortgages and loans etc

Motion 145 - SNAs North Dublin/North Leinster

This AGM calls upon Fórsa to work to improve the pay scale that SNAs work upon. Currently the pay scale ends after 16 years and at €41,000 for a full-time SNA. It does not take into account the complexity of the work done and shows how undervalued the role of SNA truly is with SNAs seen as dogsbodies and menial.

Motion 146 - Waterford Revenue Clerical

Conference calls on the incoming National Executive to have the roles of Revenue clerical officers re-evaluated due to the technical nature of the role and the training required to perform the role effectively. The previous titles and payscales of TO, HTO etc were more appropriate and should be re-instated.

Motion 147 - Leitrim Health and Local Government

That this Conference calls upon the union to engage in robust discussions with HSE HR at a national level to ensure a new policy against bullying and harassment is devised and implemented to ensure members are not subjected to further abuse because they have submitted a complaint, and sanctions should be immediate against those who engage in retaliatory behaviour. This branch notes with alarm and concern that several of our members who have instigated complaints in relation to bullying and harassment have suffered serious backlash from the alleged perpetrators following submission of a grievance/complaint. HSE HR have consistently failed to put in protective measures to support our members in terms of further bullying attacks, and crucially fail to carry out preliminary screenings in a timely manner, often deliberately.

Motion 148 - Leitrim Health and Local Government

This branch notes the SORT project dedication to the role of the service-user who depends on the delivery of excellent standards of care and good governance when they use public services. There is evidence that when service-users have cause to make a complaint under the Your Service Your Say HSE mechanism their complaints have not been carried out in line with best practice. This branch calls upon the union to seek engagement with the HSE to examine this policy as it requires more transparency not least in terms of its findings for service users, but it can also make detrimental judgements against employees who have not been part of the YSYS process.

Motion 149 – Revenue Executive Grades

That this Conference instructs the National Executive Committee to investigate and pursue changes to the public jobs promotion process to ensure the process is consistent and fair so as to allow real opportunity for progression for internal staff. Since most civil service promotional opportunities are now through open/interdepartmental competition this has a significant impact on a civil servant's career path. Where inconsistency occurs, the appeal process rules should be changed so that Fórsa can represent a case(s) on behalf of internal staff members to improve and ensure quality assurance of the process.

Motion 150 – Clare Civil Service Clerical

This Conference requests the incoming executive to take up with management of the Garda Vetting Bureau the problem with including Saturdays and Sundays as days of sick leave when a union member is out for a week or two due to certified sick leave. As we do not work on Saturdays or Sundays those days should not be taken out of our certified sick leave allowance as it is done now.

Motion 151 – Clare Civil Service Clerical

This Conference requests the incoming executive to take up with management the EO internal competition was advertised during the year – we all applied for it – got our grades from management from our work, etc – then an exam where it was impossible to do especially with anyone that has left school for over 25 years, etc – where is the loyalty to work, grades on PMDS and service that CO are giving to Revenue.

Motion 152 – Clare Civil Service Clerical

This Conference requests the incoming executive to take up with management regarding when is the TCO advertised again. This exam was done in November – positions were given and now it's advertised again – does the union know why this has happened? What happens to the grades that were given in November – will they get first preference?

Motion 153 – DSP Executive Grades

That this Conference the incoming National Executive Committee to seek that the public employment services is delivered by civil servants and under no circumstances delivered by a company that operates for profit.

Motion 154 – DSP Executive Grades

That this Conference instructs the incoming National Executive Committee that at a time of massive change in how services by the Department of Social Protection are delivered we demand that Fórsa protects the integrity of our work. As civil servants we have a history of building and improving the quality of services for the most vulnerable in society, whom we serve, and we have a responsibility to this clientele. As civil servants we have a responsibility to each other to protect work practices which provide job satisfaction, professional experience, and the opportunity to gain promotion and progress in our careers. The protection of terms and conditions of work go hand in hand with the integrity of that work and cannot be separated.

Motion 155 – DSP Executive Grades

That this Conference instructs the incoming National Executive of Fórsa to seek the cessation of establishing hubs for in-person services, and instead support members at the frontline.

Appendix four: Motions reiterating existing policy or practice which do not require a decision

Motion 156 - DSP Executive Grades

That this Conference requests the National Executive Committee to actively engage with TDs and senators on an ongoing basis in order to increase public visibility and garner political support for public and civil servant employment-related causes.

Motion 157 - DSP Executive Grades

That this Conference requests the National Executive Committee to make representations to the Department of Finance regarding the restoration of tax credits for union subscription fees.

Motion 158 - DSP Executive Grades

That this Conference requests the National Executive Committee to make representations to the Department of Public Expenditure and Reform to ensure that proposals for remote and blended working for public servants reverse the suspension of flexi time for members.

