



FÖRSA

Enhancing Education By
Valuing Education Staff

2025
AGENDA

Education
Divisional Conference

23rd - 25th April 2025

FÓRSA



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Conference timetable

Wednesday 23rd April

17:00	Registration opens and issue of ballot papers
19.00	Registration closes

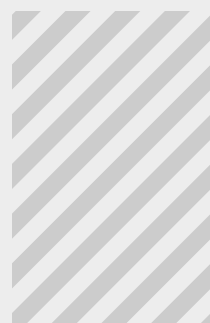
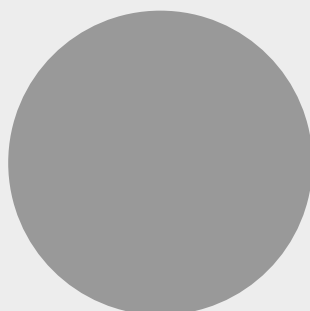
Thursday 24th April

08.30	Registration re-opens
09.30	Opening Education Division Executive Committee (EDEC) video
09.35	Student performance
09.45	Chairs' address
09.50	Appointment of tellers and scrutineers
09:55	Adoption of general standing orders
10.00	Standing Orders Committee Report
10:10	Adoption of previous minutes and biennial report
10.15	Address by Fórsa President Martin Walsh
10.20	Address by Minister for Education Helen McEntee TD, and response from Head of Division Andy Pike
10.50	Pensions Motions: 12, 13, 14, 15, 16, 17, 18, 19, 20 and 21
11.20	Assault Leave and Health and Safety Motions: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11
12.00	Non-Teaching Staff on Boards of Management Motions: 31, 32, 33 and 34
12.15	Education Centre Terms and Conditions Motions: 75 and 76
12.25	Video - Your Union Your Power
12.30	Conference adjourns for lunch
14.00	Conference resumes
14.00	Outsourcing Motions: 77 and 78
14.10	Head of Division Address
14.25	Panel discussion and Presentation of Results of National Survey on Injuries, Assaults and Stress at Work
15.10	Education Policy Motions: 79, 80, 81, 82, 83, 84, 85 and 86

16.10	SNA Workforce Development Plan and Contract Review Motions: 22, 23, 24, 25, 26, 27, 28, 29 and 30
16.40	School Completion Programme Motions: 87 and 88
16.50	Organising Recruitment and Branch Development Motions: 43 and 44
17.00	Job Evaluation Motions: 39 and 40
17.10	Conference adjourns
20.00	Conference dinner

Friday 25th April

09:30	Conference resumes
09.30	Local Pay Bargaining Motions: 35, 36, 37 and 38
9.50	SNA Appreciation Day Motions: 41 and 42
10.00	Further and Higher Education Funding and Governance Motions: 45, 46, 47, 48, 49, 50, 51, 52, 53, 54 and 55
10.20	School Secretary and Caretaker Terms and Conditions Motions: 71, 72, 73 and 74
10.35	SNA Terms and Conditions: 56, 57, 58, 59, 60, 61 and 62
11.00	Global Solidarity video
11.05	Panel discussion on the experiences of Refugee students in the education system
11.50	SNA Terms and Conditions Motions: 63, 64, 65, 66, 67, 68, 69 and 70
12.45	Conference closes



Standing Orders Committee

Civil Service Division	Mick Brophy Helen Lundy (Secretary)
Education Division	Maria Burke Eileen Coman
Health and Welfare Division	Don Gibney Don Meskell
Local Government and Local Services Division	Michael Barry Rose Marie Conroy (Chairperson)
Municipal Employees' Division	Tom Kavanagh Michael Ross
Services and Enterprises Division	Billy Gallagher Teresa Kearns

*Maria Burke was nominated by the Education Division Executive Committee to replace Niamh Jordan upon her resignation.

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 conference¹. This rule shall not preclude the Standing Orders Committee from making recommendations to conference, which shall be considered immediately by conference.
6. Unless otherwise agreed by conference, no member shall address conference unless s/he is proposing or speaking to a motion or amendment or:
 - (i) is raising a point of order; or
 - (ii) is raising a point of fact; or
 - (iii) is delivering the chairperson's address.
7. All speakers should address conference from the rostrum or microphone, and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant Executive Committee and members of staff will be limited to three (3) minutes when clarifying points or answering questions.
8. Where several motions and/or amendments submitted deal with the same topic, 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

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

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.
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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 recounts.

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

Valid ballot papers

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

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

First count

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

The quota

The quota is calculated by adding all of the valid first preference votes and dividing that number by the number of places to be filled plus one (ignoring any fractions), and then by adding one to the result. For example, if the number of valid votes was 100,000 (100 votes at value of 1,000 each) and the number of seats to be filled was 4, the quota is 20,001 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) he/she is elected. If no candidate reaches the quota, then the candidate with the lowest number of votes is eliminated. More than one candidate may be eliminated at the same time; if for example, the total of the bottom two candidates does not exceed the votes of the next highest candidate.

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

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

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

The Returning Officer will distribute the surplus(es) where the total value of all surpluses to be distributed exceeds the difference in votes between the lowest two candidates. This may alter the order of these lowest candidates and in particular the order in they might be eliminated or moved up the list. The Returning Officer will 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 he/she shall decide by lot* which of them is to be eliminated first.

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

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

Physical transfer of ballot papers

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

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

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

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

Elected without reaching the quota

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

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

Result sheet

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

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

This result sheet should be made available to all candidates and everyone else with an interest in the outcome of the election e.g. a copy could be posted in the count 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 recount, e.g. if a clear error was spotted, where in the judgement of the Returning Officer the votes are close enough for any possible error to have a material effect on any outcome.

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

Fórsa conference election procedures

Rule 19 covers the Divisional Executive and its officers.

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

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

April 2025

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 SOC recommends that the General Standing Orders be adopted which will be set out in the Final Agenda with special attention to be made to Section 16 that reads as follows:

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

3. Motions received

111 motions were submitted by branches for consideration. In accordance with the notice issued and Rule 17, 111 were received by the deadline and 0 motions were received after the deadline.

All 111 motions are included in this final agenda as follows:

- 88 of those motions are listed immediately following this report and are deemed to be in order.
- 8 of those motions are listed in Appendix 1 and are deemed out of order. See (4) below.
- 15 of those motions are listed in Appendix 2 and are deemed appropriate to National Conference. See (5) below.

The Standing Orders Committee (SOC) has noted that many of the motions are not properly formulated as motions to Conference. Some, for example, reference "We call on Fórsa...." or "We call on Government...." "This AGM". In reality, Branches need to be mindful that motions should generally take the form "That this Conference calls on the Divisional Executive Committee (DEC)". The SOC has adjusted the texts where possible to render the motions in order.

Branches should note that the numbering in the final agenda may alter. Branches should also note that consideration of the inclusion, or otherwise, of motions on the conference agenda represents a preliminary view of the SOC and motions may be examined further in advance of the production of the final agenda.

4. Motions considered to be out of order

Appendix One contains 8 motions which are considered to be out of order for the reasons set out below:

- No instruction/Statement – Motions 93, 94, 95, 96, 99, 100 and 101.
- Remit of General Secretary – Motion 102

5. Advisory motions

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

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

Where a motion covers a matter that has, or could have, both divisional and central (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.

Motions appropriate to National Conference

Appendix Two contains 15 motions which are more appropriate for the National Conference and will have the status of advisory to the National Executive Committee numbered below:

Motions 89, 90, 91, 92, 97, 98, 103, 104, 105, 106, 107, 108, 109, 110 and 111.

6. Amendments received

There were no amendments received.

7. Composite motions

There are no composite motions included on the agenda.

8. Common debates

There are no common debates included on the agenda.

9. Guillotined motions

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

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

10. Emergency motions

Branches are asked to advise the SOC of any emergency motions as soon as possible so that these might be included in a Standing Orders Committee report to conference.

11. Typographical errors

In order to preserve the integrity of what was submitted, spelling errors are corrected, however, other typographical errors within motions are not corrected, they are left and displayed as submitted by the branch. These have been corrected in the final agenda, if appropriate.

12. Nominations

The nominations received by the deadline in Rule 17 (v) are set out in Appendix 3.

13. Withdrawal of motions and nominations

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

14. Officer elections and votes

The outcome of the elections held during the course of Conference will be declared to Conference by Returning Officer Teresa Kearns.

15. Standing Orders Committee for the Education conference

Civil Service	Mick Brophy Helen Lundy (Secretary)
Education	Maria Burke Eileen Coman
Local Government and Local Services	Michael Barry Rose Marie Conroy (Chairperson)
Municipal Employees' Division	Tommy Kavanagh Michael Ross
Services & Enterprises	Teresa Kearns

*Maria Burke was nominated by the Education Division Executive Committee to replace Niamh Jordan upon her resignation.

16. SOC availability prior to conference

Where branches have queries, they are asked to raise these with SOC by emailing soc@forsa.ie as soon as possible and in any event not later than one week prior to Conference. SOC will be available from 3pm-4pm in the SOC room in the conference hotel on Wednesday 23rd April.

17. Legend on acronyms

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, is submitted below.

