



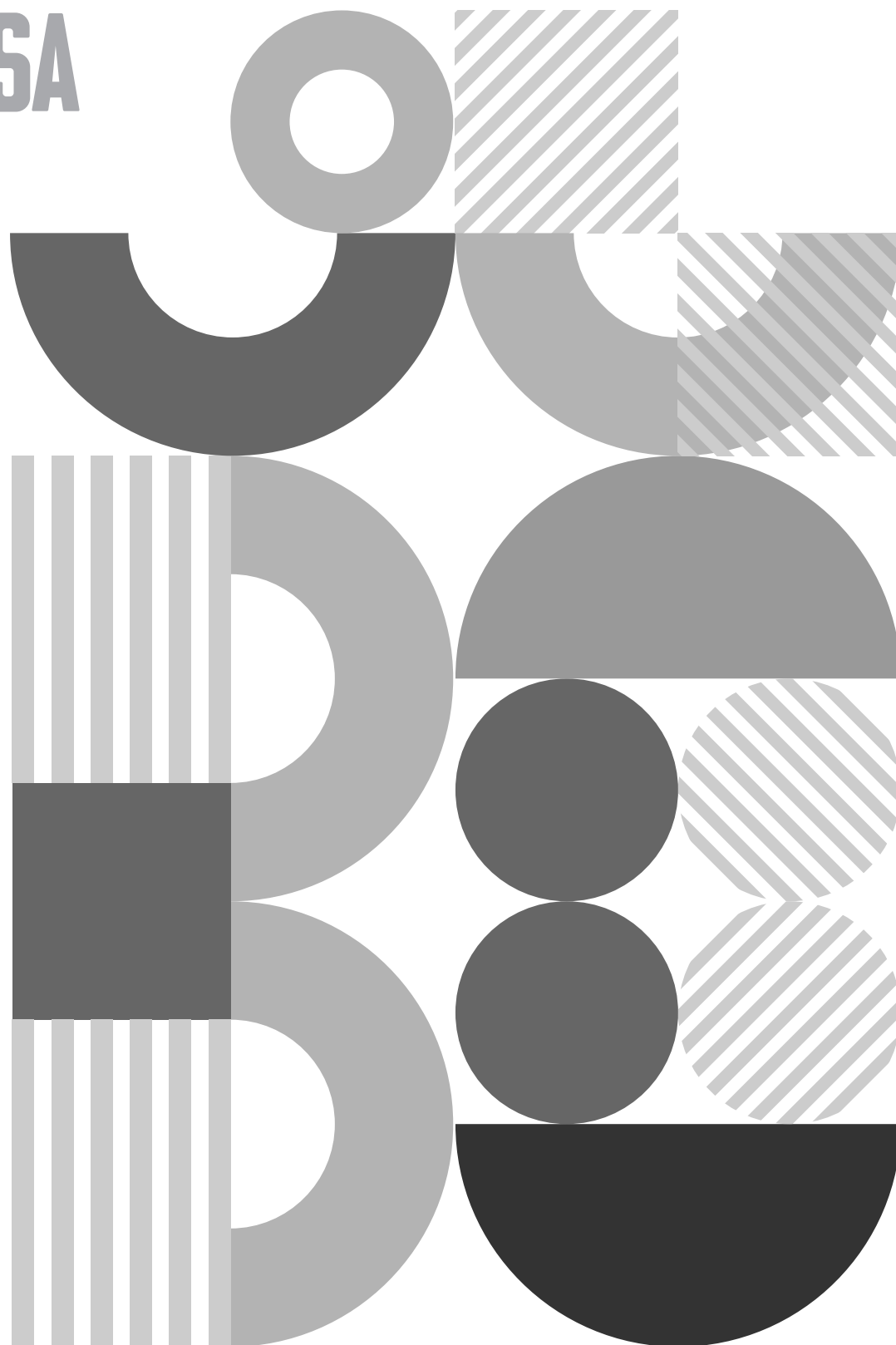
FÖRSA

2025
AGENDA

Civil Service
Divisional Conference

28th - 30th May 2025

FÓRSA



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Divisional Conference
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Conference timetable

Wednesday 28th May

| | |
|-------|----------------------------------------------------------------------------------------|
| 13:00 | Registration opens and issue of ballot papers |
| 16.00 | Opening of conference |
| 16.05 | Appointment of tellers and scrutineers |
| 16.10 | General standing orders, Rose Marie Conroy, Chairperson, SOC |
| 16.15 | Adoption of SOC Reports, Rose Marie Conroy, Chairperson, SOC |
| 16.25 | Election arrangements, Billy Gallagher, Returning Officer SOC |
| 16.30 | Cathaoirleach, Helen Linehan, opening address to conference |
| 16.45 | Fórsa President, Martin Walsh, address to conference |
| 16.50 | Adoption of previous minutes and biennial report |
| 17.00 | Address by Kevin Callinan, General Secretary |
| 17.15 | Address by local dignitary |
| 17.20 | Blended working: Motion 1. Covers Motions 5, 6 and 7 as per SOC report no. 2 |
| 17.30 | Blended working: Motions 2, 3 and 4 |
| 17.50 | Organising and recruitment: Motions 8 and 9 |
| 18.05 | Flexitime: Motions 10 and 11. Common debate, as per SOC report no. 2 |
| 18.15 | Industrial relations, outsourcing: Motions 12, 13 and 14 |
| 18.35 | Industrial relations, outsourcing: Motion 30. Covers Motion 17 as per SOC report no. 2 |
| 18.45 | Industrial relations, outsourcing: Motions 16 and 18 |
| 19.00 | Registration closes |
| 19.00 | Conference adjourns |

Thursday 29th May

| | |
|-------|-------------------------------------------------------------------------------------------------------------------------------|
| 08.30 | Registration re-opens |
| 09.30 | Conference resumes |
| 09.35 | Equivalent Grades report to conference |
| 09.50 | Address by Éamonn Donnelly, Deputy General Secretary and Head of the Civil Service Division |
| 10.05 | Industrial relations, outsourcing: Motions 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 31 and 32 |
| 11.35 | Equality, diversity and family friendly policies: Motions 33, 34, 35, 36, 37, 38, 39, 40 and 41 |
| 12.45 | Pay related matters: Motions 42 and 43 |
| 13.00 | Conference adjourns for lunch |
| 14.00 | Conference resumes |
| 14.00 | Pay related matters: Motions 44, 45, 46, 47, 48, 49, 50 and 51 |
| 14.55 | Presentation of distinguished service awards |
| 15.15 | Grading, work practices, competitions and staffing: Motions 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66 and 67 |
| 17.10 | Conference adjourns |
| 20.00 | Conference dinner |

Friday 30th May

| | |
|-------|-------------------------------------------------------------------------------|
| 10.00 | Conference resumes |
| 10.00 | Grading, work practices, competitions and staffing: Motions 68, 69, 70 and 71 |
| 10.25 | Working hours, time and attendance: Motions 72, 73 and 74 |
| 10.45 | Pensions: Motion 75 |
| 10.50 | Artificial Intelligence (AI): Motions 76, 77, 78, 79, 80 and 81 |
| 11.30 | Health and safety: Motions 82, 83, 84, 85, 86 and 87 |
| 12.10 | Miscellaneous: 88 and 89 |
| 12.25 | Guillotined motions |
| 12.55 | Cathaoirleach closing address to conference |
| 13.00 | 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.
-

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.

May 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 foregoing General Standing Orders are recommended 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

One hundred and fifty three (153) motions were received. Three (3) motions were received after the deadline. One hundred and fifty (150) all having been received by the deadline are included on the agenda attached. A copy of all motions received on time and considered in order are set out in the agenda.

4. Motions considered to be out of order

Eight (8) motions are considered as out of order for the reason set out below. These motions can be found listed in Appendix 1.

- a. Motions 90 and 92 require a rule change
- b. Motions 91 is a General Secretary's function
- c. Motion 93 and 94 are outside of the Division's function
- d. Motion 95 and 96 trying to bypass the conference
- e. Motion 97 is a statement not a motion

5. Motions advisory to the National Executive Committee

Appendix 2 contains fifty one (51) motions which are more appropriate for National Conference and will be referred to the NEC for attention.

6. Motions reiterating existing policy or practice not requiring a decision

Two (2) motions are considered existing policy. These motions can be found in Appendix 3.

7. Motions received after the deadline

Three (3) motions were received after the deadline. These motions can be found in Appendix 4.

8. Amendments received

A total of thirteen (13) amendments were received by the deadline as set out in rule. No amendments were received late.

9. Amendments considered in order

Six (6) amendments are deemed to be in order. These are listed on the agenda as amendments to the following motions 30, 31, 35, 49 and 50. Motion 15 and amendment has been withdrawn and can be found in Appendix 5.

10. Amendments considered out of order

Seven (7) amendments are deemed to be out of order by the SOC for the reasons stated:

Motion 57 – amendment not submitted in the correct format and is also cross divisional.

Motion 73 – amendment changes the spirit of the original motion to create a new motion.

Motion 98, 105, 122, 141 and 147 – advisory motions cannot be amended.

The above amendments are set out in Appendix 5.

11. Composite motions

There are no composite motions included on the agenda.

12. Common debates/cover motions

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

Common debate: Motions 10 and 11.

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

Covers Motion 1 covers motions 5, 6 and 7.

Motion 30 covers motions 15 and 17.

13. Guillotined motions

These may 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, again if time permits.

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.

14. Emergency motions

Branches are asked to advise the SOC of any emergency motions as soon as possible so that these might be included in a Standing Orders Committee report to conference. The union rules provide that motions or amendments not included in the final agenda cannot be considered at conference other than where two-thirds of the delegates agree to add a motion of which timely notice could not have been given (i.e. where it refers to events that have occurred since the final date for receipt of motions – 12th March 2025).

15. Nominations

Nominations received by the deadline under Rule 17 (v) are set out in Appendix 7. John O'Connor has withdrawn from the executive constituency in the Divisional Executive Committee Election since the issue of the Preliminary Agenda and his name will not appear on the ballot paper for that election or in Appendix 7.

16. Withdrawal of motions, amendments and nomination

Branches are asked to advise the SOC of any motions, amendments, or nominations that they wish to withdraw so that these can be included in a Standing Orders Committee report to conference. Forms to withdraw motions, amendments, and nominations can be found listed in Appendix 7.

17. Officer election and votes

Officer elections will commence following the adoption of standing orders committee report on Wednesday 28th May with the Cathaoirleach election. Times for opening and closing of the ballot boxes will be announced at commencement of Conference. Further updates will be announced by the SOC as conference progresses.

Billy Gallagher, SOC, is the Returning Officer.

18. Distinguished Service Awards

The NEC has approved distinguished service awards which will be presented before the conference close of business session on Thursday 29th May.

19. Standing Orders Committee

The Standing Orders Committee for the Civil Service Division are Helen Lundy (Secretary) and Mick Brophy. Also in attendance from the National Standing Orders Committee will be Rose Marie Conroy (Chairperson), Billy Gallagher (Returning Officer), Eileen Coman, Don Gibney, Don Meskell, Michael Barry, Michael Ross and Tommy Kavanagh.

20. SOC availability prior to conference

Where Branches or the Civil Service Divisional Executive Committee have queries or wish to seek changes to General Standing Orders or to SOC Reports they are asked to raise these with the SOC by emailing – soc@forsa.ie as soon as possible and in any event not later than one week prior to conference. The SOC will be available to deal with last minute conference issues between 1.30pm and 3.00pm in the SOC allocated room at the conference venue on Wednesday the 28th May.

21. Typographical errors

In order to preserve the integrity of what was submitted, typographical errors within motions are not corrected, they are left and displayed as submitted by the Branch.