Motion 159 - Westmeath Health and Welfare

This Conference directs Fórsa to ensure, on behalf of retired Fórsa members, that pensions continue to be linked to national pay awards.

Motion 160 - National Education and Training Board

This Conference calls on the NEC to ensure that the job evaluation scheme currently in place for higher education and the health service is extended to include all public servants.

Motion 161 - SNA South Dublin South Leinster

That this Conference mandates the national executive to direct that a program of identification, training and support of health and safety representatives be engaged in with the training and development aspect being delivered through the Fórsa skills academy.

Motion 162 - SNA South Dublin South Leinster

That this Conference mandates the NEC to seek flexible options for employees to reduce to, eg, four days a week leading up and in preparation for retirement. This is a common practice in Europe and is deemed successful.

Motion 163 - SNA South Dublin South Leinster

That this Conference seeks that Fórsa continues its commitment to make housing a right and not a privilege by demonstrating solidarity with those struggling to access the housing market. Year on year the housing crisis deepens and ordinary workers and their families find themselves in peril and danger of homelessness. Unions, including Fórsa, need to continue to use their voice and social influence to seek that the current Government reviews the failed policies of successive previous governments, which place the onus on dealing with the homeless to the private sector rental market or voluntary housing associations. The only answer to this crisis is for the state to develop and also maintain a public housing stock through local authorities, ensuring that homes are available to rent and buy at prices that low-income workers and families can afford.

Motion 164 - SNA South Dublin South Leinster

That this Conference calls on Fórsa to continue to lobby and use its social influence to support and lend our voice to low paid workers, seeking that we secure a living wage for all. Since the definition of what the living wage should be, we have witnessed significant rises in living costs, in particular with regards to energy costs and fuel. As inflation continues to rise, it pushes more and more low paid workers into poverty on a daily basis. We need action on a living wage for all and that living wage needs to be constantly reviewed to keep pace with rising costs of living and inflation rates.

Motion 165 - SNA South Dublin South Leinster

That this Conference calls on Fórsa to seek to negotiate the option for all public service workers to have access to a shorter working year scheme thus providing for worker flexibility and allowing us better balance work and life commitments, such as making preparations for retirement or care for loved ones or young children. The past two years have shown that family friendly arrangements are more important than ever to provide for a proper work life balance. All workers should have access to various family friendly arrangements so that they balance the challenges and commitments of their work life with those of their personal or family life. There should be no debarment to any Fórsa member to these provisions on the basis of where they are employed.

Motion 166 - SNA South Dublin South Leinster

Fórsa is affiliated to the boycott, divest, sanction campaign, and that this Conference should do more to inform members of the issue including sending out information about products and companies that should be boycotted, and should also ensure that all union investments including pension funds, do not hold any stock in Israeli companies or equities.

Motion 167 - SNA South Dublin South Leinster

We seek that Fórsa trade union engage in an information campaign to raise awareness about the boycott divest sanction campaign. This should include all resources at the unions disposal and should seek to educate members of the importance of this movement. Fórsa should also ensure that none of the members money is used to support the Israeli occupation of Palestine, including pension funds, investments etc Fórsa should seek out every opportunity to highlight the plight of the people of Palestine.

Motion 168 - Kildare Health

Conference calls on the Government to commit to ceasing the ongoing process of extending retirement ages and changing the amount of stamp required to qualify for full contributory pension.

Motion 169 - Kildare Health

Conference calls on Fórsa to intensify its campaigning efforts and urge the civil and public sectors to establish pilot programmes for the four day week. A shorter working week has the potential to significantly improve the health and happiness of our workers and their families, as well as increasing workplace flexibility and reducing pressure on the environment. It is essential that we now take the step beyond conversations about the benefits and progress into practical action in our workplaces.

Motion 170 - Kildare Local Government

That this Conference instructs the incoming National Executive Committee to seek to have all divisions of public and civil service to be treated equally including fair access and worker safeguards under the new blended working policy.

Motion 171 - Dun Laoghaire Rathdown

That this Conference agrees that no worker should be required to work overtime without receiving compensation. This Conference agrees that the union should continue to pursue this at a national level.

Motion 172 - Mayo Health and Local Government

This Conference instructs the incoming NEC to have the present rates of travel allowances revised to reflect the true cost of running and maintaining a vehicle for work purposes in 2022 and beyond.

Motion 173 - Mayo Health and Local Government

This Conference instructs the incoming NEC to have the present rates of travel allowances and subsistence revised biannually to ensure front line staff are not at a loss when using their vehicles to carry out their duties, on behalf of their respective agency.