Acronym/ Abbreviation	Explanation
AHEAD	Association for Higher Education Access & Disability
APO	Assistant Principal Officer
BDS	Boycott, Divestment, Sanctions
CPD	Continuous Professional Development
DE/S	Department of Education & Skills
DEC	Divisional Executive Committee
DEIS	Delivering Equality & Opportunity in Schools
DFHERIS	Department of Further & Higher Education, Research, Innovation & Science
ECCE	Early Childhood Care & Education
ETB	Education Training Board
GDP	Gross Domestic Product
HEA	Higher Education Authority
IEP	Individual Education Plan
IOT	Institute of Technology
NCSE	National Council for Special Education

NDA	National Disability Authority
NSSO	National Shared Service Office
NTS	Non-Teaching Staff
OECD	Organisation for Economic Co-operation & Development
OLCS	On-Line Claims System
PMSS	Professional Management & Support Staff
PPE	Personal Protective Equipment
PPP	Personalised Pupil Plan
SCP	School Completion Programme
SEN	Special Education Needs
SENO	Special Education Needs Organiser / Officer
SNA	Special Needs Assistant
SNAWDP	Special Needs Assistant Working Development Programme
SOC	Standing Orders Committee
THEA	Technical Higher Education Association
TU	Technological University
TU RISE	Technological University Research and Innovation Supporting Enterprise
TUSLA	Child & Family Agency

Rose Marie Conroy
Chairperson
Standing Orders Committee
9th April 2025

Motions

Assault Leave/Health & Safety

Motion 1: Assault Leave

This Conference endorses the union's campaign to amend the assault leave circular and enhance the provisions of assault leave for SNAs whilst seeking greater cognisance and consideration is given to health and safety within schools and seeks the incoming Education Executive Committee continues to ensure this issue is a priority.

SNAs must have a right to come to work and be provided with as safe a working environment as possible, for this to happen health and safety must be given greater cognisance all round.

Over the past number of years, we have unfortunately witnessed a rise in incidents within schools where our members have been seriously hurt, in some instances members have had life changing or career ending injuries, leaving them having to make significant changes to their lives and sometimes retire on ill-health grounds. We have also seen an increase in instances of a sexual nature, which despite being hugely traumatic for the SNA are not covered under this scheme, as they are not considered as a physical assault, and no additional support is provided. We have instances where SNAs had to walk from the school following such instances, with no offer of counselling or support and nothing provided to them, other than their sick leave.

The provisions of the assault leave circular are overly restrictive, they are no longer fit for purpose and do not provide adequate protection for SNAs in today's school environment. SNAs have had assault leave refused on the basis that they were unable to conform to the strict timelines set out, because of the injuries sustained, or because their management could not submit the application on time, owing to school holidays or closures. An SNA who takes assault leave and returns to work thinking they have improved, but suffers a reoccurrence or flair up of injury or suffers a further injury which can be directly attributed to the initial incident, should be entitled to resume their assault leave, whereas the current system only provides for them to take sick leave once the assault leave has been broken by their return to the workplace.

We are seeking the above provisions are amended and strengthened for the future. The wording in the circular must also be eased to avoid the unnecessary labelling of an incident involving a child striking an SNA as an assault, in instances in which the child did not intend to hurt the SNA but did so inadvertently when they became overwhelmed or uneasy. We know that many SNAs have been reluctant to seek assault leave on this basis, for concerns of the stigma or label that may be attached to a child in their care, who may have caused an injury to them without intending to do so deliberately.

We ask you to support this motion.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 2: Assault Leave for Substitute SNAs

Conference seeks that the incoming DEC pursue the Department of Education to ensure that substitute SNAs receive fairness and equality, with regards to equal access to assault leave as their permanent SNA counterparts. Substitute SNAs should not be debarred from claiming the provisions of assault leave, purely because of their temporary status. We believe the current situation breaches the part-time workers regulations, is unjust and not sustainable. Substitute SNAs should be protected in the same way as their permanent counterparts, when they have suffered an injury or assault in their workplace, whilst undertaking their duties.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 3: To amend The Department of Education Assault Leave (Circular 0062/2017)

This Conference calls on the incoming Executive Committee to support a motion to amend the Department of Education's Assault Leave (Circular 0062/2017). That Assault Leave is provided for the duration of the medically certified leave (not just 3 months). That financial assistance is provided to cover expenses related to medical bills, therapy session and mediation.

Connaught Ulster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 4:

This Conference calls on the Education Divisional Executive Committee to pursue a circular for leave of absence following assault for professional, management and support staff. Lecturing staff currently have a circular for "Leave of Absence following assault for lecturers employed in Technological Universities and Institutes of Technology", which was issued in 2019. We are seeking the development of a circular to apply to all professional, management and support staff in the Higher Education Sector.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 5:

This Conference calls on the Education Divisional Executive Committee to acknowledge the importance of resilience among our members working in education and is seeking a commitment from the incoming Divisional Executive to engage with employers to develop and implement strategies to enhance resilience, wellbeing, and professional growth for all staff.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 6:

That this Conference calls on the Education Divisional Executive Committee to help affect a change to the circular on Assault Leave. The instance of assault in the workplace and subsequent injuries to SNAs is on the rise across the board but is extremely prevalent in our special schools. We feel the duration of this leave needs to be extended and within this that if an SNA needs leave subsequent to the assault but still related to the same assault that they should be allowed to once again use the provision of their assault leave. One last point is that the definitions within the leave need to be broadened. It's time now the health, safety and welfare of our colleagues are truly prioritised by the department.

Munster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 7: Assault Leave

That this delegate Conference calls on the EDEC to support an amendment to the current department of education circular for Assault Leave. Provide immediate financial assistance to cover expenses related to medical bills, therapy sessions and medication. Provide assault leave for the duration of the medically certified leave and establish a comprehensive support system for those availing of Assault Leave.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 8: Motion for Enhanced Assault Leave Provisions

The maximum leave available to SNAs who are assaulted in their line of work is capped at three months (92 days) and then, in exceptional cases another three months (91 days) at full pay. This is subject to a limit of 183 days in a rolling four-year period. Any subsequent leave is taken under the Sick Leave scheme.

The NDNL branch recognises the rise in members availing of Assault Leave and notes concern over cases of serious assaults which has left members out of work for longer than the time frame currently covered by Circular 62/2017. This Conference calls on the EDEC to advocate for an amendment of the Circular to include the provision of Assault Leave for the duration of the medically entitled assault leave and the provision of immediate financial assistance to cover expenses related to medical bills.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 9:

This Conference calls on the EDEC to urgently deal with the issue of substitute SNAs who are injured in work as a result of physical contact from a third party through no fault of their own. Currently, they cannot claim Assault Leave. This is blatantly unfair as they do the same work as other SNAs and the impact on their health can be considerable.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 10:

That this Conference calls on the Education Divisional Executive Committee to engage with Department of Education regarding Health and Safety Leave for our SNA Colleagues. 21 Days of Health and Safety leave is what is currently allowed, then they must return to an unsafe working environment. Why should a teacher's entitlement to extended leave be more than the SNA, when there is more of a risk posed to them in the workplace as they are in closer proximity to the student. Is this another case of the safety of one employee being more important than the safety of another.

School Secretaries Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 11:

That this Conference calls on the Education Divisional Executive Committee to engage with all education providers to put in place Adverse Weather Alert policy and procedures to address actions to be taken to deal with adverse weather conditions. We are seeking a standardised approach to yellow, orange and red weather warnings and localised extreme weather events, to ensure management are consistent in their response to weather events, with regard to the health, safety and welfare of staff

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Public Service Status/Access to Public Service Pension

Motion 12: School Secretaries and Caretakers Pension and Public Service Status

This Conference endorses the Pension Parity campaign launched by the School Secretaries branch and the School Caretaker branch in November 2024. Both Secretaries and Caretakers provide essential services without which schools could not function. The continued refusal to allow members access to the public service pension scheme stands in stark contrast to the pension provision for Teachers and SNAs. The Minister for Education is now the paymaster for teachers, SNAs and secretaries, the Minister sets the terms and conditions of employment for all three staff groups, there can be no justification for the less favourable treatment of secretaries and caretakers who are equally deserving of pension income in retirement. Conference fully supports this campaign for fair pensions for secretaries and caretakers to bring entitlements into line with their teachers and SNAs colleagues. Should the School Secretaries branch and the School Caretakers branch decide that the only way to achieve access to fair pensions is through national industrial action, conference instructs the incoming Divisional Executive Committee to provide full support, and should industrial action take place the Executive must ensure that all staff working in Schools are asked to show their solidarity and support.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 13: School Completion Programme Public Service Status

Conference congratulates the School Completion Branch on securing the commitment to transfer SCP staff from the employment of Local Management Committees to direct employment by the Education and Training Boards. This transfer will bring all SCP staff onto a public service payroll with standardised terms and conditions of employment. The agreement reached provides for this process to be complete within the next 2 years. Conference calls on the incoming Divisional Executive Committee to work with the SCP Branch to ensure the agreement is fully implemented and to also continue to work towards achieving full public service status for our SCP members.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 14:

That this Conference calls on the Education Divisional Executive Committee to instruct the incoming Education DEC to ensure that all Education Support Centre staff be immediately recognised as public servants by the Government, and rewarded accordingly for the diverse workload undertaken daily, dealing with the challenges and complexities of the job and the fact that we are already funded by the department but not paid directly and aligned with local government and ETB pay grades. This recognition should also include upgrading to Grade IV posts in line with Circular Letter 0081/2020.

Education No 1 Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 15:

That this Conference calls on the Education Divisional Executive Committee to support the campaign for pension parity for our school secretary and school caretakers colleagues. They provide vital services for schools in Ireland and schools simply could not function without them. We want our colleagues to know that we support and stand in solidarity with them always.

