



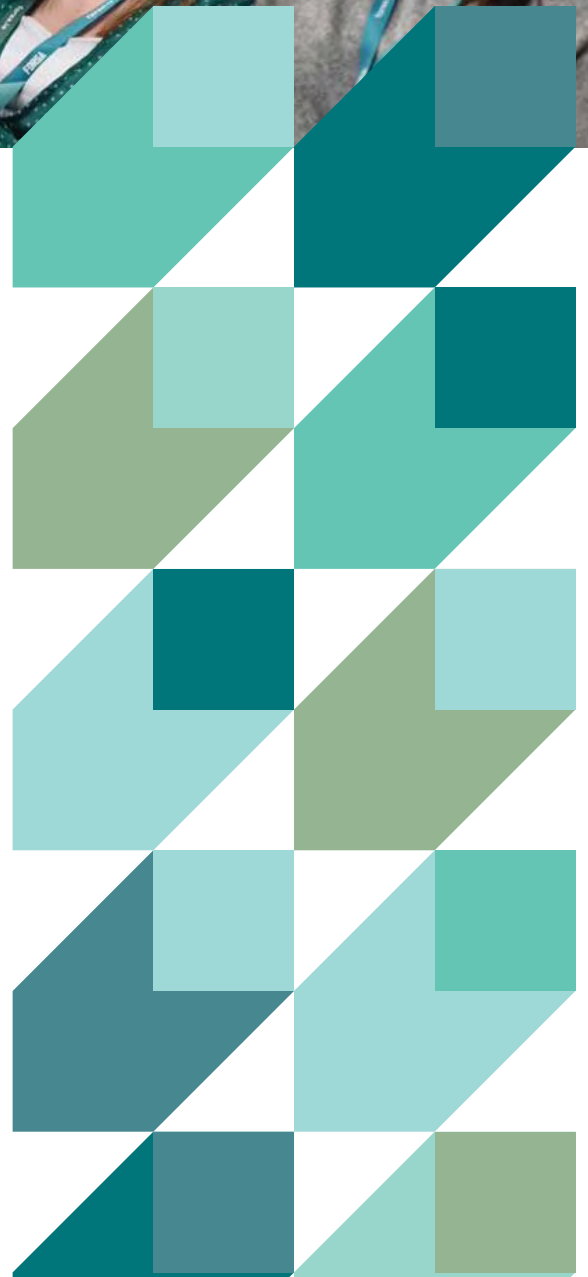
**FÖRSA**

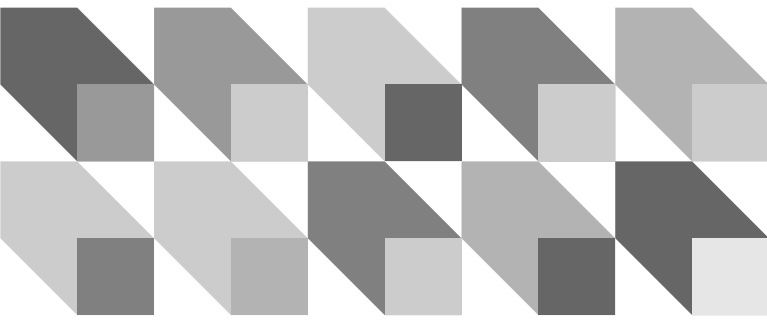
# **CIVIL SERVICE DIVISION**

CONFERENCE **2023**

## **AGENDA**

24th-26th May 2023





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# Conference timetable

## Wednesday 24th May

- 13:00 Registration opens and issue of ballot papers
- 16.00 Opening of conference
- 16.05 Appointment of tellers and scrutineers
- 16.10 Adoption of general standing orders
- 16.15 Adoption of Standing Orders Committee Report
- 16.25 Election arrangements
- 16.30 Opening address to conference by Cathaoirleach Helen Linehan
- 16.45 Address by Fórsa President Michael Smyth
- 16.55 Address by Éamonn Donnelly, Deputy General Secretary and Head of the Civil Service Division
- 17.10 Adoption of previous minutes and biennial report
- 17.20 Civil Service recruitment induction video
- 17.30 Organising and recruitment: Motion 1, 2 and 3
- 17.50 Flexi-time: Motions 4 and 7 (taken in common debate)
- 18.05 Flexi-time: Motions 5 and 6 (taken in common debate)
- 18.20 Blended working: Motions 8, 9, 10, 11, 12 and 13
- 19.00 Registration closes
- 19.00 Conference adjourns

## Thursday 25th May

- 08.30 Registration re-opens until 09.30 only
- 09.30 Registration closes
- 09.30 Conference resumes
- 09.35 Equivalent Grades Committee report to conference
- 09.50 Equality, diversity and family friendly polices: Motion 31 (covers motions 32, 33 and 36)
- 10.00 Equality, diversity and family friendly polices: Motions 34, 35, 37, 38 and 39
- 10.35 Industrial relations, outsourcing: Motions 14 and 15 (taken in common debate)
- 10.50 Industrial relations, outsourcing: Motion 16
- 11.00 Guest speaker Aoife Gallagher, Analyst, Institute for Strategic Dialogue, **"Rise of the Far Right"**
- 11.30 Industrial relations, outsourcing: Motion 17 and 18
- 11.45 Industrial relations, outsourcing: Motion 19 (covers motions 20)
- 11.55 Industrial relations, outsourcing: Motion 21 and 22

# Conference timetable

## Thursday 25th May (continued)

- 12.10 Industrial relations, outsourcing: Motion 23 (covers motions 24, 25 and 26)
- 12.20 Industrial relations, outsourcing: Motion 27 (covers motions 28)
- 12.30 Industrial relations, outsourcing: Motion 29 (covers motions 30)
- 12.40 Pay related matters: Motions 40, 41 and 42
- 13.00 Conference adjourns for lunch
- 14.15 Conference resumes
- 14.15 Pay related matters: Motions 43, 44, 45, 46, 47, 48, 49 and 50
- 15.15 Strategic Change presentation
- 15.30 Presentation of distinguished service awards
- 15.50 Grading, work practices, competitions and staffing:  
Motions 51, 52, 53, 54, 55, 56, 57, 58, 59, 60 and 61
- 17.10 Conference adjourns
- 20.00 Conference dinner

## Friday 26th May

- 10.00 Conference resumes
- 10.00 Grading, work practices, competitions and staffing:  
Motions 62, 63, 64, 65, 66, 67 and 68
- 10.50 Working hours, time and attendance: Motions 69 and 70 (taken in common debate)
- 11.05 Working hours, time and attendance: Motions 71, 72 and 73
- 11.25 Pensions: Motions 74 and 75
- 11.40 Miscellaneous: Motions 76, 77, 78, 79
- 12.10 Guillotined motions
- 12.40 Cathaoirleach closing address to conference
- 12.45 Conference closes



# Standing Orders Committee

## Civil Service Division

Siobhán Daly  
Helen Lundy (Secretary)

## Education Division

Eileen Coman  
Niamh Jordan\*\*

## Health and Welfare Division

Gerry Foley (Vice-chairperson)  
Don Meskell

## Local Government and Local Services Division

Rose Marie Conroy (Chairperson)  
Audrey Warren\*

## Municipal Employees' Division

Tom Kavanagh  
Michael Ross

## Services and Enterprises Division

Teresa Kearns (Returning officer)  
Billy Gallagher

\*Kathryn Collins resigned from SOC in 2022 and was replaced by Audrey Warren, who transferred from the Education Division to the Local Government and Local Services (LGLS) Division.

\*\* Niamh Jordan was nominated by the Education Division Executive Committee to replace Audrey Warren on her transfer to LGLS Division.

# General standing orders for conference

1. These standing orders shall be read in conjunction with the rulebook of the union. If there is conflict on meaning, then the rulebook 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) or the equivalent grade committee representatives as defined in Rule 25(ii)(e) of the rulebook may address conference<sup>1</sup>. 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.

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<sup>1</sup> 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.





8. Where several motions and/or amendments submitted deal with the same topic, Standing Orders Committee may produce a composite or comprehensive motion. If it is not possible to do this, there may be a common debate on the issue covered by the group of motions and/or amendments. The first speaker on behalf of the proposing branch or the first speaker on behalf of the DEC in the case of motions proposed by the DEC shall be deemed to be the proposer of the motion. Each proposer shall have a maximum of four (4) minutes. In the subsequent debate, no-one may speak more than once, but each speaker may refer to any of the motion(s)/amendment(s) then before conference, up to a maximum of three (3) minutes. Proposers of motions taken in common debate shall, subject to the discretion of the conference chairperson, have the right of reply but only in respect of the motion proposed by her/him and the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. When the chairperson is satisfied that sufficient time has been allowed for debate, each motion and/or amendment shall be voted on separately in accordance with the relevant Standing Orders Committee report.
9. Amendments to amendments may not be moved, even under the terms of Rules 17(ix) and 21(ix) of the rulebook.
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.

# Brief outline of proportional representation system as used for Fórsa DEC elections

There are various electoral systems used in different countries and organisations to achieve what are considered in those areas to be democratic outcomes. 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 equivalent grade committees/national professional committees are, of course, free to use any of the other Oireachtas models of PR should they wish.

## Ballot paper

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

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

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

The system of distribution of ballot papers must also ensure that only those eligible to vote receive ballot papers, and that nobody can receive more than one ballot paper. The ballot papers should be placed in a sealed box, which is stored safely until the count. Postal ballots received should be placed on arrival in the count 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 re-counts.

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





## Valid ballot papers

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

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

## First count

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

## The quota

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

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

## Distribute or eliminate?

The biggest causes of confusion in the PR system are:

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

In one-seat elections, (e.g. union president, treasurer, chairperson of division), this is easy. If one candidate exceeds the quota (50% plus 1 in this case) 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 (e.g. union vice president, 'ordinary' DEC members), the likelihood is that a number of candidates will exceed the quota on the first count. The surpluses in these cases may be very small in each case. The issue for the Returning Officer is to decide whether to eliminate one or more candidates or whether to distribute the surplus(es).

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

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

## Physical transfer of ballot papers

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

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

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



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

## Elected without reaching the quota

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

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

## Result sheet

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

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

This result sheet should be made available to all candidates and everyone else with an interest in the outcome of the election e.g. a copy could be posted in the count 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 he/she has any reason to be concerned that an error may have been made.

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

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

## Fórsa conference election procedures

Rule 19 covers the Divisional Executive and its officers.

The election of the Chairperson or Cathaoirleach is straightforward. A standard PR STV election is conducted, and the winner is elected.