Motion 174 - Central Statistics Office Executive Grades

That this Conference calls on the incoming Fórsa National Executive Committee to seek with DPER the immediate full return of the flexitime operations whereby staff can work up and avail of time worked up. The civil service has a magnitude of working operations and deadlines to perform on behalf of the civil service and the public. Due to work commitments, it is unreasonable for staff to continue to lose excess time worked, as occurred throughout the whole pandemic. Fórsa, as a union should push for the reinstatement of Flexi time to be made by Government as a measure of recognition of the efforts put in by civil servants over the pandemic period and as a means to allow civil servants greater capacity to more rapidly reduce the backlog of work which has developed over this time.

Motion 175 - Central Statistics Office Executive Grades

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

Motion 176 - Finance, PER and Associated Organisations

That this Conference instructs the incoming executive of Fórsa to seek to progress with DPER the reinstatement of pre-Covid flexible working hours and flexi-time accrual for all impacted grades regardless of whether they are working remotely, in the office, or in a blended environment.

Motion 177 – Finance, PER and Associated Organisations

That this Conference instructs the incoming executive of Fórsa to seek to ensure all workers have the right to disconnect when not at work.

Motion 178 – Finance, PER and Associated Organisations

That this Conference instructs the incoming executive of Fórsa to seek to progress with DPER the reinstatement of the pre-Haddington Road Agreement working hours with immediate effect as per the recommendations in the report of the independent body established to deal with the issue of the Haddington Road hours.

Motion 179 – Finance, PER and Associated Organisations

That this Conference instructs the incoming executive of Fórsa to seek that the retirement age be reduced to 65 with a right to pension at that age.

Motion 180 – Finance, PER and Associated Organisations

That this Conference instructs the National Executive to seek a right to request remote working, including 100% remote working where that is feasible.

Motion 181 – Marine

This branch recognises that across the public sector and beyond, many staff who are - according to the terms of the Fixed Term Employment Act 2003 - entitled to contracts of indefinite duration, are being denied them. In many cases this denial is based on an erroneous assertion that the work defined in their fixed-purpose contracts is of a finite duration, when it is clear that this is not the case. Conference calls upon Fórsa to make it a priority to vindicate the right of these workers to contracts of indefinite duration.

Motion 182 – Dublin South Health and Welfare

That this Conference calls on the NEC for the restoration of pre Haddington Road Agreement sick leave to be included in the new national talks.

Motion 183 – Housing, Planning and Local Government Executive Grades

That Conference calls on Fórsa to use all means available to it, including the Equivalent Grades Committee, to pursue pay parity, both between equivalent grades in the civil service, and between equivalent civil service and other public sector administrative grades.

Motion 184 – Legal Professional

That this Conference instructs Fórsa to campaign for all employers to adopt an anti-bullying policy in their workplace and amongst stakeholders with whom their employees are expected to interact, so that a clear pathway is created towards complaint and resolution if such a policy is breached.

Motion 185 – Roscommon Health and Local Government

That this Conference calls on the NEC together with the Government to continue to discuss the blended or flexible working that has proved successful in the last two years and the surveys have recorded this.

Motion 186 - Civil Service No.1

Conference calls on the NEC to promote diversity, continue to campaign for equal access and equal opportunities for people with disabilities and/or mental health challenges.

Motion 187 - Civil Service No.1

Conference calls on the NEC to compel all public sector employers to adhere to the agreed circulars for the payment of travel, subsistence, and other allowances, thus avoiding discrimination against employees and unnecessary financial hardship.

Motion 188 - SNAs Munster

We ask Fórsa to campaign for equality in the workplace. It is time to embrace real inclusion for people with different levels of ability and backgrounds. This can be achieved with training, engaging with learning networks and training centres. For people with learning difficulties to live fulfilled lives they should have access to suitable training that provides a recognised qualification. This will build confidence and ensure that there are opportunities to attain decent work.

Motion 189 - FGE

That this Conference calls on the NEC to support the levelling up of conditions for all public servants and that a standard of employment rights and benefits be established. In particular that the net hours of employees be utilised (sic) in the calculation of overtime and that regular rostered overtime be recognised as (sic) pensionable.

Motion 190 - FGE

That this Conference calls on the NEC to demand that the creeping privatisation of work in the public service be ended and that work revert to directly employed public servants.

Motion 191 - School Completion Programme/School Secretaries

That this Conference calls on the National Executive Committee to prioritise access to public service terms, conditions and pension for all who work in public service, funded by the exchequer.

Motion 192 - Third Secretaries

That this Conference instructs the incoming National Executive Committee to ensure the restoration of flexi days to public servants who could avail of them prior to pandemic-induced working from home, as working from home was adopted in a spirit of co-operation by the public service in order to combat a public health emergency and did not signify any reduction in work.

Motion 193 - Third Secretaries

That this Conference calls for Fórsa to campaign for automatic entitlement to the €3.20 tax-free daily allowance for public servants working from home or in blended working arrangements, and to campaign for an increase in this daily allowance to take account of the significant rise in cost of living and energy prices.