Munster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 16: Pension parity

That this Conference calls on the EDEC to continue the campaign for pension parity for our school colleagues.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 17:

The NDNL Branch congratulates the School Secretaries branch on their successful campaign for improved terms and conditions of employment, as achieved through the new pay agreement. This achievement is a testament to their dedication and the vital role they play in our schools.

It goes without saying that School Secretaries play an integral role in our schools, and these contributions deserve to be recognised with the same fairness, respect, and equality afforded to other school staff. The NDNL Branch wholeheartedly supports their current campaign for pension parity. It is unacceptable that these essential workers, who have long been underappreciated, continue to face inequities in their retirement provisions.

This Conference calls on the EDEC to continue to strongly support their campaign. Furthermore, we call on the Department of Education to commit to pension parity, ensuring their retirement benefits align with those of other public sector workers and to collaborate with Fórsa and school secretaries to address these long-standing inequities and implement sustainable solutions. The NDNL Branch reaffirms its solidarity with school secretaries in their fight for equality and fairness, and we will continue to support their campaigns for justice in the workplace.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 18:

That this Conference calls on the Education Divisional Executive Committee to highlight the disparity between our members in the Education division who have access to the public service pension schemes and those who do not, despite being employed at the service and direction of the State. Conference instructs 'the' EDEC to seek to end this two-tiered workforce in education and protect those workers across our division who are unjustly excluded from public service pension schemes.

School Completion Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 19:

That this Conference calls on the Education Divisional Executive Committee to engage with the Department of Education and the Department of Public Expenditure in bringing the unjustified disparity in pension entitlements for School Secretaries and Caretakers to an end. Our retirement is every bit as important as everyone else's, and with so many in our profession nearing that stage now, we need immediate action to be taken to align pension entitlements and to ensure fairness and equal recognition of service. School secretaries and caretakers have waited the waiting game for long enough. We have been the most patient cohort of staff in the education system, the waiting ends this year. We are calling on Fórsa Trade Union to ballot our members NOW for an all - out indefinite strike commencing at the end of August.

School Secretaries Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 20:

That this Conference calls on the Education Divisional Executive Committee to endorse the current campaign to ensure fairness, pension parity and public service status for all school secretaries and caretakers. Secretaries and caretakers provide a vital public service role in ensuring our schools function daily, allowing for the provision of education to all the children in the state. However, despite many previous commitments and promises, this has not been recognised by the Government or senior civil servants, who continue to perceive and treat us as non-public servants and refuse us access to the single public service pension scheme. The secretaries and caretakers remain resolute and will take all measures and routes available to them to ensure this inequity is addressed, it simply cannot be allowed to continue any further. Secretaries and caretakers have been patient up to now and allowed for discussions to take place, however no progress has been made with regards to the issues of public service status and access to the single public service pension scheme for either grade. Should this issue not be resolved and secretaries and caretakers given public service status and access to the single public service pension scheme, we are seeking that the incoming DEC support an all-out, indefinite strike in schools to commence at the start of the next school year (Aug 2025) and continue until the issue is resolved, with secretaries and caretakers being considered public servants, appropriately recognising them for the role they play daily in ensuring our schools function. We ask you to support this motion.

School Secretaries Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 21: Education No.1 Branch improved terms and conditions

This Conference seeks that the incoming Education Divisional Executive, continues to seek fairness and respect for our colleagues in Education No.1. We have many colleagues who carry out invaluable public service roles, making significant contributions to society. However, these individuals are not considered public servants and often their terms and conditions fall far short of other civil and public service colleagues.

We ask that the incoming Executive Committee continue to press for fairness and equality for these members, ensuring that their terms and conditions are improved to bring them further in line with civil and public service colleagues, recognising and respecting our Education No.1 colleagues appropriately for the roles they do and the contributions they make.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

SNAWDP/Contract Review

Motion 22: Special Needs Assistant Workforce Development Plan and Review of the Role of the SNA

The Special Needs Assistant Workforce Development Plan represents the most detailed review of the role of our SNAs ever undertaken. The process seeks to address the review of the National SNA contract, the modernisation of the minimum essential qualification, changes to the 72 hours, June working obligations and the establishment of a national SNA redeployment scheme. The SNAWDP is also focussed on changing the culture in many schools where SNAs are not fully included in the school community to ensure that the role of the SNA is protected and valued alongside teaching colleagues. Conference instructs the incoming Divisional Executive Committee to ensure that the outcomes of the SNAWDP process are subject to a consultation ballot of all SNA members prior to implementation.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 23: Special Needs Assistance Redeployment Scheme

Conference instructs the incoming Executive to prioritise SNA redeployment. The Executive is instructed to withdraw from the current SNA Workforce Development discussions and to withdraw from discussions on the review of the national SNA contract if satisfactory redeployment arrangements are not in place for any, and all SNAs who may be adversely affected by the outcome of the SNA Allocation process for the 2025/26 school year. This will require an agreement to be reached with the Department of Education and other stakeholders on the operation of a new redeployment scheme capable of offering alternative employment to any SNA who is at risk of redundancy or loss of hours in their current school. The range and scope of such a redeployment scheme, in the first year, will depend on the degree to which the NCSE assessments of the need for SNAs in specific schools results in any reduction in hours or SNA posts. The Executive is also instructed to consult members over an appropriate and robust industrial response should the current set of discussions fail to deliver a viable redeployment scheme.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 24: SNA 72 Hours

Conference instructs the incoming Divisional Executive Committee to ensure that the current negotiations on the use of the 72 hours results in genuine and tangible improvements for members. The 72-hour obligation must be removed in its current guise, and should it need to be replaced, any new arrangements must be dedicated to training, and continual professional development and appropriate activities that benefit students and SNAs, with SNAs themselves determining training needs within an agreed national framework. The Divisional Executive is also instructed not to agree to any form of obligation that requires rostering or the performance of work that is not appropriate to the role of the SNA.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 25: SNA Allocations

Conference seeks the incoming Education Divisional Executive to pursue the Department and the NCSE to make changes to the model as to how SNA posts are allocated. The current model is outdated and shows a complete lack of respect for SNAs and the service which they provide. Whilst understanding the complexity of allocating SNAs to schools, it is simply not good enough, nor respectful to SNAs to have to wait until the 11th hour to find out if they will remain in employment in their current school or not.

This is disrespectful and often sees them scrambling to apply for posts, with many posts already interviewed for. Any new allocation model, should be service based, ensuring that the need to meet the demands of the service, is balanced with a modern method of allocating SNA resources, which sees allocations made much earlier and allows for a national redeployment scheme to redeploy resources to areas of need, in a seamless manner, without the complications of applications and interviews.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 26:

That this Conference calls on the Education Divisional Executive Committee to pursue a redeployment scheme with the Department of Education for SNAs. As there has been, essentially, a freeze or very little redundancies in the last number of years in our sector and there is a real worry amongst members that this year there will be a big number of job losses. The establishment of a functional redeployment scheme would be a great help to all members in the sector.

Munster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 27: Secondary School SNA Working Hours and Contract Reform

This delegate conference calls on the EDEC to lobby the Education Division and Fórsa nationally to advocate for the introduction of a revised working hours contract for Special Needs Assistants (SNAs) in secondary schools.

Recognising that:

- SNAs in secondary schools work longer hours Monday to Friday compared to other education sector employees.
- SNAs are required to work additional days in June when students are on summer holidays, which does not align with their core responsibilities of supporting students directly.

This motion proposes:

- The implementation of a contract specific to secondary school SNAs that accounts for the longer working days and ensures fair compensation and/or reduced additional workdays outside of term time.
- A review of the workload and scheduling expectations of secondary school SNAs to ensure parity and equity with their primary school counterparts and other educational staff.

This measure will align SNA working conditions with the realities of their roles and promote fairness within the education system.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 28:

That this Conference calls on the Education DEC to seek the abolition of the 72 hours via the ongoing SNA contract review.

SDSL SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 29:

That this Conference calls on the Education DEC to engage with the relevant bodies to secure a component panel rights system for SNAs similar to our teaching partners. Every year the threat of job loss and job security puts many SNAs in a fearful situation. A panel system which relocates SNAs to schools within a close proximity would alleviate much stress. Currently, when switching schools, you lose your years of service for redundancy purposes. Therefore, when taking up a new post if made redundant, your redundancy is only based on your time served in your new school.

SDSL SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 30: To abolish 72 Hours

This conference calls on the EDEC to continue to advocate for the abolition of the bank of 72 hours that SNAs are contracted to be available for. As the allocation and use of these hours are often at the discretion of school principals, they are regularly subject to misuse and inequitable, unfair application, causing unnecessary stress and pressure on SNAs, as well as showing a lack of respect for our role.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Non-teaching staff on School Boards of Management

Motion 31: Schools staff on Boards of Management

Conference calls on the incoming Education Divisional Executive Committee to continue to pursue the Department of Education to allow all school staff become members of Boards of Management. It is widely recognised the invaluable and unique perspective that other school staff bring to the table. All school staff are vital in ensuring that our schools function on a daily basis, and all play vital roles in the operation of our schools, none should be precluded by being nominated as a member of the BOM. Schools must be a place of equality and fairness for our children, and this must also be reflected in their operation. This cannot be realised if there is an inequity where certain grades can be nominated to the BOM, whilst others may not.

