



FÓRSA

Your voice,
Your power

2025
REPORT

Health & Welfare
Divisional Conference

14th - 16th May 2025

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Foreword

This report details the activity of Fórsa as the union enters its eighth year of operation with 89,000 members. The union continues to grow, continues to organise and continues to win. Growing Fórsa's membership and strength remains a priority, particularly at this time of intense global uncertainty.

There has never been as many people at work in the Republic. The Irish economy is now technically at full employment, and the workforce stands at more than 2.8 million people, up 3.7% compared with the previous year.

This creates a very significant challenge for the trade union movement, particularly in an economy that looks successful from the outside, but where massive structural challenges remain, each one of which affects working people.

Last May, each member of the union staff was assigned to either a divisional or functional team. This is providing a greater focus on objectives, while also offering a more streamlined system of management and accountability. During the past year, also, the union has focused its time and resources on organising for power.

The good news is almost 10,000 members joined Fórsa in 2024. However, this barely keeps pace with employment growth, so our efforts will be centred on knowing where our membership gaps are, building our membership density, and training and equipping an additional cadre of workplace leaders. This work has already begun in every division of the union.

As the population grows, so must public services. That means more people working in services to meet the needs of our growing population, and laying down a challenge for Fórsa to ensure the expansion in employment is reflected in the expansion of our union membership, and to accompany that with a plan to build strength from the bottom up.

The challenge for individual members is to foster and encourage union membership in the workplace, to open up the conversation about union strength, and ensure that new workers know the importance of collective action, and where to go to seek advice and support.

Crucially, those who are new to the workforce need to be aware of how, by coming together with their colleagues, they can win better outcomes on the issues that matter to them.

In the last year, we've seen escalating tensions abroad, and there is growing economic uncertainty, about which we cannot afford to be complacent. Economic shocks to Ireland seem almost certain, and our unity and organising strength will be crucial in protecting members from the challenges we will face. But face them we will.

By being unified, strong and active, I fully expect we will face those challenges successfully.

Kevin Callinan
General Secretary

Introduction

The Fórsa biennial report 2023-2024 was finalised and distributed to branches and executives in May 2024. The report covered union events and activities and was adopted at the national conference in May 2024. This report covers developments in Fórsa's Education division in the period between 2023 and 2025, in addition to a broader look at developments across the union during the same period. This includes a brief synopsis of the extension of the Building Momentum pay agreement, and leading into the negotiation and ratification of its successor, the current **Public Service Agreement 2024 - 2026**.

Growth and staffing

2024 continued to be a year of growth for the Health & Welfare division. Membership has increased by 10% since 2023 with over 3,000 new members joining in 2024, while 82% of branches saw membership growth in 2024, and the division closed 2024 with 31,882 members. The key divisional goal for 2025 will be to identify the workplace reps, leaders, and activists to help continue this growth trend.

This report captures the two major disputes in detail, in addition to progress on key national industrial relations items, including the implementation of Sláintecare and to end the piecemeal privatisation of health services. Since May 2024, each member of Fórsa staff is now assigned to a single team. The Health and Welfare Team saw some staff changes within the team, and now includes 28 staff working around the country, led jointly by national secretaries Ashley Connolly (Head

of the Health and Welfare Division) and Linda Kelly (National Secretary with responsibility for HSCP, Pharmacy and Statutory Regulation in the Health and Welfare Division).

Assistant general secretary Chris Cully held the national remit for several areas within the Health and Welfare Division until her retirement in September 2024. Assistant general secretary Denis Keane has national responsibility for corporate services within the HSE. Assistant general secretary Tony Martin has national responsibility for several areas including national responsibility for TUSLA.

Elected leadership

Cathaoirleach: Clodagh Kavanagh (Cork) (Chair); Vice Chair Andrew Meaney (Waterford); Helen Canning (Boards & Voluntary Agencies); Orla Carroll (Kilkenny); Paula Cregg, Michael Thomas Davis (Dublin North); Pat Fallon (Sligo); Henry Hennessy (Laois); Keivan Jackson (Kildare Health); Patricia Mellsop (Offaly); Angela McGinley (Donegal); Bernadette A Mooney (Dublin South); Stuart O'Connor; Corinne Phelan (Galway); Piarais Ryan (Limerick); Charney Weitzman (Westmeath).

Organisation

Union officers

Officer elections took place at Fórsa's biennial delegate conference in May 2024, and Martin Walsh, of the Louth Health and Local Government branch, was elected Fórsa's new president. Julie Flood, of Fórsa's Dublin City branch, was elected senior vice president, Michael Crowe (DSP Executive Grades branch) and Tara

Horigan (Health & Safety Authority branch) as vice-presidents, while outgoing president Michael Smyth of the School Completion Programme branch was elected honorary treasurer.



Membership growth

There are 34 branches in the division representing 31,882 members. Membership continues to grow, demonstrating the momentum of our work and marks the second consecutive year of growth for the division, which has recorded an overall membership increase of 9.9% since 2023 (when divisional membership was 28,999).

Twenty-eight branches (82%) demonstrated growth in 2024, and 22 branches (almost two-thirds) have demonstrated sustained growth year-on-year since the 2023 figures were published. This is a key success indicator of the hard work being undertaken by branch executive committee members across the division.

While recruitment remained strong, our ability to build our network of workplace reps continued to be a challenge. In 2024, only 96 workplace reps from across 27 branches indicated interest in attending one or more of the skills academy training courses. Ensuring that workplace reps have the confidence and competence for their role is key to ensuring that the Fórsa presence is strong in all workplaces. This will continue to be a key focus for the divisional executive committee in 2025.



Pay and numbers dispute

The HSE recruitment embargo of 2023 was replaced with the HSE 'Pay and Numbers' strategy in June 2024, but the impact on members and services remained significant. The divisional executive committee (DEC) has worked with other unions throughout 2024 to respond to the challenges posed by the employer's chaotic approach to workforce planning.