Motion 194 - Dublin Central Revenue Clerical

Conference calls on the incoming National Executive Committee to restore the retirement age to 65.

Motion 195 – Kerry Health and Local Government

That this Conference instructs the Fórsa National Executive Committee to seek an urgent review of the travel and subsistence rates that apply in the civil and public service. Since the last review there has been a significant increase in fuel and maintenance costs which is impacting on staff who are required to travel as part of their day-to-day duties. We are seeking that travel and subsistence rates are amended to reflect the increased costs being borne by members.

Motion 196 – Leitrim Health and Local Government

That this Conference calls on the NEC to seek the implementation of blended/remote working for its members.

Motion 197 – Leitrim Health and Local Government

That this Conference calls upon the union to set up and implement a designated safety committee to ensure a safety statement is established in all sectors to carry out assessment processes to prevent bullying in the workplace in the first instance. This branch notes the HSE recent staff survey and in particular its findings on prevalence rates of bullying and harassment which stand at 25-30% in the HSE in 2021, which was the same as 2018. Therefore, the employer has failed to address this matter. Under new Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work by WRC/HSA and ICTU 2021 and in particular Appendix One on an anti-bullying policy.

Motion 198 – Leitrim Health and Local Government

That this Conference calls upon the union to seek an outside media consultant to explore how new media forums can actively engage with new recruits to engage with them and raise the relevance of union membership. This branch and others note with alarm the difficulties in recruiting new members to Fórsa trade union. Older branch members who are retiring are not being replaced with new younger members who often do not see the relevance of the union to their roles within the public sector. The issue of density was raised at the consultative forum and remains an on-going complex matter.

Motion 199 – Revenue Executive Grades

That this Conference instructs the National Executive Committee to pursue the payment of the maximum tax-free daily expense allowance for staff working from home.

Motion 200 – Clare Civil Service Clerical

This Conference requests the incoming executive to explore options to allow members on blended work patterns going forward to be able to avail of some form of flexi-leave.

Motion 201 – Cork General Clerical

That this Conference instructs the National Executive Committee to vigorously pursue the civil service framework for remote/blended working and ensure that this Government are not just paying lip service in light of their recent proposed legislation which states that employees will have a “right to request” remote working.

Motion 202 – Cork General Clerical

That this Conference instructs the National Executive Committee to ensure that flexitime is immediately restored to all departments/offices as per pre-Covid arrangements and that it will continue to be available to all who will be working from home under the blended working policy.

Motion 203 - DSP Executive Grades

That this Conference instructs the Fórsa NEC to seek the abolition of the additional Haddington Road hours worked by so many of our members, a report on the current position regarding negotiations under the current PSSA to issue to the membership within six months of this Conference.

Motion 204 - DSP Executive Grades

That this Conference calls on the NEC to continue to keep the abolition of the Haddington Road hours to the fore in the next round of pay talks with DPER.

Motion 205 - DSP Executive Grades

That this Conference instructs the incoming National Executive of Fórsa to ensure that any introduction of the four-day week will not be misused to introduce a compressed work week whereby more hours are worked without remunerations than is presently the case.

Appendix five: Motions received late

Motion 206 – Department of Rural and Community Development

That this Conference instruct the executive to engage with DPER about the KIT (Keeping In Touch) days initiative, that allows mothers on maternity leave three days after their child turns four months to attend work for training or catch up days that are then added to the end of their leave entitlement, as is currently available in DEASP.

Motion 207 – Westmeath Health and Welfare

The Westmeath Health and Welfare branch condemn the unprovoked and heinous actions of the Russian Government's invasion of Ukraine. While recognising that Fórsa is a non-political organisation we mourn the humanitarian damage, as well as destabilising effects of the Russian aggression and call on Fórsa to support the people of Ukraine in their time of need.

Motion 208 – Westmeath Health and Welfare

The Westmeath Health and Welfare branch calls on Fórsa to fight for an increase of the current travel and subsistence rates to take account of the increased (and increasing) costs of fuel, maintenance, and upkeep of personal vehicles which many members are required to use to carry out their jobs delivering valuable public services.

Motion 209 – Westmeath Health and Welfare

The Westmeath Health and Welfare branch believe that the decision by the NEC to strictly limit numbers of representatives' branches can send to Conference is contrary to the spirit of partnership and activism. We recognised the logistical and practical constraints which room size and host location present. We move that in future, delegate credentials which are transferable between branch representatives are issued, to facilitate a rotation of delegates and support greater participation by branch activists at Conferences.

Motion 210 – Cavan Health and Local Government

Mandates Fórsa to engage with employer organisations to seek a restoration of annual leave days lost under previous national agreements.

Motion 211 – Cavan Health and Local Government

Mandates Fórsa to seek to have pay agreements linked to inflation rates, as an essential element of any new national agreement.