The Department need to ensure equality and fairness by allowing any school staff member to be nominated to the BOM in their school, so that they may contribute to the school sector at the highest level, treating them equally to their teaching colleagues.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 32:

That this Conference calls on the Education Divisional Executive Committee to Special Needs Assistants (SNAs) should have representation on school Boards of Management . I call upon Fórsa to seek inclusion that Special Needs Assistants should be included as members of Boards of Management in schools. SNAs play a vital role in supporting students with additional needs, ensuring these students have equal opportunities for education. Their unique insights and experiences make them valuable contributors to decision-making processes within schools. This motion outlines several compelling reasons why SNAs should be represented on Boards of Management.

Direct Understanding of Student Needs:

SNAs work closely with students who require additional support, often developing a deep understanding of their individual learning challenges, emotional needs, and strengths. Their daily involvement in the classroom gives them first-hand experience that is invaluable when discussing policies related to student welfare, curriculum adaptation, and resource allocation. Their representation ensures that the voices of students with special needs are heard at the decision-making level.

Holistic Perspective on Inclusivity:

SNAs are champions of inclusivity in schools. They ensure that students with diverse needs are integrated into the mainstream school environment and are able to participate fully in school life. Having SNAs on Boards of Management will ensure that all decisions, from infrastructural developments to extracurricular programs, are made with inclusivity in mind. This would enhance the school's ability to create an environment where every student, regardless of their ability, feels included and valued.

Enhancing Communication Between Staff and Management:

Boards of Management often make decisions that impact the day-to-day operations of the school, including how staff members are supported. SNAs are often underrepresented in school decision-making bodies, despite playing a crucial role in student welfare. Including SNAs on the Board would improve communication between management and frontline staff, ensuring that the realities of working with students with special needs are accurately reflected in decisions about resource distribution, staff training, and school policies.

Professional Development and School Improvement:

SNAs, through their close interactions with students and teachers, can identify gaps in training or resources that may not be immediately visible to administrators or management. Their presence on Boards of Management could lead to more informed decisions on staff development, leading to better training programs for teachers and SNAs alike. This would, in turn, improve the overall quality of support provided to students with special needs and contribute to the continuous improvement of the school's inclusive practices.

Strengthening the School Community:

A school's Board of Management should represent the diversity of its staff and students. Excluding SNAs from this body overlooks the significant contributions they make to the school community. Including them fosters a sense of unity and recognition of their role, which can boost morale and enhance collaboration between all school staff. Furthermore, their input can strengthen relationships with parents of children with special needs, assuring them that their children's interests are being adequately represented in the school's strategic decisions.

Conclusion:

Inclusion of SNAs on Boards of Management is a logical and necessary step toward building more inclusive and responsive educational environments. Their unique experiences and perspectives are crucial to shaping school policies that address the needs of all students, particularly those with additional support needs. For these reasons, we urge the adoption of this motion to include SNAs on school Boards of Management, ensuring that every voice is represented, and every student is supported. I call upon Fórsa to start talks with the Department immediately on this motion.

Connaught Ulster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 33:

That this Conference calls on the Education Divisional Executive Committee to request that SNAs and other non-teaching staff be granted a seat at the table during board of management meetings. It is crucial that our voices are heard on matters that directly impact our schools and the well-being of our students.

The well-being of both staff and students is a fundamental concern that needs to be addressed collaboratively. Having a seat at the table will not only empower our schools but also foster a greater sense of community and shared responsibility.

We believe that by working together and ensuring that all voices are heard, we can create a more inclusive and supportive environment that benefits everyone involved.

Munster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 34:

That this Conference calls on the Education Divisional Executive Committee to include at least one non-teaching staff member on the Board of Management of schools in Ireland. Non-teaching staff are not heard or represented adequately at management level and should be included as their contribution to school life is as equally important as our colleagues we work alongside.

School Secretaries Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Local Bargaining

Motion 35: Local Bargaining Claim for Special Needs Assistants.

Conference recognises the need for career development for Special Needs Assistants who currently do not have access to any form of career structure or recognition when they reach the top of their existing pay scale. SNAs are the only significant staff group in the public service that is not provided with any form of career structure. Every other staff group has been provided with career structures that recognise experience, skills and enhanced responsibilities. The local bargaining provisions of the National Pay Agreement provide the opportunity to secure a new career structure consisting of a new grade for SNAs. Conference instructs the incoming Executive to ensure that:

The Fórsa claim for Posts of Responsibility must be progressed and agreed as soon as possible. There must be a central national recruitment process for the new grade to ensure transparency and good governance. The pay scale for new Posts of Responsibility must be agreed with Fórsa and must provide fair pay and reward for any additional responsibilities. The duties of new Posts of Responsibility must reflect the need to support and mentor colleagues and such duties are not to include management of SNAs by other SNAs. The qualifying criteria for establishing Posts of Responsibility across the schools sector must be clear and transparent and must utilise the full quantum available under the local bargaining clause of the National Pay Agreement.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 36: Local Bargaining Claim for School Secretaries and Caretakers

Conference instructs the incoming Executive to ensure that School Secretary and Caretaker members have the outcomes of any successful local bargaining claim applied to their linked pay scales.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 37: Local Bargaining Claim for School Completion Staff

Conference instructs the incoming Executive to ensure that School Completion Branch members have the outcomes of any successful local bargaining claim applied to their linked pay scales.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 38: Local Bargaining Claim for Education Centre Staff

Conference instructs the incoming Executive to ensure that Education Centre members have the outcomes of any successful local bargaining claim applied to their linked pay scales.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Job Evaluation

Motion 39: NETB JE Scheme

Conference notes that many members working in the Education and Training Boards who carry out the same role are not currently provided with fair pay. ETBs do not have a common or consistent grading structure in place. Each ETB has the ability to develop their own staffing structure which results in different grading for staff carrying out the same work with a single ETB and across different ETBs around the country. The lack of consistency in grading must be addressed through the implementation of a job evaluation scheme which would provide members with the opportunity to have their role evaluated according to national grade definitions. This would ensure members are graded correctly. Conference instructs the incoming Divisional Executive Committee to work with the NETB branch on a campaign to secure a viable job evaluation scheme to ensure that national grades and appropriate responsibilities are recognised across all the ETBs.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 40:

That this Delegate Conference calls on the EDEC to engage with the Department of Further and Higher Education, Research, Innovation and Science and the HEA to ensure that appropriate funding is secured and maintained for the full implementation of the job evaluation scheme and to secure an absolute commitment on the continuation of the scheme in Higher Education.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

SNA Appreciation Day

Motion 41: SNA Appreciation Day

Conference commends and congratulates our activists and branches that organised the successful SNA Appreciation Day on the 26th of September last year. The incoming Divisional Executive Committee is instructed to ensure that this becomes an annual event and that an analysis is carried out to determine how many schools participated and what events were organised. Members should be asked for suggestions as to how the event could be strengthened in 2025. Schools that did not participate should be invited to participate in SNA Appreciation Day in 2025. Members should be provided with guidance as to how to proceed with organising appropriate events during the day.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 42:

This Conference acknowledges the work of the 'Respect for SNAs' campaign to date and the first SNA Appreciation Day. Conference calls on the Education DEC to continue the pursuit of respect for SNAs in all schools, and for them to be treated as equal and valued members of their school team.

SDSL SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Organising – Recruitment and Branch Development

Motion 43: Organising – Recruitment and Branch Development

The Education division continues to grow and develop, over 2,200 new members were recruited to the division over the past 12 months. However, there are still many workers who have not yet made the decision to join Fórsa. We have seen how building our branches benefits our members through increased strength and solidarity in the workplace. We have also seen how increasing union density influences the attitude of employers. Conference instructs the incoming Divisional Executive Committee to:

- Continue to review and discuss membership growth and density as a priority at every EDEC meeting.
- To map the membership of the division across all education sectors.
- To establish accurate density figures on union membership across all parts of the education sector.
- To work with each branch to develop an organising and recruitment strategy relevant to members in specific sectors.
- To encourage member involvement, engagement and activity at local level.
- To develop industrial and other campaigns within the division which are member centred, and member led maximising involvement and engagement.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 44: Improving communication between Fórsa and other Stakeholders in the Schools Sector

Conference instructs the incoming Executive to improve the level of communication between Fórsa and the various School Management and Advisory Bodies. As terms and conditions improve, it has never been more important that the correct information is issued to School Boards of Management and School Principals in a timely manner. There are many sets of terms and conditions for school staff covering special needs assistants, secretaries, caretakers, bus escorts and teachers. Where advice is needed on time sensitive issues it would greatly assist staff and management if accurate, contemporary, and appropriate information was available on the many key terms and conditions of employment for school staff. All too often, when an employee needs timely information on their entitlements to assault leave, critical illness or bereavement leave the correct information is not available. This could be resolved if a comprehensive guide endorsed by relevant unions and management bodies were to be agreed and updated annually. Much good work has been done on developing and agreeing a new Bullying and Harassment policy for Post Primary Schools and also an agreed guidance document on key HR policies for primary schools. Conference instructs the incoming Executive to commence preliminary discussions with relevant stakeholders on a comprehensive guidance document encompassing all conditions of service.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Further and Higher Education Funding and Governance

Motion 45:

This Conference calls on the Divisional Executive to pursue an increase in GDP spending on higher education, as Ireland’s current rate of expenditure is reportedly significantly lower than the OECD average of 1.4%, as reported in the OECD “Education at a Glance 2024” report.