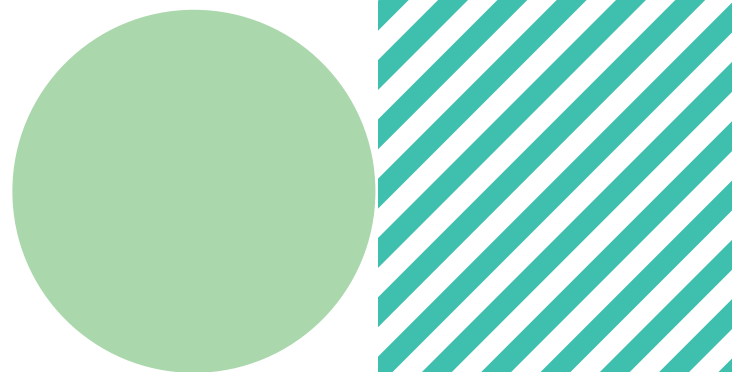
A ballot for industrial action resulted in a significant mandate in favour. The Dublin Hospitals Branch recorded the highest number of votes cast overall (1,605) and recruited most members (82 new members—around 20% of overall recruitment during the ballot).

A mobilisation of members and activists around the country, in cooperation with the INMO, saw the establishment of Joint Organising Committees (JOCs) in each health area. These committees were tasked with collecting and collating accurate information regarding vacant posts, maternity leave positions left unfilled, use of third-party contractors and more. The information would be used to plan the industrial action that members had backed in the ballot.

As the work-to-rule action was set to commence on 31st March (and a planned one-day stoppage at Our Lady of Lourdes Hospital in Drogheda on 3rd April), unions and HSE management met again at the Workplace Relations Commission on Sunday 30th March,

Following almost twenty-five hours of engagement at the WRC, a set of proposals emerged designed to recruit and retain staff in the health service, Fórsa's DEC met and made the decision to suspend the planned industrial action, as did the other unions.

The DEC and Divisional Councils considered the proposals in the days following the WRC engagement, followed by a unanimous decision to ballot members on the proposals and to recommend acceptance. Members voted to approve the proposals.



Community and Voluntary Sector pay dispute

Fórsa's campaign for pay parity for members working in Section 39, 56 and Section 10 organisations continued through to 2025, with Fórsa working in cooperation with INMO and SIPTU colleagues.

In January 2023, Fórsa's National Executive Committee took the decision to ballot for indefinite industrial action in several employments, with the union ready to foot the wage costs of striking staff as an exceptional measure. Unions served fresh pay claims on a number of employer organisations.

A ballot for industrial action took place in August and September, with overwhelming support from union members to take strike action in pursuit of pay equality. The union served notice on employers. Indefinite strike action was set to commence on 17th October. Preparations got underway, supported by a comprehensive media strategy.

On the eve of strike action, unions were invited to attend the WRC. Following lengthy talks unions secured an interim agreement. Strike action was suspended to allow for consultation on the new set of WRC proposals, which were put to a ballot of members.

The proposals meant members would receive the following pay adjustments:

- An increase of 3% backdated to 1st April 2023.
- An increase of 2% from 1st November 2023.
- An increase of 3% from 1st March 2024.

A ballot, concluded in November 2023, won strong backing and the union immediately sought a timeline for payments from the funding bodies. Some payments were made prior to Christmas 2023, with most funding made available in January 2024.

Following the conclusion of public service pay talks in January 2024, Fórsa sought further engagement throughout 2024 to achieve full pay equality for members in the community and voluntary sectors.

A revived WRC talks process reached agreement in March 2025, and at the time of writing Fórsa is preparing a ballot of members in health service employments in the community and voluntary sector (Section 39, 56, and 10 organisations), on the terms of a new pay deal.

Some organisations have failed to implement the terms as set out in the October 2023 agreement, using these funds to compensate for previous pay increases.

Terms of the 2025 deal

If the terms of the new deal are accepted in the forthcoming ballot, the pay terms of the new agreement are valued at 9.25% over two years (October 2024 to October 2026):

2024

- A general round increase in annualised basic salary of 2.25% or backdated to 1st October 2024.

2025

- A general round increase in annualised basic salary of 1% on 1st April 2025.
- A general round increase in annualised basic salary of 2% on 1st November 2025.

2026

- A general round increase in annualised basic salary of 2% on 1st April 2026.
 - A general round increase in annualised basic salary of 2% in 1st October 2026.
-

The agreement acknowledges that the pay of some workers in the community and voluntary organisations has fallen behind equivalent grades in public sector organisations. The union's Health & Welfare divisional executive decided, in March 2025, to issue the ballot paper with a recommendation to members for a vote in favour the terms of the new deal, and Fórsa is to provide members with a ballot schedule and an FAQ on the terms of agreement.

Members voted to back the proposals and an independent data gathering process is to take place over eight months (from March 2025). This process will be crucial in establishing a shared understanding of the sector and that, once complete, the parties would re-engage no later than 1st March 2026 to discuss the outcome.



Health regions

On the 20th anniversary of the establishment of the Health Service Executive (HSE) in 2024, a significant restructuring moved ahead, with the HSE transitioning to a new internal structure. This new structure is made up of six health regions and the HSE centre, which includes various national services.

The six health regions were established in 2024, with a new senior management team appointed in each area. Fórsa has been involved in negotiations throughout 2024 with the HSE to ensure that the new structures, and the process to fill them, do not negatively impact members. The restructuring has had a significant impact, for example, on the Dublin Hospitals Branch, with hospitals now allocated across three different health regions.

Current status

As it currently stands, the HSE CEO has delegated authority to the six regional executive officers (REOs). In five of the six health regions, these have established their senior management teams. HSE South Southwest continues to recruit to its senior management team and, as a result, has maintained the previous reporting relationships of the chief officer and the hospital group CEO.

There remains principled disagreement between Fórsa and the HSE regarding the grading of posts within the regional senior management team, and the approach by management to have multiple grades reporting across this line.

The period between 1st October 2024 and 3rd March 2025 has been referred to as the interim period. All structures below the level of the senior management team remain unchanged during this period while discussions are ongoing about the appropriate future structure within each health region. The current expectation on the management side is to move ahead with further changes from March 2025. However, the specifics of this proposed structure remain unclear.

The union has emphasised the need for management must present detailed proposals for review, to ensure sufficient time for meaningful consultation and engagement with members before any final decisions. Fórsa has also sought clarity on several key agenda items for members, including the head of service grade, the inclusion of a regional director of HSCP, and the proposed structure for QSSI.