Motion 211 – Cavan Health and Local Government

Mandates Fórsa to engage with employers to seek the provision of flexi-leave for those who are working remotely, on a par with employees who are fully office based.

Motion 213 - Cavan Health and Local Government

Mandates Fórsa to seek to have remote working facilities and arrangements extended by employers to employees as a routine element of terms and conditions of work, as far as is practicable.

Motion 214 - Dublin Garda Civilian Clerical

That this Conference bring forward a plan to negotiate for and win a four-day work week or a work week consisting of no more than 35 hours gross, inclusive of five hours of paid break time, with no reduction in pay or entitlements such as annual leave for workers.

Motion 215 - Dublin Garda Civilian Clerical

That this Conference negotiate a starting salary for clerical officers be set at no less than €33,000 per year, that pay scale increases be adjusted to reflect this new starting salary and be set at intervals to protect against the rate of inflation, and, wherein the next level on the pay scale is lower than the average rate of inflation from the quarter immediately preceding an increase in pay, then those affected will either have their salary increased by that inflationary rate plus 2%, or skip to the next level on the pay scale, whichever is higher.

Motion 216 - Dublin Garda Civilian Clerical

That this Conference reject any phased restoration of pre-Haddington Road hours.

Motion 217 - Dublin Garda Civilian Clerical

That this Conference join Congress and publicly express support for the Workplace Ventilation Bill 2021 and sufficiently engage in campaign activities to bring about the swift implementation of the legislation.

Motion 218 - Dublin Garda Civilian Clerical

That this Conference recognises that gender-based violence continues to impact the lives of people across the world and that action is urgently needed to address gender-based violence in Ireland. Unfortunately, services and support for those affected remain hugely under-resourced and, in some cases, they are non-existent. For example, according to international standards, Ireland should have 472 refuge places for women in crisis, but has only 143.

This branch instructs Conference to support appropriate campaigns alongside appropriate organisations in civil society to address the issue of gender-based violence of all forms and to call for:

- Adequate funding for services
- Education programs to address sexism, misogyny, and consent
- Adequate provision of refuges for victims of domestic and gender-based violence.

Motion 219 - Dublin Garda Civilian Clerical

That this Conference calls on Fórsa to pass a motion explicitly stating that it is official Fórsa policy to endorse the boycott, divestment and sanction (BDS) movement in solidarity with Palestinians and the international community against the Apartheid regime in Israel and the occupied territories and to ensure that the union makes every effort to support and comply with the BDS movement.

Motion 220 – Dublin Garda Civilian Clerical

That this Conference, In light of Amnesty International's 2022 report entitled "Israel's Apartheid Against Palestinians: Cruel system of Domination and Crime against Humanity," the 2021 Human Rights Watch report "A Threshold Crossed: Israeli Authorities and the Crimes of Apartheid and Persecution," and the 2021 report from B'Tselem, The Israeli Center for Human Rights in the Occupied Territories, entitled "A regime of Jewish supremacy from the Jordan River to the Mediterranean Sea: This is apartheid," propose that Fórsa express its commitment to the boycott divestment and sanction (BDS) movement and publicly endorse these reports.

Motion 221 – Dublin Garda Civilian Clerical

"In 2018, Dublin became the first European capital to endorse the boycott, divestment and sanctions (BDS) movement for Palestinian rights. Citing Israel's inhumane blockade and siege of Gaza, the Dublin City Council promised to discontinue all its business contracts with the BDS-targeted Hewlett Packard (HP) branded companies and spin-offs, including DXC Technology, given their complicity in Israel's egregious violations of Palestinian human rights." As a continuation of the efforts of Dublin City Council, this Conference calls on Fórsa to launch a campaign, in coordination with other organisations, to pressure the Government to discontinue all business contracts with Hewlett Packard (HP) branded companies and spin-offs, and other BDS targeted companies contracted to do business with or on behalf of the Government.

Motion 222 – South Tipperary Health and Community

That this AGM seeks the payment of unsocial hour pay, twilight hours to all workers working eight hour shifts over 24-hour periods.

Motion 223 – South Tipperary Health and Community

That this AGM proposes that in the upcoming negotiations on a new public service agreement Fórsa make the removal of the temporary tax, the universal social charge a key demand.

Motion 224 – South Tipperary Health and Community

That this AGM proposes that in the negotiations on a new public service agreement Fórsa make the restoration of the sick leave benefits which had been effectively halved in 2014 to the position which existed prior to March 2014, a central demand.

Motion 225 – South Tipperary Health and Community

That this AGM rejects the recent DPER guidelines "Guidance and FAQs for Public Service Employers during COVID-19", which took effect on the 7th February 2022 and seeks reversion to the DPER guidelines of 29th September 2021.