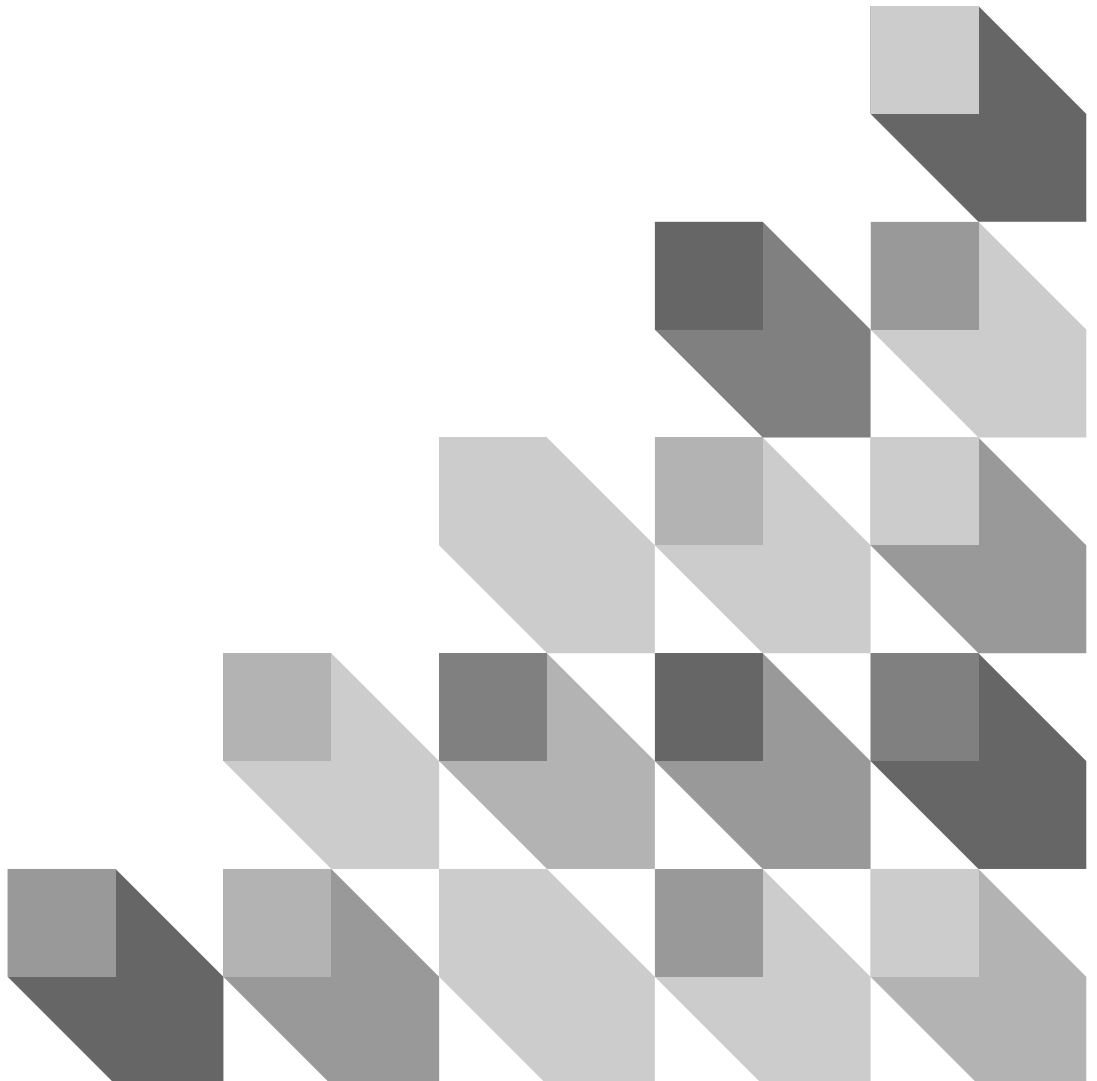
Following that election, any candidates from the winner's constituency for the positions of Vice Chairperson or Leas-Cathaoirleach are excluded from the election and any preferences voted for any such candidate move to the next preference.

However, there is a possibility that two candidates from the same constituency could be 'elected' in the vote for vice-chairpersons or leas-cathaoirleach. In that event, the last candidate elected from a constituency that has had a candidate already elected shall be replaced by the last eliminated candidate from a constituency that has not had a candidate elected.

If a vacancy subsequently arises in the office of chairperson or cathaoirleach, it shall be filled by the election by the DEC of a vice-chairperson or leas-cathaoirleach.

In turn, the Divisional Executive shall elect a member of the Divisional Executive to fill that vacancy of a vice-chairperson or leas-cathaoirleach from the constituency of the original chairperson or cathaoirleach in order to fulfil the requirement regarding the three officers coming from different constituencies.

May 2023



# Standing Orders Report No.2

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

## 1. Conference timetable

The foregoing timetable for conference is recommended.

## 2. General standing orders

The foregoing General Standing Orders are recommended.

## 3. Motions received

Seventy nine (79) of the motions that were received by the deadline appear on the agenda for debate. Ten (10) motions are deemed out of order; fifty one (51) motions are advisory to the NEC; three (3) motions are existing policy; seven (7) were received after the deadline.

## 4. Motions considered as out of order

Ten (10) motions are considered as out of order for the reasons set out below. These motions can be found listed in Appendix 1.

Motions 80, 82, 85 and 89 are not in the form of motions to Conference or contain no direction or decision.

Motions 84 and 86 concern staffing matters. This is a reserved function of the General Secretary.

Motions 81, 83, 87 and 88 concern administrative and training matters which are the responsibility of the General Secretary.

## 5. Advisory motions

Fifty one (51) motions are considered advisory to the NEC. These motions can be found listed in Appendix 2.

In accordance with the rule, and until otherwise determined by national conference, each divisional conference shall determine policy on pay, conditions and other matters affecting only the members in the division. However, divisional conferences may also consider other matters provided that they are not matters which are of sole concern to the members of another division or which conflict with policy as previously determined by the union conference.

Decisions of divisional conference in relation to such matters have the status of recommendations to the National Executive who shall decide on any action to be taken.

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

It should be noted that there is not an automatic carry over of Advisory Motions to the Biennial National Conference 2024. If your branch so desires, in order to have the said motion considered by the SOC for the Biennial National Conference 2024, it may be re-submitted when invited to do so under Rule next year.

## 6. Existing policy motions

Three (3) motions are considered existing policy. These motions can be found listed in Appendix 3.

## 7. Motions received after the deadline

Seven (7) motions were received after the deadline. These motions can be found listed in Appendix 4.

## 8. Guideline to motion numbers

As the motion numbers on the Preliminary Agenda differ in many ways to the motion numbers on the Final Agenda, the SOC have provided a table to assist branches to identify the new motion number on the Final Agenda. The guide to motion numbers table can be found in Appendix 7.

## 9. Amendments received

A total of twenty three (23) amendments were received by the deadline as set out in rule. No amendments were received late.

## 10. Amendments considered in order

Six (6) amendments are deemed to be in order. These are listed on the agenda as amendments to the following motions: 7, 35, 37, 41, 64 and 65.

## 11. Amendments considered out of order

Seventeen (17) amendments are deemed to be out of order by the SOC for the reasons stated:

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.

Motion 6 – Amendment not submitted in the correct format and is in the form of a new motion.

Motions 39 and 50 – amendment changes the spirit of the original motion to create a new motion.

Motions 85, 87, 88, 89 – out of order motions cannot be amended.

Motions 102, 103, 104, 105, 109, 110, 117, 122 and 127 – advisory motions cannot be amended.

Motions 141 – existing policy motions cannot be amended.

The above amendments are set out in Appendix 5.

## 12. Composite motions

There are no composite motions included on the agenda.





### 13. Common debates/cover motions

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.

Motions 4 and 7.

Motions 5 and 6.

Motions 14 and 15.

Motions 69 and 70.

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 31 covers motions 32, 33 and 36.

Motion 19 covers motion 20.

Motion 23 covers motions 24, 25 and 26.

Motion 27 covers motion 28.

Motion 29 covers motion 30.

### 14. Guillotined motions

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

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

### 15. Emergency motions

Branches are asked to advise the SOC of any emergency motions as soon as possible so that these might be included in a Standing Orders Committee report to conference. 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 (i.e. where it refers to events that have occurred since the final date for receipt of motions – 11 weeks before conference).

### 16. Withdrawal of motions, amendments and nominations

Branches are asked to advise the SOC of any motions, amendments, or nominations that they wish to withdraw so that these can be included in a Standing Orders Committee report to conference. Forms to withdraw motions, amendments, and nominations can be found listed in Appendix 8.

## 17. Officer elections and votes

Officer elections will commence following the adoption of standing orders committee report on Wednesday 24th May with the Cathaoirleach election. Times for opening and closing of the ballot boxes will be announced at commencement of Conference. Further updates will be announced by the SOC as conference progresses.

The SOC recommends that Billy Gallagher, 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.

## 18. Withdrawal of nominations

The following nominations have been withdrawn since the preliminary agenda issued:

Gary Fallon, DEC.

Siobhán Kiely, NEC.

Dearbhla Sargent, DEC.

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

## 19. Conference votes

It is recommended that conference appoints at least 8 tellers to count any votes at conference.

## 20. Distinguished service awards

The NEC has approved distinguished service awards which will be presented before the conference closing business session on Thursday 25th May.

## 21. Standing Orders Committee

The Standing Orders Committee for the Civil Service Division are Helen Lundy (Secretary) and Siobhán Daly. Also in attendance from the National Standing Orders Committee will be Rose Marie Conroy (Chairperson), Billy Gallagher (Returning Officer), Audrey Warren and Tommy Kavanagh.

The SOC will be available to deal with last minute conference issues between 1.30pm and 3.00pm in the conference venue on Wednesday the 24th May.

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

## 22. Corrections

Correction – paragraph four of SOC Report No. 1. The deadline for nominations and motions is under Rule 17(v) being the correct Rule for Divisional Conferences.



## 23. Legend of acronymns

As above, in order to preserve the integrity of what was submitted, acronyms and abbreviations are not amended and have been left as was submitted. To assist delegates and branches, a legend of acronyms that may be unfamiliar to them, is submitted below.

CSDEC	Civil Service Divisional Executive Committee
DEC	Divisional Executive Committee
AP	Assistant Principal
DPER	Dept. of Public, Expenditure & Reform
WRC	Workplace Relations Commission
DSP	Dept. of Social Protection
OPW	Office of Public Works
NEC	National Executive Committee
PRSI	Pay Related Social Insurance
EO	Executive Officer
AO	Administrative Officer
HEO	Higher Executive Officer
NICC	National Intreo Contact Centre
NDP	National Development Plan
OGCIO	Office of the Government Chief Information Officer
NSSO	National Shared Services Office
P&T	Professional & Technical
ICTU	Irish Congress of Trade Unions
PMDS	Performance Management & Development System
FEMPI	Financial Emergency Measures in the Public Interest
LSI	Long Service Increment
PPC	Personal Pension Contribution
ASC	Additional Superannuation Contribution
PRD	Pension Related Deduction

Rose Marie Conroy  
Chairperson  
Standing Orders Committee

May 2023

# Motions

## Organising and recruitment

### Motion 1 - CSDEC

This Conference calls on the incoming CSDEC to ensure each branch adopts the CSDEC Strategy 2023-2025 as set out in the Strategy Document. The strategy is member focussed and heavily invested in increasing recruitment of new members, organising of members around workplace issues, clear industrial relations targets for achievement, better channels of communication to members, strengthening member participation, and best use of available resources.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 2 - CSDEC

This Conference calls on the incoming CSDEC to develop and implement recruitment and organising initiatives aimed at increasing influence across the civil service.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 3 - Finance, PER and associated organisations

This Conference directs the Civil Service Divisional Executive Committee to seek national arrangements requiring all civil service employers to provide designated union representatives reasonable and responsible access to

- (a) easily accessed sections of intranet (or intranets) that the union representatives can update and
- (b) use of group emails to communicate all colleagues in the grades or areas they represent with information on union activities.

In deciding to assign this task to the Civil Service Divisional Executive Committee, Conference notes that the 1993 Code of Practice on Duties and Responsibilities of Employee Representative provides that worker representatives should be able to communicate with colleagues on union matters through various paper-based mechanisms, and that the code predates the time when email and intranets were routinely used in workplaces in the way that they are today, and considers it unacceptable that some civil service employers do not permit union representatives to use intranets or equivalents and do not allow union representatives to use group email facilities to communicate all staff in the grades and offices they represent to share information on union business such as branch meetings, pay ballots, member or staff surveys, etc. (although in some cases other bodies such as staff LGBT networks and social clubs are afforded that access).

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐



# Flexitime

## Motion 4 – Clare CS Clerical

This Conference instructs the incoming Executive to pursue the ability to work up flexitime when working from home. Currently, staff in Dept of Social Protection can only work up time when they attend the office.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 5 – Forensic Science Branch

This Conference instructs the incoming CSDEC to work to reinstate flexitime conditions for all professional and technical grades. Flexitime was removed from those at Grade 1 engineer level during austerity measures. We are now seeking to restore flexi time to this grade to ensure that promotion to these roles is appealing to all.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 6 – Meteorologists

That this Conference instructs the incoming executive to negotiate for the restoration of flexi-leave for all AP equivalent grades in the civil service.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 7 – Transport Executive

This Conference instructs the incoming Civil Service Divisional Executive to seek to implement a policy across all civil service departments/offices that ensures that flexitime will remain available to all eligible civil servants for any day they are scheduled to work regardless of whether they are attending the office, working remotely, or working from home.

### **Amendment – Finance PER & Associated Organisations**

That the motion is amended by the insertion after the word “that ensures the flexitime” of the words “and the ability to accrue flexi-leave” and the deletion of the words “are scheduled to”.