Reassignment/redeployment protocol

In February 2025, the group of unions signed off on a reassignment protocol. Most key elements of this proposal are aligned to the redeployment protocol as set out in the Croke Park agreement.

It clearly states in the reassignment protocol principles that these principles apply to all employees in the HSE for the duration of the HSE restructuring during 2024 and into 2025. The principles are not applicable thereafter. Reassignment in these circumstances will only occur if the

role or function is directly impacted by the HSE restructuring and the establishment of the six health regions.

This protocol clearly sets out the process to be followed. In the first instance, management should seek voluntary reassignment or redeployment. The following are the key elements of the protocol:

- Procedure for reassignment
- Criteria for reassignment
- Competence, re-skilling, education and training
- Essential reassignment
- Appeal
- Monitoring



Pay and related

Extension of Building Momentum

In the period under review the trade union side, in talks on public service, pay and conditions, continued to be led by Fórsa general secretary Kevin Callinan, acting in his capacity as chair of the ICTU Public Services Committee.

Fórsa continued its focus on cost-of-living pressures at its biennial delegate conference in May 2022 because inflation, by this time, had exceeded what had been projected when the Building Momentum agreement was negotiated in late 2020.

With the agreement also due to expire at the end of 2022, Fórsa said talks on a successor agreement would need to prioritise the restoration and improvement of living standards in the context of high inflation.

A pay talks process at the WRC in September 2022, secured a public service pay package – an extension of the Building Momentum Public Service Agreement – in a ballot of union members.

The main provisions of the deal were:

- Increases of 3% with effect (backdated) from 2nd February 2022.
- An increase of 2% increase from 1st March 2023.
- An increase of 1.5% or €750 (whichever is the greater) from 1st October 2023.

These measures were in addition to 1% or €500, whichever is greater, which fell due in October 2022 under the Building Momentum agreement.

The minimum payment of €750 a year from October 2022 meant the package was of greater value to workers on lower incomes. The overall package was worth 8% to a worker earning €25,000 a year and 7% to a person on €37,500 a year.

While neither side achieved all it sought in the negotiations, the revised terms were a significant improvement on those of the Building Momentum agreement, and worth more to those who needed it most.

Following a successful lobbying effort by trade unions, Budget 2023 included a series of short-term measures to help people with the cost of living, including electricity credits, increased social welfare payments and a series of once-off payments.

Fórsa members backed the extension of Building Momentum in an electronic ballot by a significant margin (91.3%) on a strong turnout (67%) and the union supported ratification of the pay measures at a meeting of the ICTU Public Services Committee (PSC) in October 2022. The revised pay deal would expire at the end of 2023, which meant that pay talks on a successor would need to take place before the end of that year.

Negotiating a new public service agreement

Fórsa general secretary Kevin Callinan, in an address to INTO conference delegates in April 2023, said that unions would concentrate on key cost-of-living issues during pay talks on a successor to Building Momentum, including the need to “make good the shortfall in pay against inflation” during the remaining term of the pay agreement, acknowledging that the review didn't fully compensate for the rate of inflation, which averaged 8% over 2022.

With the extension of Building Momentum due to expire at the end of 2023, talks on a successor agreement were expected to take place in the latter half of the year. In late September, the ICTU's Public Services Committee (PSC) set out its priorities for the anticipated round of public service pay talks, setting its sights on securing appropriate pay measures in response to continuing cost-of-living pressures on working families.

The PSC also focused on stabilising public pay agreements, following an inconclusive process of engagement on Building Momentum's commitment to address outstanding issues affecting several public service grades, groups and categories. Unions said this was essential if a successor to Building Momentum was to commence with a solid foundation.

Another priority of the PSC was to normalise public service industrial relations - and to move on from a process of industrial relations shaped by the response to the 2009 financial crisis - through the final dismantling of remaining pieces of FEMPI legislation.

Unions also prioritised the pursuit of measures to ensure the ‘futureproofing’ of quality public services and public service employment. With the population of the State having just exceeded five million people, unions said it was vital to ensure the State could continue to build and

maintain quality public services designed to respond to people's needs.

An invitation to pay talks was eventually issued to unions in mid-November. The 19 unions affiliated to the PSC agreed that a multi-year agreement would only be possible if the Government made a commitment to repealing the remaining elements of FEMPI. Kevin Callinan noted the comments, made by the Minister for Public Expenditure in his invitation, that an agreement had the potential to provide certainty and stability in a ‘normalised industrial relations environment.’

Kevin said normalising industrial relations would mean dismantling the remaining elements of FEMPI, which continued to excessively centralise control in the Department of Public Expenditure and Reform, stopping ordinary industrial relations progressing, even in the event of agreement between employers and unions.

By mid-December, despite the slow pace of talks, unions had nevertheless secured a commitment on the repeal of FEMPI, in the context of a multi-year pay deal.

Kevin Callinan commented that the commitment on FEMPI represented an opportunity for unions to operate in an environment no longer bound by emergency measures, but that the intent of any draft legislation to deliver this needed to be clear.

Pay talks adjourned on 20th December, and the Building Momentum agreement expired on 31st December, without a successor agreement in place.

Public Service Agreement 2024-2026

Talks resumed on 9th January 2024. Unions reported progress on several key non-pay issues before the focus of talks shifted to pay. Despite initial optimism that the talks might progress quickly, unions were alarmed at the Government's opening offer, which it described as 'derisory'.

A revised offer was still viewed by union negotiators as lacking credibility, as it would have provided little more than an average of just €5 per week, before deductions, in the wages of low-income public service workers in the first year, with no payments scheduled prior to June 2024.

Unions expressed concern that the Government's opening pay offer illustrated its lack of preparedness to complete a sustainable multi-year pay deal. The talks adjourned to allow time for reflection on the Government side.

In a note to Fórsa members Kevin Callinan said: "Public sector workers show up for our country and our citizens every day. They deserve to be treated with respect and an offer like this is neither fair, nor credible."

"The Government has effectively undermined its own approach to negotiating a multi-year public service pay agreement. There have been months of delays, and they have allowed Building Momentum to lapse, which puts us in an unprecedented position."

In the same week the officers of the PSC met with affiliate and non-affiliated unions and associations. At these meetings ballot wording was approved so that unions were ready to ballot members for industrial action should it become necessary.