Ireland’s high nominal Gross Domestic Product (GDP) per capita leads to a level of spending on higher education institutions as a proportion of GDP of only 0.9% of GDP, which is considerably lower than the OECD average of 1.4% of GDP and compares to 1.6% of GDP in Sweden, 1.7% in the Netherlands and just over 2% in the United Kingdom.

The Irish funding model incorporates a system of “top slices”. These are earmarked funds, deducted from the budget envelope for higher education institutions before the remainder is allocated for fee subsidies and, ultimately, distributed through the RGAM formula.

Top-sliced funding is allocated to institutions through direct grants by the HEA or through competitive calls for proposals in areas identified by government, as being of strategic importance.

At present, top-sliced funding is provided to support institutional restructuring arising from the national strategy (the creation of Technological Universities through the merger of Institutes of Technology), to support activities to develop ICT skills, to create third-level apprenticeships and to expand provision in medical fields. Other top-slices are not used to fund new priority areas, but rather shared service initiatives, such as an e-Journal platform and the Irish Survey of Student Engagement.

Two main criticisms can be levelled at the current system of top-slicing. The first is that system has reduced the number of resources available for core funding to institutions at a time of budgetary constraint. Top sliced funds were originally intended to be additional funds, but in the decade since the financial crisis, falling or stagnant higher education budgets have meant the funds for national programmes have absorbed resources that might otherwise have served to address falling core funding per student.

A second criticism is that, as earmarked funds, the different top-slice programmes come with additional administrative burden either in the form of specific rules and reporting requirements or a resource-intensive competitive bidding procedure. Particularly, if the overall pot of money available and award amounts are small, competitive funding calls can create an excessive amount of administrative burden in relation to actual sums of money awarded, leading to inefficiencies.

Whilst the Government has invested in the development of the sector to support the Technological Universities and further recent investment in research via the TU RISE funding, we need sufficient sustainable non-competitive funding to support our students. Ireland’s GDP is expected to rebound and grow in 2025 and 2026 which could support investment in our Higher Education Institutions to reflect investment to bring us as a minimum into line with the OECD average from the most recently reported 0.9% to 1.4% to ensure our students and learners are afforded the best opportunity and experience our sector has to offer.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 46:

That this Conference calls on the Education Divisional Executive Committee to engage with the Higher Education Authority and the Department of Further and Higher Education, Research, Innovation and Science to ensure that appropriate and acceptable funding is secured for the ongoing and future development of higher education, in line with the Department’s strategic plans.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 47:

That this Conference calls on the Education Divisional Executive Committee to pursue equal representation of professional, management and support staff with our academic colleagues on the governing body in the Technological University sector and recognised with an amendment to the Technological Universities Act of 2018.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 48:

That this Conference calls on the Education Divisional Executive Committee to seek to have the current specifications and criteria used in the calculation of the number and the grades of School Administrators reviewed.

NETB Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 49:

That this Conference calls on the Education Divisional Executive Committee to ensure, as a matter of urgency, that the Department of Education abolish the Employment Control Frameworks in effect in ETBs since austerity, with immediate effect, as a sign of their commitment to completion of work on an adequate staffing structure, including necessary sanction of the required posts at the required grades for each ETB.

NETB Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 50:

That this Conference calls on the Education Divisional Executive Committee to support the ETB admin staff working in schools and centres by ensuring that adequate administrative staff, at the appropriate grades, are allocated to each school and centre, when planning the administrative staffing and organisational structures required for an ETB to perform its statutory duties.

NETB Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 51:

That this Delegate Conference calls on the EDEC to pursue free transport for all further and higher education students, as a means towards supporting those who must live significant distances from college, due to the housing crisis and by way of protecting our environment.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 52:

That this Delegate Conference calls on the EDEC to seek a resolution to grade disparity which is affecting certain staff across our Technological Universities.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 53:

That this Delegate Conference calls on the EDEC to engage with agencies and Government Departments, to pursue the Government's commitment to support a borrowing framework for Technological Universities and to ensure a clear pathway for Technological Universities, to access capital funding for appropriate student accommodation, across the higher education sector as a matter of urgency.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 54:

That this Delegate Conference calls on the EDEC to urge our education providers to consider how they can become a source of hope through community engagement, to support a more just and equal society.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 55:

That this Conference calls on the Education Divisional Executive Committee to engage with the Department of Higher Education and all education providers to agree to put in place a menopause policy including awareness and additional supports, where necessary.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

SNA Terms and Conditions of Employment

Motion 56: Motion for Equal Pay for Special Needs Assistants during Exam Supervision when acting as a Superintendent.

Conference calls on the Executive to request that the Department of Education implement equal pay for Special Needs Assistants (SNAs) when supervising examinations, acting as a scribe or a reader in a special centre ensuring fair compensation for their time.

In the current educational framework, Special Needs Assistants play a vital role in supporting students during examinations and acting as superintendents during State exams for all students requiring special centres. However, disparities in pay when they supervise examinations compared to their peers can lead to feelings of undervaluation and inequity. The primary concerns include:

- **Inequality in Compensation:** SNAs receive lower financial recognition for their contributions during exam supervision, despite the demands and responsibilities of their role.
- **Impact on Staff Morale:** Different pay rates can detract from the morale of SNAs, leading to decreased job satisfaction and motivation.
- **Recognition of Expertise:** The skills required to support students with special needs are specialised and demand a high level of expertise that should be acknowledged equally during exam supervision.

Conference proposes that the Department of Education takes the following actions to address these concerns:

- **Establish Equal Pay Rates:** Implement a standardised payment structure that offers equal compensation for all staff supervising examinations, including Special Needs Assistants.

- Recognise the Value of Support Roles: Acknowledge the essential role that SNAs play in the examination process, ensuring they are valued equally alongside other supervisory staff.
- Encourage Collaboration Among Staff: Equal pay will foster teamwork and support among all educators and assistants, promoting a collaborative atmosphere during examinations.
- Alignment with Educational Values: Fair compensation for SNAs aligns with the core values of equality and inclusiveness that the Department of Education upholds.

Conference calls upon the Department of Education to consider the implementation of equal pay for Special Needs Assistants during exam supervision.

Connaught Ulster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 57:

That this Conference calls on the Education DEC to pursue better pension for SNAs.

SDSL SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 58:

That this Conference calls on the Education DEC to pursue course days for SNAs for additional CPD courses.

SDSL SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 59:

That this Conference calls on the Education DEC to seek that SNAs on fixed-term contracts (part-time/job-sharing included) for the period of 3 years plus in the same school be offered extra hours, should a SENO decide more SNA hours are to be allocated to their school.

SDSL SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 60:

That this Conference calls on the Education DEC to seek that the Department of Education offer all relevant vaccines for SNAs as part of a preventative measure in the spread of viruses.

SDSL SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 61:

That this Conference calls on the Education DEC to re-engage with the Revenue Commissioners to reinstate and backdate flat rate expenses for SNAs.

SDSL SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 62:

This Conference notes that it is possible for SNAs to reduce contract, e.g. from a 5-day week to a 4-day week. However, as a final decision on such an application is up to the school's Board of Management, this can be restrictive. Accordingly, Conference calls on the Education DEC to pursue that once any SNA is 60 or above, they should be able to reduce their hours to wean into retirement and that no school Board of Management should be allowed to refuse this.

SDSL SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 63:

This Conference calls on the EDEC to propose a motion to address tax relief on clothing in the workplace. As SNAs we should be able to avail of this relief. As SNAs we are required to wear appropriate clothing for supervision outside in the winter months. As I am on my feet throughout the day, I need supportive footwear that is costly, and I require multiple changes throughout the year. In our school there is a school hoodie that most staff avail of throughout the year. I worked in the shop for years and got this tax relief. We are required to dress appropriately in the workplace I want to see this provision that our colleagues receive also given to us.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 64:

This Conference calls on the EDEC to open a dialogue with the Department of Education on home provision which is provided during summer months by our SNA members. Parents, SNAs and students should be able to arrange a 20-hour week for two weeks, as well as the current arrangement for ten hours a week over four weeks. This would facilitate more SNAs to work in summer provision which in turn will help more students.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 65:

This Conference calls on the EDEC to put the position to the Department of Education that service completed as a bus escort should be a reckonable towards incremental credit if they subsequently become SNAs.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 66:

This Conference calls on the EDEC to develop a proper pathway for SNAs to use their expertise that they gain through the training that they undertake through their own initiative. There is absolutely no point in pursuing training with colleges and universities unless a proper pathway for development is achieved. The effort that SNAs go to achieve further training when the lack of respect for SNA input into PPPs and IEPs in most schools is completely disregarded and of little value when our formal job description is "care needs".

Having worked in many schools I have yet to have any of my ideas/learning/suggestions implemented. I do my job only because I feel I make a difference in a child's life but I also feel I could do so much more to implement some of the strategies advised in various training explored but because our role is "care needs" no one wants to ask for or listen but management are quite happy to read other parts of the role and responsibilities and use the wording to their own advantage, no inclusion for meetings with

psychologists/OTs, parents etc. It's a disgrace yet we know the child better than anyone. Feeling very disillusioned after a career of 20+ years, it's not about the salary it's about what the role involves daily way above the original job description.

The most recent Department meeting updating SNAs was an absolute disgrace a working committee about a working committee about a working committee. I am very disillusioned about the post but especially with you the union I'm hearing the same old story with no outcomes it just wouldn't be tolerated in any other sector.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted

Motion 67: Catheterisation

That this Conference calls on the EDEC to seek clarification around SNAs assisting in catheterisation. Currently we have SNAs being threatened with disciplinary action if refusing to do it however it is still mentioned in circulars as part of the role of the SNAs.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted

Motion 68:

Conference calls on the Executive to ensure that SNAs working the month of June at second level schools should be removed, as it creates a situation where second level SNAs earn less than primary level SNAs on an hourly basis.