### **Amended motion to read:**

This Conference instructs the incoming Civil Service Divisional Executive to seek to implement a policy across all civil service departments/offices that ensures that flexitime and the ability to accrue flexi-leave will remain available to all eligible civil servants for any day they work regardless of whether they are attending the office, working remotely, or working from home.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Blended working

### Motion 8 – Clare CS Clerical

This Conference instructs the incoming Executive to pursue the introduction of Blended Working for those who wish to avail of it for Fórsa civilian members within the Garda stations and Garda Vetting offices. Most staff are doing 100% computer work and have no customer contact. Data Protection and Confidential Information issues are not grounds to withhold this option as has been displayed by departments such as Revenue and Social Protection who have had the same confidential intelligence to deal with.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 9 – Legal & Professional Branch

This Conference instructs the incoming CSDEC to attach a greater prioritisation to the promotion of blended and remote working arrangements, and in particular;

- seeks that management must justify any minimum number of in-office days for a particular role by reference to objective business needs relating to that role;
- highlights civil service offices who fail to adopt blended and remote working policies that are linked to objective business needs;
- seeks that management adopt a flexible approach to blended and remote working which takes account, subject to business needs, of individual circumstances among other matters.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 10 – Revenue Executive

This Conference notes that the measures introduced, pertaining to working from home, in Budget 2022, are inadequate. This conference demands that Civil Service Divisional Executive Committee seeks to obtain a daily, tax free, payment for civil service workers, in accordance with legislation.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 11 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to ensure that all workers in the civil service are provided with their own dedicated work station or office and in tandem with this to oppose "hot desking".

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 12 – Transport Executive

This Conference instructs the incoming Civil Service Divisional Executive to seek a report from DPER that will consider the ways blended working could be maximised to allow for rural regeneration, reduction of carbon emissions, an increase in the proportion of disabled people and other under-represented groups in the civil service, and to allow flexibility for those with caring obligations.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐





## Motion 13 – Athlone CS Clerical

This Conference calls on the incoming CSDEC to negotiate and agree access for our workers to a Blended Working Policy.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Industrial relations, outsourcing

### Motion 14 – Clare CS Clerical

This Conference instructs the incoming Executive to continue to protect the Garda Civilian membership whose status is threatened by the New Policing Bill. We request that any ongoing engagement by Fórsa officials and any relevant updates be communicated to all the members directly impacted to allay their concerns and provide reassurance that they are being heard and provided with opportunity for feedback.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 15 – Letterkenny CS Clerical

This Conference instructs the incoming Executive Committee to seek to ensure that the terms and conditions that Garda Civilian staff currently enjoy are retained after the adoption of the Policing Security and Community Safety Bill.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 16 – AEHS – Consultation by departments with staff

This Conference calls on the incoming CSDEC to work to ensure that Government departments engage in appropriate, timely and meaningful consultation with staff interests (in particular with recognised unions) in relation to workplace change.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 17 – AEHS – Workforce planning within Government departments

This Conference calls on the incoming CSDEC to work to ensure that workforce planning within Government departments is carried out in consultation with staff and their recognised unions and that the process and its outcome are transparent.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 18 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to oppose the dismantling of the Civil Service Administrative oversight of An Garda Síochána which is out of step with Policing Best Practice in the United Kingdom and Northern Ireland.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 19 – CSDEC

This Conference instructs the incoming CSDEC to strongly oppose any outsourcing of existing civil service work which does not clearly meet the outsourcing provisions of the public services agreements. This Division will also resist any attempt to outsource new work which would ordinarily be carried out by civil service grades unless the outsourcing provisions of the public services agreements are applied.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 20 – Dublin Central Clerical

This Conference directs the Civil Service Divisional Executive Committee (DEC) to vehemently oppose the outsourcing of any work currently done by Civil Servants unless it complies fully with the outsourcing provisions of the public services agreements. Furthermore, that the DEC actively resists any attempt by any Department to outsource additional work which would be suitable to be carried out by Civil Servants.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 21 – Finance, PER & Associated Organisations

This Conference instructs the Civil Service Divisional Executive Committee to proactively establish Building Councils where a building is occupied by more than one department/office/Fórsa branch.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 22 – CSDEC

Noting the recent trend by the Civil Service in presentation of change proposals to the unions as ‘fait accompli’ without adequate or meaningful consultation, this Conference instructs the incoming CSDEC to resist any such change unless and until such meaningful consultation and negotiation takes place.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 23 – CSDEC

In light of the utter deterioration of the Civil Service General Council as a meaningful vehicle for the conduct of Industrial Relations across the Civil Service, this Conference calls on the incoming CSDEC to take whatever steps are necessary in order to achieve access to the state industrial relations machinery (WRC/Labour Court) for Civil Service workers.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐



## Motion 24 – Dublin Central Clerical

This Conference directs the Civil Service Divisional Executive Committee (DEC) to actively pursue immediate access to the to the state industrial relation machinery (WRC/Labour Court), so that Civil Servants will have the same rights as all other workers in the state.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 25 – Oireachtas Ushers

This Conference directs the incoming CSDEC that as workers we should have access to the Workplace Relations Commission and the Labour Court. We should also retain some aspects of the Conciliation and Arbitration scheme specially the Departmental Councils with a chairperson appointed by the WRC. We cannot be treated any differently from any other worker in the state.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 26 – Transport Executive

This Conference instructs the incoming Civil Service Divisional Executive to urgently pursue the provision of access to the Workplace Relations Commission (WRC) for all civil servants.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 27 – CSDEC

That this Conference, instructs the incoming DEC to address the deficiencies in the current civil service grievance procedure, with a view to updating them as previously agreed.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 28 – FGE

This Conference calls on the incoming DEC to address the issue of the inadequacies of the current Grievance Procedures in the Civil Service.

The Procedures are currently covered by Circular 11/2001 and have not been updated, in particular matters of pay, disciplinary action, selection for promotion, selection for posts carrying an allowance, posting abroad, higher scale and exclusion from competitions are not deemed appropriate under this Circular. These and other issues are of fundamental importance to the worker and cannot be addressed under the current Circular.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 29 – CSDEC

Noting the legislative changes being brought by the government in the Policing, Security, and Community Safety Bill, as well as the Civil Service Regulatory Bill, which sees the T&C's of Civil Service attacked and eroded, this conference calls on the incoming CSDEC to resist any such use of the legislative system until such time as normal meaningful consultation and negotiation takes place regarding our T&Cs.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 30 – Civil Service No.1

This Conference notes, with alarm, that Government feels it can legislate to change the Terms and Conditions of Civil Servants as workers, rather than through discussion and negotiation.

Recent times has seen legislation brought to change the status of Civil Servants in An Garda Síochána (AGS) to Public Servants, with our members potentially losing their current T&C's and possibly future recruits into AGS being on different and lesser T&C's than those currently employed AGS.

They are also bringing legislation to change the C&A Scheme, and particularly in the Civil Service Disciplinary Code by seeking to devolve who in a department can dismiss you as a worker, from the Head of the Department/Secretary General, down to an unspecified grade.

This Conference calls on the Civil Service Divisional Executive, through the Staff Side's participation at General Council, to do everything in its power to resist these attacks by government from legislating on the T&C's of Civil Servants.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Equality, diversity and family friendly policies

### Motion 31 – CSDEC

This Conference calls on the incoming CSDEC to robustly develop and pursue an agenda to agree workplace and worker wellbeing policies within the Civil Service with the aim of re-establishing the Civil Service as the public sector leader in adoption of policies of excellence contributing to the Civil Service becoming an employer of choice.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 32 – PSO Sligo

This Conference instructs the incoming CSDEC to engage in discussions with DEPER regarding the introduction of women's health leave i.e. menstrual leave, menopause leave, miscarriage leave.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 33 – PSO Sligo

This Conference instructs the incoming CSDEC to engage in discussions with management regarding the introduction of domestic violence leave.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 34 – PSO Sligo

This Conference instructs the incoming CSDEC to engage in discussions with DEPER to allow DSP staff to have opportunity to take parental leave on an hourly basis.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐



## Motion 35 – Dublin Central Clerical

This Conference directs the Civil Service Divisional Executive Committee to pursue an inclusive work environment across the Civil Service that supports all employees and promotes the increased recruitment and retention of persons with disabilities. This includes the conducting of professional assessments (where necessary) of those with disabilities to ensure that they have every opportunity to reach their true potential.

### **Amendment – Finance, PER and Associated Organisations**

That the Motion be amended by substituting the word “pursues” with the word “pursue”

#### **Amended motion to read:**

This Conference directs the Civil Service Divisional Executive Committee to pursue an inclusive work environment across the Civil Service that supports all employees and promotes the increased recruitment and retention of persons with disabilities. This includes the conducting of professional assessments (where necessary) of those with disabilities to ensure that they have every opportunity to reach their true potential.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 36 – Dublin Central Clerical

This Conference directs the Civil Service Divisional Executive Committee (DEC) to actively pursue workplace and worker wellbeing policies thereby making the Civil Service an employer of choice. These policies include but are not confined to: domestic violence leave, menstrual leave and menopausal leave and IVF leave.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 37 – Garda Dublin North/South Clerical

We call on this conference to pass this motion and instruct the incoming CSDEC on purposing an eased phased retirement plan for members and colleagues closing on their retirement. The phased retirement works off your last two years within the civil services. With worktime being reduced every six months by one day on full pay. This would help all colleagues adjust to retirement. Instead of being shown the door after 40 year service. We ask you all to support this motion.

### **Amendment – Agriculture Exec Grades**

Amendment proposed – add ‘per week’ as highlighted below.

#### **Amended motion to read:**

We call on this conference to pass this motion and instruct the incoming CSDEC on purposing an eased phased retirement plan for members and colleagues closing on their retirement. The phased retirement works off your last two years within the Civil Services. With worktime being reduced every six months by one day per week, on full pay. This would help all colleagues adjust to retirement. Instead of being shown the door after 40-year service. We ask you all to support this motion.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 38 – NCSE

This Conference instructs the incoming CSDEC to seek to ensure that the Public Sector Equality and Human Rights Duty, which places equality and human rights at the heart of how a public body fulfils its purpose and delivers on its strategic plan, be incorporated in all future civil service planning and development.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 39 – Transport Executive

This Conference asks the incoming Civil Service Executive to call for a review of the accessibility of all buildings where civil servants attend work.

Employees with mobility requirements should not be limited in the roles that they can be assigned to due to a failure to sufficiently adapt workplaces. Even in the case of protected buildings, all options to improve accessibility should be rigorously explored.

People with disabilities should not have to work in specific offices where they are isolated from their teams and a choice of accessible rooms should be available in every building so that they can attend meetings in person with their colleagues.

Universal design and accessibility must be an essential consideration in the tendering of all works by OPW.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

# Pay related matters

## Motion 40 – PSO Sligo

This Conference instructs the incoming CSDEC to engage in discussions with the DEPER regarding the issue of Incremental Credit and transfer of Incremental Progression for permanent CO's that began before 1st of January 2018.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐





## Motion 41 – DSP Coolock/Kilbarrack

This Conference instructs the incoming Civil Service Divisional Executive Committee and new NEC members to make representation on behalf of lower paid.

COs for the renewal of further increments on the CO incremental scale at the lower end of the scale, to off set the current high inflation the country is experiencing. So that more young civil servants have an opportunity to access accommodation.

### **Amendment – Agriculture Exec Grades**

Amendment proposed – change ‘renewal’ to removal and delete ‘further’.

#### **Amended motion to read:**

This Conference instructs the incoming Civil Service Divisional Executive Committee and new NEC members to make representation on behalf of lower paid COs for the removal of increments on the CO incremental scale at the lower end of the scale, to off set the current high inflation the country is experiencing. So that more young civil servants have an opportunity to access accommodation.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 42 – Legal & Professional Branch

This Conference instructs the incoming CSDEC works towards pay equity of all legal professionals in the civil service.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 43 – Legal & Professional Branch

This Conference instructs the incoming CSDEC works to fully restore pay rates for civil service grades that remain impacted by reductions introduced pursuant to Department of Finance Circular 18/2010 and DPER Circular 2/2014.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 44 – FGE

That this Conference supports an urgent review of Circular 07/2018 Recovery of Salary, Allowances, and Expenses Overpayments made to staff members/former staff members/pensioners.