Talks resumed on 25th January and continued for almost 22 hours at the WRC. On Friday 26th January, the officers of the

PSC briefed the 19 affiliate unions on the terms of a proposed new public sector pay agreement, advising that the pay terms of the new agreement, valued at 10.25% over 2.5 years, represented the "absolute maximum achievable" through negotiations, and the outcome of a challenging negotiations process.

The new agreement was set to run from 1st January 2024 to 30th June 2026. The balloting period for the unions extended until 25th March 2024, to provide adequate time for all unions to consider the terms of the new agreement and to ballot their members.

Union negotiators said the new pay provisions would, as unions had sought, deliver more for lower paid workers, providing pay improvements worth up to 17.3% for the lowest paid workers, while improvements in the pay adjustments due in 2024 – valued at 4.25% for the year – would mean that public service workers would receive more money in the first year than originally envisaged in the Government's initial pay offer, providing a noticeable difference in pay at a time when workers were still feeling the impact of three consecutive years of inflation.

The deal provides for the following pay terms over the duration of the agreement:

2024

- A general round increase in annualised basic salary for all public servants of 2.25% or €1,125, whichever is greater, from 1st January 2024.
- A general round increase in annualised basic salary for all public servants of 1% on 1st June 2024.
- A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater, on 1st October 2024.

2025

- A general round increase in annualised basic salary for all public servants of 2% or €1,000, whichever is greater, on 1st March 2025.
 - A general round increase in annualised basic salary for all public servants of 1% on 1st August 2025.
 - The first phase of local bargaining, equivalent to 1% of payroll cost, on 1st September 2025.
-

2026

- A general round increase in annualised basic salary for all public servants of 1% or €500, whichever is greater, on 1st February 2026.
 - A general round increase in annualised basic salary for all public servants of 1% on 1st June 2026.
-

The union's National Executive Committee (NEC) unanimously recommended acceptance of the terms of the deal in the ballot, and arrangements were made for a series of online and in-person information meetings. Fórsa commenced a ballot on the new public sector pay deal in February 2024.

The Fórsa ballot concluded on 15th March 2024, with members backing the new public service pay deal in a ballot which saw more than 52,729 members voting on the new pay terms. In total, 94% of members voted in favour of the deal, in a turnout of 67.3%.

In March, the Public Services Committee of the Irish Congress of Trade Unions (ICTU) announced it had ratified the new public service pay agreement following the aggregation of ballots by the 19 affiliated unions, most of whom had returned ballots of their members with sizable majorities in favour of the new pay agreement.

Local bargaining

The agreement also provides for local bargaining, allowing trade unions to submit claims for improvements amounting to an additional 3% of pay costs, inclusive of allowances, for particular grades, groups or categories of employee (See Appendices ii and iii).

Local negotiations are to take place between July 2024 and June 2025, and agreements secured, to the greatest extent possible, through direct negotiations. Fórsa published its [position paper on the local bargaining element of the pay deal in July 2024](#).

The first [Fórsa claim](#) was lodged in December 2024. The cross-sectoral claim covering clerical officers, grade III roles, and library assistant posts. A second claim lodged in February 2025 covers EO/HEO/AO/grades 4-7 and related grades.

Fórsa's Health & Welfare division has identified 31 different bargaining groups and nominations were recently sought from branches to our local bargaining committees. It's a significant undertaking but one that enables and empowers members to participate in developing a claim for their respective grades. No payment will be made under this process without claims being submitted. The first half of 2025 remains busy, engaging members to ensure that the claims submitted reflect the priorities of our members.

Bargaining Unit

Clerical Officers (Cross Sectoral)*	Psychology*
Grades IV to VII (Cross Sectoral)*	Clinical Biochemistry
Catering	Clinical Engineering
Home Support	Clinical Measurement Physiologists
Grade VIII	Counsellors Psychotherapy
General Manager	Physicists & Dosimetrists
Assistant National Director (Support & Services)	NAS Officer Grades
Head of Functions Services	Pharmacy
Senior Management (National Director and above)	Patient and Client Care
Civil Registration	Phlebotomy
HSCP - Therapies	Analytical Chemist
HSCP - Other	Dental
Audiology	Environmental Health Officers
Perfusionists	Education Welfare Officers
Social Work*	Early Years Inspectors
Social Care Work	

*Denotes a cross sectoral bargaining group (i.e. shared with other Divisions)

The full text of the Public Service Agreement 2024-2026 is available to download [here](#).

Pensions

During negotiations on the latest agreement, union negotiators secured a commitment that the pay increases would be applied to public service pensions for the duration of the agreement. In the main, this means that pension payments will be adjusted in line with pay adjustments for serving staff.

Pensions are adjusted in line with inflation (the Consumer Price Index, or CPI) in the case of the single public service pension

scheme, which applies to all civil and public servants who entered public service employment on or after 1st January 2013. This means that the pensions of members of this scheme are not affected by pay movements, including those in the proposed agreement.

The principle of pay parity under pre-existing pension schemes has been agreed for the lifetime on the new Public Service Agreement 2024-2026. The lump sums of people who retired on or after 1st January 2024 should also be revised by reference to the adjustments of basic pay as appropriate.

Travel and subsistence

Revised rates for work-related travel and subsistence took effect from 1st September 2022. They include changes to the standard domestic subsistence rates, overnight and day subsistence rates. Full details are available on the Fórsa website [here](#) and Revenue [here](#).

A further update to Domestic Subsistence Allowances was introduced with effect from 14th of December 2023. Full details are available [here](#).



Health and welfare industrial relations

Extended working day

At Fórsa's divisional conference in 2023, the HSE's CEO addressed delegates about extending services within the health sector to a "seven over seven" model, ensuring better access to care outside of core working hours.

However, two years on, the employer has not put forward concrete proposals for consideration, though the issue continues to arise at critical times in health service delivery, such as bank holidays and the winter period.

Fórsa knows it will be a key focus for the new Government, and expects the employer to seek to implement changes. Any changes will be subject to clearly defined process of consultation and agreement.

- Any information on cost benefits
- Costings for the plan
- Impact on human resources – numbers, rosters, earnings across all disciplines
- How the plan will be resourced
- The minimum number of staff required in each grade to facilitate implementation
- Terms of the plan, which will then be the subject of negotiations and agreement at local level.

