

**FÓRSA**



**2025**

**Civil Service**  
Divisional Conference  
28th - 30th May 2025

# In attendance

**In the Chair:** Helen Linehan (Cathaoirleach)

*The following branches registered delegates and observers in advance:*

## **Civil Service Division branches**

Agriculture & Food Agriculture No1  
Agriculture, Food & Marine Clerical  
Agri-Labs  
Arch & Eng & Htge Services  
Archivists  
Athlone CS Clerical  
Ballina Clerical  
Buncrana CS Clerical  
Business, Enterprise & Innovation  
Castlebar Clerical  
Cavan/Monaghan CS Clerical  
Central Statistics Office  
Children & Youth Affairs  
Civil Service No 1  
Clare Clerical  
CLME  
Communications, Climate Action &  
Environment Communications, Climate  
Action & Environment Clerical  
Conservation Rangers  
Cork Clerical Courts  
CSO Cork Clerical  
Culture & Gaeltacht Affairs  
Dairy Produce Inspectors  
Defence Executive  
Dept Of Environment Inspectors  
Dublin Central Clerical  
Dundalk CS Clerical  
EASP Clerical Bishop Square/Cork St  
EASP Clerical Coolock/Kilbarrack  
EASP Clerical Dublin City Centre  
EASP Clerical Navan  
Rd/Finglas/Ballymun/Blanchardstown  
EASP Clerical Tallaght/Clondalkin/  
Ballyfermot/Nutgrove  
D.F.H.E.R.I.S & D.O.E Executive  
Education & Skills Clerical Dublin  
DSP Executive  
Examinations & Assessment  
FGE  
Finance/Per Clerical  
Foreign Affairs Executive  
Foreign Affairs Clerical Dublin  
Forensic Science  
Galway CS Clerical  
Garda Executive Branch

Geological Survey  
Government Supply Agency  
GVO - Professional  
GVO - Technical Health  
Health & Children Clerical  
Housing Inspectors  
Housing, Planning, Community & Loc Govt.  
Justice Executive  
Killarney  
Kerry CS Clerical  
Kildare CS Clerical  
Kilkenny CS Clerical  
Legal Officers  
Legal Offices  
Legal Professional  
Leitrim CS Clerical  
Letterkenny CS Clerical  
Limerick CS Clerical  
Local Government Auditors  
Longford CS Clerical  
Medical Assessors  
Meteorologists  
Mullingar CS Clerical  
NCSE  
O.P.W Executive  
OCFA  
Oireachtas  
Oireachtas Ushers  
OPW Clerical Dublin  
Pension Services Office Sligo Clerical  
Placenames  
Portlaoise CS Clerical  
Post-Primary Inspectors  
Primary Schools Inspectors  
Probation Officers  
Professional Accountants  
Professional AG Inspectors  
Property Registration Authority  
Property Registration Authority  
Psychologists  
Public Appointments Service  
Revenue Clerical  
Revenue Executive  
Roscommon CS Clerical  
Sligo CS Clerical  
State Laboratory  
Taoiseach  
Third Secretaries  
Tipperary CS Clerical  
Transport Executive  
Waterford CS Clerical  
Wexford CS Clerical  
Wicklow CS Clerical

### Also present:

#### Civil Service Divisional Executive Committee

Helen Linehan, Don Deane, Jonathan Cloono, Christopher Crowley, Paula Gilman, Martin Gallagher, Siobhan Kiely, Jean Taylor, Jane McDermott, Mary Dunne, Melissa Brennan, Deirdre Mehigan, Michael Crowe, Alan Hanlon, Larry Kelly, John Buggy, Tanya O'Neill, Martin Kehoe, Majella Murphy, Cormac Donoghue, Gerry Wilson, Anne Collins, Eugene Dunne, Michael Peters, Andrew Davies, Thomas Madden

### Staff

Éamonn Donnelly (National Secretary)  
Kevin Callinan (General Secretary)  
Úna Faulkner  
Jim Mitchell  
Paul MacSweeney  
Paul Moyer  
Sean Carabini  
David Moore  
Mary Murtagh  
Jade O'Donohoe  
Gary Hearne  
Clíodhna McNamara  
Donna Mooney  
Catriona Oates

### Standing Orders Committee

Rose Marie Conroy  
Gerry Foley  
Niamh Jordan  
Siobhán Daly  
Tom Kavanagh  
Billy Gallagher  
Helen Lundy  
Don Meskill  
Eileen Coman  
Audrey Warren  
Michael Ross  
Teresa Kearns

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### Opening of conference

Helen Linehan, Cathaoirleach, outlined procedures for delegates in relation to the conference. The Cathaoirleach then welcomed delegates and declared the conference open.