22. 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 submitted. To assist delegates and branches, a legend of acronyms that may be unfamiliar to them, is submitted below.

| Acronym/ Abbreviation | Explanation |
|----------------------------------|----------------------------------------------|
| AI | Artificial Intelligence |
| AGS | Assistant General Secretary |
| AO | Administrative Officer |
| AP | Assistant Principal |
| APTH | Allowance Personal to Holder |
| CAB | Criminal Assets Bureau |
| CEA | Corporate Enforcement Authority |
| CIP | Critical Illness Protocol |
| CO | Clerical Officer |
| CS | Civil Service |
| CSDEC | Civil Service Divisional Executive Committee |
| DEC | Divisional Executive Committee |

| | |
|--------------|-------------------------------------------------------------------------|
| DFHERIS | Dept. of Further and Higher Education, Research, Innovation and Science |
| DPENDR/ DPER | Dept. of Public, Expenditure NDP Delivery & Reform |
| DRCD | Dept. of Rural, Community, Development |
| DSP | Dept. of Social Protection |
| EO | Executive Officer |
| ESG | Environmental Social Governance |
| FEMPI | Financial Emergency Measures in the Public Interest |
| GNECB | Garda National Economic Crime Bureau |
| HCO | Higher Clerical Officer |
| HDA | Higher Duty Allowance |
| HEO | Higher Executive Officer |
| HSA | Health & Safety Authority |
| ICT | Information & Communication Technology |
| ICTU | Irish Congress of Trade Unions |
| NEC | National Executive Committee |
| NSSO | National Shared Services Office |
| ODCE | Office of the Director of Corporate Enforcement |
| P&T | Professional & Technical |
| PAS | Public Appointment Services |
| PSO | Pension Service Office |
| SWSO | Social Welfare Services Office |
| SWY | Shorter Working Year |
| TRR | Temporary Rehabilitation Remuneration |
| WRC | Workplace Relations Commission |

Rose Marie Conroy
Chairperson
Standing Orders Committee

14th May 2025

Motions

Blended working

Motion 1:

This Conference recognises that blended and remote working arrangements in the Civil Service have recently been the subject of much media attention and that there is real risk that an attempt will be made to divide public and private sector workers. This Conference also notes that some Civil Service Departments had attempted to unilaterally alter blended working arrangements in the absence of appropriate consultation or analytical data and Conference further notes that such attempts were resisted by the Civil Service Division of Fórsa. In recognising that a review of blended and remote working is contained in the Programme for Government, Conference calls on the Civil Service Division, in advance of any potential review within the Civil Service, to seek agreement on a rational set of analytics working to the employment, to the workforce and to the state, and factors such as environmental benefits, urban congestion, well being of the individual, better agility to contribute to care of the elderly and childcare, increased productivity (e.g lower levels of sick leave, ability to work during Red Weather Alerts). Conference calls upon the Civil Service Division to insist that no reviews of blended and remote working would be implemented in the Civil Service without agreement of and application of such a set of analytics.

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 2: Establishment of disability-specific blended working policy

On the 31st of March 2022, the Blended Working Policy Framework for Civil Service Organisations was published.

Within the Framework's Policy is a need to consider the physical and mental well-being of employees working remotely, most notably "Give particular consideration to the needs of employees who are sensitive to risk and provide reasonable accommodation where appropriate and as far as practicable". However, this has not been the case.

Disabled, neurodivergent, and chronically ill civil servants' needs are often not fully considered, caught under Departmental policy which explicitly mandates maximum office attendance and implicitly encourages more.

This is not a practical or fair situation for staff who are affected by these issues.

This motion directs that the DEC advocates for the recognition of the unique nature of how the Civil Service Blended Working Policy Framework should be implemented relating to staff members who experience disability, neurodiversity and chronic illness.

So that all staff with applicable circumstances, may have their needs considered and enacted fairly and transparently.

Dublin Central CS Clerical

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 3:

That this Conference calls on the Civil Service Divisional Executive Committee to allow to campaign for remote working from abroad, for civil servants whose civil servant spouses have been posted abroad.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 4:

That this Conference calls on the Civil Service Divisional Executive Committee to allow remote working for spouses of civil servants posted abroad from their spouse's posting location.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 5:

That this Conference calls on the Civil Service Divisional Executive Committee to ensure that blended working policies in the civil service are protected, including the right to request blended working, defending the current blended working arrangements, working to increase the number of blended working at home days, and negotiating for flexitime at home for blended workers.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 6:

The Civil Service Divisional Conference:

- Notes that there is great variation in the implementation of blended working across the civil service,
- Notes that some offices that deal with members of the public work effectively with one day per week office attendance,
- Notes that the pattern of attendance across other offices with more days required in the office is imposed and not agreed,
- Notes that many of the "reasons" given for increased office attendance are vague, highly subjective and open to multiple interpretations, and unsubstantiated by objective evidence, and
- Stresses the importance that workers, as those most affected by stresses and other negative effects on work-life balance brought about by unnecessary commuting and as those subjected to constraints on their productivity that arise in office-based working, must have a right to co-decide through meaningful local consultation and negotiation on the appropriate blended working arrangement in their office, and therefore Conference instructs the Civil Service Divisional Executive Committee to seek to secure an amendment to the Civil Service Policy Framework on Blended Working to ensure workers have the maximum choice available to them on remote working subject to reasonable measurable and objective measures and assessments of their delivery of the work required of them.

Finance, PER and Associated Organisations

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 7:

That the CSDEC negotiates with government to establish civil servants' right to blended working on a permanent basis.

NCSE Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Organising and recruitment

Motion 8:

This Conference calls on the CSDEC to note and adopt the document presented to Branches in the Civil Service outlining the Programme of Work 2025 to 2027, which sets out the priorities for the Civil Service Division, and builds upon the foundations laid by the adoption of the Civil Service Divisional Strategy 2023-2025 ‘Reclaiming our Place’.

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 9: Flexitime

That this Conference calls on the Civil Service Divisional Executive Committee to formulate a training webinar on the Fórsa Code of Conduct Policy to be delivered to all members within the civil service who act as workplace reps, sit on branch committees, etc., to better improve engagement with members, management and head office.

Justice Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 10:

That this Conference calls on the Civil Service Divisional Executive Committee to seek that Flexi Accrual is awarded when working remotely across the civil service. Currently members of the same grade have different flexi conditions applied depending on which organisation they work in. For example, an EO in DPENDR can accrue flexi while working remotely while an EO in the Department of Education can only accrue flexi while working in the office.

Department of Education & DFHERIS Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 11:

This Conference instructs the incoming Civil Service Divisional Executive to seek to implement a Flexible Working Arrangements policy across all the civil service departments/offices that ensures all civil servants with access to flexitime can accrue hours and flexi leave regardless of whether working in the office, remotely or in the home, and end the two tier system currently existing across the civil service.

Statement: The unions including Fórsa did lodge a claim at General Council last July, but we are still awaiting a date for a hearing.

DRCD Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Industrial relations and outsourcing

Motion 12:

That this Conference calls on the Civil Service Divisional Executive Committee to continue to negotiate with Government to ensure that Garda staff retain their civil service status and all their current terms and conditions of employment, with the introduction of the Policing, Security and Community Safety Bill.

Garda Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 13:

That this Conference calls on the Civil Service Divisional Executive Committee and ALL head office negotiators seek to ensure that a programme of decentralisation of Government departments to assist rural Ireland be established as the most current programme was cancelled in 2011.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 14:

That this Conference calls on the Civil Service Divisional Executive Committee to, in light of the bill that will seek the change in command and control structure of Irish defence we the CS administer instructs that all grade structures that are represented by Fórsa are kept within the Irish civil service and are not amalgamated into the defence command structure which will see the loss of and undermine members cs status.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 15:

As per SOC Report No. 2, the motion has been withdrawn. Please see Appendix 5.

DSP Executive Grades

Motion 16:

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming Civil Service Divisional Executive of Fórsa to outline from Government how the civil service will be funded going forward to ensure that civil servants will be able to cope with higher living costs, maintain a proper standard of living for civil service workers, be counter cyclical and which would be properly and consistently funded.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 17:

That this 2025 Civil Service Divisional Executive Conference (CSDEC) of Fórsa instructs the incoming Civil Service Divisional Executive of Fórsa to oppose The Civil Service Regulation Amendment Bill as it facilitates a culture of unfair dismissal and the undermining of employment security for all pay grades in the Irish civil service.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 18:

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming Civil Service Divisional Executive of Fórsa to take measures to protect the Carltona Doctrine and permanent tenure in the Irish civil service, civil service and analogous pay grades, and civil service organisations from dismantlement in the Irish civil service.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 19:

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming Civil Service Divisional Executive of Fórsa to seek the establishment of a Department of Strategic Energy Provision which would provide more career opportunities for members of the general public to become civil servants, enhance career and mobility opportunities for existing civil servants while guaranteeing energy provision at an affordable price in an era of global energy supply chain insecurity within the context of Civil Service State Organisation provision.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 20:

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming Civil Service Divisional Executive of Fórsa to seek that the Government of Ireland outline, in detail, how the civil service of Northern Ireland would be integrated into the existing civil service administration of the Republic of Ireland in any future united Ireland and what impact this will have on the existing civil service administration of the Republic of Ireland in terms of pay grades, pension arrangements and conditions of tenure.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 21:

A recent recruitment campaign by the Department of Social Protection, to recruit clerical officers as deciding officers who will automatically be promoted to executive officers after two years completed service, has caused outrage among Fórsa clerical officers in the SWSO Sligo. The PSO Clerical Officers branch members call on the Civil Service Divisional Executive Committee to lodge a claim for all clerical officers, in the civil and public service who have completed over two years service to be treated equally and fairly. This decision by DSP will have a knock on effect throughout the civil and public service.

PSO Sligo CS Clerical

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 22:

This Conference instructs the Divisional Executive Committee to organise the necessary and sufficient resources that will lead to the removal of the ban and restrictions on political activity by civil servants.

Finance, PER and Associated Organisations

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 23:

This Conference

- (1) notes that there is a broad ranging and intrusive restriction on civil servants engaging in political activity,
- (2) welcomes the call in Fórsa's Manifesto for the November 2024 general election for legislation to modernise the current rules,
- (3) notes that in other comparable countries, civil servants can and do serve as elected politicians such as councillors at municipal level without any difficulty,
- (4) notes that previous attempts to secure changes included claims to general councils that resulted in 'disagreed reports' in September 1995 and November 2005,
(<https://circulars.gov.ie/pdf/general-council/finance/1995/1295.pdf>;
<https://circulars.gov.ie/pdf/general-council/finance/2005/1461.pdf>)
- (5) considers that a more comprehensive approach to securing reform is required, than solely presenting a claim under the civil service Conciliation and Arbitration Scheme, and therefore instructs the Civil Service Divisional Executive Committee to undertake a multi-faceted body of work over a sustained period to raise awareness, generate knowledge in Irish policy makers – both in senior management in the civil service and in the political system – and to create a momentum behind our need for change, and instructs the Civil Service Divisional Executive Committee to consider the feasibility of using multiple tools such as but not limited to:
 - a series of research papers and policy papers covering, for example:
 - the human rights implications of the restriction
 - the loss of talent to the civil service
 - how other civil services in comparable countries, such as the Netherlands, manage and facilitate political activity by civil servants and deal with the concerns expressed by Ireland's civil service leadership
 - a series of seminars, conferences, workshops that engage a variety of audiences on various aspects of the issue, including members of Fórsa; civil society, community and campaign organisations; and academics, scholars and researchers in law and in public policy, and
 - supporting members to undertake scholarly research on as aspect of the topic.

Finance, PER and Associated Organisations

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 24:

That this Civil Service Divisional Conference supports a review of the efficacy of Fórsa's opposition to privatisation in the civil service. To this end it instructs the incoming Divisional Executive Committee to assess what progress has been made in reversing privatisation in all sectors of the civil service where the work of FGE grades has been privatised. This in the context of Fórsa policy to oppose and where it has been identified, reverse such privatisation. To this end, this Conference instructs the incoming Fórsa Divisional Executive Committee produces a report reflecting areas so affected and actions taken to reverse this privatisation.

FGEWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 25:**

That this Civil Service Divisional Conference instructs the incoming Fórsa Civil Service Executive Committee to oppose the devolution of "Appropriate Authority" from Secretaries General, to as yet unspecified lower grades.