Members must remain vigilant and engage with local representatives immediately if management seeks to change current working hours. Fórsa can then ensure the employer adheres to the longstanding collective agreement.

Key features of the framework agreement

Management must present a plan to staff for the extension of services outside of current working patterns, or by extension of existing agreed working patterns. Each plan must include:

- The strategic, policy, or legislative basis for the plan
- Any analysis of need or demand that underpins the plan
- The objective of the plan in improving access to services

National Joint Council (NJC)

Throughout 2024, Fórsa raised numerous concerns regarding the functioning of the National Joint Council (NJC). Which is the primary forum for managing industrial relations in the health service. Its main purpose is to oversee the conduct of good industrial relations and determine efficient methods to address issues that arise.

With the HSE now operating across six health regions, a review of the NJC constitution is essential. This review is scheduled for mid-February 2025.

Pandemic special recognition payment

This issue remains unresolved. Our campaign office has engaged with the division, and we will continue lobbying government officials to secure this payment for those deemed ineligible by the previous government.

Special leave with pay: Long Covid

Fórsa, along with other unions, engaged under the auspices of the WRC throughout 2024 to address the claim for a permanent scheme to support members suffering from Long Covid, following workplace transmission. The employer introduced a scheme with an arbitrary cut-off date, excluding some members. The employer has now indicated the scheme will end in June 2025. Following several engagements and a referral to dispute resolution under the Public Service Agreement, the HSE and Department of Health have confirmed in writing their willingness to attend the Labour Court.

Job evaluation scheme

The number of members on the job evaluation waiting list has dropped to fewer than 400, which indicates significant progress over the past two years. The union's focus has now shifted to improving the turnaround time between assessment and notification of outcomes. Fórsa is committed to enhancing this process to ensure timely communication with members.

AI and digitalisation

The EU Council recently adopted the European Health Data Space regulation. Member states have between two and six years to implement the regulation once it is formally signed. The regulation aims to make cross-border access and exchange of EU health data easier, giving individuals fast and secure access to electronic health records, and enabling anonymised data sharing for research and policy-making.

The Health & Welfare Divisional Executive is acutely aware that AI and its use across health service projects must be a key part of our engagement with HSE management. Fórsa has written to management, formally requesting a detailed outline of all current projects. AI will be a central theme at this year's divisional conference.

As AI continues to influence workplaces and dominate conversations and media, it is essential that Fórsa proactively addresses potential challenges related to discrimination, worker surveillance, data privacy, and job displacement. This was

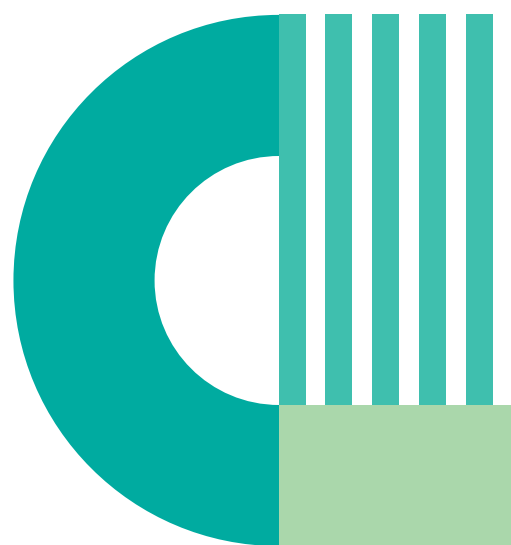
evidenced by the motions brought to Biennial Delegate Conference in 2024. Following on from that, in July 2024, the NEC established an Artificial Intelligence (AI) Working Group to examine how to give effect to those motions. The working group has since examined these motions in-depth, identified critical areas for action, and made recommendations to ensure that Fórsa takes the lead in protecting its members from AI's potential risks, while also maximizing its opportunities for workers.

A lunch and learn webinar in April delivered 'An Introduction to AI in your Workplace'. Following this, Fórsa will conduct a survey of all members to gather more data in relation to the use and impact of AI in the workplace. This data will then be analysed in conjunction with information received through a mapping exercise across branches and workplaces. Preparations have commenced for a high-level seminar on AI and Trade Unions which will be held in Nerney's Court in October 2025. Once the date had been confirmed branches will receive further details. Fórsa is also engaging with the European Trade Union Institute (ETUI) who have considerable expertise in this area. The ETUI is the independent research and training centre of the European Trade Union Confederation (ETUC) which itself affiliates European trade unions into a single European umbrella organisation.

Civil registration

In 2024, Fórsa instructed members not to cooperate with the new births registration system introduced by the GRO following the enactment of the Civil Registration (Electronic Registration) Bill, because the employer had failed to engage or consult with civil registration staff.

The union secured an interim agreement through a process of engagement at the WRC in January 2025. In parallel, further WRC engagement has commenced to address longstanding legacy issues, including inconsistent structures across regions, lack of governance, and the absence of an agreed workforce plan. Two reports with relevant recommendations have yet to be implemented.



Internal audit

Management has indicated its intention to make significant changes to internal audit structures and operations. In July 2024 management provided slides and documentation outlining proposed changes, which could see many members reassigned outside of internal audit.

Fórsa requested a detailed proposal explaining the full impact of these changes, particularly on individual members. A further meeting took place in October 2024, with area representatives in attendance.

(1) Healthcare audit

Management wrote to the union and members in October 2024 stating the healthcare audit would be moved from internal audit to the office of the Chief Clinical Officer (CCO) from 14th October. Fórsa requested a pause for consultation and subsequently issued a non-cooperation notice, instructing members not to comply with changes to work procedures or reporting relationships.

A more detailed proposal was received in early 2025, and management confirmed its intention to reassign healthcare audit to the office of the CCO. Fórsa's non-cooperation instruction remains in place.

(2) Operations

In 2024, Fórsa was in dispute with management over the introduction of national audit. The matter was referred to the WRC, where a transitional (pilot) agreement was established. It clearly states that the pilot does not imply agreement on national audits going forward. Further discussions are follow. Management also sought to cancel remaining job evaluation applications for operations staff. This issue was resolved.