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### Adoption of General Standing Orders

General Standing Orders were proposed by Rose Marie Conroy and adopted. Adoption of Standing Orders Committee reports Standing Orders Committee Reports No. 1 and No. 2 were proposed by Rose Marie Conroy and adopted.

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### Opening of the Cathaoirleach

Delegates were informed that the Cathaoirleach election open.

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### Cathaoirleach's address

The Cathaoirleach Helen Linehan addressed conference. Helen discussed a number of issues relevant to the division including mapping, recruitment, remote working, flexi-time and building momentum.

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### Address by Michael Smyth, Fórsa President

The President addressed the conference.

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### Address by Éamonn Donnelly, Deputy General Secretary & Head of Civil Service Division

Éamonn Donnelly, Deputy General Secretary & Head of Civil Service Division addressed delegates and referred to a number of current issues including the Public Service Pay Talks.

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### Address by Kevin Callinan, General Secretary

Kevin Callinan, Fórsa General Secretary addressed the conference.

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### Report of the Divisional Executive Committee

A report was given by Éamonn Donnelly, National Secretary in relation to action on motions from divisional conference 2023 and minutes of divisional conference 2023 which were circulated in advance. He also reported on ongoing issues within the division. The minutes and the report were adopted.

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# Motions

## Organising and recruitment

### Motion 1: CS DEC

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

**Motion: Carried**

### Motion 2: CS DEC

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

**Motion: Carried**

### Motion 3: Finance/PER & Associated Organisations

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

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

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

**Motion: Carried**

# Flexitime

## (Motions 4 & 7 taken Common Debate)

### Motion 4: Clare CS Clerical

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

**Motion: Carried**

### Motion 7: Transport Executive

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

### Amendment: Finance/PER & Associated Organisations

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

**Motion: Carried**

## (Motions 5 & 6 taken Common Debate)

### Motion 5: Forensic Science Branch

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

**Motion: Carried**

### Motion 6: Meteorologists

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

**Motion: Carried**

# Blended working

## Motion 8: Clare CS Clerical

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

**Motion: Carried**

## Motion 9: Legal & Professional Branch

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

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

**Motion: Carried**

## Motion 10: Revenue Executive

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

**Motion: Carried**

## Motion 11: DSP Executive

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

**Motion: Remitted**

## Motion 12: Transport Executive

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

**Motion: Carried**

## Motion 13: Athlone CS Clerical

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

**Motion: Carried**

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## Conference adjourns

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## Conference resumes

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# Equality, diversity and family friendly policies

### Motion 31 (Covers Motions 32, 33 & 36)

#### Motion 31: CS DEC

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

**Motion: Carried**

#### Motion 32: PSO Sligo

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

**Motion: Carried**

#### Motion 33: PSO Sligo

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

**Motion: Carried**

#### Motion 36: Dublin Central Clerical

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

**Motion: Carried**

#### Motion 34:

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

**Motion: Carried**

#### Motion 35: Dublin Central Clerical

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

### **Amendment: Finance/PER & Associated Organisations**

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

**Motion: Carried**

### **Motion 37: Garda North/South Dublin Clerical**

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

### **Amendment: Agriculture Executive**

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

**Motion: Carried**

### **Motion 38: NCSE**

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

**Motion: Carried**

### **Motion 39: Transport Executive**

This Conference asks the incoming Civil Service Executive to call for a review of the accessibility of all buildings where civil servants attend work. Employees with mobility requirements should not be limited in the roles that they can be assigned to due to a failure to sufficiently adapt workplaces. Even in the case of protected buildings, all options to improve accessibility should be rigorously explored. People with disabilities should not have to work in specific offices where they are isolated from their teams and a choice of accessible rooms should be available in every building so that they can attend meetings in person with their colleagues. Universal design and accessibility must be an essential consideration in the tendering of all works by OPW.