This is in the context of the contents of the proposed Civil Service Regulation and Public Service Management (Amendment) Bill.

FGEWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 26:**

That this Civil Service Divisional Conference calls on the incoming Divisional Executive Committee, to address deficiencies in natural justice, which have been highlighted in the current Civil Service Disciplinary Code, as referenced by WRC Adjudication Officers Decision ADJ-00024800, where structural issues inherent to the Civil Service Disciplinary Code, allow for the overturning of a Disciplinary Appeals Board findings and do not support sufficient distancing of that decision by the "Appropriate Authority" to support accepted principals of natural justice and fair procedure.

FGEWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 27:**

That this Conference calls on the Civil Service Divisional Executive Committee to oppose the proposal to the removal of free parking for civil service workers as it would disproportionately affect lower-paid workers and putting more pressure on people's time and income.

CSO Executive GradesWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 28:**

That this Conference calls on the Civil Service Divisional Executive Committee to address the issue of the lack of a Departmental Council structure in the office of the Director of Public Prosecutions and the Attorney General's office.

Legal ProfessionalWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 29:

This Conference recognises that the local bargaining provisions in the Public Service Agreement 2024-2026 afford the Civil Service Division an opportunity to address divisional issues on pay and related terms in a meaningful way for the first time in decades.

The Civil Service Divisional Conference recognises that members within the grades, groups categories and professions represented by the Division can utilise local bargaining to negotiate an acceptable enhancement to pay and related terms.

This conference calls upon the Civil Service Divisional Executive Committee to advance local bargaining claims for members within civil service employments and to utilise our industrial strength to achieve the best deal for civil service members.

The Civil Service Divisional Conference asserts that a failure to bring claims under the Local Bargaining provisions to a satisfactory conclusion in addition to creating industrial unrest, will render another agreement predicated on cost certainty, industrial peace and staff co-operation unachievable.

(Note: Identical or broadly similar motions to the above will be put to each Divisional Conference).

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 30:

This Conference calls upon the Civil Service Division to continue to lobby within the political system to prevent the adoption of the Civil Service Regulation (Amendment) Bill. Conference also calls upon the Civil Service Division to use available industrial relations processes to separate prescriptive elements of the Bill from enabling elements of the Bill, in order to maximise the protection of the worker in respect of dismissal procedures.

Amendment to Motion 30: Finance, PER and Associated Organisations

That Motion 30 be amended by inserting the words "and mobilise members in activities other than lobbying" after the words "to lobby within the political system" so that the amended motion is as follows:

This Conference calls upon the Civil Service Division to continue to lobby within the political system and mobilise members in activities other than lobbying to prevent the adoption of the Civil Service Regulation (Amendment) Bill. Conference also calls upon the Civil Service Division to use available industrial relations processes to separate prescriptive elements of the Bill from enabling elements of the Bill, in order to maximise the protection of the worker in respect of dismissal procedures.

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 31:

This Conference calls upon the Civil Service Division to support industrial responses, where necessary, in cases where outsourcing takes place without utilisation of the provisions and protocols set out in successive public service agreements.

Amendment to Motion 31:

That Motion 31 be amended by replacing the word "responses" with the word "action" so that the amended motion is as follows

This Conference calls upon the Civil Service Division to support industrial action, where necessary, in cases where outsourcing takes place without utilisation of the provisions and protocols set out in successive public service agreements.

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 32:

This Conference notes and welcomes the re-modelling of the Conciliation & Arbitration Scheme as a significant step towards fit-for-purpose industrial relations processes in the civil service. Conference, in particular welcomes the Dispute Resolution Processes and time-efficient Adjudication and Arbitration Processes which, if applied properly, will provide an industrial relations system which mirrors the standards set out in the industrial relations processes provided by the state. Conference calls upon the Civil Service Division to secure agreement with DPENDR on a monitoring and evaluation model of the new system to ensure it is meeting the required standards.

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Equality, diversity and family friendly policies

Motion 33: Establishment of disability, neurodiversity and chronic illness policies within civil service organisations

The 2022 census highlights that 22% of people in Ireland are disabled, neurodivergent, and/or chronically ill. For the current gap between the current level of representation, set at 6%, and the actual rate of disability 22% to be addressed there needs to be:

- Increased governance and accountability regarding the way these issues are addressed in internal civil service policy.
- Accessibility policy for all civil service organisations to be formalised.
- IT accessibility policy creation by all civil service organisations and for staff members to be trained in this area.
- A committee to be formed, to include a strong representation of disabled civil servants to discuss relevant issues and present reports on their findings.

This motion directs that the DEC actively pursues the establishment of disability, neurodiversity, and chronic illness policies within civil service organisations.

Dublin Central CS Clerical

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 34:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to protect pregnant workers in the civil service from loss of career opportunities or diminution of their conditions of service which may be imposed upon them solely as a result of their being pregnant and that sufficient maternity cover be made available in the form of additional staff to cover vacancies arising from Pregnancy Leave.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 35:

This Conference calls on the incoming Divisional Executive Committee to work on a policy for each department to establish a Bereavement Liaison Officer in each civil service department to assist families of deceased staff members and staff members, who have been bereaved, through the administrative process in collaboration with a union official.

Amendment to Motion 35: Finance PER and Associated Organisations

That Motion 35 be amended by the insertion after “the administrative process” of the words “, and in the case of union members,” so that the amended motion is as follows:

This Conference calls on the incoming Divisional Executive Committee to work on a policy for each department to establish a Bereavement Liaison Officer in each civil service department to assist families of deceased staff members and staff members, who have been bereaved, through the administrative process, and in the case of union members, in collaboration with a union official.

Revenue ClericalWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 36:**

That this Conference calls on the Civil Service Divisional Executive Committee to seek an appropriate amendment to ‘Circular Number: 01/2017 - Bereavement Leave in the civil service’ to ensure that where a civil servant was the principal carer for the deceased, of an immediate relative, the limit may be extended to twenty working days.

Children Equality Disability & Youth Affairs Executive GradesWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 37:**

That this Conference calls on the Civil Service Divisional Executive Committee to work towards equity for all legal professionals in the implementation of Circular 14/2009 which deals with the Shorter Working Year Scheme in the civil service.

Legal ProfessionalWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 38:**

The Conference calls on the incoming Civil Service Divisional Executive Committee to address inequity and lack of transparency in access of legal practitioners in the civil service to flexible and family friendly policies such as work-sharing and career break opportunities.

Legal ProfessionalWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 39:

That this Conference calls on the Civil Service Divisional Executive Committee to champion the full implementation and enforcement of a right to disconnect for all civil servants, with clear policies and protections against out-of-hours work demands.

Rationale:

The Workplace Relations Commission's Code of Practice on the Right to Disconnect underscores employees' entitlement to disengage from work outside normal working hours, promoting work-life balance and preventing burnout.

Legal Professional

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 40:

That this Conference calls on the Civil Service Divisional Executive Committee to advocate for the introduction of paid menopause leave of up to (five days) for civil service staff experiencing menopause-related symptoms along with workplace supports.

Rationale:

Recognising menopause as a significant workplace issue, some countries have introduced menstrual leave policies to support affected employees. For instance, Spain implemented legislation granting menstrual leave to women experiencing severe symptoms.

<https://www.barcelona-metropolitan.com/features/spain-menstrual-leave-law-first-in-europe/>

Legal Professional

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 41: Miscarriage Leave

Conference calls for the introduction of a new specific miscarriage leave for the Civil Service. Miscarriage should be acknowledged as a type of bereavement and not illness related. This leave would be open not only to the person carrying the pregnancy but also to the partner of someone who has miscarried and including couples or individuals who have used surrogacy.

Probation Officers

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Pay related matters

Motion 42:

That this Conference calls on the Civil Service Divisional Executive Committee to ensure that all overtime worked in November and the first two weeks in December be paid before Christmas. If extra resources are needed in Killarney to do this that provision be made for same.

Waterford CS Clerical

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 43:

That this Conference calls on the Civil Service Divisional Executive Committee to ensure that an individual case must be raised by Local HR to instruct the NSSO to apply any pay increase to ex-Revenue staff in receipt of an APTH differential payment (not full APTH). This payment is part of the Integration Agreement of the Revenue Departmental grades and the general service (circa 2003) and is a part of salary and not an allowance. Some departments appear to treat this payment separate to salary and it often takes months for any pay increase to be applied to it and has implications for calculating the correct pension on retirement. Ex-Revenue staff have raised this issue with Local HR and various union representatives over the years and to date it remains unresolved.

Agriculture Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 44:

That this Conference calls on the Civil Service Divisional Executive Committee to report the current position on the previous request to the rescinding of Circular 08/2019 revised arrangements applying to starting pay, the reduction also affects the Higher Duty Allowance and will have a long-term effect of pensions, and actions to have this actioned. Consideration should be given to include resolving this issue in the upcoming local bargaining process.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 45:

That this Conference calls on the Civil Service Divisional Executive Committee to support all press officers throughout the civil service to be entitled to an allowance for working on-call, equal to those who work in Department of the Taoiseach.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 46:

That this Conference calls on the Civil Service Divisional Executive Committee to seek that any member should only have to serve one set of long service increments in their departmental/civil service career. It is unfair that a member in a grade who received the long service increments and subsequently was promoted would then be expected to complete another set of increments just to avail of the max of the pay scale in the promoted grade. The long service increment should be seen as a reflection and recognition of time served in the Department or Civil Service and not in every grade.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 47:

This Conference calls on the incoming DEC to seek the introduction of flat rate expenses for uniformed staff in the Civil Service.

Revenue Clerical

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 48:

That this Fórsa Civil Service Divisional Conference supports the proposition that the hourly rate of pay in the civil service, for overtime grades, be based on worked hours rather than the current gross hours. In addition this conference calls on the Civil Service Divisional Executive Committee to produce a report outlining actions taken to achieve this goal.

FGEWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 49:**

That this Fórsa Civil Service Divisional Conference supports the proposition that all hourly pay rates, across the civil service, should be based on worked rather than gross hours and that it instructs the Civil Service Divisional Executive Committee to act on this.

The aim would be to utilise the methodology used by the State to establish both the minimum and living wage and establish descriptive continuity when assessing the comparative pay of members, in the civil service in relation to these two metrics.

Amendment to Motion 49: Finance, PER and Associated Organisations

That Motion 49 be amended by inserting the words “what the government has incorrectly called the” before the words “living wage” so that the amended motion is as follows:

That this Fórsa Civil Service Divisional Conference supports the proposition that all hourly pay rates, across the Civil Service, should be based on worked rather than gross hours and that it instructs the civil Service Divisional Executive Committee to act on this.

The aim would be to utilise the methodology used by the State to establish both the minimum and what the government has incorrectly called the living wage and establish descriptive continuity when assessing the comparative pay of members, in the civil service in relation to these two metrics.

FGEWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 50:**

That this Fórsa Civil Service Divisional Conference supports the proposition that no civil servant should earn less than the national living wage. To this end, this conference instructs the incoming Civil Service Divisional Executive Committee to take action to see that its members, receive no less than the stated government commitment on this matter, which is no less than 60% of the median wage by 2026.

Amendment to Motion 50: Finance, PER and Associated Organisations

That Motion 50 be amended by the insertion before the words “the national living wage” the words “what the government has incorrectly called” so that the amended motion is as follows:

“That this Fórsa Civil Service Divisional Conference supports the proposition that no civil servant should earn less than what the government has incorrectly called the national living wage. To this end, this conference instructs the incoming Civil Service Divisional Executive Committee to take action to see that its members, receive no less than the stated government commitment on this matter, which is no less than 60% of the median wage by 2026.”

FGEWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 51:

That this Conference calls on the Civil Service Divisional Executive Committee to support the claim for grade 3 Legal Aid solicitors to receive equal pay to their colleagues within the civil service, namely those at the State Solicitor grade, recognising the equal value of their work in representing the most vulnerable members of society and ensuring access to justice.