To this end, we ask this conference call on the CSDEC to seek amendments to this circular and bring it into line with accepted principals of natural justice and fair procedure.

Civil Service employers are part of the state apparatus, tax and PRSI contributions are deducted by the employer, on behalf of that state, from the pay of their workers, workers receive a net amount as pay.

When an overpayment arises, the worker under this circular must pay back the gross amount defined as an overpayment. The obligation to seek reimbursement of tax and PRSI, already paid by these workers, is place on them as individuals.

If the period of overpayment exceeds four years, Revenue cannot reimburse the worker, nor can PRSI be reclaimed.

One part of the state apparatus cannot place a liability on a worker, to seek redress from another emanations of the same state apparatus, when no facility exists to do so.

We call on this Conference to instruct the incoming DEC to act without delay to change this and remove what is in effect double taxation, which causes distress and hardship to the workers so affected.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 45 – FGE

This Conference calls on those elected to the DEC and NEC to support the introduction of a wage, no less than the Living Wage, for all workers in the civil service. This is currently calculated at €13.85. The Living Wage is based on the concept that work should provide an adequate income to enable individuals to afford a socially acceptable standard of living

- the average gross salary which will enable full time employed adults (without dependents) across

Ireland to afford a socially acceptable standard of living:

- a living wage which provides for needs not wants
- an evidence based rate of pay which is grounded in social consensus and is derived from Consensual Budget Standards research which establishes the cost of a Minimum Essential Standard of Living in Ireland today.

The stated intent of government is to move to at least 60% of median by 2026, it has encouraged employer to move to the €13.85 rate now. In this context, the fact that there are workers in the Civil Service on less than this amount, is a disgrace to this stated principal.

We call on this conference to support this motion.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 46 – Probation Officers

This Conference calls on the incoming Civil Service Divisional Executive to address the pay discrepancy for Probation Officers commencing their career as a CORU registered social worker in the Probation Service (Dept. of Justice). The starting salary for social workers employed by other state bodies is higher by as much as 20%. For example Tusla, The Child and Family Agency (Dept. of Children) starting rate commences at €44.875k per annum whilst a Probation Officer's salary starts at €34.643k per annum. Furthermore, social workers transferring to the Probation Service from other state bodies have their salaries matched if they were permanent in their former role. Staff retention and recruitment are increasingly serious challenges facing the Probation Service. It is therefore important that the Civil Service Division of Fórsa continues to advocate strongly on this issue and treats the matter as one of priority for the wellbeing of the workers and the clients of the Probation Service.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 47 – Revenue Executive

This Conference calls on the Civil Service Divisional Executive Committee of Fórsa to seek a mechanism to deal with incorrect salary payments made by the employer which is accessible to all staff and is clear, open and transparent.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 48 – Sligo CS Clerical

This Conference instructs the incoming Civil Service Divisional Executive Committee to seek the following; that because of the change/downgrading of grade appropriate work from EO to CO grade, that where appropriate and in which Departments this occurs, that an agreement be sought with DPER to conduct a job evaluation within the civil service to ensure CO are remunerated on the basis that they engaged in the same duties as EO, as thus should be remunerated on the same basis.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐



## Motion 49 – Meteorologists

That this Conference instructs the incoming executive to pursue an increase in on- call rate which have not been changed since 2020.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 50 – Transport Executive

This Conference instructs the incoming Civil Service Divisional Executive to make representations to DPER seeking a review of the pay structure of grades who enter the Civil Service under the Graduate recruitment programme.

The review should include the wide starting pay gap between the graduate grades and the existing equivalent grades i.e., AOs and HEOs. This is especially pertinent in the context of the current cost of living crisis and concentration of graduate positions in Dublin, where costs are highest. This is a case of equal pay for equal work.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

# Grading, work practices, competitions and staffing

## Motion 51 – Clare CS Clerical

This Conference instructs the incoming Executive to pursue the reassignment of Clerical Officers to the Grade of Executive Officer. The duties of clerical officers have historically been a processing role but over the last number of years there has been an enormous increase in workload which involves stand-alone decision making and approval which would normally have been the duty of SO/EOs. Except for leave approval, QA and distribution of work, COs are now doing the very same work as EO's in Revenue. We should all be on the same pay scale if we are doing the same work.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 52 – DSP Coolock/Kilbarrack

This Conference calls on the incoming Civil Service Divisional Executive Committee to seek to have the NICC in the Department of Social Protection to be given more varied work such a WebChat etc. instead of just taking phone calls all the time.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 53 – Probation Officers

The Civil Service Division of Fórsa recognises how valuable the establishment of Senior Practitioner positions could be within the Probation Service. Such posts could significantly broaden the scope for career development among main grade practitioners and could contribute to solving the current recruitment and retention problem in the service. The Division will seek to engage with Probation Service Senior Management to explore the most effective and appropriate way forward.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 54 – Revenue Executive

This Conference instructs the Civil Service Divisional Executive Committee to request DPER to continue, promote and improve the IT apprenticeship programme. And to request that this scheme be opened up to existing Civil Servants CO/EO grades who wish to move into or upskill in an IT specialist role.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 55 – AEHS – Professional posts at senior management level

This Conference calls on the incoming CSDEC for a Fórsa policy that all professional teams within Government Departments be headed by professionals at, as a minimum, Principal level.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 56 – AEHS

Legal advice on implications for professional staff of professional and technical teams not being led by appropriately qualified and expert persons.

This Conference calls on the incoming CSDEC to ensure, as a matter of urgency, that appropriate legal advice is obtained by Fórsa and provided to members regarding the legal implications for members in professional and technical teams of such teams being led by persons who do not possess the relevant professional or technical qualifications.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 57 – AEHS – Legal advice regarding liability of professional staff working in OPW in construction related areas

The Conference calls on the incoming CSDEC to seek a legal opinion on the State indemnification of civil servants regarding professional negligence claims, which was set out in General Council Report (GCR) 1357 and whether this indemnification fully covers our members in carrying out their duties as technical and professional grades within the civil service and also whether they will also be covered once retired.

This legal advice is also especially important for members who do not have a professional line management structure, whereby Senior Architects do not have a qualified professional, as their line manager and are not a traditional professional line management structure, the senior architect has an Assistant Principal Architect as line manager.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 58 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to oppose the introduction of a 21 day restriction on making submissions to the Social Welfare Appeals Office by Deciding Officers given that this is an unreasonable expectation, disadvantages to the taxpayer and will cause a negative knock on impacts on other Government Department Employees and Civil Service appeal processes.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐



## Motion 59 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek the preservation of in-person public facing Civil Service functions and that Government Departments provide telephone, postal and in-person access to Government services.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 60 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to ensure that the decision to abolish the role of the Civil Service Human Resources in the Department of Public Expenditure, NDP and Reform be replaced in the interest of proper civil service staffing and career opportunities.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 61 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa and Head Office to liaise with DEPER and our Senior Management to seek to ensure that Job evaluation for all grades within DSP becomes available to our members. An update on the process of this is to be given to the Branch within six months from date of conference.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 62 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek that the Head to Head transfer/swaps between two colleagues of the same Grade.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 63 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek that the Community Welfare Service is adequately staffed by DSP. It is an important service of last resort to members of the public who are most in need in our society. Neither the public or staff should be put under stress due to work back logs where enough resources are not put in place.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 64 – Finance, PER and Associated Organisations

This Conference instructs the Civil Service Divisional Executive Committee to seek an end to the practice where a requirement for an internal competition in a civil service employer that a candidate provide a statement of suitability for promotion from their current manager or other person further in the line of management. Conference notes that this practice predates the modernisation of standards for civil service recruitment and amounts in effect to supplementing the formal and trained multi-person shortlisting, selection or assessment boards with a multitude of single-person shortlisting boards who may not apply consistent standards and who have personal conflicts with candidates that make it unfair for them to have a solo deciding factor in a candidate's promotion.

### **Amendment - Finance, PER and Associated Organisations**

That the Motion be amended by the insertion of “, in some cases,” after the words “an end to the practice where”.

#### **Amended motion to read:**

This Conference instructs the Civil Service Divisional Executive Committee to seek an end to the practice where, in some cases, a requirement for an internal competition in a civil service employer that a candidate provide a statement of suitability for promotion from their current manager or other person further in the line of management. Conference notes that this practice predates the modernisation of standards for civil service recruitment and amounts in effect to supplementing the formal and trained multi-person shortlisting, selection or assessment boards with a multitude of single-person shortlisting boards who may not apply consistent standards and who have personal conflicts with candidates that make it unfair for them to have a solo deciding factor in a candidate's promotion.”

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 65 – Finance, PER and Associated Organisations

This Conference instructs the Civil Service Divisional Executive Committee to seek to ensure that every civil servant department and office runs confined general service standard Assistant Principal Officer competitions to allow each staff member of Fórsa an equal and equitable opportunity for promotion to this grade. D/Public Expenditure, NDP Delivery and Reform, have consistently refused to run confined general service/non-specialised standard Assistant Principal Officer competitions for members of Fórsa.

### **Amendment - Finance, PER and Associated Organisations**

That the motion be amended by deleting the word “staff”, and after the word “Fórsa” insert the words “in that department or office”.

#### **Amended motion to read:**

This Conference instructs the Civil Service Divisional Executive Committee to seek to ensure that every civil servant department and office runs confined general service standard Assistant Principal Officer competitions to allow each member of Fórsa in that department or office an equal and equitable opportunity for promotion to this grade. D/Public Expenditure, NDP Delivery and Reform, have consistently refused to run confined general service/non-specialised standard Assistant Principal Officer competitions for members of Fórsa.”

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐





## Motion 66 – Finance, PER and associated organisations

This Conference instructs the Civil Service Divisional Executive Committee to seek to ensure that the processes used for screening and shortlisting candidates applications for confined and interdepartmental competitions is done explicitly and in a fully transparent way. This is particularly relevant and important with the emergence of artificial intelligence programmes being used for such processes. Denying this information to all candidates via the competition booklet could lead to an unfair advantage being gained by staff privy to the process that takes place during screening and shortlisting.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 67 – Sligo CS Clerical

This Conference seeks for a full review of staffing levels in the Department of Social Protection (DSP) be conducted by the incoming CDEC, with particular emphasis being placed on evaluating the significant increase in footfall in INTREO Centres and the resulting knock it has had on staff.

Failure to adequately address the depressed staffing levels in the DSP by management in recent years, and in conjunction with the increased public footfall in offices, has had a dramatic impact on our members, leading to; high levels of stress, burnout, depressed motivation and has a negative impact on career progression due to limited variety of roles carried out by COs.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 68 – Transport Executive

This DEC calls on incoming Civil Service Divisional Executive to engage with DPER and OGCI0 to establish active user groups across all grades in each Department which have transitioned to Managed Desktop so that common issues within and across Departments can be addressed with the Department's management boards, DPER and OGCI0.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

# Working hours, time and attendance

## Motion 69 – PSO Sligo

This Conference instructs the incoming CSDEC to seek the reintroduction of the clock machines in all offices, members are losing time clocking in at their desks daily and staff are unaccounted in the work building before they clock in which is a health and safety risk.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 70 – Longford CS Clerical

This Conference instructs the incoming CSDEC to seek the return of the ability for staff to use wall clocks at the entrance Halls of government offices to record on the time and attendance of staff as they report to their office for work.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 71 – Revenue Executive

This Conference requests that the Civil Service Divisional Executive Committee pursue DPER to develop a seven day NSSO operating system to facilitate staff working weekends, for the purposes of manager processing. Currently managers must contact NSSO directly by opening a case on HR Case management or by other means to request that they process absences such as sick leave. This has resulted in delays in processing and could lead to a staff overpayment situation caused by delay in processing absences.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 72 – Finance, PER and Associated Organisations

This Conference instructs the Civil Service Divisional Executive Committee to consider an investigation into overwork in the employers in the Civil Service Division, including assessing the overall extent to which work outside paid hours without overtime payment or time off in lieu occurs (or is not fully compensated) and the extent to which work outside normal or planned or scheduled hours is imposed at short notice, and identifying other relevant factors, such as seasonality, employers, grades or other status of officers affected, causes, and views of those affected.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 73 – Transport Executive

This Conference instructs the incoming Civil Service Divisional Executive to seek to implement a seven hour per day, four day working week across all civil service departments/offices.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

# Pensions

## Motion 74 – AEHS

This Conference calls on the incoming CSDEC to actively seek to ensure retired members are included in any future pay agreements.