Motion 226 – South Tipperary Health and Community

Motion that this AGM reaffirms that motions put forward by the South Tipperary Branch and adopted as union policy by national conference in the past, from this year forward, will become operational, whether to enact or pursue.

Motion 227 – South Tipperary Health and Community

That this AGM declares that Fórsa pursues what has been taken from members since 2008 and not yet restored, be that income reductions/freezes, changes in conditions of employment, etc.

Motion 228 - South Tipperary Health and Community

That this AGM states that the PRD/ASC which was introduced under FEMPI legislation, (PRD on 1st March; ASC on 1st January 2019), that in 2022 it is time for this to be undone.

Motion 229 - Kilkenny Health and Local Government

The Kilkenny Health and Local Government branch implore Fórsa to oppose any and all attempts to use psychometric testing for clerical administration grade competitions across all divisions where there is currently no agreement and seek a phase out across divisions with agreement in situ.

Motion 230 - DAFM Executive Grades

That this Conference instructs the incoming NEC to seek that where an EO or HEO or equivalent who are assigned to the higher scale and who retire within three years of their assignment, the date of assignment to the higher scale would be treated as their final salary for pension purposes. The higher scale should be treated as normal increments and not a grade change.

Motion 231 - Laois Health and Local Government

Laois Branch call on Fórsa to ensure that existing policy on the application of pay increases to civil and public service pensions will be included in the new public sector agreement to succeed the current agreement.

Motion 232 - Laois Health and Local Government

Laois Branch call on Conference to consider formalising annual leave to allow staff to attend special domestic business

Motion 233 - Laois Health and Local Government

Conference notes with disappointment that people aged under 20 may be paid national minimum wage by their employers. The minimum wage for people aged under 18 is 70% of the national minimum Wage, those aged and 18 and 19 are entitled to 80% and 90% respectively. Conference believes that the practice of paying young people below the national minimum wage devalues the work of those young people, puts them at additional risk of poverty and amounts to exploitation of a very vulnerable group of workers. Conference further notes with disappointment that public bodies are permitted to pay below the minimum wage to young people and have done so on occasion. Conference calls on the Fórsa Executive to lobby the relevant ministers to prohibit the practice of public bodies paying young people below the minimum wage for their work.

Motion 234 - Dublin Hospitals

We call on the NEC to campaign for a policy at national level, to ensure full protection of employment for all our members across all sectors, to include 38/39 agencies and organisations, who are the victims of domestic abuse, and that in times of crisis there are no disciplinary procedures invoked by any employer.

Motion 235 - Dublin Hospitals

We call on the NEC to campaign for the development of a policy at national level, whereby, all employments have a comprehensive policy of education and understanding for all stakeholders in the workplace of domestic abuse. This has been very successful in other jurisdictions. It will promote a culture of understanding and empathy within the workplace.

Motion 236 - Dublin Hospitals

We call on the NEC to campaign for a separate special leave for employees who are victims of domestic abuse or to ensure, at the very least, that they will have access to the critical illness payment, during times of absence due to domestic abuse.

Motion 237 - Dublin Hospitals

Conference notes the significant personal and professional costs endured by workers suffering domestic violence or abuse. Conference asserts that employers have a social responsibility to support workers who disclose suffering domestic violence or abuse. Conference calls on the National Executive Committee to:

- Develop a model policy dealing with workers' rights in domestic violence situations
- Direct union negotiators to prioritise the implementation of that policy nationally in negotiations with employers, and
- Establish training for lay officers and full-time officials to enhance the union's capacity to support members experiencing domestic violence or abuse.

Motion 238 - SNAs Connacht/Ulster

Fórsa is affiliated to the BDS campaign but should do more to inform members on this issue, send out information listing products and companies that should be boycotted and should also ensure that all union investments including pension funds do not hold any stock in Israeli companies or equities.

Motion 239 - SNAs Connacht/Ulster

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

Motion 240 - SNAs Connacht/Ulster

We seek that Fórsa trade union engage on an information campaign to raise awareness about the BDS campaign. This should include all resources at the unions disposal and should seek to educate members of the importance of this movement. Fórsa should also ensure that none of members money is used to support the Israelis continuing occupation. Including pensions funds, investments. Fórsa should seek out every opportunity to highlight the plight of the people of Palestine.

Motion 241 - SNAs Connacht/Ulster

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

Motion 242 - SNAs Connacht/Ulster

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

Motion 243 - SNAs Connacht/Ulster

Delegates, many of you will be aware of the issues being faced across the northwest due to the Mica scandal. The Mica issue has caused defects in building blocks used in at least 5,000 homes in the northwest, causing cracks to open up in thousands of buildings, videos show homes with load-bearing blocks crumbling in homeowners' hands. Those whose homes are affected by this defect have been left in an unbearable situation where they watch their homes disintegrate over time, before their eyes. The Connaught/Ulster SNA branch have a large number of our SNA members and their children that are living through this nightmare, as well as their friends, family members and indeed colleagues of other Fórsa branches in the northwest area.