Legal ProfessionalWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Grading, work practices, competitions and staffing

Motion 52:

That this Conference calls on the Civil Service Divisional Executive Committee to deliver a defined promotional system for our members based on seniority, service and suitability within the Civil Service Division. A similar system was in place in previous years and should be reintroduced. Many of our longer serving members are being debarred from promotional opportunities with the psychometric testing requirements implemented in most competitions. While many of the same members continue to provide exemplary cover in an acting capacity from time to time, they have very limited opportunity with psychometric testing recruitment requirements.

Leitrim CS ClericalWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 53:**

That this Conference calls on the Civil Service Divisional Executive Committee to put in place a job evaluation to differentiate between all civil service grades up to Assistant Principal level with the view to ensuring our members are not working beyond their pay grade. Where this evaluation identifies workers carrying out duties beyond their grade, that the employer is held accountable.

Garda Executive GradesWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 54:**

That this Conference calls on the Civil Service Divisional Executive Committee to ensure that any new departments that are formed take into consideration the transfer and control of the department to several locations.

DSP Executive GradesWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐**Motion 55:**

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming Civil Service Divisional Executive of Fórsa to ensure the integrity of the security of the administration of the Defence Forces by preserving and enhancing the civil service administrative function within the Defence Forces and associated civil service pay grades as provided by Section 7 of the White Paper on Defence.

DSP Executive GradesWithdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 56:

That this Conference calls on the Civil Service Divisional Executive Committee to ensure that no civil servant who is assigned to an interview board for a civil service promotion competition can interview a candidate with whom they currently work or have worked with in the previous 12 months.

Department of Education & DFHERIS Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 57:

That this Conference calls on the Civil Service Divisional Executive Committee to raise the issue of unfairness of PAS offering promotions including HDAs, HCO and mobility without due diligence i.e checking sick leave prior to offering promotions as this is causing undue stress to staff who have been offered promotion and then it has been rescinded.

DSP Clerical

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 58:

That this Conference calls on the Civil Service Divisional Executive Committee to back the CO grade in their claim for a reciprocal arrangement to be offered to current serving COs in DSP, in light of the recent intern programme that was an open competition which has offered fast tracking for successful applicants to go from CO to EO grade.

DSP Clerical

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 59:

That this Conference calls on the Civil Service Divisional Executive Committee to investigate alternative internal paths to promotion rather than via the existing interview process. For example, whereby a pathway of recognised experience and/or course work leads to a promotion, or higher scale allowance or an acceleration up their existing increment scale within a certain period.

Revenue Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 60:

That this Conference calls on the Civil Service Divisional Executive Committee to investigate and improve the Move2ICT re-skill programme whereby an interdepartmental competition is held for ICT specialists at Executive Officer level.

Revenue Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 61:

That this Conference calls on the Civil Service Divisional Executive Committee to investigate and suggest a similar Move2ICT re-skill programme whereby an interdepartmental competition is held for ICT specialists at Higher Executive Officer level.

Revenue Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 62:

That this Conference calls on the Civil Service Divisional Executive Committee to investigate and ensure that mobility panels across all grades and all departments are progressing in line with agreed procedures. It appears that some mobility panels have not moved in years.

Revenue Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 63:

That this Conference calls on the Civil Service Divisional Executive Committee to investigate and suggest improvements to the existing mobility processes so that staff are given clear information and realistic timelines so they can move departments and are not cancelled from waiting lists as a way of progressing mobility panels.

Revenue Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 64:

This Conference

- notes with concern the increase in the number of members in the civil service division contacting their union for support when they are given an “unsatisfactory” rating during probation, both on initial recruitment and on promotion,
- notes that the “Guidelines on the management of probation in the Civil Service” published by the Department of Public Expenditure and Reform in February 2019 in reality can place the sole responsibility for making a decision to terminate the employment or promotion of a probationer on the line manager, including line managers who are members of our union,
- notes that despite the language of the Guidelines (on page 8) couching that responsibility as a “recommendation”, the actual reality on the ground is that individual line managers have the de facto authority to make the decision,
- notes that in contrast a decision to offer a person a post is subject to fairer procedures and safeguards, including, for example, the use of interview boards where more than one person makes the decision,
- further notes as a contrast that the decision to terminate an appointment after the probation period has ended must (currently) be escalated to a secretary general or to the head of a non-departmental office,
- notes that line managers can have the authority to make a career-ending decision (a) without having been trained on people management, (b) while they themselves are inexperienced and in probation as a newly appointed people manager, (c) without being required to prove fair procedures in reaching their decision unless a formal appeal is made, or (d) without adequate support for a decision of such impact, and
- notes that there have been cases where our members in management roles have been concerned that the HR office in their employer has not adequately supported them in managing a problematic probationer, and therefore instructs the Civil Service Divisional Executive Committee to seek substantial reform of the probation process in the civil service to ensure
 - (a) no line manager may take part in the process of assessing a probationer’s performance without demonstrating that they have completed adequate training for such a responsible role,
 - (b) that the decision to fail a probationer must not in substance or de facto be made by a single individual,

- (c) that all departments and offices must put in place strong quality controls which require HR to not merely offer advice on the process or options for feedback and other “hands off” activities and move to sharing responsibility for ensuring that a decision to terminate is correct and fair not merely because procedures such as the timing of feedback were observed but also both (i) that the substantive content of the assessment of the performance of the probationer is correct and (ii) that the performance of the line manager in supporting the probationer to achieve the standard required was to a high standard.

Finance, PER and Associated Organisations

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 65:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to implement a mobility policy encompassing all civil service grades, including technical and professional grades.

Legal Professional

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 66:

That this Conference calls on the Civil Service Divisional Executive Committee to seek a comprehensive review of career progression frameworks across the civil service, to ensure transparent, merit-based promotion opportunities and recognition of specialist skills, such as those of legal professionals and other technical professions.

Rationale

By introducing transparent and structured career progression pathways, the civil service can improve staff morale, retain top talent, and ensure a fair and equitable working environment that benefits all employees.

Legal Professional

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 67:

That this Conference calls on the Civil Service Divisional Executive Committee to review the recruitment policy in relation to the State Solicitor/Prosecutor Higher (uplift for Legal Professionals), with a view to correcting current practices, where this uplift has either not been offered or is being implemented as a promotional opportunity rather than an uplift.

By way of a background, State Solicitors in Revenue were never afforded the opportunity of the State Solicitor Higher uplift from 1996 to 2022 inclusive. Once offered it was proposed as a promotional opportunity rather than an uplift, with no regard to seniority or long service. State Solicitor Higher uplifts are incorrectly being offered on promotional competition in both the Chief State Solicitors Office and the Office of the Director of Public Prosecutions.

Legal Professional

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 68:

That this Conference calls on the Civil Service Divisional Executive Committee to protect the grading of professional and technical staff in the civil service. With the exception of specific defined roles, professional and technical staff in the civil service are aligned with the civil engineer grades. In recent years departments are ignoring this established grading structure and recruiting professional and technical staff in general service grades. This is a break with long standing historic practice and has been done without consultation or agreement. It is leading to problems with the representation of professional and technical members and creating an unequal situation with regard to salary scales and promotion opportunities. If departments are allowed to continue this policy of ignoring the established grading structures it will undermine and weaken the grades and could lead to departments making more changes without consultation.

Archivists

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 69:

That this Conference calls on the Civil Service Divisional Executive Committee to pursue a claim with the Department of Justice for the regrading of GNECB and CAB Forensic Accountant roles from Professional Accountant Grade II to Professional Accountant Grade I. In 2016, the ODCE (now the CEA) regraded their Forensic Accountants to Professional Accountant Grade I. This left the Forensic Accountants in the GNECB and CAB doing the same work as their CEA colleagues but at a lower pay and consequentially a lower pension benefit.

Professional Accountants

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 70:

That this Conference calls on the Civil Service Divisional Executive Committee to expedite negotiations with civil service management to extend mobility to professional and technical grades.

Forensic Science Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 71:

This Conference calls upon the Civil Service Division to pursue a claim within the civil service to eliminate the practice whereby workers who have served a probationary period in a fixed-term or temporary capacity are required to serve a further probationary period on confirmation of permanent appointment into the same grade, role or post.

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Working hours, time and attendance

Motion 72:

That this Conference calls on the Civil Service Divisional Executive Committee to fight for an increase in annual leave entitlements for all members to bring into line with other more favoured local government annual leave entitlements.

Garda Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 73:

This Conference notes that paragraph 2.5 of Circular 08/2023, which deals with taking of annual leave when required because an office or department is closed, provides that union representatives must be consulted only one month before the compulsory leave must be taken, regards this as inadequate, particularly for members with low annual leave allowances and who may not have any leave left at the time of such short notice, and therefore instructs the CSDEC to seek the following changes:

- (1) that the notice be extended to six months and
- (2) that the circular be amended to explicitly state that where the nature of the work or role means remote working is possible, then when an office is closed staff must be provided with the option of availing of remote working before being required to take compulsory leave.

Finance, PER and Associated Organisations

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 74:

In line with Government Policies and implications for civil servants under the Official Languages (Amendment) Act 2021, this Conference instructs the Divisional Executive Committee to seek the government to reinstate Gaeltacht Irish language courses for civil servants who use/commit to using Irish in the course of their duties. This covers the cost of a weekend or weeklong course, and provides study leave for this, or in lieu of this, up to five days per annum.

Finance, PER and Associated Organisations

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Pensions

Motion 75:

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming Civil Service Divisional Executive of Fórsa to seek to protect civil service pension arrangements, especially from the threat of Pension Fund Pooling, for all civil service pay grades so as to maintain control of monies already paid in by civil service workers over their civil service career lifetime.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Artificial Intelligence (AI)

Motion 76: Four day week

This Conference notes that Artificial intelligence (AI) is the key driver of the Fifth Industrial Revolution affecting both the Irish economy and the working lives of Fórsa members in the civil service division.

This Conference also notes that in November 2024 the Government updated AI – Here for Good, the National Artificial Intelligence Strategy, describing it as setting out a vision of Ireland as an international leader in using AI to the benefit of our population.

This Conference calls on the Civil Service Division to pursue a strategy of sharing the benefits of the AI industrial revolution and that productivity gains brought about by the adoption of AI technology by workers should be shared with workers through the introduction of the 4-day week.

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 77:

CSDEC Ethical Use of AI

This Conference notes that the world's first AI law, the EU AI Act entered into force in August 2024.

This Conference also notes that the following are prohibited AI practices under Article 5 of the EU AI Act:

1. Subliminal techniques causing harm
2. Exploitation of vulnerabilities
3. Social scoring
4. Predictive policing
5. Untargeted scraping of facial images
6. Emotion recognition in workplaces or schools
7. Biometric categorisation based on sensitive data
8. Real-time remote biometric identification for law enforcement

This Conference calls on the Civil Service Division to ensure that there will be no introduction of AI into civil service workplaces unless it is done in an ethical, transparent manner in line with AI legislation, GDPR legislation and the established industrial relations procedures of the Division.

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 78:

This Conference notes that since September 2019, Deloitte has been working in partnership with the Department of Public Expenditure, National Development Plan Delivery and Reform (DPENDPR) and the Office of Government Procurement (OGP in the field of Robotic Process automation (RPA)).

This Conference also notes that in the Incoming Ministerial Brief published in March 2025 by the Department of Public Expenditure, National Development Plan Delivery and Reform it sets out that as part of its strategy on Artificial Intelligence (AI) and Digital Transformation:

- It is actively exploring AI and Robotic Process Automation (RPA) to enhance digital transformation within public services.
- That AI is expected to play a role in streamlining government processes, improving efficiency, and offering better citizen services.

- Aims to implement AI-driven solutions in government services.
- It will focus on a user-centred digital service approach, ensuring accessibility regardless of device.
- It is focussed on creating an agile, flexible, and inclusive workforce that can adapt to technological advancements, including AI.
- It will invest in digital training programs to prepare workers for AI integration.
- It expects AI to augment, rather than replace, public sector jobs by automating routine tasks.