In particular, the issue of post-95 members needs to be addressed by the union. Post-95 members who retire from age 60, and before they are eligible for the Contributory Old Age Pension (COAP), can apply to receive a supplementary pension from the Dept. until they are eligible for the COAP. This is to ensure they are no worse off than a pre-95 civil servant.

However, they are being discriminated against because, while their pension is being increased, the supplementary pension is not being increased, and they are therefore worse off than a pre-95 civil servant. The union therefore needs to actively seek to ensure that the supplementary pension is also increased.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐



## Motion 75 - DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek a continuation of the pre 2012 Civil Service Pension Provision for all Civil Servants so as to maintain control of monies already paid by Civil Service workers over the years.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Miscellaneous

### Motion 76 - Probation Officers

The Civil Service Division of Fórsa notes with concern that in the course of the last few months the Probation Officers' Branch has found it necessary to formally write to Senior Management with concerns over concerns about alleged bullying and harassment of staff that have once again become current. The Division urges any Fórsa member who feels that they are subject to bullying and/or harassment to immediately seek the support of their Branch Rep or an Officer. This Division calls on the incoming CSDEC to support, guide and assist any member who finds themselves being bullied or harassed as we have done in the past when concerns have been raised. Furthermore, this Division/Branch reiterates the right of all workers to be free from bullying and harassment as well the duty of Senior Management to protect workers from any such bad practice. Addressing this longstanding concern can be possible only with ongoing, frank and meaningful engagement and co-operation from Senior Management with the Fórsa trade union at Branch and Divisional levels.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 77 - AEHS

Establishment of an equivalent grades committee for professional and technical members of Fórsa in the Civil Service.

The Conference calls on the incoming CSDEC to set up an equivalent grades committee for professional and technical members of Fórsa in the Civil Service under Rule 25 of Fórsa Article of Fórsa Rule Book.

This committee will allow representatives of professional and technical branches around the country to meet and share knowledge and experience of issues affecting P&T Fórsa members and then have issues of common importance raised at the monthly DEC meetings and also at the Divisional Conference.

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 78 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to request clarity on any future budgetary provision for the funding of the Civil Service within any envisioned unification of Ireland.

Withdrawn ☐    Amended ☐    Carried ☐    Not Carried ☐    Remitted ☐

## Motion 79 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to ensure that all Boards recommending civil service organisational alteration are subject to Dáil and European scrutiny.

Withdrawn ☐    Amended ☐    Carried ☐    Not Carried ☐    Remitted ☐



# APPENDIX 1

## Motions deemed to be out of order

### Motion 80 – PSO Sligo

This Conference strongly supports the incoming CSDEC campaign to introduce a 4-day week for all members in the coming years.

### Motion 81 – PSO Sligo

This Branch instructs the incoming CSDE to ensure the release of SOLAS membership list is released in a timely manner to branch secretaries prior to AGM to ensure that each branch can access an up-to-date membership list.

### Motion 82 – Probation Officers

The Covid-19 pandemic rightly prompted much deep reflection about many aspects of day to day working and cultural life. There were many welcome statements of intent by political leaders and other public figures and agencies about the re-evaluation of priorities and the changes necessary to make society work in the broader interests of the people and the planet. These intentions and goals must not be jettisoned now that a particular phase of the pandemic is over and many restrictions are removed. The Civil Service Division of Fórsa recognises and values the shift toward more flexible and remote working where it is practical and easier for all concerned. The Division recognises this as an example of a change in working practice that can be a valuable part of a broader shift in workplace culture, a shift that is needed for the benefit of society in general. There is much more to do. The Branch/Division will work to ensure the protection and extension of these modest but significant changes. Furthermore the Civil Service Division will not accept any attempt from any quarter to reverse the modest provision that has so far been established.

### Motion 83 – AEHS – Fórsa Solas membership system faults

The AEHS Branch calls on Fórsa to resolve the faults, whereby the only grade options for civil servants joining Fórsa online are CO or EO. Although we understand that a free text box will be made available shortly, as a stop gap measure, through the requests of this branch, We also call Fórsa to evolve Solas into an intelligent and professional membership database, with the stop gap free text box, being replaced by a predictive text box (similar to that seen on commercial websites). This will also avoid spelling mistakes or human error. We would also ask that based on this information a new member would then be automatically allocated to a branch, without the possibility of misallocation, whereby P&T members are incorrectly allocated to general service grade branches, as has happened the past.

## Motion 84 – DOE & DFHERIS Executive

That this Conference instructs the incoming CSDEC to seek from the NEC to provide a full time recruitment officer(s) for the Civil Service Division that will specifically target new recruits to join and Fórsa to provide sufficient incentives for same rather than the onus being on the branch.

## Motion 85 – Portlaoise CS Clerical

That clerical officers in the civil service starting pay be comparable to the starting pay of clerical officer in the private sector. This will encourage staff to join and stay in the civil service.

## Motion 86 – Cork CS Clerical

This Conference instructs the incoming executive to ensure that communications are improved in Fórsa: That queries by telephone and email are responded to within a three day period and that members are treated with respect and dignity.

## Motion 87 – Finance, PER and Associated Organisations

The Civil Service Divisional Conference instructs the Civil Service Divisional Executive Committee to put in place a comprehensive programme of training and education for branch officers, branch workplace representatives and branch activists in civil service branches on the particular industrial relations system in the civil service and the circulars, letters to personnel officers, and other documents that apply within the civil service on issues such as (but not necessarily confined to) general and departmental councils and their roles, how higher scales operate, requirements regarding filling of posts by internal, interdepartmental and open competitions at various grades, etc.

## Motion 88 – Finance, PER and Associated Organisations

This Civil Service Divisional Conference

- deplores the recent increase in far-right and racist activity in Ireland,
- re-affirms its commitment to fighting racism and xenophobia in the workplace and, in order to expose the reality behind far-right thinking and behaviour, Conference instructs the Civil Service Divisional Executive Committee to provide training for members to help them recognise, understand and oppose far-right narratives.



## Motion 89 – Tipperary CS Clerical – acting positions

Any acting up allowance be reduced to continuous period of 62 days rather than 84 days. This means that the person who is appointed to act up in a sanctioned acting-up position will not receive payment until day 63 of their acting-up period has been reached. They can then receive arrears back to day 1. Where a person has been appointed to act up into successive roles this section will apply to each acting position.

### 2 reasons

- 1st : Acting Positions only allowed for certain cases mainly sick leave – as the timeframes for payment of sick leave is 92 days on full pay in a rolling 1 year period counting back from the day before the latest date of absence this proves exclusionary for the acting up allowance to be received as the returning officer is ensentavise to return prior to day 84 thus meaning no payment for acting officer for duties carried out.
- 2nd : Acting payment only paid after 85 days this means most of the back pay is taxed at the higher amount at least at 63 days payment may be paid 4 weeks at lower rate if candidate falls under the lower tax bracket.

These are the conditions at the present time :

### Conditions of Appointment

The successful candidate will be offered appointment to the grade of Executive Officer on a full-time basis. Such appointment will be in an acting capacity and will be subject to the usual conditions governing such appointments. On expiry of the temporary appointment, the officer will return to duties in their former grade and section.

Any acting-up allowance will not be payable unless the acting-up period exceeds a continuous period of 84 days. This means that the person who is appointed to act up in a sanctioned acting-up position will not receive payment until day 85 of their acting-up period has been reached. They can then receive arrears back to day.

1. Where a person has been appointed to act up into successive roles this section will apply to each acting position.



# APPENDIX 2

## Motions advisory to the NEC

### Flexi-time

#### Motion 90 – Justice Executive

This Conference instructs Civil Service Divisional Executive Committee to call on DPER to allow staff to accrue flexi from home. In addition, that there is no restrictions on the amount of remote working days applied for. If the review on blended working falls short of this, the Executive should consult each branch if they want to ballot for industrial action.

#### Motion 91 – Athlone CS Clerical

This Conference calls on the incoming CSDEC to seek the re-introduce flexi time for all employees regardless of whether they are working on site or remotely.

### Blended working

#### Motion 92 – Longford CS Clerical

This Conference instructs the incoming CSDEC to seek the staff of the Scanning/Postal Unit and the Phone Bank to be able to avail of the Blended work from home programme as their counterparts in the building are working.

#### Motion 93- CSDEC

This conference calls on the incoming CSDEC to seek to ensure, through Departmental and central discussions on blended working, to extend the option to accrue flexitime for all members in eligible grades, irrespective of work location.

## Outsourcing, payroll functions

### Motion 94 – FGE

This conference calls for the insourcing of all work appropriate to FÓRSA grades and that in particular work appropriate to Technical, Professional & Support grades be fully supported, to ensure that their work is not outsourced to private contractors and that where this has been identified, it be reversed.

### Motion 95 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek that Peoplepoint functions are reverted to Government Departments while commending the work of Peoplepoint Employees and ensuring that Civil Servants working in Peoplepoint will be redeployed in any such reversion of functions to Government Departments.

## Time and attendance, redeployment

### Motion 96 – Agri Labs

This conference calls on the DEC to work to reduce or eliminate the acceptable redeployment range of 45km in the civil service that was introduced in 2010 as part of the Croke Park Agreement.

## Sick leave

### Motion 97 – Revenue Executive

In recognition of the hardship caused to members by the current restrictive sick leave provisions, and the rising cost of salary protection insurance, Conference calls on the Civil Service Divisional Executive Committee to pursue a review of the critical illness provisions with a view to have them extended to members who find themselves absent due to illness for extended periods but who do not currently meet with the criteria provided.

### Motion 98 – NCSE

That this Conference instructs that the incoming CSDEC seek to change sick leave criteria for promotion so that a person's sick leave with regard to long term medical conditions is not taken into consideration.

## Motion 99 – NCSE

That this Conference instructs that the incoming CSDEC seek to change sick leave criteria to reflect the fact that people on long-term sick leave following a diagnosis of Long Covid should not be penalised with regard to pay or promotion or any other terms and conditions.

# Equality, diversity and family friendly policies

## Motion 100 – Clare CS Clerical

This Conference instructs the incoming Executive to pursue extending the age group for Parental Leave from 13 years to 18 years.

## Motion 101 – Justice Executive

This Conference instructs Civil Service Divisional Executive Committee to set up an Anti-Racism Campaign to support local campaign groups organising protests against racist groups targeting and scapegoating migrants for housing and the cost of living crisis. As part of the campaign to hold a public forum for Fórsa members to attend to get input on how this campaign could be progressed and through Fórsa communication to members, provide information to counter conspiracy theories/misinformation. In addition, to use Fórsa's position within ICTU to bring other unions on board with the campaign.

## Motion 102 – Revenue Clerical

This Conference calls on the incoming Divisional Executive Committee to Advocate for the introduction of Surrogacy Leave of 26 weeks in line with Maternity and Adoption Leave.

## Motion 103 – Revenue Clerical

This Conference calls on the incoming Divisional Executive Committee to increase the paid leave to 2 weeks for staff to avail of if they are Going through a divorce or separation.

## Motion 104 – Revenue Clerical

This Conference calls on the incoming Divisional Executive Committee to appoint a designated workplace Bereavement Liaison Officer to assist staff and the families of deceased staff members through the administrative process in the event of a bereavement.

## Motion 105 – Revenue Clerical

This Conference calls on the incoming Divisional Executive Committee to seek the provision of paid family planning leave.



## Motion 106 – Probation Officers

The Civil Service Division of Fórsa condemns the actions of the small number of far right activists who are using the current housing crisis, economic difficulties and general scarcity of service provision as an opportunity to promote a political agenda based on fear and hatred. The Civil Service Division of Fórsa recognises the tactics of division that are deployed by these activists and asserts that the housing and economic crises being experienced by many in Ireland is due to the political choices and priorities of those with power, not because of the actions of the poorest among us. This Conference calls on the incoming CSDEC to stand against the victimisation and discrimination of all marginalised groups and will support campaigns such as the Ireland for All campaign and others that are similar.