If SNAs are needed for the exams, a system like the one used for secondary teachers should be put in place, i.e. all positions are advertised and anyone who wishes to be involved in the exams can put their names forward and be paid the same rates for the same role.

Please support this motion in the name of fairness and equity.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted

Motion 69:

That this Conference calls on the EDEC to negotiate with Department of Education that formerly self-employed owner/managers of fully Government funded ECCE pre-schools be treated equally with their staff with regards to being entitled to incremental credits for SNAs.

The current situation seriously discriminates against the self-employed as their staff qualify for credits while they are being denied. The outcome being sought is that all SNAs be treated equally and fairly. There is plenty of documentation available from various Government Departments to prove that they fulfilled the role they are claiming to have been employed in.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted

Motion 70:

That this Conference calls on the Education Divisional Executive Committee to Special Needs Assistants should not be required to perform catheterisations when a nurse is assigned to the school.

This motion is for Fórsa to establish a policy for schools that Special Needs Assistants should not be required to carry out catheterisations on students in schools where a nurse is specifically assigned to provide medical care. SNAs play a vital role in providing educational support to students with special needs, ensuring their integration and engagement in the learning environment. Their duties typically

include assisting with personal care, helping students access the curriculum, and promoting social and emotional development. However, catheterisation is a complex medical procedure that requires specialised training and carries potential health risks for the student if not performed correctly.

In many schools, a trained nurse is assigned to provide medical care for students with specific medical needs. The presence of a nurse allows for the safe and professional administration of medical procedures such as catheterisation.

Catheterisation is a medical procedure that requires specialised training, knowledge of sterile techniques, and an understanding of the potential risks associated with it. Nurses are trained healthcare professionals with the expertise needed to handle medical interventions safely, which reduces the risk of complications for the student.

Many SNAs may feel uncomfortable or emotionally burdened by being asked to perform medical procedures beyond their training. By allowing the nurse to handle catheterisations, SNAs can focus on their primary duties without the added stress and emotional toll of performing medical tasks.

Given that catheterisation is a medical procedure best performed by trained healthcare professionals, this motion advocates that SNAs should not be required to carry out catheterisations when a nurse is assigned to the school. The well-being of the student, the professional role of the SNA, and the expertise of the nurse should all be respected and utilised appropriately. This will ensure a safer, more supportive educational environment for students with special needs.

I ask that Fórsa recommend immediately that schools implement a clear policy stating that all catheterisations and similar medical procedures should be carried out by the nurse or designated healthcare professional, not by SNAs. This will protect both the students and the SNAs, ensuring that all medical needs are handled appropriately by trained personnel.

Connaught Ulster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

School Secretaries and Caretakers Terms and Conditions

Motion 71: .

That this Conference calls on the Education Divisional Executive Committee to engage the Dept of Education regarding the lack of critical illness leave for school secretaries. Critical illness has unfortunately affected many of us, and we have been abandoned by Boards of Management and now by the Dept of Education. It is soul destroying. It is difficult enough to be facing into a major illness, but to be left with the stress of no pay, makes it so much more difficult on the patient and their family. It's bad enough to only have 7 certified days sick leave for this year, when SNAs and teachers have civil service sick leave. We have had enough of this unbelievably unfair treatment and demand to see parity with our school colleagues.

School Secretaries Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 72:

That this Conference calls on the Education Divisional Executive Committee to engage with the Department of Education regarding substitute cover, when school secretaries are either on sick leave or have taken unpaid leave. It is completely unjust, when a school secretary is unable to attend work, that the principal cannot appoint a substitute to cover the absence. The work in the school office is still left undone and awaits the return of the secretary.

When a secretary takes unpaid leave and we are entitled to take 5 days in every school year, the Department's circular still does not allow for a substitute secretary to be appointed to cover the absence. Again, the secretary returns to work that has mounted up during that absence. Why can't subs be appointed for school secretaries in the same way as SNAs and teachers, to cover their leave? Does it not make common sense that the school secretary's work is an essential, functional role in every school in the country? What part of this does not makes sense? Please support this motion.

School Secretaries Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 73:

That this Conference calls on the Education Divisional Executive Committee to engage the Dept of Education on secretary leave being included on OLCS. Currently certain leave must be sent manually to NTS payroll for inclusion, leading to delays and uncertainty.

We are all under the Dept paymaster now, so all our leave should be entered onto OLCS just like teachers and SNAs. It is discriminatory otherwise.

School Secretaries Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 74. Bereavement Leave

That this Conference calls on the EDEC to work to see bereavement leave introduced for all school staff. Loss is loss and we must ensure all our colleagues are equal in times of bereavement.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Education Centre Staff Terms and Conditions

Motion 75:

When the Minister for Education mentioned "she welcomed the decision to align bereavement leave for staff in the education sector with those in areas of the public sector. This agreement will see existing leave for staff extended to 20 days in relation to the death of a spouse/partner or child". This didn't include school secretaries or Education Centre staff. This Conference calls on the Education DEC to challenge this. Our grief is as important as the colleagues we work alongside.

Education No 1 Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 76:

That this Conference calls on the Education Divisional Executive Committee for sick leave to be extended with pay & consider a plan/policy for long-term sick leave for all Education Centre Staff.

Education No 1 Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Outsourcing

Motion 77:

That this Conference calls on the Education Divisional Executive Committee to ensure Education Support Centres ease the proactive outsourcing of administrative work to private companies and entities and ensure the use of direct employment is in place. (this relates to outsourcing accounts to private accountants/companies)

Education No 1 Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 78:

That this Conference calls on the Education Divisional Executive Committee to ensure that the use of Outsourcing and Agency Staff in ETBs is monitored, quantified and reported on, on a regular basis, by the Department of Education with a view to replacing these roles with direct employment opportunities.

NETB Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Education Policy

Motion 79: Motion for Increased Provision of Autism Classes/Special Classes in Mainstream Schools

The NDNL branch recognises the urgent need to address the growing demand for special classes in mainstream schools to accommodate autistic children who require a space in such a class. In 2024, members of our branch attended numerous protests and demonstrations outside the Department of Education to support families of children without access to their right to education.

Figures from the Office of the Children's Ombudsman 2nd September 2024 show there were 126 children without a school place, leaving these families in severe distress. According to figures from the NCSE on 6th January, 58% of mainstream schools across Ireland do not have a special class.

This Conference calls on the EDEC to:

- Engage with the Department of Education to review and accelerate the establishment of additional special classes in mainstream schools nationwide, ensuring no child is left without a place.
- Advocate for increased funding and resources to support schools in creating and maintaining special classes, including appropriate staffing allocations, as well as training for staff.

- Advocate for an independent audit to assess current and future needs for special classes, to address regional disparities and project demand over the coming years. This is particularly critical given the significant number of children requiring autism classes at the primary level, who subsequently face a severe shortage of available placements at secondary level, compounded by the limited capacity of special schools.
- Campaign for improved accountability and transparency in the Department of Education's planning processes and release of figures for special educational provision.

North Dublin North Leinster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 80: SNA Participation in the Erasmus Programme.

Conference instructs the incoming Executive to engage with the Department of Education to facilitate SNAs participating in the Erasmus programme on a regular basis. This would enable a number of SNAs to study and experience Special Education systems in other countries. Many SNAs are studying for Special Education qualifications in third level colleges, it would be extremely beneficial both to them and to the status of SNAs for them to be able to fully participate in the Erasmus programme. This would be another step towards professionalising the role of the SNA.

Education Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 81:

This Conference directs the incoming EDEC to advocate for limitations on smartphone use by young people in the school setting so as to foster healthier habits, improve mental and physical wellbeing, and support better social and emotional development for young people. This Conference notes the prevalent concerns that excessive smartphone use is linked to anxiety, depression, and lower self-esteem among young people. Such devices have been shown to interfere with sleep patterns, social skills development, technoference to academic performance, cyberbullying, addiction to social media, shortened attention spans, and poor lifestyle choices. This Conference notes the diversity of views as to how best achieve these protective measures but recognises that urgent collective action is necessary to protect young people from these risks.

School Completion Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 82:

That this Conference calls on the Education Divisional Executive Committee to secure the inclusion of Irish Sign Language (ISL) as an examination subject in the Leaving Certificate. Fórsa should open talks for the inclusion of Irish Sign Language (ISL) within the curriculum with the Department of Education as an examinable subject in the Leaving Certificate, recognising its importance as a national language, its role in promoting inclusivity, and its contribution to cultural diversity and societal equality in Ireland.

The rationale for this change is-

The Irish Sign Language Act 2017 officially recognises ISL as a native and independent language used by the Irish Deaf community. ISL is as much a part of Ireland's linguistic heritage as Irish and English.

- **Promoting Inclusivity and Equal Opportunities:** Offering ISL as an examinable subject fosters inclusivity, promotes equal opportunities, and strengthens the educational and social integration of deaf and hard of-hearing students. It also ensures that students who use ISL are afforded the same rights and opportunities as those who speak Irish or other languages.
- **Cultural and Linguistic Diversity:** The inclusion of ISL promotes linguistic diversity and enriches students' educational experience by exposing them to a visual and spatial language that differs from oral languages.