Therefore, it is vital that this Conference directs the Civil Service division to ensure that:

- AI use is ethical at all times
- Should any skill gaps emerge in AI literacy and technical skills amongst our members appropriate training is made available
- AI adoption does not lead to job losses in the civil service
- It will use all avenues available to it to protect our members during this changing and challenging time.

Civil Service DEC

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 79:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to protect civil service functions from automation programmes that have failed abroad.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 80:

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming Civil Service Divisional Executive of Fórsa to seek to protect civil service functions from automated debt recovery and robotised systems delivery of civil service provision, which operates without human input or oversight given the threat these systems pose to the general public and the taxpayer e.g. “the Robo Debt Scandal” in Australia.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 81:

With the increased use of artificial intelligence, this Conference instructs the Civil Service Divisional Executive Committee to investigate how we can protect civil service jobs. The record for retraining and reappointing Revenue staff whose jobs have been made redundant due to technological changes is not very encouraging. An example is where a number of vision impaired former switchboard operators who were not retrained when their work was automated a number of years ago.

Revenue Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Health and safety

Motion 82:

That this Conference calls on the Civil Service Divisional Executive Committee to continue the support for frontline staff in DSP and other departments who continue to face an increase in anti-social behaviour from members of the public.

DSP Clerical

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 83:

That this Conference calls on the Civil Service Divisional Executive Committee to seek the full implementation of the Indoor Clean Air policy as per Safety Health & Welfare At Work Regulations, by ensuring that carbon dioxide (CO2) monitors are in place in civil service offices and that appropriate ventilation and air filtration are used where necessary.

Revenue Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 84:

That this Conference calls on the Civil Service Divisional Executive Committee to ensure all civil service departments assess and address psychosocial risks, including stress, bullying, and burnout through comprehensive risk assessments and proactive support measures in every workplace in civil service offices.

Rationale

The Health and Safety Authority of Ireland identifies psychosocial hazards as significant contributors to employee stress and mental health issues. Addressing these risks is essential for fostering a healthy and productive work environment in the civil service.

<https://www.cipd.org/ie/views-and-insights/thought-leadership/insight/managing- psychosocial-risks/>

Legal Professional

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 85:

That this Conference calls on the Civil Service Divisional Executive Committee to seek the adoption of trauma-informed policies and a roll out of trauma informed training across the civil service, particularly in roles involving contact with vulnerable individuals, to ensure all civil service staff are equipped to handle sensitive situations in the workplace.

Rationale

Many civil service roles involve regular interaction with vulnerable individuals, including victims of crime, asylum seekers, individuals in custody, and those experiencing mental health crises. Without appropriate training, staff may inadvertently cause harm or experience secondary trauma themselves. Trauma exposure can impact employees’ mental health, leading to stress, burnout etc. Trauma-informed training provides employees with tools to manage the emotional challenges of their work, fostering resilience and reducing long-term mental health issues.

Legal Professional

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 86:

That this Conference calls on the Civil Service Divisional Executive Committee to advocate for the adoption of comprehensive wellbeing policies to be adopted in every Government department.

Rationale

Implementing structured wellbeing policies can mitigate psychosocial risks and enhance employee productivity at work.

Legal Professional

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 87:

That the CSDEC negotiates with government to provide protection to civil servants who are identified through the course of their work, in either mainstream or social media.

NCSE Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Miscellaneous

Motion 88:

That this Conference calls on the Civil Service Divisional Executive Committee to seek that an appropriate dress policy for customers presenting themselves to staff of the Departments and to incorporate this policy into the Department's Customer Charter.

DSP Executive Grades

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 89:

That this Conference calls on the Civil Service Divisional Executive Committee to update branches on the outcome of passed or remitted motions following conference once they are discussed centrally.

PSO Sligo CS Clerical

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Appendix 1:

Motions deemed out of order (8)

Motion 90:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to ensure that a member who has retired from their position should not hold a position on the Branch Committees at local and national level Fórsa represents. This is to ensure that members who are interested and eager to engage are encouraged to take up these positions. These retired members are no longer active within the workplace and these positions should be made available for the progression of future branch representatives.

DSP Executive Grades

Motion 91:

That this Conference calls on the Civil Service Divisional Executive Committee to engage with organisers to plan union roadshows to attend workplaces along with the AGS assigned to a workplace, to provide support, answer questions and boost morale for members. This would also serve to potentially recruit new members.

Justice Executive Grades

Motion 92:

That this conference calls on the Civil Service Divisional Executive Committee to seek that the first €10,000 of a member's salary be exempt from union subscription while adding €10,000 to the current ceiling of €57,125.89 bringing the new ceiling to €67,125.89, this will help to increase the attractiveness of union membership to new recruits of the civil and public service.

Agriculture No.1

Motion 93:

That this Conference calls on the Civil Service Divisional Executive Committee to implement the option of paid domestic leave in exceptional circumstances.

Currently up to six months unpaid domestic leave can be granted for you to deal with difficulties arising from the death or serious illness of an immediate relative, and up to two months unpaid domestic leave to deal with other urgent domestic affairs.

We would like to put a motion before conference to have this changed so that domestic leave is paid in certain exceptional circumstances and that each case is looked at on an individual basis.

Examples of exceptional circumstances would be:

- Defective concrete blocks crisis in Donegal where people have to pack up and leave homes to have them demolished.
- People dealing with the tragic death of a family member e.g. murder where bereavement leave is not adequate.

- Complicated separation/divorce cases that do not fall under domestic violence leave. This is only a few examples.
- People are forced to take annual leave or sick leave to deal with life events as they simply cannot afford unpaid leave.

Letterkenny Clerical

Motion 94:

That this Conference calls on the Civil Service Divisional Executive Committee to implement the option of paid domestic leave in the case of members impacted by the defective concrete blocks crisis, that this should qualify as exceptional circumstances.

Currently a member can receive up to two months unpaid domestic leave to deal with urgent domestic affairs. We would like to put a motion before conference to have the defective concrete blocks crisis recognised as an exceptional circumstance to qualify for domestic leave and that each case is looked at on an individual basis.

Defective concrete blocks crisis, particularly in Donegal but in several other counties as well. Families are being forced to live in dangerous conditions; borrow money to make up the difference between grant amount and actual rebuild costs; others because of age or low-paid jobs unable to borrow the difference. This is having a detrimental effect on mental and physical health.

People are forced to take annual leave or sick leave to deal with this as they cannot afford unpaid leave.

Buncrana CS Clerical

Motion 95:

That this Conference calls on the Civil Service Divisional Executive Committee to remit this motion to the CSDEC to explore the regrading of the Engineer Grade 2 grade (and equivalents) from AP to HEO equivalency, which will allow these staff the eligibility to be able to avail of flexitime and flexi leave.

Any decision to submit a claim to General Council, must be based on a survey of the membership in the affected membership.

AEHS

Motion 96:

That this Conference calls on the Civil Service Divisional Executive Committee to remit this motion to the CSDEC to explore the re-designation of Specialist General Service grades within Fórsa, such as IT Professional and Statistician as P&T grades.

Any decision to submit a claim to General Council, must be based on a survey of the membership in the affected membership.

AEHS

Motion 97: Leave for pregnancy related illness

Currently when sick with pregnancy related illnesses this comes out of your overall sick leave entitlement with additional sick pay available at half rate of pay, once an employee has exhausted their sick leave entitlement. Conference calls for changes in sick pay policy in the civil service to ensure that pregnancy related sick pay has its own entitlement, completely separate to an employee's general sick leave entitlement. If an employee is on leave for the pregnancy related illnesses that they are paid in full, for the duration of that leave.

Probation Officers

Appendix 2:

Motions advisory to the National Executive Committee (51)

Blended working

Motion 98:

That this Conference calls on the Civil Service Divisional Executive Committee to attach greater prioritisation to the promotion of fair blended and remote working arrangements, and in particular calls on Fórsa to:

1. seek that management be prohibited from unreasonably refusing to approve a remote working arrangement or a flexible working arrangement,
2. require that management justifies any minimum number of in-office days by reference to objective, role-specific business needs,
3. advocate for a flexible and equitable approach to blended and remote working which takes into account individual employee circumstances,
4. hold management accountable by identifying and challenging overly restrictive blended or remote working policies that are not grounded in genuine, objective business needs,
5. ensure that these principles are incorporated into any future pay agreements and any future agreements regarding civil service reform, and
6. campaign for amendments to the Work Life Balance and Miscellaneous Provisions Act 2023 to protect these commitments.

Legal Professional

Organising and recruitment

Motion 99:

That this Conference calls on the Civil Service Divisional Executive Committee to introduce upgrades to the Solas membership system to allow new entrants to input their grade from a predictive text box, rather than using the current free text box, which we believe will eliminate current misunderstandings and confusion by staff working within the Fórsa membership team when inputting the grade of new professional and technical members into the Solas system.

The addition of this smart upgrade will also allow for the possibility of new entrants being automatically allocated to a designated branch, to avoid branch mis-allocation, which is an understandable problem of the current manual allocation system, with there being many thousands of permutations when allocating new members from over 200 grades in the civil service division to around 150 branches.

AEHS

Flexitime

Motion 100:

That this Conference calls on the Civil Service Divisional Executive Committee to reinstate flexitime conditions for all professional and technical grades. This option was removed from those roles at grade 1 and above during austerity measures. We are now seeking to restore this for those grades to ensure that promotion to these roles is appealing to all.

Forensic Science Branch

Industrial relations, outsourcing

Motion 101:

That this Conference calls on the Civil Service Divisional Executive Committee to request a review of the Reduced Mileage Rates and how they are applied to work related training and meetings/conferences, as per Circulars 11 of 1982 and Note E105/5/77, (re-issued 22/04/2010).

Revenue Executive Grades

Motion 102:

This conference instructs:

1. the NEC not to endorse or recommend; or
2. the DEC (where the agreement pertains to that division only) not to endorse or recommend; and that
3. Fórsa negotiators not engage with or agree to; any future pay agreements which includes an "Industrial Peace" clause.

Revenue Executive Grades

Motion 103:

This Conference instructs the Civil Service Divisional Executive Committee to establish a working group with the objective of launching a campaign to review and reform legislation and regulations designed to unreasonably limit and police the activity of trade unions and trade union members in Ireland. This working group will be comprised of rank-and-file members of the Civil Service Division and supported by Fórsa staff. This working group will begin with a review of the Industrial Relations Act (1990) and publicise information on its origins and ways in which this and any other legislation and regulations have limited or removed the right for the trade union movement to engage in political strikes, solidarity strikes, boycotts, general strikes, walkouts and/or wildcat strikes, and any other activity that would normally be considered appropriate and basic, essential tactics for organised labour, and explore methods to seek to remove these restrictions and restore these rights to workers.

Finance, PER and Associated Organisations

Motion 104:

This Conference notes that there have been ongoing issues regarding the relocation of staff due to workplace venue changes, including inadequate notice periods, insufficient attention to health and safety considerations, increased transport times and costs, negative impacts on staff morale and difficulties related to parking and accessibility.

This Conference further notes that such changes, when implemented without proper planning and consultation, can lead to disruption, stress and dissatisfaction among staff, ultimately affecting both productivity and workplace relations.

In the interest of industrial harmony, this Conference calls on the incoming DEC to adopt the following measures:

1. **Mandatory consultation:** No workplace venue change, including temporary relocations due to refurbishments or permanent transfers of staff en masse, shall take place without prior consultation with the union and affected employees.
2. **Workplace suitability assessment:** Before any relocation, a formal study case must be conducted to evaluate the impact on staff in terms of transport, costs, accessibility, facilities and overall workplace suitability.
3. **Pre and post-move inspections:** A Fórsa official and/or a health and safety officer must conduct an on-site visit before the relocation to assess the suitability of the new venue. A follow up visit within a 2/3 week period after the move must be carried out to determine whether the venue remains fit for purpose, whether additional supports are needed and whether further adjustments should be made to improve working conditions.