## Motion 107 – Revenue Executive

This Conference requests that Civil Service Divisional Executive Committee to seek an increase in the statutory leave for employees who are in the process of a marital separation /divorce. Staff are entitled to marriage leave however if a marriage breaks down, staff have to use Annual leave to attend solicitors/courts. This adds additional strain on individuals with Annual leave being used up very quickly.

## Motion 108 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek from the Government as an Employer (DSP) and the Government as the Government as part of a Public Campaign, that dissemination of European Union(EU) and United Nations (UN) funds relating to refugees and Asylum Seekers would be administered by a Community based Community Welfare Service (C.W.S.) at Higher Executive Officer (H.E.O.) Grade.

# Pay related matters, competitions, grading and vacancies

## Motion 109 – PSO Sligo

This Conference instructs the incoming CSDEC that as part of the new pay agreement there should be a reduction in the Clerical Officer incremental scale. This will help Clerical Officers sustain a cost-of-living due to the economic crisis. This will also help with the recruitment of Clerical Officers.

## Motion 110 – Clare CS Clerical

This Conference instructs the incoming Executive to engage with PAS further options in relation to the EO Competitions. COs in the service with years of experience and good PMDS ratings should be considered via application and interview rather than exam – some have left school a long time.

## Motion 111 – Clare CS Clerical

This Conference instructs the incoming Executive to pursue the extra time worked because of FEMPI, be returned to each person for pension purposes. This would have a positive benefit on all but particularly on those who have had caring responsibilities during that time as it would be beneficial to their service record.

## Motion 112 – Revenue Executive

This Conference instructs the Civil Service Divisional Executive Committee to pursue changes to EO Higher scale percentage, increasing it from 25% to 30%, similar to the percentage given to both HEO and AO grades.

## Motion 113 – Revenue Executive

This Conference instructs the Civil Service Divisional Executive Committee to pursue changes to Eligibility for Higher Scale for AO grade so that it is reduced to two years service, similar to other grades.

## Motion 114 – Revenue Executive

This Conference instructs the Civil Service Divisional Executive Committee to investigate specialist stream roles e.g. IT, Auditor etc. who are required to meet specific criteria for their role to ensure there is a real career path within that specialist stream that doesn't impact on other grades' internal promotion path opportunities.

## Motion 115 – Revenue Executive

This Conference instructs the Civil Service Divisional Executive Committee to seek from DPER, a clear definition of the roles of HEO and AO.

## Motion 116 – Revenue Executive

This Conference instructs the Civil Service Divisional Executive Committee to ensure that 'role specific' mobility is also available for the EO grade.

## Motion 117 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to preserve the various pay grades in the civil service from synergising of pay grades, depressing work of higher pay grades downwards or mixing of doing work tasks simultaneously.



## Motion 118 – Dublin Central Clerical

This Conference directs the Civil Service Divisional Executive Committee (DEC) to ensure it is a strict condition of any future pay agreement that going forward, Fórsa is properly informed, consulted and negotiated with as necessary, in respect of any change which has the potential to impact on the Terms and Conditions of our members. The current practice in some departments of unilaterally seeking to introduce such change without appropriate should be halted.

## Motion 119 – Cork CS Clerical

At present there is an 83 day waiting period for payment of the Higher duty allowance. This Conference instructs the incoming divisional executive committee to seek to reverse this to ensure that all Higher Duty Allowances are paid from commencement date.

## Motion 120 – Cork CS Clerical

This Conference instructs the incoming executive to ensure that no department or office introduce new schemes and/or extra workloads without prior consultation with staff and union officials and to ensure that if such schemes and/or extra workloads are being introduced that there is adequate additional staffing resources provided.

## Motion 121 - Finance, PER and associated organisations

The Civil Service Divisional Conference

- deplores the fact that circular 8/21 on overtime in the civil service (and previous circulars dating back to at least 1999) provides that no payment is made to HEOs and certain AOs for the first hour of overtime worked between Monday and Friday,
- recalls that European human rights law in Article 4 of the Revised European Social Charter establishes that 'All workers have the right to a fair remuneration sufficient for a decent standard of living for themselves and their families',
- recalls in particular that Article 4.2 of the Revised European Social Charter establishes 'the right of workers to an increased rate of remuneration for overtime work subject to exceptions in particular cases',
- notes that the case law under that Article has established that in the case of State employees 'The only acceptable exception is the category of "senior officials"' and that it concerns, for example, police commissioners (in the ruling in the case of European Council of Police Trade Unions (CESP) v. France, Complaint No. 57/2009) or administrative court judges (in Union syndicale des magistrats administratifs (USMA) v. France, Complaint No. 84/2012),
- emphasises that the case law clearly demonstrates that neither HEOs nor AOs are envisaged as coming within the category of senior officials in State employment to which the exception the charter applies, and therefore Conference
- instructs the Civil Service Divisional Executive Committee to seek an immediate end to the provision that HEOs and certain AOs in the civil service not only receive no pay but are not paid a higher rate of remuneration pay for the first hour of overtime worked between a Monday and Friday, and
- further instructs the Civil Service Divisional Executive Committee to consider bringing this breach to the attention of the European Committee of Social Rights for a finding against Ireland under either or both of the monitoring procedure or the collective complaints procedure under the Charter if the Civil Service Divisional Executive Committee regards either as a useful mechanism for securing progress.

## Motion 122 - Finance, PER and Associated Organisations

The Civil Service Divisional Conference instructs the Civil Service Divisional Executive Committee to seek the extension of the pay scale for clerical officers by the addition of a new long-service increment LSI 3 at a point above the current LSI 2, for the standard clerical officer pay scales and an additional point to the higher clerical officer pay scale, and the new points are to be added to both the PPC and non-PPC (pre 1995) scales.

## Motion 123 - Meteorologists

This Conference instructs the incoming executive to pursue changes so that the point 4/8 jumps apply to new entrants, regardless of starting point and mechanism for how starting point was determined.

## Motion 124 - Meteorologists

This Conference instructs the incoming executive to pursue increases in foreign travel and subsistence rates which have not changed since 2017.

## Motion 125 - Agriculture Executive

This Conference instructs the incoming DEC to address the following issues in respect to the higher scales.

1. That on assignment to the higher scale anyone so assigned should progress immediately to the nearest point on the higher scale that is higher than their current rate on the standard scale.
2. That assignment to the higher scale be treated as normal incremental progression for pension purposes and not as is currently the case require anyone so assigned to have to serve three years on the higher scale for their final salary for pension purposes to be based entirely on the higher scale as is the case on promotion to a higher grade.

The higher scale should be treated as normal increments and not a grade change.





## Cost of living

### Motion 126 – DSP Dublin City Centre

This Conference instructs the incoming CSDEC to pursue government through Fórsa for further pay increases to keep up with inflation and the extreme fuel and energy costs.

### Motion 127 – DSP Dublin City Centre

This Conference instructs the incoming CSDEC to pursue the reduction of incremental scales and a higher starting Scale for new entrants to combat high cost of living in Ireland.

### Motion 128 – Justice Executive

This Conference positively acknowledges Fórsa's role in the Cost of Living Coalition. This conference instructs the Executive to further these campaign activities by surveying members and holding a meeting in 2023 in every branch in Fórsa to get input on how the campaign could be progressed and feedback on how the cost of living is impacting members. Finally, to produce a report with the findings and with action points on how Fórsa will further campaign on this in pay negotiations and the community.

### Motion 129 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek clarity from Government and Opposition Parties or Groups on plans to privatize the ESB and or Eirgrid given that this would cause a loss to the taxpayer and increase living costs to the General Public and to advance instead an alternative plan to place electricity provision under the direct aegis of a Civil Service Organisation.

### Motion 130 – Garda Dublin North/South

This Conference calls on the incoming CSDEC to prioritise in getting low paid civil servants to a wage that helps with the cost of living. There are thousands of low paid works within the civil service and some of these people are living below the bread line and some in near poverty. Cost of living is still rising but our pay is not. How can a new member joining the civil service live off the start off wage 509.76 before tax. We ask you all to support us in this motion.

## Pensions

### Motion 131 – PSO Sligo

This Conference instructs the incoming CSDEC to seek worksharer pension entitlements. Work-sharing patterns are mainly availed of for caring purposes, either to care for children or elderly relative. This time is not recognised for pension purposes which results in very low pension entitlements. We were asking that time for work-sharing to care for family be recognised for pension purposes.

### Motion 132 – Revenue Clerical

This Conference calls on the incoming Divisional Executive Committee to pursue the abolitions of ASC.

### Motion 133 – Revenue Executive

This Conference instructs the incoming Civil Service Divisional Executive Committee to seek to abolish the Additional Superannuation Contribution, a permanent payment brought in to replace the PRD, which was introduced as an additional tax to public servants during the FEMPI arrangements. Members do not receive any additional pension benefits from this payment, and it is therefore an additional tax on public servants.

### Motion 134 – Transport Executive

That this Conference calls on the incoming Civil Service Divisional Executive to seek the removal of the two extra increment points imposed on post-2011 entrants under Circular 18/2010, as subsequently amended by Circular 2/2014. It is noted that the present measure attempts to offset this by allowing affected staff to skip points 4 and 8. However, this is of no benefit to new entrants who are arguably suffering the most from the current cost-of-living crisis due to their low starting pay.

## Tax relief

### Motion 135 – Revenue Clerical

This Conference calls on the incoming Divisional Executive to reintroduce tax relief on Union Subscriptions.

### Motion 136 – Oireachtas Ushers

This Conference instructs the incoming DEC to seek for the reintroduction of Tax relief on Trade Union Subscriptions for in benefit members.

## Miscellaneous

### Motion 137 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to oppose the Comprehensive Economic Trade Agreement given its negative impact on the Civil Service Employment.

### Motion 138 – Oireachtas Ushers

That this Conference requests that non union employees should not be receiving the benefits of the Fórsa representations conducted with our employer and resulting in pay awards for members. This practice of non union employees benefiting financially must end.

### Motion 139 – Finance, PER and Associated Organisations

This Civil Service Divisional Conference:

- acknowledges that the values of trade unions and the far-right are fundamentally opposed,
- asserts that extreme views fostering division and hatred have no place in this union and, in order to confront the threats associated with the far-right at workplace level, Conference calls on the National Executive Committee to bring forward a proposal at next year's Conference for a change in union rules by refusing membership to, or expelling from existing membership, any person who is a known member or supporter of any extreme right wing political organisation whose aims, objectives and principles are contrary to those of Fórsa.

### Motion 140 – Transport Executive

This DEC calls on the incoming Civil Service Divisional Executive to pursue DPER and the OGCIO to engage with all staff in all Department/offices before transitioning any users to their new Managed Desktop IT systems. This is to facilitate appropriate policy changes in OGCIO where the new system is simply not working for staff and serious disruption occurs.

## APPENDIX 3

# Motions reiterating existing policy/practice

### Motion 141 - FGE

That this Conference calls on the DEC to support the reduction of the overtime divisor in the Civil Service and that it be based on net worked hours.

### Motion 142 - DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek Pay increases for Civil Service Workers as part of any new Pay Agreement to assist with higher living costs that would be properly and consistently funded on an ongoing basis going forward.

### Motion 143 - Forensic Science Branch

This Conference instructs the incoming CSDEC to work with DPER to improve the conditions of the career averaging pensions and thus ensure that those that joined post 2013 have the same conditions as those who joined the civil service pre 2013.



# APPENDIX 4

## Motions received after the deadline

### Motion 144 – CSO Professional

The right to accrue flexi-leave was withdrawn from Assistant Principals (APs) and their equivalents in the Civil Service, except for those who already had access to the arrangement, under the Haddington Road Agreement in 2013.

Accrual of flexi-leave is a family-friendly policy which we believe should be available to the Statistician and other AP-equivalent grades, in particular in Departments and Organisations where clocking in and out is required for these grades. This branch calls upon Fórsa to pursue the reintroduction of the right to accrue flexi-leave for Statisticians and other AP-equivalent grades as part of the next national pay agreement discussions.

### Motion 145 – Defence Executive

We call on the Civil Service Conference to investigate the number of trained professionals within the civil service with a view for internal and interdepartmental transfer's opportunities for established staff switch onto a specialist pay scale or into a role with an allowance tied to the position.