To date, the government response on this matter has been wholly unsatisfactory. It is not fair, nor reasonable, that ordinary families and workers are left to pick up the tab for a crisis that has arisen as a result of a lack of oversight and governance. It is through no fault of their own that they find themselves in this, the most difficult of circumstances, they should not have to suffer and should be provided with 100% redress. Whilst the Mica issue predominantly affects those in the northwest, the inaction of government in providing support for ordinary workers and families in such a crises situation, is something that could arise anywhere in the future and affect anyone.

We call on Fórsa to lend its collective strength, voice and social bargaining power to support this issue and the various groups involved in seeking a resolution to this crisis. We welcome the recent statement from Fórsa in support of 100% redress and ask that Fórsa continue to make further clear statements seeking that our members, colleagues, family and friends who are in this situation are not made to endure any further hardship, whilst lobbying government to ensure that they step up to their obligations in resolving such a crisis and provide workers and their families with 100% redress. We strongly ask that you support this motion.

Motion 244 - SNAs Connacht/Ulster

The Connacht/Ulster SNA branch seeks that Fórsa address the inequality in the workplace that exists for people with learning difficulties. And furthermore highlight and seek action to address the lack of appropriate supports for those with learning difficulties on leaving the education system to ensure that they have opportunity to be a part of the community.

Motion 245 - SNAs Connacht/Ulster

The Connacht/Ulster SNA branch seeks that the Education Division employ all means to negotiate with the Department of Education to ensure that every child has access to a place in school. But more importantly that this place is appropriate to the needs of the child. That all necessary resources are in place so that every child has an equal opportunity to avail of the education that is relevant to them.

Motion 246 - Dublin Central Social Protection Clerical

This Conference instructs the national executive to canvas government to seek improvement in wellness supports ie mental health serves more flexible working arrangements etc for all civil, public and all other workers under Fórsa's remit.

Appendix six: Amendments considered out of order

Dublin Garda Civilian Clerical branch

Amendment to Motion 19: In furtherance of this and bringing the lowest civil service salaries in line with the generally accepted living wage as determined by the Living Wage Technical Group, in the next public sector pay negotiations, this Conference calls on the NEC to negotiate in concert with other trade union organisations a starting salary for clerical officers be set at no less than €33,000 per year nationally, with an appropriate Dublin-area specific starting salary, and that pay scale increases be adjusted to reflect this new starting salary and be set at intervals to protect against the rate of inflation. Wherein the next level on the pay scale is lower than the average rate of inflation from the quarter immediately preceding an increase in pay, then those affected will either have their salary increased by that inflationary rate plus two percent, or skip to the next level on the pay scale, whichever is higher.

Dublin Garda Civilian Clerical branch

Amendment to Motion 27: This Conference calls on the NEC to negotiate a starting salary for civil servants to be not less than the current living wage as determined by the Living Wage Technical Group at the time of negotiations.

Dublin Garda Civilian Clerical branch

Amendment to Motion 31: This Conference calls on Fórsa to pass a motion explicitly stating that it is official Fórsa policy to endorse the boycott, divestment and sanction (BDS) movement in solidarity with Palestinians and the international community against the Apartheid regime in Israel and the occupied territories and to ensure that the union makes every effort to support and comply with the BDS movement.

Dublin Garda Civilian Clerical branch

Amendment to Motion 31: In light of Amnesty International's 2022 report entitled "Israel's Apartheid Against Palestinians: Cruel system of Domination and Crime against Humanity," the 2021 Human Rights Watch report "A Threshold Crossed: Israeli Authorities and the Crimes of Apartheid and Persecution," and the 2021 report from B'Tselem, The Israeli Center for Human Rights in the Occupied Territories, entitled "A regime of Jewish supremacy from the Jordan River to the Mediterranean Sea: This is apartheid," we propose that Fórsa express its commitment to the boycott divestment and sanction (BDS) movement and publicly endorse these reports.

Dublin Garda Civilian Clerical branch

Amendment to Motion 31: In 2018, Dublin became the first European capital to endorse the boycott, divestment and sanctions (BDS) movement for Palestinian rights. Citing Israel's inhumane blockade and siege of Gaza, the Dublin City Council promised to discontinue all its business contracts with the BDS-targeted Hewlett Packard (HP) branded companies and spin-offs, including DXC Technology, given their complicity in Israel's egregious violations of Palestinian human rights. As a continuation of the efforts of Dublin City Council, this Conference calls on Fórsa to launch a campaign, in coordination with other organisations, to pressure the Government to discontinue all business contracts with Hewlett Packard (HP) branded companies and spin-offs, and other BDS targeted companies contracted to do business with or on behalf of the Government.