Cork CS Clerical

Motion 105:

That this Conference calls on the Civil Service Divisional Executive Committee to provide a dispute resolution procedure to branches to address any conflicts between branches on industrial relations and recruitment matters. This is to ensure that no members are discriminated against or excluded from opportunities due to the unwitting acquiescence of a branch in Departmental Council to a discriminatory HR practice that negatively impacts another branch and discriminates against Fórsa members. These events cause both recruitment and retention difficulties for Fórsa members.

Legal Professional

Equality, diversity and family friendly policies

Motion 106:

This Conference calls on the incoming DEC to review the way sick leave is calculated for work sharers.

Revenue Clerical

Motion 107:

This Conference instructs the incoming Executive to seek approval for paid time off to attend family law court/mediation.

Revenue Clerical

Motion 108:

This Conference instructs the Civil Service Divisional Executive Committee to request from the National Executive Committee a report reviewing the concrete steps taken by it, Fórsa as a whole, and the Irish Congress of Trade Unions, and the consequences of those steps taken, with respect to the implementation of boycott, divestment and sanction measures as applied to the State and public sector, in solidarity with the Palestinian people and in furtherance of human rights and international law. This report will be published and distributed to all members of Fórsa.

Finance, PER and Associated Organisations

Pay related matters

Motion 109:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to have CIP extended to those undergoing major joint replacement surgery.

DSP Executive Grades

Motion 110:

That this Conference calls on the Civil Service Divisional Executive Committee to seek that where an insurance company refunds the wages paid where a staff member is out on sick leave or TRR that the staff member would have the option to have that portion of sick leave or TRR treated as an unpaid absence and removed from their record as the employer is no longer at a financial loss for the wages involved.

Some members might prefer to keep sick leave with full or half pay on their record as it counts as pensionable service, however time on TRR does not count towards pensionable service and serves no purpose on a staff members record.

DSP Executive Grades

Motion 111:

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming Civil Service Divisional Executive of Fórsa to seek a pay increase of 3% of the basic pay cost, inclusive of allowances in the nature of pay, for Clerical, Executive, Administrative, Higher Executive Officers and Third Secretaries pay grades, in the civil service as part of Clause 4.2.1 of the Public Sector Stability Agreement.

DSP Executive Grades

Motion 112:

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming Civil Service Divisional Executive of Fórsa to seek constructive financial measures to prevent the erosion of worker pay increases using countermeasures as part of Clause 4.2.1 of the Public Sector Stability Agreement as follows:

- instead of a blanket increase of 3% in wages, instead
- a 1% increase in wages,
- a 1% inflationary buffer fund,
- a 1% price control fund in the context of a State administered a Prices and Incomes Commission within the remit of the Civil Service.

DSP Executive Grades

Motion 113:

This Conference instructs the incoming DEC to seek to have the shift premium post contract reviewed considering limited access to SWY, work-sharing and blended working. The conditions of assignment outline that SWY, blended working and work-sharing arrangements are not generally available to officers in shift premium posts.

Revenue Clerical

Motion 114:

This Conference instructs the incoming DEC to have the shift premium allowance for CO, EO and HEO grades increased to reflect the current cost of living/economic climate.

Revenue Clerical

Motion 115:

This Conference instructs the incoming DEC to review the shift premium allowance contract and clarify where the allowance is payable for flexibility and attendance and not additional hours.

Revenue Clerical

Motion 116:

This Conference calls on the incoming DEC to review the method of calculating sick leave over a weekend.

Revenue Clerical

Motion 117:

That this Conference calls on the Civil Service Divisional Executive Committee to engage in discussions with NSSO regarding tax liability on our members resulting in an error created when illness benefit is incorrectly completed for post 95 employees, this is causing financial difficulties on our members and in some instances resulting in members being temporarily put on emergency tax until the issue is resolved.

PSO Sligo CS Clerical

Motion 118:

That this Conference calls on the Civil Service Divisional Executive Committee to engage in discussions with DEPER regarding carry of service for HDAs from Clerical Officer to Executive Officer for incremental service purposes. At present any HDA service becomes obsolete at the end of the HDA and if the member is offered a HDA on another occasion they start again at the lower rate of pay.

PSO Sligo CS Clerical

Motion 119:

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

Revenue Executive Grades

Motion 120:

That this Conference calls on the Civil Service Divisional Executive Committee to seek a fairer and more compassionate system of overpayment management and recoupment as the current system can be very unfair and balanced against the individual.

DSP Dublin City Centre Clerical

Motion 121:

That this Conference calls on the Civil Service Divisional Executive Committee to secure an agreement ensuring that if the nature of the work requires workers to remain beyond their scheduled seven hours, there is an automatic offer of overtime payment.

Courts Clerical & Executive Grades

Motion 122:

That this Conference calls on the Civil Service Divisional Executive Committee to seek a review of pay for professional and technical grades, in particular Legal Professionals.

Professional pay scales have not been reviewed in decades and the current scales do not account for the professional qualifications of our members and the level of professional service provided to the State.

By way of a background the standard entry level scale for legal professionals has created a barrier to recruitment where legal professionals are choosing not to join the civil service. The knock-on effect of these issues with recruitment and retention of legal professionals has resulted in a lack of resources whereby serving legal professionals have unrealistic workloads and pressures. It has further resulted in the circumvention of the agreed standard entry scales by individual Departments and the implementation of unilateral recruitment policies creating 'new' grades, without General Council agreement. This has created a pay discrimination and flies in the face of the established principle of equal pay for equal value work.

Legal Professiona

Motion 123:

That this Conference calls on the Civil Service Divisional Executive Committee to seek Fórsa to immediately pursue a tax free allowance for technical staff of €671 for upkeep of clothing etc, to brought into line of similar allowances enjoyed by other grades for comparable work.

Agriculture No.1

Motion 124: Paid sick leave

Conference calls on Fórsa, in cooperation with ICTU, to revisit Circular 25/1978: Sick Leave - as part of any future negotiations with Government over pay and conditions. This is in order to restore sick leave arrangements/ entitlements in the civil service at least to the point that they were before the financial crash.

Probation Officers

Grading, work practices, competitions and staffing

Motion 125:

That this Conference calls on the Civil Service Divisional Executive Committee to instructs the incoming DEC to seek to ensure that assignment to the Higher scale be treated as normal incremental progression for pension purposes and not as is currently the case require anyone so assigned to have to serve three years on the higher scale for their final salary for pension purposes to be based entirely on the Higher Scale as is the case on promotion to a higher grade.

The movement of an officer to higher scale should be treated as normal incremental progression and not a grade change for pension purposes.

Agriculture Executive Grades

Motion 126:

That this Conference calls on the Civil Service Divisional Executive Committee to instruct the incoming DEC to seek to address the situation whereby members on assignment to the higher scale may receive no financial benefit for periods of up to almost two years in some instances and instead to seek to achieve that anyone so assigned should progress immediately to the nearest point on the higher scale that is higher than their current rate on the standard scale.

Agriculture Executive Grades

Motion 127:

That this Conference calls on the Civil Service Divisional Executive Committee to support the inclusion of an 'emotional intelligence' component in the psychometric testing for all staff.

DSP Executive Grades

Motion 128:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to ensure that no grade whom Fórsa represents will be lost or any demarcation of a grade to a united Ireland strategy that incorporates the combining of two civil and public service organisations.

DSP Executive Grades

Motion 129:

That this Conference calls on the Civil Service Divisional Executive Committee to obtain DPER statistics on the recruitment streams utilised for promotion and assignment to Executive Grades over the past three years and to circulate them to the members.

Revenue Executive Grades

Motion 130:

A very large proportion of AP promotions are offered to Dublin based positions. This Conference instructs the incoming Civil Service Divisional Executive Committee of Fórsa to seek from management a more balanced spread of jobs throughout the different regions of the country, to enable the career progression of eligible members without the need to accept promotion to Dublin. This benefits regional development, provides jobs in more affordable regions of the country, and benefits the environment. Balanced regional development will reduce the pressure on the greater Dublin area, reduce environmental pressures and keep our smaller urban centres vibrant.

Revenue Executive Grades

Motion 131:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to abolish certain practice's in HR that have had a traumatising effect on long serving members of staff. The communications sent to staff who's sick leave has gone over the norm is very intrusive and intimidating at a time when the member should be supported in their efforts to get back to work.

DSP Dublin City Centre Clerical

Motion 132:

That this Conference calls on the Civil Service Divisional Executive Committee to seek additional uncertified sick leave to ensure that an adequate amount is made available for all members but particularly for those incapacitated from recurring pain caused by many and varied conditions and that such bonafide absences be fully discounted so as not to affect lateral mobility or promotion applications.

Tourism, Culture, Arts, Sports & Media Executive Grades

Working hours, time and attendance

Motion 133:

When a person avails of the shorter working year scheme, the reduction of leave is first taken from the non-statutory and then statutory leave. So non-statutory leave can be reduced to nil. We seek to have this reviewed, as in the case of a person working a 4-day week, where the statutory leave and the non-statutory leave is reduced accordingly, so why SWY treated differently.

Agriculture Executive Grades

Motion 134:

This Conference instructs the incoming DEC to seek approval for members to have access to Graduation Leave.

Revenue Clerical

Motion 135:

That this Conference calls on the Civil Service Divisional Executive Committee to engage in discussions with DEPER to bridge the gap of carry over leave between full time staff and staff availing of shorter working year. As annual leave is reduced based on members shorter working pattern this reduction is taken from your non statutory which impacts the option of carrying forward six days leave like a full-time member of staff. This considering the fact DSP staff are not given the option to apply for 4 week swy which would have less impact in annual leave.

PSO Sligo CS Clerical

Pensions

Motion 136:

This Conference instructs the incoming DEC to review conditions of assignment attached to shift premium posts to review any completed five year shift premium contract should be reckonable for pension purposes regardless of when the five years was completed.

Revenue Clerical

Motion 137:

This Conference instructs the incoming Executive to pursue the extra time worked as a result of FEMPI be returned to each person for pension purposes.

Revenue Clerical

Motion 138:

This Conference instructs the incoming NEC to seek full pension entitlements for work- sharers.

Revenue Clerical

Artificial Intelligence (AI)

Motion 139:

That this Conference calls on the Civil Service Divisional Executive Committee and head officials to seek to ensure that automation wherein will replace manual labour with robotic process and no transfer of available resources leading to increase in job displacement be strenuously opposed.

DSP Executive Grades

Motion 140:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to oppose further automation, robotisation or AI which decreases clerical grades mobility or promotions.

DSP Dublin City Centre Clerical

Motion 141:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to actively participate with Government on the drafting of Artificial intelligence (AI) policy and the implementation of the EU AI Act, as it applies to the civil service. This will ensure that workers' rights (including civil servants) will be front and centre of any AI implementation, and that AI is used as a positive tool for workers and career development, rather than a form of worker displacement.

While Ireland's AI Strategy AI – Here for Good, first published in 2021 and updated in October 2024 proposes a person-centred approach to AI development. It also proposes to promote AI applications in government services. The risk of job displacement is predicted to affect 30% of jobs (in the whole economy), while AI exposure is higher among women (76%) than men (51%), particularly in administrative and customer service roles.

It appears that Ireland's current AI strategy does not plan for any direct trade union consultation, instead, the Enterprise Digital Advisory Forum, includes business representatives and government officials, who are playing a key role in shaping AI adoption policies. It is within this context that Fórsa engagement at civil service level is imperative to ensure that as AI adoption accelerates, fair outcomes for workers is guaranteed.

All this is with the backdrop of President Trump's announcement of \$500 billion in AI development, Stargate, and where Open AI announced a new product called ChatGPT Gov, built exclusively for the US government (January 2025). And where trade union journalists for the Guardian and Observer discovered that management deployed AI to replace journalists out in the picket line (December 2024).

Legal Professional

Health and safety

Motion 142:

That this Conference calls on the Civil Service Divisional Executive Committee to support staff working in buildings where the temperature drops below minimum standard (as per HSA) of 17.5 degrees, that they be immediately be allowed to work from home.