### Motion 146 – Defence Executive

We call on the Civil Service Divisional Conference to publicly challenge the Department of Public Expenditure and Reform to highlight the poor pay of lower grades within the Division in advance of public talks to a successor agreement to the Building Momentum – Public Service Pay Deal 2022-2023.

### Motion 147 – Defence Executive

We call on the Civil Service Divisional Conference to make representations to the Department of Public Expenditure and Reform to ensure that following a successful pilot, that the flexi working hours system is restored on a permanent basis to civil servants.

## Motion 148 - OCFA

Currently, all new professional entrants recruited into the civil service must start at point 1 of the salary irrespective of previous private sector experience. As such there is no facility for new professional entrants to negotiate a higher salary based on previous work experience acquired. Previously, pre-Haddington Road new entrants could negotiate for a salary and commence a position further up the salary scale. However, and unfairly, existing civil servants upon promotion, and some entrants from public sector can maintain their current salary and/or point on the salary scale under Circular 08/2019 (Revised arrangements applying to starting pay). There exists in a wide pay disparity between new entrants commencing in the civil service, and existing and public sector entrants availing of Circular 08/2019. As a result, new professional entrants to the civil service do not receive recognition for years of professional experience gained outside of the civil and public sectors, regardless of number of years of professional experience they may have. We propose that Fórsa demands and secures a mechanism for recognising years of professional experience gained outside of the civil/public service in terms of starting salary offered to entrants to professional grades and that mechanism forms part of the successor to Building Momentum.

## Motion 149 - Garda Executive

This ADC instructs the Incoming Executive to instruct all FÓRSA members at all levels, in all Government Departments of the Civil Service to support their colleagues, Garda Civilians, in An Garda Síochána, Garda Stations, GISC, Vetting, etc., in their ongoing engagement with the Department of Justice, DPER and any & all other Stakeholders involved, with the negotiations surrounding the Policing Security and Community Safety Bill and the effect this may have on the working terms and conditions of Garda Civilians.

## Motion 150 - Garda Executive

This conference instructs the incoming executive to ensure that the role of the supervision of Garda staff across the Garda area is tasked to the executive grades, i.e. EO & HEO subsequently.

# APPENDIX 5

## Amendments ruled out of order

### Amendment not submitted in the correct format and is in the form of a new motion

#### Motion 6 – Meteorologists

That this Conference instructs the incoming executive to negotiate for the restoration of flexi-leave for all AP equivalent grades in the civil service.

##### **Amendment to motion 6 – CSO Professional**

Accrual of flexi-leave is a family-friendly policy which we believe should be available to AP-equivalent grades, in particular in departments and organisations where clocking in and out is required for these grades.

This Conference instructs the incoming executive to negotiate for the restoration of flexi-leave for all AP equivalent grades in the civil service as part of the next national pay agreement discussions.

### Amendments changes the spirit of the original motion to create a new motion

#### Motion 102 – Revenue Clerical

This Conference calls on the incoming Divisional Executive Committee to Advocate for the introduction of Surrogacy Leave of 26 weeks in line with Maternity and Adoption Leave.

##### **Amendment to motion 102 – Revenue Clerical**

By substituting the words “work on a policy” with the word “Advocate”:

This Conference calls on the incoming Divisional Executive Committee to work on a policy for the introduction of Surrogacy Leave of 26 weeks in line with Maternity and Adoption Leave.



## Motion 109 – PSO Sligo

This Conference instructs the incoming CSDEC that as part of the new pay agreement there should be a reduction in the Clerical Officer incremental scale. This will help Clerical Officers sustain a cost-of-living due to the economic crisis. This will also help with the recruitment of Clerical Officers.

### **Amendment to motion 109 – Agriculture Exec Grades**

This Conference instructs the incoming CSDEC that as part of the new pay agreement there should be an amalgamation of increments, reducing the number of increment points on the Clerical Officer incremental scale. This will help Clerical Officers sustain a cost-of-living due to the economic crisis. This will also help with the recruitment of Clerical Officers.

## Motion 110 – Clare CS Clerical

This Conference instructs the incoming Executive to engage with PAS further options in relation to the EO Competitions. COs in the service with years of experience and good PMDS ratings should be considered via application and interview rather than exam – some have left school a long time.

### **Amendment to motion 110 – Agriculture Exec Grades**

Remove reference to one grade ‘EO’ and request a weighing to recognise experience.

#### **Amended motion to read:**

This Conference instructs the incoming Executive to engage with PAS further options in relation to competitions, all grades represented by Fórsa should have a weighting for competitions to recognise the experience that they bring, some have left school a long time.

## Motion 117 – DSP Executive

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to preserve the various pay grades in the Civil Service from synergizing of pay grades, depressing work of higher pay grades downwards or mixing of doing work tasks simultaneously.

### **Amendment to motion 117 – Finance, PER and associated organisations**

That this 2023 Divisional Civil Service Conference of Fórsa instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek to preserve the various pay grades in the Civil Service from synergising of pay grades, depressing work of higher pay grades downwards or mixing of doing work tasks simultaneously.

## Motion 122 – Finance, PER and associated organisations

The Civil Service Divisional Conference instructs the Civil Service Divisional Executive Committee to seek the extension of the pay scale for clerical officers by the addition of a new long-service increment LSI 3 at a point above the current LSI 2, for the standard clerical officer pay scales and an additional point to the higher clerical officer pay scale, and the new points are to be added to both the PPC and non-PPC (pre 1995) scales.

### **Amendment to motion 122 – Finance, PER and associated organisations**

The Civil Service Divisional Conference instructs the Civil Service Divisional Executive Committee to seek the extension of the pay scale for clerical officers in the civil service by the addition of a new long-service increment LSI 3 at a point above the current LSI 2, for the standard clerical officer pay scales and an additional point to the higher clerical officer pay scale, and the new points are to be added to both the PPC and non-PPC (pre 1995) scales.



## Motion 39 – Transport Executive

This Conference asks the incoming Civil Service Executive to call for a review of the accessibility of all buildings where civil servants attend work.

Employees with mobility requirements should not be limited in the roles that they can be assigned to due to a failure to sufficiently adapt workplaces. Even in the case of protected buildings, all options to improve accessibility should be rigorously explored.

People with disabilities should not have to work in specific offices where they are isolated from their teams and a choice of accessible rooms should be available in every building so that they can attend meetings in person with their colleagues.

Universal design and accessibility must be an essential consideration in the tendering of all works by OPW.

### **Amendment to motion 39 – Transport Executive**

This Conference asks the incoming Civil Service Executive to call for a review of the accessibility of all buildings where civil servants attend work.

## Motion 50 – Transport Executive

This Conference instructs the incoming Civil Service Divisional Executive to make representations to DPER seeking a review of the pay structure of grades who enter the Civil Service under the Graduate recruitment programme.

The review should include the wide starting pay gap between the graduate grades and the existing equivalent grades i.e., AOs and HEOs. This is especially pertinent in the context of the current cost of living crisis and concentration of graduate positions in Dublin, where costs are highest. This is a case of equal pay for equal work.

### **Amendment to motion 50 – Transport Executive**

This Conference directs the incoming Civil Service Divisional Executive to make representations to the Department of Public Expenditure, NDP Delivery and Reform seeking a review of the role profile and pay structure of Administrative Officers (AOs). The review should include all aspects of the AO grade and its relationship with all other grades.

## Motion 103 – Revenue Clerical

This Conference calls on the incoming Divisional Executive Committee to increase the paid leave to two weeks for staff to avail of if they are Going through a divorce or separation.

### **Amendment to motion 103 – Revenue Clerical**

By inserting the word “work on a policy” before “to increase”:

This Conference calls on the incoming Divisional Executive Committee to work on a policy to increase paid leave to two weeks for staff to avail of if they are Going through a divorce or separation.

## Motion 104 – Revenue Clerical

This Conference calls on the incoming Divisional Executive Committee to appoint a designated work place Bereavement Liaison Officer to assist staff and the families of deceased staff members through the administrative process in the event of a bereavement.

### **Amendment to motion 104 – Revenue Clerical**

By substituting the words “to appoint a designated work place Bereavement Liaison Officer to assist staff and the” with the words “work on a policy for each department to establish a Blended Liaison Officer in each department to assist”:

This Conference calls on the incoming Divisional Executive Committee to work on a policy for each department to establish a Blended Liaison Officer in each department to assist families of deceased staff members through the administrative process in the event of a bereavement.

## Motion 105 – Revenue Clerical

This Conference calls on the incoming Divisional Executive Committee to seek the provision of paid family planning leave.

### **Amendment to motion 105 – Revenue Clerical:**

By substituting the words “seek the provision” with the words “work on a policy for the provision”:

This Conference calls on the incoming Divisional Executive Committee to work on a policy for the provision of paid family planning leave.

## Motion 127: DSP Dublin City Centre

This Conference instructs the incoming CSDEC to pursue the reduction of incremental scales and a higher starting Scale for new entrants to combat high cost of living in Ireland.

### **Amendment to motion 127 – Agriculture Exec Grades**

Remove ‘reduction’ and add amalgamating.

### **Amended motion to read:**

This Conference instructs the incoming CSDEC to pursue the amalgamating of points on the scale and increasing the starting point for new entrants to combat high cost of living in Ireland.



# Out of order motions cannot be amended

## Motion 85 – Portlaoise CS Clerical

That clerical officers in the civil service starting pay be comparable to the starting pay of clerical officer in the private sector. This will encourage staff to join and stay in the civil service.

### **Amendment to motion 85 – Finance, PER and associated organisations**

Conference instructs the CSDEC to seek that clerical officers in the civil service starting pay be comparable to the starting pay of clerical officer in the private sector. This will encourage staff to join and stay in the civil service.

## Motion 87– Finance, PER and associated organisations

The Civil Service Divisional Conference instructs the Civil Service Divisional Executive Committee to put in place a comprehensive programme of training and education for branch officers, branch workplace representatives and branch activists in civil service branches on the particular industrial relations system in the civil service and the circulars, letters to personnel officers, and other documents that apply within the civil service on issues such as (but not necessarily confined to) general and departmental councils and their roles, how higher scales operate, requirements regarding filling of posts by internal, interdepartmental and open competitions at various grades, etc.

### **Amendment to motion 87 by – Finance, PER and associated organisations**

The Civil Service Divisional Conference instructs the Civil Service Divisional Executive Committee to advise the General Secretary that the Civil Service Division would welcome a comprehensive programme of training and education for branch officers, branch workplace representatives and branch activists in civil service branches on the particular industrial relations system in the civil service and the circulars, letters to personnel officers, and other documents that apply within the civil service on issues such as (but not necessarily confined to) general and departmental councils and their roles, how higher scales operate, requirements regarding filling of posts by internal, interdepartmental and open competitions at various grades, etc.

## Motion 88 – Finance, PER and associated organisations

This Civil Service Divisional Conference

- deplores the recent increase in far-right and racist activity in Ireland,
- re-affirms its commitment to fighting racism and xenophobia in the workplace and, in order to expose the reality behind far-right thinking and behaviour, Conference instructs the Civil Service Divisional Executive Committee to provide training for members to help them recognise, understand and oppose far-right narratives.

### **Amendment to motion 88 – Finance, PER and Associated Organisations**

This Civil Service Divisional Conference:

- deplores the recent increase in far-right and racist activity in Ireland,
- re-affirms its commitment to fighting racism and xenophobia in the workplace and, in order to expose the reality behind far-right thinking and behaviour, Conference instructs the Civil Service Divisional Executive Committee to advise the General Secretary that the Civil Service Division would welcome training for members to help them recognise, understand and oppose far-right narratives.

## Motion 96 – Agri-Labs

This Conference calls on the DEC to work to reduce or eliminate the acceptable redeployment range of 45km in the civil service that was introduced in 2010 as part of the Croke Park Agreement.

### **Amendment to motion 96 – Agri-Labs**

Remove “reduce or eliminate the acceptable” and add “work to eliminate the unacceptable”

#### **Amended motion to read:**

This Conference calls on the DEC to work to eliminate the unacceptable redeployment range of 45km in the civil service that was introduced in 2010 as part of the Croke Park Agreement.

## Existing policy motions cannot be amended

## Motion 141 – FGE

That this Conference calls on the DEC to support the reduction of the overtime divisor in the Civil Service and that it be based on net worked hours.