- **Addressing the Needs of the Deaf Community:** The Deaf community in Ireland has long advocated for the greater recognition and inclusion of ISL in all aspects of society, including education. By offering ISL as an examinable subject, the Leaving Certificate would acknowledge the importance of ISL in the lives of over 5,000 native users and tens of thousands of people who communicate with ISL users.
- **Career Opportunities and Broader Impact:** Proficiency in ISL opens up a range of career opportunities, particularly in fields such as education, interpretation, social work, healthcare, and advocacy.

This motion calls on the Department of Education to take action in the interest of creating a more inclusive, equitable, and culturally rich Ireland. Therefore, I propose that Fórsa begin talks immediately with the Department of Education and Skills, in collaboration with the Deaf community and relevant stakeholders, introduce Irish Sign Language as an examinable subject in the Leaving Certificate, thereby promoting equality, inclusivity, and cultural diversity within the Irish education system.

Connaught Ulster SNA Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 83:

That this Conference calls on the Education Divisional Executive Committee to recognise the value of the work of SCP staff in providing supports embedded in the school setting for over twenty years, and calls on the Department of Education to ensure that SCP remains a principal conduit for the provision of targeted wellbeing supports to young people at risk in DEIS schools.

School Completion Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 84:

This Conference calls on the Education Divisional Executive Committee to seek a review of the SUSI student grant scheme with a specific focus on mature students' accessibility to grants.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 85:

This Conference calls on the Education Divisional Executive Committee to advocate for full compliance on reporting requirements under Section 42(2) of the Human Rights & Equality Commission Act across the third level sector.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 86:

That this Conference calls on the Education Divisional Executive Committee to pursue an increase in the ratio of administrative and student support staff to academic staff with the Department of Further and Higher Education, Research, Innovation and Science and the HEA. The TU and IoT sector have a considerably smaller administrative to academic ratio than in the traditional universities and colleges.

Higher Education Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

School Completion Programme

Motion 87:

That this Conference calls on the Education Divisional Executive Committee to recognise the value of the emotional, social and therapeutic supports provided by the School Completion Programme and calls on the incoming EDEC to advocate for the role of SCP staff in providing interventions to meet the diverse needs of targeted young people, helping them to overcome barriers to educational success.

School Completion Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 88:

That this Conference calls on the Education Divisional Executive Committee to note the continued engagement of the Department of Education and Youth with Fórsa regarding the future employment model and governance of the School Completion Programme. This Conference directs the EDEC to prioritise the progression of these negotiations ensuring that this is the last Education Divisional Conference where uncertainty, inequality and neglect persists in the terms and conditions of employment of SCP staff.

School Completion Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Appendix 1:

Motions deemed to be out of order

Motion 93:

I would also like to propose a motion for the disparity between working hours of a Post primary SNA and a Primary post to be looked at.

Also not knowing when you finish in June (which I hope is gotten rid of) to be able to book a holiday and take stress away from our end of year finishing time be addressed. Sorry I feel like I am ranting now. I would like to put forward a motion for there to be an in-depth study into the wellbeing/mental health of SNAs. We are continually talking about looking after your mental health yet feeling like a second-class citizen by being in the role of an SNA this apparently doesn't apply to me or my colleagues. We have an often-stressful job that is more challenging than I think people credit our roll for. Yes, our job is rewarding but I feel we need support and I regardless of where that comes from our school/Fórsa/the department I think this needs to be looked at and addressed.

North Dublin North Leinster SNA Branch

Motion 94:

I would like to raise the issue of a considerable change in our role as SNAs within a Special School Setting, we find our role now involves significant additional responsibilities due to

- The teacher supply crisis
- No clinician support for the children
- An increase in students with extremely complex needs.
- Increase in incidents of assault and threat of assault, resulting in staff burn out.

Our salary must reflect these new responsibilities and also consider the increased level of high spec training our school SNAs have completed to date.

No more 72 hours or month of June off for PP SNAs. SNA holidays should be same as rest of school get holidays at end of May.

North Dublin North Leinster SNA Branch

Motion 95: Lack of teachers

SNAs are holding a class together because of no experienced teachers. (Subs)

I've never been so stressed in my job after nearly 20 years and with zero support from clinicians. It's now we need help as more staff out on assault leave due to the high needs of very complex children. SNAs in a whole special school should be on a higher salary.

North Dublin North Leinster SNA Branch

Motion 96: 10 days unpaid leave

We must see a mandate for SNAs availing of the 10 days unpaid leave. Many SNAs are being denied these unpaid days.

North Dublin North Leinster SNA Branch

Motion 99:

That financial discrimination in payments for State exams ends so that SNAs are paid equal pay for equal work, eg scribe, reader etc.

North Dublin North Leinster SNA Branch

Motion 100:

I call for clarification in relation to the calculation of "level of disability" when placing SEN students in Primary School mainstream "Special Classes/Autism Classes". The severe level of disability of children being placed in many of these classes exceeds the level and range of staffing expertise and educational supports available daily and thus limits potential outcomes for these students.

North Dublin North Leinster SNA Branch

Motion 101:

I call for the recognition of the physical impact on SNAs working with many SEN children, particularly in mainstream Special Classes and Special Schools. We are on the front line when, due to behavioural issues, physical contact with SEN children is involved where their removal from various locations within the school is required. Therefore, and through no fault of their own, SNAs are regularly injured by third parties in the workplace. In light of this, I ask that any medical or physiotherapy related costs be expensed to the employer.

North Dublin North Leinster SNA Branch

Motion 102:

I call on Fórsa Education division to create a helpline for SNAs who are looking for advice from Fórsa in the first instance.

Often when members are calling the union for advice the first time, they have no knowledge of the branch structure and may not even know what branch they are in. Currently when an SNA calls with a query, it can be delayed whilst it is sent to a volunteer BEC member in the relevant branch.

I suggest that a full-time helpline be available during office hours to triage queries and assist members from all four branches before they are forwarded to BEC members and officials.

Ideally the role of administrator for this helpline could be a full-time paid position filled by an SNA on sabbatical or similar. They could log all calls and communicate and feedback to all of the four branches and provide administrative support alongside branch organisers.

North Dublin North Leinster SNA Branch

Appendix 2:

Motions advisory to the National Executive Committee

Motion 89: Branch Community Outreach Teams

The incoming Divisional Executive Committee is asked to liaise with branches on the establishment of Community Engagement Teams within the division. A Branch Community Engagement Team would be responsible for coordinating activities within local communities aimed at increasing the level of engagement between the Union, local community groups and stakeholders.

An example of this type of activity was the recent South Dublin South Leinster SNA branch initiative to sponsor a Regional Schools Soccer competition. The Branch sponsored the event, provided Fórsa soccer jerseys, goodie bags and presentation cups for students who participated. This event raised the profile of the Union, facilitated engagement with students and teachers as well as the FAI.

Other activities that could be organised in the future across the division would include:

- Sending representatives to the local Trade Union Council.
- Joining local campaigns on relevant issues such as access to school places and therapeutic supports.
- Liaison with student groups on their key issues.
- Working on union campaigns.
- Organising local events e.g. sports competitions, coffee mornings, lunches to inform others about the work of Fórsa.
- Coordination of other specific initiatives such as SNA Appreciation Day and other similar events e.g. National Admin Worker Day.
- Supporting women's, sister's and men's sheds groups.
- Supporting drama groups.
- Supporting youth cafes.
- Supporting housing associations.
- Supporting bicycle schemes.
- Supporting social inclusion groups.
- Supporting first responder groups.
- Supporting allotments.
- Supporting adult leisure programmes.
- Supporting keep cup schemes.

Over 1000 members from the Education division responded to the 2024 National Amárach survey expressing a wish to become more involved with the union. Becoming involved with a Community Engagement Team would provide an opportunity for interested members to become more involved with Fórsa and to find out more about how the union works. Each Community Engagement Team could be asked by their Branch Executive to assist in organising at least one event per year relevant to the interests of members and/or students.

Education Executive Committee

Motion 90: Local Bargaining Claims for Grades III to VII

Conference recognises that the local bargaining clause within the current National Pay Agreement provides the first opportunity to improve career structures and promotional opportunities for many years. The claims lodged for clerical administrative members in the Education Division in grades III to VII, if agreed, would shorten pay scales and reform the long service increment provisions resulting in faster progression to the scale maximum across all the relevant grades. Conference calls on the incoming Executive to ensure that the Department of Education fully engages on the claim as they are required to do under the terms of the Agreement. In furtherance of these claims the incoming Executive is instructed to ensure that every member within the scope of the claim has the opportunity to meet to discuss the details of the claims, what benefits will be available and how members can join together to ensure that the suggested improvements are secured, if necessary, through a grassroots campaign across every workplace in Further and Higher Education.

Education Executive Committee

Motion 91: Ability to Resolve Minor Claims

Conference notes that the industrial peace clause and the restrictions on cost increasing claims within successive National Pay Agreements continue to disadvantage public service workers in circumstances where employers seek to restructure services and change roles and responsibilities. Where this occurs, the employers are able to rely on the industrial peace provisions of the Agreement to compel workers to cooperate with significant organisational changes to roles and responsibilities, with no obligation to then negotiate commensurate changes to grades, allowances or other terms and conditions of employment. This represents an unfair bargain in which workers are compelled to accept additional responsibilities above those appropriate to their grade without being provided with any mechanism to ensure they are paid fairly for the work required from them.