(3) Special Projects and Investigations (SPI)

SPI has operated for over a decade. Management has now indicated its intention to disband the unit, but no clear rationale has been provided. The union has sought a formal proposal and further clarification.

Career Pathway Review (CPR) dispute

Negotiations on the CPR and implementation of the 2020 Interim Report continued through 2024. It was only through the leverage of an industrial action ballot that the HSE agreed to establish a pathway to senior grades outside of primary care.

By late 2024, process documents were circulated to the six regional directors of people tasked with implementing the agreements. While this process should be underway in all health regions, reports suggest progress has been uneven. Fórsa's industrial team is following up with each director to ensure compliance.

While the CPR agreement and dispute resolution were positive outcomes, they were overshadowed by the pay and numbers dispute. Member organisation remains crucial to ensure equal implementation of the pathway across all services.

Career progression and agreement implementation are a key focus for 2025. Robbie Ryan has been formally invited to resume the CPR process, focusing on unresolved issues.

Social work in primary care

The staff-to-senior process for social work in primary care was agreed in late 2024, following extensive negotiations and a new job description for senior social worker, primary care. It was also confirmed that senior social work practitioners would not be excluded from this process.

Process documents were issued to the six regional directors of people. While implementation should be underway, feedback indicates uneven progress. Our AGS team continues to monitor and engage.

A residual issue remains for existing social work team leaders, who may be placed at the same level as newly promoted staff. The ongoing restructuring of health regions has made it difficult to resume discussions on this matter.

Children's Disability Network Teams (CDNT)

Throughout 2024, Fórsa engaged in extensive discussions with management in all lead agencies to implement the WRC agreement reached in January 2024. This agreement contained a significant number of actions, including the appointment of interim discipline managers.

Interim discipline managers

Fórsa remains concerned that the agreed interim discipline manager posts have not yet been advertised. While job descriptions have now been agreed, allocation of the posts remains an outstanding issue requiring input from the new senior management teams of each health region. At the last joint union management forum, it was made clear that without progress to recruitment, members would have to consider their position.

Provision of health and social care support to special schools

This continued to be a big political issue in 2024, with very little focus on working with staff to identify what was the best way to ensure that the CDNT model is not undermined by the respective pilots. At the end of 2024, draft guidance documents were exchanged in relation to the special school pilots in Cork and Dublin, and Fórsa workplace representatives gave their feedback on management proposals.

Management has yet to respond to the feedback. In addition, the working group in relation to special education, identified in the roadmap, has yet to be established. This lack of clarity from management will continue to be the union's focus in 2025.

National Disability Authority review

In 2024, Fórsa was provided with a draft terms of reference for a review of the implementation of progressing disability services. This review will be conducted by the National Disability Authority. Meetings took place between the HSE, the NDA and Fórsa over concerns raised by members about the draft terms of reference. The union awaits a final engagement with the HSE in relation to same.

Assessment of need/national autism pathway protocol

Fórsa has requested that a standalone meeting be convened to discuss both AON (assessment of need) and the national autism pathway protocol. To date Fórsa has mixed responses in relation to this matter. It was raised at the last service improvement programme board meeting, and it became clear that there is no central lead on the management side in relation to assessment strategy/issues.

The current instruction (since July 2023), not to engage in the national autism pathway protocol still stands. Additionally, a review of the interim guidance, to

replace the preliminary team assessment, has been conducted by the national clinical programme. A draft policy document will shortly be circulated to members for feedback.

Workforce planning

Michelle Connaughton (AGS) is leading on the workforce planning aspect of the WRC agreement. This work is currently underway, and it is hoped to have an interim workforce plan in early 2025. Fórsa has received initial proposals for an undergraduate and postgraduate sponsorship programme as part of the recruitment drive to CDNTs.

Health and social care assistant role

Workplace reps have been engaging with management to share their view on the development of a health and social care assistant role. The final job description is not yet agreed, but it is likely this will become a feature of teams in 2025.



Community Healthcare Network (CHN) model

In 2024, Fórsa commenced formal engagement with the Workplace Relations Commission (WRC) in relation to the joint learning site evaluation of the community healthcare network (CHN) model and the associated final report. Fórsa was represented in these negotiations by the national health office team, members of the divisional executive committee, as well as designated network and discipline manager representatives.

Two conciliation conferences were held during the year. The second focused on two key issues:

1. The reporting relationships of all professions within the CHN model
2. The process of engagement on the themes identified in the joint learning site evaluation

Regarding reporting relationships, the Health Service Executive (HSE) advised that discussions were ongoing with the Irish Nurses and Midwives Organisation (INMO) and that no outcome had been reached at that time. As a result, Fórsa and the HSE could not reach agreement on the second item. Following extensive and often challenging discussions, the WRC recommended adjourning conciliation to allow the HSE additional time to make progress on item one.

Fórsa anticipated that the WRC would reconvene the parties later in 2024. However, scheduling challenges during the Christmas period delayed the process. A new date was subsequently agreed, with conciliation set to resume on Monday, 10 February 2025.

It remains the union's position that any outcomes agreed as a result of the joint evaluation must be applied consistently across all CHN and enhanced community care network (ECCN) models.

Furthermore, Fórsa continues to assert that all clinical staff aligned to the CHN model must have clarity and agreement on reporting structures as outlined by the employer.

The employer has also tabled proposals to extend the CHN model to areas such as the integrated care programme for older persons (ICPOP), chronic disease hubs, and interRAI assessments. However, these proposals remain under discussion. Fórsa maintains that meaningful engagement on such expansions is premature in the absence of agreement on the overarching elements of the current CHN model, which must first be addressed through the framework of the joint learning site evaluation report.

Hospital pharmacy

As part of the review of the Building Momentum agreement, Fórsa secured commitment for the implementation of the WRC agreement 2020 (implementation of the McLoughlin report, 2011). This commitment was reaffirmed in the public service pay proposals published on 26th January 2024.

Throughout 2024, regular engagement took place between Fórsa, the Hospital Pharmacists Association of Ireland (HPAI), and the HSE on the implementation of the

outstanding elements of the agreement, following the publication of the first circular in December 2022. This process culminated in the issuing of a second circular, which outlined the creation of the deputy PEM role and the commencement of the validation exercise for advanced specialist pharmacists. This validation process remains ongoing, with over 300 applications received to date.