### **Amendment to motion 141 – Finance, PER and Associated Organisations**

That this Conference calls on the DEC to support the reduction of the overtime divisor in the Civil Service and that it be based on net worked hours.



## APPENDIX 6

# Nominations received by the deadline set out in rule 21(v)

### Cathaoirleach/Chairperson (1)

Michael Crowe  
DSP Executive

Sue Kelly  
DSP Executive

Helen Linehan  
Cork CS Clerical

### Nominating Branch

Transport Executive

DSP Executive

Cork CS Clerical  
Cork CSO Clerical  
Civil Service No.1  
FGE  
Galway CS Clerical  
Justice Executive  
Oireachtas Ushers  
PSO Sligo  
Tipperary CS Clerical  
Wexford CS Clerical

### Leas-Cathaoirleach/Vice-Chairperson (2) Nominating Branch

Michael Crowe  
DSP Executive

Darragh Fox  
FGE

Sue Kelly  
DSP Executive

Helen Linehan  
Cork CS Clerical

Justice Executive  
Transport Executive

FGE  
Oireachtas Ushers

DSP Executive

Cork CS Clerical  
Cork CSO Clerical  
Galway CS Clerical  
Justice Executive  
PSO Sligo  
Tipperary CS Clerical  
Wexford CS Clerical

Civil Service No.1

Ordnance Survey Professional

Thomas Madden  
Civil Service No.1

Steven Pilgrim  
Ordnance Survey Professional

## Divisional Executive Committee (26)

### Constituency: Clerical (10)

Bernadette Bradley  
Galway CS Clerical

Christopher Crowley  
Garda Dublin North/South

Don Deane  
CSO Cork Clerical

Mary Dunne  
Portlaoise CS Clerical

Gary Fallon  
Sligo CS Clerical  
WITHDRAWN

Martin Gallagher  
Revenue Clerical

Paula Gilman  
Tipperary CS Clerical

Sean Joyce  
Revenue Clerical

Siobhán Kiely  
Revenue Clerical

Helen Linehan  
Cork CS Clerical

Michelle McMorrow  
PSO Sligo

Declan O'Donnell  
DSP Bishops Square

Paul Salter  
DSP City Centre Clerical

Alannah Sweeney  
Letterkenny CS Clerical

Jean Taylor  
Revenue Clerical

## Nominating Branch

Galway CS Clerical

Garda Dublin North/South

CSO Cork Clerical

Portlaoise CS Clerical

Sligo CS Clerical

Revenue Clerical

Tipperary CS Clerical

Revenue Clerical

Revenue Clerical

Cork CS Clerical

PSO Sligo

DSP Bishops Square

DSP City Centre Clerical

Letterkenny CS Clerical

Revenue Clerical





## Divisional Executive Committee (26)

### Constituency: Executive (10)

Melissa Brennan  
Justice Executive

John Buggy  
DSP Executive

Denis Conway  
DSP Executive

Michael Crowe  
DSP Executive

Isabella De Luca  
Transport Executive

Cormac Donoghue  
Agriculture Executive

Jennifer Drohan  
DSP Executive

Alan Hanlon  
DOE & DFHERIS Executive

Martin Kehoe  
DSP Executive

Larry Kelly  
Transport Executive

Sue Kelly  
DSP Executive

Deirdre Mehigan  
Revenue Executive

Kevin Melinn  
Housing Executive

Majella Murphy  
DSP Executive

John O'Connor  
Revenue Executive

Tanya O'Neill  
Revenue Executive

Eddie Quinn  
DOE & DFHERIS Executive

Dearbhla Sargent  
DFHERIS Executive  
WITHDRAWN

## Nominating Branch

Justice Executive

DSP Executive

DSP Executive

DSP Executive

Transport Executive

Agriculture Executive

DSP Executive

DOE & DFHERIS Executive

DSP Executive

Transport Executive

DSP Executive

Revenue Executive

Housing Executive

DSP Executive

Revenue Executive

Revenue Executive

DOE & DFHERIS Executive

DFHERIS Executive

## Divisional Executive Committee (26)

### Constituency: Professional & Technical (6)

Anne Collins  
Legal & Professional

Andrew Davies

Dunne Eugene

Eoghan Harney

Thomas Madden  
Civil Service No.1

Michael Peters  
Agriculture No.1

Steven Pilgrim  
Ordnance Survey Professional

Michael Scully  
Ordnance Survey Professional

Gerry Wilson  
Oireachtas Ushers

## Nominating Branch

FGE  
Legal & Professional  
Oireachtas Ushers

AEHS  
AEHS

FGE  
FGE  
Oireachtas Ushers

Meteorologists  
Meteorologists

Civil Service No.1  
FGE  
Oireachtas Ushers

Agriculture No.1  
FGE  
Oireachtas Ushers

Ordnance Survey Professional

Ordnance Survey Professional

FGE  
Oireachtas Ushers



## Divisional Representative on NEC (7)

Melissa Brennan  
Justice Executive

John Buggy  
DSP Executive

Denis Conway  
DSP Executive

Michael Crowe  
DSP Executive

Don Deane  
Cork CSO Clerical

Cormac Donoghue  
Agriculture Executive

Martin Kehoe  
DSP Executive

Sue Kelly  
DSP Executive

Siobhán Kiely  
Revenue Clerical  
WITHDRAWN

Helen Linehan  
Cork CS Clerical

Thomas Madden  
Civil Service No.1

Majella Murphy  
DSP Executive

Tanya O'Neill  
Revenue Executive

Steven Pilgrim  
Ordinance Survey Professional

Paul Salter  
DSP Dublin City Centre

Jean Taylor  
Revenue Clerical

Gerry Wilson  
Oireachtas Ushers

## Nominating Branch

Justice Executive

DSP Executive

DSP Executive

DSP Executive

Cork CSO Clerical

Agriculture Executive

DSP Executive

DSP Executive

Revenue Clerical

Cork CS Clerical

Civil Service No.1

DSP Executive

Revenue Executive

Ordinance Survey Professional

DSP Dublin City Centre

Revenue Clerical

Oireachtas Ushers

## Standing Orders Committee (2)

Mick Brophy  
Revenue Executive

Helen Lundy  
Galway CS Clerical

Finbarr Meehan  
FGE

Kieron Williamson  
Civil Service No.1

## Nominating Branch

Revenue Executive

Galway CS Clerical

FGE

Civil Service No.1

# APPENDIX 7

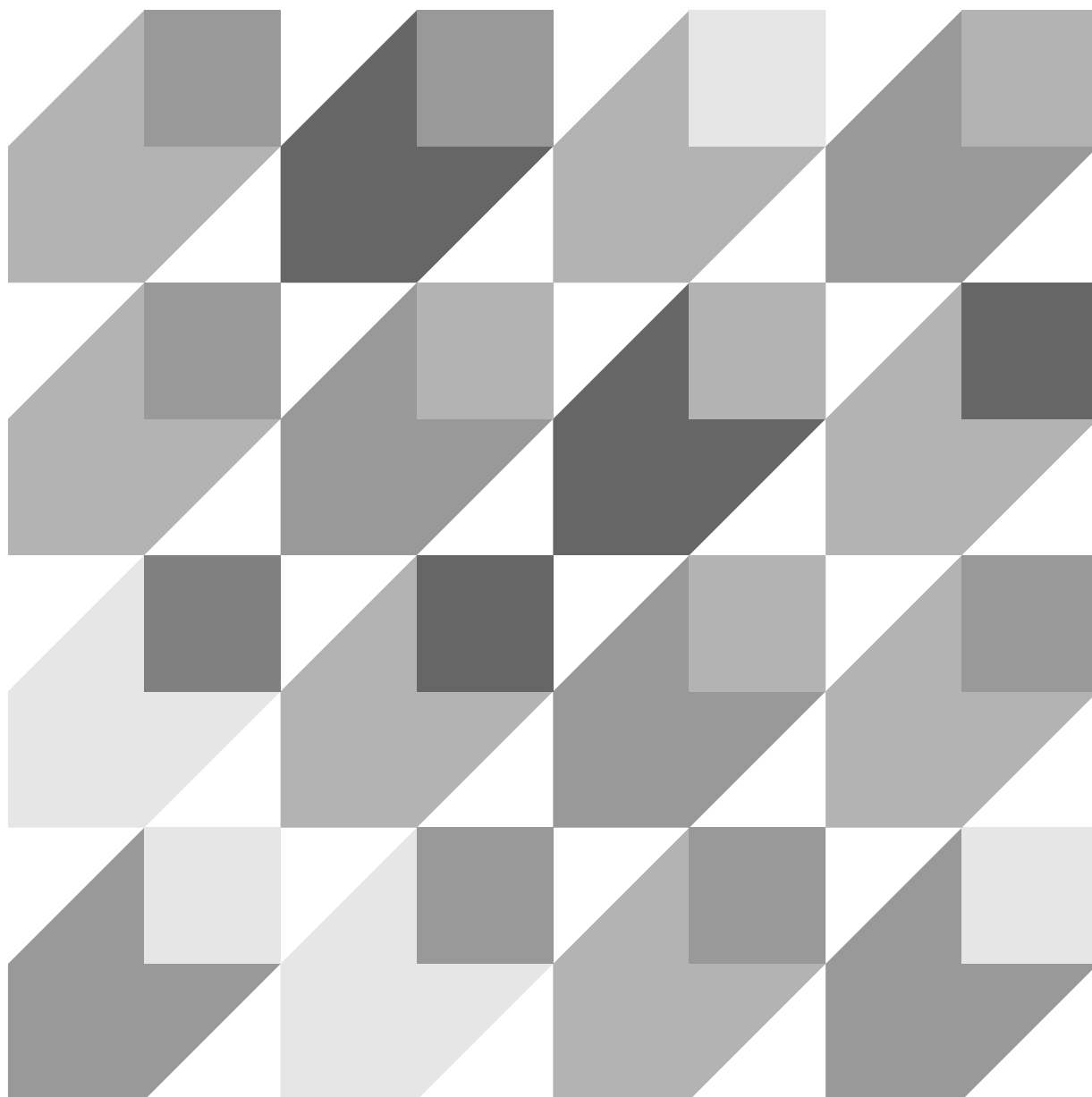
## Guide to motion numbers

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2	2	42	44	82	13	122	129
3	4	43	45	83	90	123	130
4	5	44	141	84	91	124	131
5	6	45	46	85	92	125	132
6	7	46	47	86	93	126	133
7	8	47	142	87	94	127	134
8	9	48	48	88	95	128	135
9	10	49	49	89	96	129	136
10	11	50	50	90	97	130	137
11	12	51	51	91	98	131	138
12	14	52	52	92	99	132	139
13	28	53	53	93	100	133	140
14	16	54	54	94	101	134	80
15	17	55	55	95	102	135	81
16	15	56	56	96	103	136	82
17	18	57	57	97	104	137	83
18	20	58	58	98	105	138	84
19	24	59	59	99	106	139	85
20	25	60	60	100	107	140	86
21	21	61	61	101	108	141	87
22	19	62	62	102	109	142	88
23	22	63	63	103	110	143	89
24	23	64	64	104	111	144	144
25	27	65	65	105	112	145	145
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27	26	67	67	107	114	147	147
28	30	68	68	108	115	148	148
29	32	69	69	109	116	149	149
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35	38	75	74	115	122		
36	31	76	75	116	123		
37	39	77	76	117	124		
38	40	78	77	118	125		
39	41	79	78	119	126		
40	42	80	79	120	127		



## APPENDIX 8

### Motion, amendment and nomination withdrawal forms





# Fórsa civil service conference 2023

## 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 civil service conference 2023

## 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 civil service conference 2023

## 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 civil service conference 2023

## 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 .....





 **forsa\_union\_ie**

 **forsaunionie**

 **Fórsa Trade Union**

 **Fórsa trade union**

 **forsa\_union**

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Email: forsacork@forsa.ie

#### **LIMERICK**

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Email: forsalimerick@forsa.ie

#### **DUBLIN**

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Email: info@forsa.ie

#### **SLIGO**

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Email: forsasligo@forsa.ie

#### **GALWAY**

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Email: forsagalway@forsa.ie

#### **WOODFORD**

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Phone: 01-817-1500  
Email: admin@ialpa.net