DSP Executive Grades

Motion 143:

That this Conference calls on the Civil Service Divisional Executive Committee to engage in discussions with DEPER to seek emergency leave days to cover weather warnings where members do not have the option to remote work.

PSO Sligo CS Clerical

Miscellaneous

Motion 144:

That this Conference calls on the Civil Service Divisional Executive Committee to seek that where staff are assaulted while at work that the employer is active in the process of reporting the matter to the Gardaí and helps the staff member to press charges. The current situation where it is left entirely to the staff member to do this on their own is not good enough.

DSP Executive Grades

Motion 145:

That this Conference calls on the Civil Service Divisional Executive Committee to seek that where staff are assaulted while at work in the civil service that the penalty imposed by the courts be increased by a noticeable percentage to reflect the fact that the assault was on the government service and not just the individual staff member who was in the wrong place just doing their job.

DSP Executive Grades

Motion 146:

That this Conference calls on the Civil Service Divisional Executive Committee to seek that Fórsa support the triple lock system this to be maintained as we edge closer to a military alliance and EU militarisation

DSP Executive Grades.

Motion 147:

This Conference notes with alarm that ICT products from companies complicit in the occupation of the Palestinian people (e.g. HP and Cisco systems) are in use in the civil service. It directs the civil service Divisional Executive Committee to seek a review of the Public Procurement Guidelines for Goods and Services to include ESG criteria requiring suppliers to disclose any involvement in this occupation with a view to excluding such companies.

Rationale

A corner stone of the work of the public sector is the upholding of the rights of citizens. The provision of a fair and equitable justice system is the fundamental objective of the many legal professionals working in the public sector. To be obliged to use equipment from suppliers involved in gross violations of human rights in other jurisdictions, while undertaking this work, runs contrary to these fundamental values. It creates moral and ethical dissonance for civil servants.

Legal Professional

Motion 148:

That this conference calls on the Civil Service Divisional Executive Committee to advocate that for the period that an individual is in Ireland under the provisions of the Temporary Protection Directive is considered as a period of reckonable residence for applications for Irish citizenship. Our colleagues and fellow members from Ukraine are only protected in the state until March 2026. The stress and anxiety felt by our colleagues and fellow members who are under the protection of the directive is greatly destabilising to their family, social and work life.

Justice Executive Grades

Appendix 3:

Motions reiterating existing policy/practice (2)

Motion 149:

That this Conference calls on the Civil Service Divisional Executive Committee to seek the civil service to create workplace inclusivity policies, ensuring that recruitment, retention and promotion processes are free from bias, and that all staff, including minority groups, have equal opportunities to succeed in the civil service.

Legal Professional

Motion 150: Outsourcing

This Branch calls on Fórsa to ensure all Civil Service Bodies cease the practice of outsourcing work to private companies, agencies and entities especially in administrative and reception grades. Fórsa with ICTU needs to campaign to ensure the use of direct employment is in place.

Probation Officers

Appendix 4:

Motions received after the deadline (3)

Motion 151:

That this Conference calls on the Civil Service Divisional Executive Committee to submit a claim to secure a fair bonus payment for all officers across Departments who will undertake substantial work related to Ireland's 2026 EU Presidency, both domestically and internationally.

This Conference recalls that members involved in Ireland's 2004 and 2013 EU presidencies were awarded bonus payments in recognition of the significant workload and additional hours required during those periods.

Third Secretaries

Motion 152:

That this Conference calls on the Civil Service Divisional Executive Committee to advocate for a claim with the official side to extend the provision of the 'accompanied allowance' to unmarried members posted abroad by the State who are accompanied by an unmarried partner. Unmarried partners accompanying members on overseas postings make the same sacrifices as those accompanying married members, yet unmarried accompanied members remain ineligible for the 'accompanied allowance'. This Conference emphasises that the Equality Acts prohibit discrimination based on marital status.

Third Secretaries

Motion 153:

That this Conference calls on the Civil Service Divisional Executive Committee to advocate for the removal of the first free hour of overtime applicable to officials at Higher Executive Officer/Administrative Officer and equivalent grades as set out in Circular 08/2021. This Conference recognises the significant level of high calibre work provided by officials at these grades and the need for adequate recognition and compensation for this work.

Third Secretaries

Appendix 5:

Motions and amendments withdrawn

Motion 15:

That this Conference calls on the Civil Service Divisional Executive Committee to oppose The Civil Service Regulation Amendment Bill 2018 which is a dangerous process of Gleichschaltung or Enabling Act which once passed would not require further democratic scrutiny or consent and could give civil service managers the power to terminate the employment of all Grades which report to them.

Amendment to Motion 15: Finance PER and Associated Organisations

That motion 15 be amended by

- (a) deleting the words “which is a dangerous process of Gleichschaltung or Enabling Act” and
- (b) replacing the words “democratic scrutiny or consent” with the words “robust evidence-based evaluation of an employee’s position” so that the amended motion is as follows:

That this Conference calls on the Civil Service Divisional Executive Committee to oppose The Civil Service Regulation Amendment Bill 2018 which once passed would not require further robust evidence-based evaluation of an employee’s position and that could give civil service managers the power to terminate the employment of all grades which report to them.

DSP Executive Grades

Appendix 6:

Amendments ruled out of order (7)

Motion 57:

That this Conference calls on the Civil Service Divisional Executive Committee to raise the issue of unfairness of PAS offering promotions including HDAs, HCO and mobility without due diligence i.e checking sick leave prior to offering promotions as this is causing undue stress to staff who have been offered promotion and then it has been rescinded.

Amendment to motion 57 - DSP Clerical

Can we change the word "PAS" to HR? That this Conference calls on the Civil Service Divisional Executive Committee to raise the issue of unfairness of HR offering promotions including HDAs, HCO and mobility without due diligence i.e checking sick leave prior to offering promotions as this is causing undue stress to staff who have been offered promotion and then it has been rescinded. Amendment changes the spirit of the original motion to create a new motion.

DSP Clerical

Motion 73:

This Conference notes that paragraph 2.5 of Circular 08/2023, which deals with taking of annual leave when required because an office or department is closed, provides that union representatives must be consulted only one month before the compulsory leave must be taken, regards this as inadequate, particularly for members with low annual leave allowances and who may not have any leave left at the time of such short notice, and therefore instructs the CSDEC to seek the following changes:

- (3) that the notice be extended to six months and
- (4) that the circular be amended to explicitly state that where the nature of the work or role means remote working is possible, then when an office is closed staff must be provided with the option of availing of remote working before being required to take compulsory leave.

Amendment to Motion 73

That Motion 73 be amended by the insertion after "to take compulsory leave" of a new numbered clause containing the words "That staff be permitted and given sufficient notice/time to work-up in excess of the maximum amount of flexi-leave to cover the days that their office is closed" so that the amended motion is as follows:

"This Conference notes that paragraph 2.5 of Circular 08/2023, which deals with taking of annual leave when required because an office or department is closed, provides that union representatives must be consulted only one month before the compulsory leave must be taken, regards this as inadequate, particularly for members with low annual leave allowances and who may not have any leave left at the time of such short notice, and therefore instructs the CSDEC to seek the following change:

- (1) That the notice be extended to six months and
- (2) That the circular be amended to explicitly state that where the nature of the work or role means remote working is possible, then when an office is closed staff must be provided with the option of availing or remote working before being required to take compulsory leave and
- (3) That staff be permitted and given sufficient time to work-up in excess of the maximum amount of flexi-leave to cover the days that their office is closed"

Advisory motions cannot be amended.

Finance, PER and Associated Organisations

Motion 98:

That this Conference calls on the Civil Service Divisional Executive Committee to attach greater prioritisation to the promotion of fair blended and remote working arrangements, and in particular calls on Fórsa to:

1. seek that management be prohibited from unreasonably refusing to approve a remote working arrangement or a flexible working arrangement,
2. require that management justifies any minimum number of in-office days by reference to objective, role-specific business needs,
3. advocate for a flexible and equitable approach to blended and remote working which takes into account individual employee circumstances,
4. hold management accountable by identifying and challenging overly restrictive blended or remote working policies that are not grounded in genuine, objective business needs,
5. ensure that these principles are incorporated into any future pay agreements and any future agreements regarding civil service reform, and
6. campaign for amendments to the Work Life Balance and Miscellaneous Provisions Act 2023 to protect these commitments.

Amendment to Motion 98: Legal Professional

That this Conference calls on the Civil Service Divisional Executive Committee to attach greater prioritisation the promotion of fair blended and remote working arrangements, and in particular calls on Fórsa's Civil Service Division Executive Committee to:

1. seek that civil service management be prohibited from unreasonably refusing to approve a remote working arrangement or a flexible working arrangement,
2. require that civil service management justify any minimum number of in-office days by reference to objective, role-specific business needs,
3. advocate for a flexible and equitable approach to blended and remote working which takes into account individual employee circumstances,
4. hold civil service management accountable by identifying and challenging overly restrictive blended or remote working policies that are not grounded in genuine, objective business needs,
5. ensure that these principles are incorporated into any future civil service pay agreements and any future agreements regarding civil service reform.
6. campaign for amendments to the Work Life Balance and Miscellaneous Provisions Act 2023 to protect these commitments.

Legal Professional

Motion 105:

That this conference calls on the Civil Service Divisional Executive Committee to provide a dispute resolution procedure to branches to address any conflicts between branches on industrial relations and recruitment matters. This is to ensure that no members are discriminated against or excluded from opportunities due to the unwitting acquiescence of a branch in Departmental Council to a discriminatory HR practices that negatively impacts another branch and discriminates against Fórsa members. These events cause both recruitment and retention difficulties for Fórsa members.

Amendment to Motion 105: Legal Professional

That this Conference calls on the Civil Service Divisional Executive Committee to provide a dispute resolution procedure to civil service branches to address any conflicts between civil service branches on industrial relations and recruitment matters. This is to ensure that no members are discriminated against or excluded from opportunities due to the unwitting acquiescence of a branch in civil service Departmental Council to a discriminatory HR practices that negatively impacts another civil service branch and discriminates against Fórsa members. These events cause both recruitment and retention difficulties for Fórsa members.

Legal Professional

Motion 122:

That this Conference calls on the Civil Service Divisional Executive Committee to seek a review of pay for professional and technical grades, in particular legal professionals.

Professional pay scales have not been reviewed in decades and the current scales do not account for the professional qualifications of our members and the level of professional service provided to the State.

By way of a background the standard entry level scale for legal professionals has created a barrier to recruitment where legal professionals are choosing not to join the civil service. The knock-on effect of these issues with recruitment and retention of legal professionals has resulted in a lack of resources whereby serving legal professionals have unrealistic workloads and pressures. It has further resulted in the circumvention of the agreed standard entry scales by individual departments and the implementation of unilateral recruitment policies creating 'new' grades, without General Council agreement. This has created a pay discrimination and flies in the face of the established principle of equal pay for equal value work.

Amendment to Motion 122: Legal Professional Branch

That this conference calls on the Civil Service Divisional Executive Committee to seek a review of pay for professional and technical grades within the civil service, in particular legal professionals. Civil service professional pay scales have not been reviewed in decades (since the 1998 Nally report, which reviewed pay scales for legal professionals within the civil service) and the current scales do not account for the professional qualifications of our members and the level of professional service provided to the State.

By way of a background the standard entry level scale for legal professionals within the civil service has created a barrier to recruitment where legal professionals are choosing not to join the civil service. The knock-on effect of these issues with recruitment and retention of legal professionals has resulted in a lack of resources whereby serving legal professionals within the civil service have unrealistic workloads and pressures. It has further resulted in the circumvention of the agreed standard entry scales by individual Departments and the implementation of unilateral recruitment policies creating 'new' grades, without General Council agreement. This has created a pay discrimination and flies in the face of the established principle of equal pay for equal value work.

Legal Professional Branch

Motion 141:

That this Conference calls on the Civil Service Divisional Executive Committee to seek to actively participate with Government on the drafting of Artificial intelligence (AI) policy and the implementation of the EU AI Act, as it applies to the civil service. This will ensure that workers' rights (Including civil servants) will be front and centre of any AI implementation, and that AI is used as a positive tool for workers and career development, rather than a form of worker displacement.