Despite this positive progress, several individual matters remain unresolved. In some health regions, there is an erroneous belief that the pay and numbers strategy has removed the deputy PEM posts from specific hospitals. Fórsa is actively pursuing resolution in each of these areas.

In addition, Fórsa has sought engagement with the health regions team to discuss the establishment of a dedicated pharmacy structure within the health region governance model. HSE management has agreed to this engagement.

Non-acute claim

Pharmacist members working in non-acute settings declared a dispute, with the HSE and funded agencies, and referred the matter of extending the hospital pharmacy agreement to the WRC for conciliation. A conciliation conference was held in late 2024.

Subsequently, a survey was distributed to all affected members to map the services encompassed by the claim. This issue will remain a significant focus in 2025.

Hospital Pharmacy Technicians

Despite multiple efforts to engage with the HSE regarding the career structure for hospital pharmacy technicians, no substantive response has been forthcoming. Fórsa will now focus on developing a local bargaining claim to

address longstanding issues related to pay and career progression.

Statutory regulation

A positive meeting took place with the Pharmaceutical Society of Ireland (PSI) in 2024 regarding the statutory regulation of pharmacy technicians. Further follow-up with the Department of Health is now required.

Audiology

A proposal for a unified career structure for audiologists, modelled on the existing therapy structure, was submitted to the Department of Health in 2024. This proposal had been endorsed by the senior management team of the HSE. The matter remains under the remit of the WRC, with conciliation conferences ongoing.

Clinical Biochemists

In 2024, the national review of laboratory services was formally published, and Fórsa began engagement with the implementation team to progress matters arising from the review.

Additionally, a significant dispute emerged among Fórsa members in Beaumont Hospital, who were on the verge of taking industrial action to secure implementation of a collectively agreed career structure. While agreement was reached that averted strike action, local discussions are ongoing regarding implementation.

Clinical Engineering

The Clinical Engineering national professional committee dedicated considerable work throughout 2024 to the development of a local bargaining claim. This claim is due to be presented to members at the upcoming AGM. The committee's strategic approach to this work has been instrumental in advancing the profession's interests.

Clinical Measurement Physiologists (CMPs)

In 2024, clinical measurement physiologists declared a formal dispute with the HSE. The issues in dispute are as follows:

1 Workforce review

Fórsa has been advocating for the initiation of a workforce review for CMPs over several years. Despite numerous conciliation conferences and repeated revisions to the terms of reference, there is little evidence of a meaningful commitment from the HSE to progress this process.

2 Chronic disease hubs

Concerns raised by Fórsa members regarding the inclusion of CMPs in chronic disease hubs were not addressed by the HSE. As a result, the union instructed members not to engage in the further rollout of these hubs.

3 Breach of the public service agreement

Fórsa remains concerned that the HSE is in breach of the public service agreement and associated service delivery options by engaging Advanced Medical Services—a private provider—to employ cardiac physiologists in public hospitals and community settings.

Although a conciliation conference was scheduled for January 2025, the HSE was unable to attend. A rescheduled date is currently being arranged.

Counsellors in addiction services

In 2024, Fórsa continued its efforts to engage with the HSE on a long-overdue review of the role of counsellors in addiction services, a role that has not been reviewed since 1999. Despite constructive discussions, no agreement has yet been reached. As a result, Fórsa will now focus on progressing this matter through the local bargaining clause to address pay and career structure concerns raised by members.

National Counselling Service

The pay dispute concerning senior counsellor therapists remains before the Labour Court and is currently adjourned. Fórsa has requested that the Labour Court resume hearing the case. Management is seeking further clarity from the Department of Health before proceeding.

The joint union management forum met regularly throughout 2024 to progress key issues of concern for members. A detailed report of this work was presented at the National Professional Committees (NPC) AGM.

Dietitians

Despite promising engagement in 2023, regarding specific challenges faced by dietitians in the HSE, this momentum did not translate into further substantive progress during 2024. Outstanding issues remain, including the due diligence exercise in health promotion and improvement (HP&I) and structural challenges facing the profession. These challenges have been further compounded by ongoing organisational change due to

the health region restructuring. Both matters remain active and under continued attention.

Psychology

The national professional committee for Psychology concentrated its efforts on several key areas in 2024: the role of psychology in primary care, statutory regulation, and the career structure and progression pathway for the profession.

Engagement has taken place with both CORU and the HSE on these matters. The HSE has committed to establishing a joint union management forum to continue work in these areas. In addition, Fórsa submitted feedback to the CORU public consultation in late 2024 and has sought further engagement.

Peer support workers (mental health)

Outstanding pay-related matters for peer support workers will now be pursued under the local bargaining clause of the public service pay agreement.

Orthoptics

As part of the ongoing career pathway review that includes orthoptics, Fórsa is actively pursuing the establishment of a grade code for clinical specialist orthoptists, who are not currently recognised on the consolidated pay scales. Although the HSE has expressed support for this development, the relevant grade code has not yet been added to the national register. Fórsa continues to engage with the HSE to secure resolution.

CORU/statutory regulation

Fórsa continues to engage regularly with CORU on behalf of its health and social care professional (HSCP) members who are either currently regulated or due to be regulated.

A major focus in 2024 was the registration of social care members. Fórsa organised multiple in-person seminars across the country, culminating in a national webinar in November 2024. However, application numbers from social care members remain low. Fórsa will continue to support members throughout 2025, up to the conclusion of the transitional registration period on 30th November.

Fitness to Practise complaints

Fórsa continues to provide support to members subject to a fitness to practise (FTP) complaint. Several longstanding complaints were concluded in 2024, offering important closure to those involved.

Engagement with key stakeholders

Throughout 2024, Fórsa continued to develop strategic relationships with key HSCP professional bodies, both individually and collectively, on matters of shared concern. These partnerships have proven valuable in enhancing advocacy efforts. Fórsa also made progress in fostering a constructive working relationship with the national HSE HSCP office.

National Professional Committees (NPCs)

Fórsa continues to support active national professional committees and national representatives in the following professions: audiology, clinical biochemistry, clinical engineering, clinical measurement physiology, counsellor

therapists (NCS), dietetics, occupational therapy, orthoptics, physiotherapy, podiatry, speech and language therapy, social care work, social work, psychology, counsellors in addiction services, hospital pharmacy, and hospital pharmacy technicians.