**Motion: Carried**

# Industrial relations, outsourcing

## Motions 14 & 15 (taken in common debate)

### Motion 14: Clare CS Clerical

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

**Motion: Carried**

### Motion 15: Letterkenny CS Clerical

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

**Motion: Carried**

### Motion 16: AEHS

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

**Motion: Carried**

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**Guest Speaker Aoife Gallagher, Analyst, Institute for Strategic Dialogue**

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# Industrial relations, outsourcing

### Motion 17: AEHS

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

**Motion: Carried**

### Motion 18: DSP Executive

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

**Motion: Carried**

## **Motion 19 (Covers motion 20)**

### **Motion 19: CS DEC**

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

**Motion: Carried**

### **Motion 20: Dublin Central Clerical**

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

**Motion: Carried**

### **Motion 21: Finance/PER & Associated Organisations**

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

**Motion: Carried**

### **Motion 22: CS DEC**

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

**Motion: Carried**

## **Motion 23 (Covers motions 24, 25 & 26)**

### **Motion 23: CS DEC**

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

**Motion: Carried**

### **Motion 24: Dublin Central Clerical**

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

**Motion: Carried**

### **Motion 25: Oireachtas Ushers**

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

**Motion: Carried**

### **Motion 26: Transport Executive**

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

**Motion: Carried**

### **Motion 27 (Covers motion 28)**

#### **Motion 27:CS DEC**

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

**Motion: Carried**

### **Motion 28: FGE**

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

**Motion: Carried**

### **Motion 29 (Covers motion 30)**

#### **Motion 29: CS DEC**

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

**Motion: Carried**

### **Motion 30: Civil Service No.1**

This Conference notes, with alarm, that Government feels it can legislate to change the Terms and Conditions of Civil Servants as workers, rather than through discussion and negotiation. Recent times has seen legislation brought to change the status of Civil Servants in An Garda Síochána (AGS) to Public Servants, with our members potentially losing their current T&C's and possibly future recruits into AGS being on different and lesser T&C's than those currently employed AGS. They are also bringing legislation to change the C&A Scheme, and particularly in the Civil Service Disciplinary Code by seeking to devolve who in a department can dismiss you as a worker, from the Head of the Department/Secretary General, down to an unspecified grade. This Conference calls on the Civil Service Divisional Executive, through the Staff Side's participation at General Council, to do everything in its power to resist these attacks by government from legislating on the T&C's of Civil Servants.

**Motion: Carried**

## **Pay related matters**

### **Motion 40: PSO Sligo**

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

**Motion: Carried**

### **Motion 41: DSP Coolock/Kilbarrack**

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

#### **Amendment: Agriculture Executive**

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

**Motion: Carried**

### **Motion 42: Legal & Professional Branch**

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

**Motion: Carried**

### **Motion 43: Legal & Professional Branch**

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

**Motion: Carried**

#### Motion 44: FGE

That this Conference supports an urgent review of Circular 07/2018 Recovery of Salary, Allowances, and Expenses Overpayments made to staff members/former staff members/pensioners. To this end, we ask this conference call on the CSDEC to seek amendments to this circular and bring it into line with accepted principals of natural justice and fair procedure. Civil Service employers are part of the state apparatus, tax and PRSI contributions are deducted by the employer, on behalf of that state, from the pay of their workers, workers receive a net amount as pay. When an overpayment arises, the worker under this circular must pay back the gross amount defined as an overpayment. The obligation to seek reimbursement of tax and PRSI, already paid by these workers, is place on them as individuals. If the period of overpayment exceeds four years, Revenue cannot reimburse the worker, nor can PRSI be reclaimed. One part of the state apparatus cannot place a liability on a worker, to seek redress from another emanations of the same state apparatus, when no facility exists to do so. We call on this Conference to instruct the incoming DEC to act without delay to change this and remove what is in effect double taxation, which causes distress and hardship to the workers so affected.

**Motion: Carried**

#### Motion 45: FGE

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

- the average gross salary which will enable full time employed adults (without dependents) across Ireland to afford a socially acceptable standard of living;
- a living wage which provides for needs not wants
- an evidence based rate of pay which is grounded in social consensus and is derived from Consensual Budget Standards research which establishes the cost of a Minimum Essential Standard of Living in Ireland today.

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

**Motion: Carried**

#### Motion 46: Probation Officers

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

**Motion: Carried**

#### **Motion 47: Revenue Executive**

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

**Motion: Carried**

#### **Motion 48: Sligo CS Clerical**

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

**Motion: Carried**

#### **Motion 49: Meteorologists**

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

**Motion: Carried**

#### **Motion 50: Transport Executive**

This Conference instructs the incoming Civil Service Divisional Executive to make representations to DPER seeking a review of the pay structure of grades who enter the Civil Service under the Graduate recruitment programme. The review should include the wide starting pay gap between the graduate grades and the existing equivalent grades i.e., AOs and HEOs. This is especially pertinent in the context of the current cost of living crisis and concentration of graduate positions in Dublin, where costs are highest. This is a case of equal pay for equal work.