Dublin Garda Civilian Clerical branch

Amendment to Motion 38: Remove the word 'pilot' from point two and amend to read: "Securing four-day week in appropriate public and private/commercial employments, with the working week consisting of no more than 35 hours gross, inclusive of a minimum of five hours of paid break time, with no reduction in pay or entitlements such as annual leave."

CSO Executive Grades

Amendment to Motion 129: Amendment to Rule 12(vi) - Branches: Conference notes that this rule currently states that branches are to make annual returns to Head Office "...subject to such deadline not being earlier than 31st March of the year", This text should be deleted thereby enabling Fórsa to include all branches annual returns into its Financial Statements with the aim that Fórsa will not be the subject of a qualified audit opinion on its audited financial statements on this basis going forward. This amendment will bring into alignment this rule with the Annual Branch Returns Process for 2021 and subsequent years.

The existing text of Rule 12 (vi) reads:

"A Branch shall make an annual return of finances and membership for the preceding calendar year in such a form, and before any deadline, as may be set by the National Executive, subject to such deadline not being earlier than 31st March of the year. Exceptionally, following a written appeal from a branch, the National Executive may give an extension of this deadline in respect of that branch. Branch accounts may be subject to an audit at the discretion of the National Executive."

The text to delete:

"... subject to such deadline not being earlier than 31st March of the year"

The amended text of Rule 12 (vi) to read:

"A Branch shall make an annual return of finances and membership for the preceding calendar year in such a form, and before any deadline, as may be set by the National Executive. Exceptionally, following a written appeal from a branch, the National Executive may give an extension of this deadline in respect of that branch. Branch accounts may be subject to an audit at the discretion of the National Executive."

Appendix seven: Fórsa nominations

President

Martina Byrne
Boards and Voluntary Agencies

Sue Kelly
DSP Executive Grades

Michael Smyth
School Completion Programme

Nominating branch

Boards and Voluntary Agencies

DSP Executive Grades

Agriculture No.1, Cavan, Civil Service No.1,
Donegal, Dublin Central Clerical,
Dublin City, Dublin South H&W,
Education No.1, FGE, Higher Education,
Kerry H&LG, Longford H&LG, Louth H&LG,
Roscommon H&LG, School Secretaries,
School Completion Programme,
SNA Connacht-Ulster, SNA Munster, SNA SDSL

Vice-president

Sue Kelly
DSP Executive Grades

Bernadette Mooney
Dublin South Health and Welfare

John O'Hara
Boards and Voluntary Agencies

Helen Sheridan
Irish Aviation Authority

Betty Tyrrell-Collard
Dublin Central Civil Service Clerical

Michael Smyth
School Completion Programme

Nominating branch

DSP Executive Grades

Dublin South Health and Welfare

Boards and Voluntary Agencies

Agriculture No.1, Civil Service No.1, Donegal,
Dublin Central Clerical, Dublin City,
Education No.1, Longford H&LG, Louth H&LG,
Roscommon H&LG, School Completion
Programme, SNA Connacht-Ulster, SNA Munster,
SNA SDSL

Agriculture No.1, Cavan, Civil Service No.1,
Donegal, Dublin Central Clerical, Dublin City,
Education No.1, Galway CS Clerical,
Longford H&LG, Louth H&LG, Roscommon H&LG,
School Completion Programme,
SNA Connacht-Ulster, SNA Munster, SNA SDSL

School Completion Programme

Vice-president (continued)

Martin Walsh
Louth Health and Local Government

Honorary Treasurer

Helen Canning
Boards and Voluntary Agencies

Julie Flood
Dublin City

Sue Kelly
DSP Executive Grades

Bernadette Mooney
Dublin South H&W

Kevin O'Malley
Kerry Health and Local Government

Michael Smyth
School Completion Programme

Nominating branch

Agriculture No.1, Cavan, Civil Service No.1,
Donegal, Dublin Central Clerical, Dublin City;
Education No.1, Longford H&LG, Louth H&LG,
Roscommon H&LG, School Completion
Programme, SNA Connacht-Ulster, SNA Munster,
SNA SDSL

Nominating branch

Boards and Voluntary Agencies.

Agriculture. No.1, Cavan, Civil Service No.1,
Donegal, Dublin Central Clerical, Dublin City,
Dún Laoghaire-Rathdown, Education No.1,
Fingal LG, Kildare LG, Longford H&LG,
Louth H&LG, Roscommon H&LG,
School Completion Programme,
SNA Connacht-Ulster, SNA Munster, SNA SDSL

DSP Executive Grades

Dublin South Health and Welfare

Kerry Health and Local Government

School Completion Programme

Fórsa national conference 2022

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
[Please use BLOCK capitals]

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

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 national conference 2022

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:
 [Please use BLOCK capitals]

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

Name of principal delegate

Signature of principal delegate

Date Time

SOC signature Date Time



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