While Ireland's AI Strategy AI – Here for Good, first published in 2021 and updated in October 2024 proposes a person-centred approach to AI development. It also proposes to promote AI applications in government services. The risk of job displacement is predicted to effect 30% of jobs (in the whole economy), while AI exposure is higher among women (76%) than men (51%), particularly in administrative and customer service roles.

It appears that Ireland's current AI strategy does not plan for any direct trade union consultation, instead, the Enterprise Digital Advisory Forum, includes business representatives and government officials, who are playing a key role in shaping AI adoption policies. It is within this context that Fórsa engagement at Civil Service level is imperative to ensure that as AI adoption accelerates, fair outcomes for workers is guaranteed. All this is with the backdrop of President Trump's announcement of \$500 billion in AI development, Stargate, and where Open AI announced a new product called ChatGPT Gov, built exclusively for the US government (January 2025). And where trade union journalists for the Guardian and Observer discovered that management deployed AI to replace journalists out in the picket line (December 2024).

Amendment to Motion 141: Legal Professional

That this Conference calls on the Civil Service Divisional Executive Committee to seek to actively participate with Government on the drafting of Artificial intelligence (AI) policy for the civil service and the implementation of the EU AI Act, as it applies to the civil service. This will ensure that civil servant's workers' rights (including civil servants) will be front and centre of any AI implementation, and that AI is used as a positive tool for workers and career development, rather than a form of worker displacement.

As a background please note that Ireland's AI Strategy AI – Here for Good, first published in 2021 was updated in October 2024 and it proposes a person-centred approach to AI development. It also proposes to promote AI applications in government services. The risk of job displacement is predicted to effect 30% of jobs (in the whole economy), while AI exposure is higher among women (76%) than men (51%), particularly in administrative and customer service roles.

It appears that Ireland's current AI strategy does not plan for any direct trade union consultation, instead, the Enterprise Digital Advisory Forum, includes business representatives and government officials, who are playing a key role in shaping AI adoption policies for the civil service. It is within this context that Fórsa engagement at civil service level is imperative to ensure that as AI adoption accelerates, fair outcomes for workers is guaranteed.

Legal Professional

Motion 147:

This Conference notes with alarm that ICT products from companies complicit in the occupation of the Palestinian people (e.g. HP and Cisco systems) are in use in the civil service. It directs the civil service Divisional Executive Committee to seek a review of the Public Procurement Guidelines for Goods and Services to include ESG criteria requiring suppliers to disclose any involvement in this occupation with a view to excluding such companies.

Rationale

A corner stone of the work of the public sector is the upholding of the rights of citizens. The provision of a fair and equitable justice system is the fundamental objective of the many legal professionals working in the public sector. To be obliged to use equipment from suppliers involved in gross violations of human rights in other jurisdictions, while undertaking this work, runs contrary to these fundamental values. It creates moral and ethical dissonance for civil servants.

Amendment to Motion 147: Legal Professional

That this Delegate Conference note with alarm the use within the civil service of ICT products from companies complicit in the occupation of the Palestinian people (e.g. HP and Cisco systems) are in use in the civil service.

That this Delegate Conference calls on the Civil Service Divisional Executive Committee to seek a review of the Public Procurement Guidelines for Goods and Services to include ESG criteria requiring suppliers to the civil service to disclose any involvement in this the occupation of the Palestinian people with a view to excluding such companies.

Rationale

A corner stone of the work of the public sector is the upholding of the rights of citizens. The provision of a fair and equitable justice system is the fundamental objective of the many legal professionals working in the public sector. To be obliged to use equipment from suppliers involved in gross violations of human rights in other jurisdictions, while undertaking this work, runs contrary to these fundamental values. It creates moral and ethical dissonance for civil servants.

Legal Professional

Appendix 7:

Nominations

Cathaoirleach/Chairperson (1)

| <i>Nominee</i> | <i>Branch</i> | <i>Nominating Branch</i> |
|----------------|-----------------------|---------------------------------------------------|
| Paula Gilman | Tipperary CS Clerical | Tipperary CS Clerical, Letterkenny CS Clerical |
| Sue Kelly | DSP Executive | DSP Dublin City Centre Clerical |
| Helen Linehan | Cork CS Clerical | Cork CS Clerical |
| Majella Murphy | DSP Executive | DSP Executive |
| Jean Taylor | Revenue Clerical | Revenue Clerical Courts Clerical & Executive |

Leas-Cathaoirleach/Vice-Chairperson (2)

| <i>Nominee</i> | <i>Branch</i> | <i>Nominating Branch</i> |
|---------------------|---------------------------------|---------------------------------------------------|
| Christopher Crowley | Dublin Garda Clerical | Dublin Garda Clerical |
| Cormac Donoghue | Agriculture Executive | Agriculture Executive, DRCD Executive |
| Darragh Fox | FGE | FGE, Oireachtas Ushers, Agriculture No.1, AEHS |
| Paula Gilman | Tipperary CS Clerical | Tipperary CS Clerical, Letterkenny CS Clerical |
| Sue Kelly | DSP Executive | DSP Dublin City Centre Clerical |
| Helen Linehan | Cork CS Clerical | Cork CS Clerical |
| Majella Murphy | DSP Executive | DSP Executive |
| Paul Salter | DSP Dublin City Centre Clerical | DSP Dublin City Centre Clerical |

Clerical nominees (10)

| <i>Nominee</i> | <i>Branch</i> | <i>Nominating Branch</i> |
|---------------------|-----------------------|--------------------------------------------------|
| Bernadette Bradley | Galway CS Clerical | Galway CS Clerical |
| Christopher Crowley | Dublin Garda Clerical | Dublin Garda Clerical |
| Jim Doherty | Buncrana CS Clerical | Letterkenny CS Clerical, Buncrana CS Clerical |
| Paula Gilman | Tipperary CS Clerical | Tipperary CS Clerical |
| Amanda Grouse Dunne | Revenue Clerical | Revenue Clerical |
| Siobhán Kiely | Revenue Clerical | Revenue Clerical |
| Helen Linehan | Cork CS Clerical | Cork CS Clerical, Courts Clerical & Executive |

Clerical nominees (10) continued

| <i>Nominee</i> | <i>Branch</i> | <i>Nominating Branch</i> |
|---------------------|---------------------------------|---------------------------------|
| Declan O'Donnell | DSP Clerical | DSP Clerical |
| Paul Salter | DSP Dublin City Centre Clerical | DSP Dublin City Centre Clerical |
| Jessica Sommerville | DSP Clerical | DSP Clerical |
| Jean Taylor | Revenue Clerical | Revenue Clerical |

Constituency: Executive nominees (10)

| <i>Nominee</i> | <i>Branch</i> | <i>Nominating Branch</i> |
|-----------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| Melissa Brennan | Justice Executive | Foreign Affairs Executive, Justice Executive |
| Áine Bullock | Finance, PER & Associated Organisations | Finance, PER & Associated Organisations, PRA Executive Grades |
| Denis Conway | DSP Executive | DSP Executive |
| Don Deane | CSO Executive | Foreign Affairs Executive, CSO Executive |
| Cormac Donoghue | Agriculture Executive | Agriculture Executive |
| Jennifer Drohan | DSP Executive | DSP Executive |
| Gary Fagan | DSP Executive | DSP Executive |
| Sean Joyce | Revenue Executive | Revenue Executive |
| Martin Kehoe | DSP Executive | DSP Executive |
| Cathal Kelly | Finance, PER & Associated | Finance, PER & Associated Organisations, Environment Climate and Communications Executive, DRCD Executive, Organisations |
| Sue Kelly | DSP Executive | DSP Executive, DSP Dub City Centre Clerical |
| Liam McLoughlin | Garda Executive | Garda Executive |
| Majella Murphy | DSP Executive | DSP Executive |
| Tanya O'Neill | Revenue Executive | Revenue Executive |
| Eddie Quinn | Dept. of Education & DFHERIS | Dept. of Education & DFHERIS |

Constituency: Professional & Technical Nominees (6)

| <i>Nominee</i> | <i>Branch</i> | <i>Nominating Branch</i> |
|----------------|--------------------|--------------------------|
| Andrew Davies | AEHS | AEHS |
| Eugene Dunne | FGE | FGE, Agriculture No.1 |
| Thomas Madden | Civil Service No.1 | Civil Service No.1 |
| Hazel Menton | Archivists | Archivists |
| Deirdre Morgan | Legal Professional | Legal Professional |
| Shane O'Malley | Forensic Science | Forensic Science |
| Michael Peters | Agriculture No.1 | Agriculture No.1 |
| Gerry Wilson | Oireachtas Ushers | Oireachtas Ushers |

NEC nominees (3)

| <i>Nominee</i> | <i>Branch</i> | <i>Nominating Branch</i> |
|---------------------|--------------------------------------------|-------------------------------------------------|
| Melissa Brennan | Justice Executive | Foreign Affairs Executive, Justice Executive |
| Denis Conway | DSP Executive | DSP Executive |
| Christopher Crowley | Dublin Garda Clerical | Dublin Garda Clerical |
| Don Deane | CSO Executive | Foreign Affairs Executive |
| Cormac Donoghue | Agriculture Executive | Agriculture Executive, DRCD Executive |
| Jennifer Drohan | DSP Executive | DSP Executive |
| Paula Gilman | Tipperary CS Clerical | Tipperary CS Clerical |
| Cathal Kelly | Finance, PER & Associated Organisations | Finance, PER & Associated Organisations |
| Sue Kelly | DSP Executive | DSP Executive |
| Helen Linehan | Cork CS Clerical | Cork CS Clerical |
| Thomas Madden | Civil Service No.1 | Civil Service No.1 |
| Majella Murphy | DSP Executive | DSP Executive |
| Tanya O'Neill | Revenue Executive | Revenue Executive |
| Michael Peters | Agriculture No.1 | Agriculture No.1, AEHS |
| Eddie Quinn | Dept. of Education & DFHERIS | Dept. of Education & DFHERIS |
| Paul Salter | DSP Dublin City Centre | DSP Dublin City Centre |
| Jean Taylor | Revenue Clerical | Revenue Clerical |
| Gerry Wilson | Oireachtas Ushers | Oireachtas Ushers, AEHS |

SOC nominees (2)

| <i>Nominee</i> | <i>Branch</i> | <i>Nominating Branch</i> |
|-------------------|-----------------------|--------------------------|
| Mick Brophy | Revenue Executive | Revenue Executive |
| David Jennings | Agriculture Executive | Agriculture Executive |
| Helen Lundy | Galway CS Clerical | Galway CS Clerical |
| Michelle McMorrow | DSP Executive | DSP Executive |

Appendix 8:

Fórsa civil service 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 |
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| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |

Name of principal delegate

Signature of principal delegate

Date Time

SOC signature Date Time



Appendix 8:

Fórsa civil service 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"/> |
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| Election | Nomination |
| Election | Nomination |
| Name of principal delegate | |
| Signature of principal delegate | |
| Date | Time |
| SOC signature | Date Time |



Appendix 8:

Fórsa civil service 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"/> |
| Motion number | <input type="text"/> | Amendment to motion | <input type="text"/> |

| | |
|----------------|------------------|
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |

Name of principal delegate

Signature of principal delegate

Date Time

SOC signature Date Time



Appendix 8:

Fórsa civil service 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"/> |
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| Motion number | <input type="text"/> | Amendment to motion | <input type="text"/> |
| Motion number | <input type="text"/> | Amendment to motion | <input type="text"/> |
| Motion number | <input type="text"/> | Amendment to motion | <input type="text"/> |

| | |
|---------------------------------------|-----------------------|
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Election | Nomination |
| Name of principal delegate | |
| Signature of principal delegate | |
| Date | Time |
| SOC signature | Date Time |





FORSA



28th - 30th May 2025
Galmont Hotel, Galway

#ForsaCivil