**Motion: Carried**

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#### **Strategic Change presentation**

Catherine Keogh and Lisa Connell gave a presentation on Strategic Change to conference.

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#### **Presentation of Distinguished Service Awards**

Michael Smyth, Fórsa President gave out the distinguished service awards to the nominated members.

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# Grading, work practices, competitions and staffing

## Motion 51: Clare CS Clerical

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

**Motion: Remitted**

## Motion 52: DSP Coolock/Kilbarrack

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

**Motion: Carried**

## Motion 53: Probation Officers

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

**Motion: Carried**

## Motion 54: Revenue Executive

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

**Motion: Carried**

## Motion 55: AEHS

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

**Motion: Remitted**

## Motion 56: AEHS

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

**Motion: Remitted**

### **Motion 57: AEHS**

The Conference calls on the incoming CSDEC to seek a legal opinion on the State indemnification of civil servants regarding professional negligence claims, which was set out in General Council Report (GCR) 1357 and whether this indemnification fully covers our members in carrying out their duties as technical and professional grades within the civil service and also whether they will also be covered once retired. This legal advice is also especially important for members who do not have a professional line management structure, whereby Senior Architects do not have a qualified professional, as their line manager and are not a traditional professional line management structure, the senior architect has an Assistant Principal Architect as line manager.

**Motion: Remitted**

### **Motion 58: DSP Executive**

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

**Motion: Carried**

### **Motion 59: DSP Executive**

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

**Motion: Carried**

### **Motion 60: DSP Executive**

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

### **Motion 61: DSP Executive**

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

**Motion: Remitted**

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## **Conference Adjourns**

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## **Conference Resumes**

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# Grading, work practices, competitions and staffing

## Motion 62: DSP Executive

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

**Motion: Withdrawn**

## Motion 63: DSP Executive

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

**Motion: Carried**

## Motion 64: Finance/PER & Associated Organisations

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

**Motion: Carried**

## Amendment: Finance/PER & Associated Organisations

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

**Motion: Carried**

## Motion 65: Finance/PER & Associated Organisations

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

**Motion: Carried**

### **Amendment: Finance/PER & Associated Organisations**

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

**Motion: Carried**

### **Motion 66: Finance/PER & Associated Organisations**

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

**Motion: Carried**

### **Motion 67: Sligo CS Clerical**

This Conference seeks for a full review of staffing levels in the Department of Social Protection (DSP) be conducted by the incoming CDEC, with particular emphasis being placed on evaluating the significant increase in footfall in INTREO Centres and the resulting knock it has had on staff. Failure to adequately address the depressed staffing levels in the DSP by management in recent years, and in conjunction with the increased public footfall in offices, has had a dramatic impact on our members, leading to; high levels of stress, burnout, depressed motivation and has a negative impact on career progression due to limited variety of roles carried out by COs.

**Motion: Carried**

### **Motion 68: Transport Executive**

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

**Motion: Carried**

# Working hours, time and attendance

## Motions 69 & 70 (taken in common debate)

### Motion 69: PSO Sligo

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

**Motion: Remitted**

### Motion 70: Longford CS Clerical

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

**Motion: Carried**

### Motion 71: Revenue Executive

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

**Motion: Carried**

### Motion 72: Finance/PER & Associated Organisations

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

**Motion: Carried**

### Motion 73: Transport Executive

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

**Motion: Carried**

# Pensions

## Motion 74: AEHS

This Conference calls on the incoming CSDEC to actively seek to ensure retired members are included in any future pay agreements. In particular, the issue of post-95 members needs to be addressed by the union. Post-95 members who retire from age 60, and before they are eligible for the Contributory Old Age Pension (COAP), can apply to receive a supplementary pension from the Dept. until they are eligible for the COAP. This is to ensure they are no worse off than a pre-95 civil servant. However, they are being discriminated against because, while their pension is being increased, the supplementary pension is not being increased, and they are therefore worse off than a pre-95 civil servant. The union therefore needs to actively seek to ensure that the supplementary pension is also increased.

**Motion: Carried**

## Motion 75: DSP Executive

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

**Motion: Carried**

# Miscellaneous

## Motion 76: Probation Officers

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

**Motion: Carried**

## Motion 77: AEHS

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

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

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

**Motion: Carried**

### **Motion 78: DSP Executive**

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

**Motion: Carried**

### **Motion 79: DSP Executive**

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

**Motion: Remitted**

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### **Closing business**

Conference was closed by the Cathaoirleach of the Division, Ms. Helen Linehan.

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**FORSA**



28th - 30th May 2025  
Galmont Hotel, Galway

**#ForsaCivil**