The conduct of national pay negotiations falls within the remit of the National Executive Committee and therefore Conference calls on the incoming Divisional Executive to discuss with the NEC and other Divisions amending the provisions of the next National Pay Agreement to include a new Minor Claims procedure that would allow members affected by significant organisational change within their workplace to request a review of their grade, allowances and terms and conditions of employment.

Education Executive Committee

Motion 92:

That this Conference calls on the Education DEC to ensure the protection of the roles of pregnant people in administrative roles by paying them maternity pay and by securing agreement to sanction replacement staff for the duration of their maternity leave and to ensure those roles are not diminished or outsourced while people are on maternity leave and that the decision is not left up to the director and management committee who are directly paid by the department and have all their entitlements but who can then make a decision on others and spend the money on carpets, fixtures fittings etc.

Education No 1 Branch

Motion 97: Motion for Reproductive Health Related Leave for Fertility Related Issues and Treatments

The NDNL Branch recognises the need for separate leave for reproductive health related issues, including fertility testing and treatments such as IUI, IVF, etc. These appointments require multiple hospital appointments throughout the course of the treatment. At present, SNAs requiring leave for these appointments must take this from their sick leave. The NDNL Branch calls on Fórsa to advocate for the introduction of specific, paid leave for reproductive healthcare, ensuring equitable access to leave for fertility-related treatments without compromising sick leave entitlements.

North Dublin North Leinster SNA Branch

Motion 98: for Provision of Timely Completion of Assessment of Needs

The NDNL Branch recognises the widespread delays in completing Assessments of Needs, with many families waiting far beyond the six-month timeframe mandated by the Disability Act 2005. As noted in Dáil Éireann in September 2024, there were over 10,000 children on waiting lists for Assessment of Needs. HSE waiting lists for AON currently stand at around 2.5-3 years.

The failure to adhere to the legal timeframe stands to deny children the right to early intervention services which are essential to allow for equal access to education, as well as causing significant distress to families and depriving children of timely access to essential supports.

We call on Fórsa to:

- Campaign for the Government and the HSE to implement immediate measures to ensure all Assessments of Needs are completed within the six-month statutory period.
- Advocate for increased funding and staffing for Assessment of Needs teams, including speech and language therapists, occupational therapists, psychologists, and other relevant professionals, to address existing backlogs.
- Demand greater accountability and transparency from the HSE regarding its compliance with the Disability Act 2005, including regular public reporting on waiting times for AONs.
- Campaign for a comprehensive review of the current AON process to identify barriers to timely completion and recommend sustainable, long-term solutions.

North Dublin North Leinster SNA Branch

Motion 103:

This motion calls on Fórsa to highlight the need for a circular to allow SNAs to avail of a four-day week with the Department of Education. As a union representative this issue is one of the most frequent queries that I have to answer. As it stands, at the moment, any SNA choosing to work a four-day week has to reduce their hours and they cannot increase their hours again, unless there is an increase in allocation of hours in their school. SNAs are very often working parents, sometimes with children who have additional needs themselves. Some SNAs have children who have a frequent need to go to hospital appointments and they cannot afford to job-share. Fórsa union currently has a campaign championing a four-day week and this should be extended to the Education Division so that we have the same opportunity for work/life balance.

North Dublin North Leinster SNA Branch

Motion 104:

This motion calls on Fórsa to liaise with the Department of Education in relation to overpayment of wages to SNAs. At the moment, the Department can approach a member about historical overpayments after any amount of time. This is not fair, as sometimes it is a large amount of money. Sometimes it is disputed, and it is extremely difficult for the member to find the appropriate paperwork after a long amount of time has lapsed. I believe that there should be a cut-off period of five years in which any disputed payment must be notified and dealt with. This will put the onus on the Department of Education to move on these issues in a more timely manner.

North Dublin North Leinster SNA Branch

Motion 105:

This motion calls on Fórsa to advocate for male SNAs who want to avail of paternity leave. Fathers only have two weeks paid leave and this is discriminatory as the mother of the child has 26 weeks paid leave to bond with the child. As the proportion of male SNAs increases, I believe that we cannot claim that their influence and assistance with a newborn baby is of such a lesser importance.

North Dublin North Leinster SNA Branch

Motion 106:

That this Conference calls on the Education Divisional Executive Committee to:

- Recognise the prevalence of invisible illnesses, including but not limited to chronic pain conditions, mental health disorders, neurological conditions, and autoimmune diseases, among employees in the Education sector.
- Acknowledge that reasonable adjustments to support such conditions are often delayed, taking months or longer to implement, leading to undue stress and mental health deterioration for affected employees.

This Conference resolves to:

- Advocate for the consistent recognition and prioritisation of support for employees with invisible illnesses across the education sector.
- Lobby for the introduction of clear, time-bound frameworks that ensure reasonable adjustments are identified and implemented.
- Provide education and training for managers and HR personnel on the importance of acknowledging invisible illnesses and the impact of delays in implementing workplace adjustments.
- Establish a union-led support and advisory service to assist members navigating the reasonable adjustments process and advocating for their rights.
- Monitor and hold institutions accountable for meeting their obligations to employees with invisible illnesses, ensuring timely and equitable support practices.

NETB Branch

Motion 107:

That this Conference calls on the Education Divisional Executive Committee to ensure that school secretary membership fees are all deducted at source. This will reflect a truer fee for branches trying to run their branches for members. And it will guarantee that members get assistance when required because they will be paying the correct value of subscriptions.

School Secretaries Branch

Motion 108:

That this Conference calls on the Education DEC to pursue that Critical Illness is treated differently and it doesn't take 4 years to have a sick day afterwards.

SDSL SNA Branch

Motion 109:

That this Conference calls on the Education DEC to implement a health and safety representative structure to develop, support and promote health and safety as a conscious focus within the Education division and as an organising principle.

SDSL SNA Branch

Motion 110:

That this Conference calls on Fórsa to address the disparity in members' union fees being collected. Those members that have fees deducted at source are paying the correct amount. Members paying via personal bank accounts are usually paying outdated lower fees. Fórsa needs to urge members to pay by deduction at source and therefore it would be fair. It's unfair to those that are deducted at source as we pay properly but those that pay via personal bank are not up to date.

SDSL SNA Branch

Motion 111:

That this Conference calls on the Education DEC to engage with the relevant bodies to seek tax relief at source for AVC contributions. In the past it has been said that not enough SNAs were paying into the scheme to warrant tax relief at source. However, the population of SNAs has grown immensely in the past few years. Likewise, SNAs are more likely to pay into the scheme at a lesser expense if the tax relief is deducted at source, therefore eliminating the need to claim this tax back at the end of the year through a personal audit.

SDSL SNA Branch

Appendix 3:

Nominations

Cathaoirleach/Chairperson (1)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Luisa Carty	School Secretaries Branch	School Secretaries Branch
Ursula Cox	Higher Education Branch	Higher Education Branch
Carol McSherry	NDNL SNA Branch	Education No.1 Branch NDNL SNA Branch School Secretaries Branch

Leas-Cathaoirleach/Vice-Chairperson (1)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Luisa Carty	School Secretaries Branch	School Secretaries Branch
Ursula Cox	Higher Education Branch	Education No.1 Branch Higher Education Branch NDNL SNA Branch School Secretaries Branch
Carol McSherry	NDNL SNA Branch	NDNL SNA Branch
Catherine Quirke	Munster SNA Branch	Munster SNA Branch

Divisional Executive Committee (13)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Luisa Carty	School Secretaries Branch	School Secretaries Branch
Ursula Cox	Higher Education Branch	Higher Education Branch
Breda Halley	Education No.1 Branch	Education No.1 Branch
David Hearne	School Caretakers Branch	School Caretakers Branch
James Kavanagh	School Completion Branch	School Completion Branch
Marcel McCafferty	NETB Branch	NETB Branch
Carol McSherry	NDNL SNA Branch	NDNL SNA Branch
Annette Murphy	SDSL SNA Branch	SDSL SNA Branch
Catherine Quirke	Munster SNA Branch	Munster SNA Branch
Joan Regan	NETB Branch	NETB Branch
Frances Roberts	Connaught Ulster SNA Branch	Connaught Ulster SNA Branch
Sinead Roche Scanlon	Munster SNA Branch	Munster SNA Branch
Christina Scott	NDNL SNA Branch	NDNL SNA Branch

Third Divisional Representative on NEC (1)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Luisa Carty	School Secretaries Branch	Education No 1 Branch NDNL SNA Branch School Secretaries Branch
Ursula Cox	Higher Education Branch	Higher Education Branch Munster SNA Branch
Carol McSherry	NDNL SNA Branch	NDNL SNA Branch

Standing Orders Committee (2)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Maria Burke	NDNL SNA Branch	NDNL SNA Branch School Secretaries Branch Education No.1 Branch
Eileen Coman	NETB Branch	NETB Branch School Secretaries Branch Education No.1 Branch
Emer Woods	SDSL SNA Branch	Munster SNA Branch SDSL SNA Branch

Fórsa education divisional conference 2025

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"/>
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Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Name of principal delegate	
Signature of principal delegate	
Date	Time
SOC signature	Date Time



Fórsa education divisional conference 2025

Motion, amendment and nomination withdrawal form

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

Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
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Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Election	Nomination
Name of principal delegate	
Signature of principal delegate	
Date	Time
SOC signature	Date Time





Enhancing Education By Valuing Education Staff



23rd - 25th April 2025
Galway Bay Hotel

#ForsaEducation