These committees meet regularly and provide valuable insight to the national health office team in shaping Fórsa's industrial strategy and professional engagement.

Technology and transformation

In late September 2024, Fórsa became aware of a new announcement by management concerning the HSE's application modernisation programme (AMP). Fórsa had not been consulted prior to this announcement and promptly sought engagement with management.

Following discussions with the national employment record system (NERS), it was confirmed that AMP is not an outsourcing or contracting arrangement. Rather, it is a programme procured by the HSE involving a project implementation partner, due to the scale of the task. Namely, the migration of over 1,000 applications by the end of 2025.

However, Fórsa was subsequently informed that several KPMG staff had been contracted to work on the AMP. Due to the lack of consultation, a non-cooperation notice was issued instructing members not to report to these staff for either supervisory or work-related purposes. This instruction remains in effect.

Integrated Financial Management System (IFMS)

The Integrated Financial Management and Procurement System (IFMS), a single national platform, went live for Implementation Group 1 (IG1) on 3rd July. This group includes HSE East, shared services, the national distribution centre, the primary care reimbursement service, the national ambulance service, HSE national and corporate services, and Tusla.

Management has since proposed a revised timeline for subsequent rollouts, with the west, northwest and mid-west regions expected to go live in April 2025, followed by the south, southeast, midlands and northwest regions in July 2025. Fórsa has clearly stated that any agreement on these timelines must be contingent on a full review and resolution of issues arising from the initial rollout.

Following correspondence with the national employment record system (NERS), Fórsa has received the 'lessons learned' document compiled by management based on the experience of the first launch. Fórsa has met with management on several occasions to raise serious concerns about the absence of a meaningful consultation process in planning further rollouts. Concerns were also raised about the implications of centralising work and how this would affect members.

Flexitime and blended working

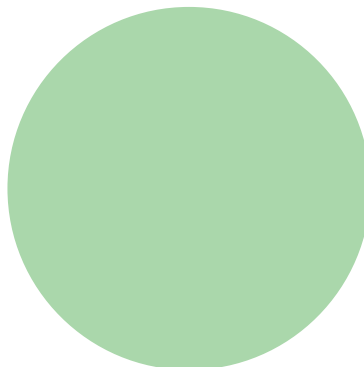
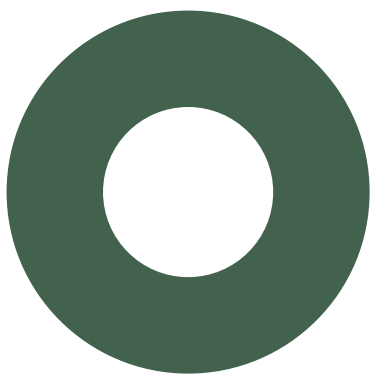
Fórsa became aware in 2024 that management, in finance and procurement, had inserted a clause into the blended working policy stating that staff opting into blended working would no longer be eligible for flexitime, whether working from home or in the office. It has since emerged that the same policy applies within technology and transformation. Fórsa has referred this matter to the Workplace Relations Commission (WRC) for conciliation.

Dental services

Fórsa continued to collaborate with the Irish Dental Association (IDA) in 2024, engaging jointly with management to address issues affecting dental surgeons, particularly in relation to the implementation of the national oral health policy. Fórsa will also work with the IDA in advancing local bargaining matters for dental surgeons.

Concerns have been raised about staffing levels within the national oral health office, particularly in relation to roles essential for implementing the Smile agus Sláinte policy. These concerns have been brought to the attention of the Department of Health, along with formal observations submitted on the draft implementation plan.

In addition, Fórsa met with management and subsequently issued correspondence regarding the long-standing inconsistency in annual leave entitlements for dental nurses, senior dental nurses, dental hygienists and senior dental hygienists. Due to the absence of a clear HSE policy, varying leave entitlements have been granted across regions. Management initially committed to issuing a response by the end of June, but a substantive reply was not received. The matter has now been referred to the WRC.



Tusla reform

Fórsa has received a growing number of queries from members regarding the ongoing Tusla reform process. At the time of reporting, the final draft design proposal had not yet been received. It is understood that, due to the high volume of feedback gathered during recent staff town hall engagements, management now expects to provide a revised document in early 2025. Fórsa will circulate the document to all Tusla workplace representatives as soon as it becomes available.

Job evaluation scheme

On 22nd November, Fórsa returned to the Labour Court in pursuit of a job evaluation scheme for clerical and administrative staff employed by Tusla. The court adjourned the matter and indicated its intention to reconvene with the parties, in early 2025, to assess progress. At the time of writing, no invitation has been issued. Industrial action remains suspended, in line with the Labour Court's May 2024 recommendation.

Draft people strategy

Tusla has provided a draft people strategy for review. Fórsa circulated the document to all workplace representatives and branches, and feedback is currently being collated.

EWS branch AGM and management engagement

The EWS branch held its annual general meeting on 19th October 2024. This was followed by a meeting with management on 14th November, during which several items were agreed. Meeting dates for planned for 2025.

Early years inspector

A conciliation conference was held on 15th October 2024, on behalf of early years inspectors seeking pay parity with inspectors employed by the Department of Education and Skills. A members' meeting took place in December 2024 to provide an update.

Aftercare

The aftercare review commenced in September 2024 and is expected to conclude within six months.

Family support practitioners

Draft terms of reference for the Family Support Practitioner Review Group were received and reviewed by workplace representatives. A meeting has been requested to finalise the terms and appoint independent chairs.

Career pathway review (CPR)

As of the end of 2024, 521 staff had applied for the career pathway review (CPR). Of these, 352 offers have been accepted and processed, with 169 staff awaiting completion. The application link remains open-ended on the Tusla Hub and is available to eligible staff upon reaching the five-year service threshold.

On-call – residential services

Fórsa and workplace representatives attended the WRC on 8th August 2024 to address outstanding issues related to on-call arrangements in residential services. While agreement was not reached at that time, Fórsa responded with suggested amendments in November. The union now awaits the final agreed proposal, which will be presented to members for consideration of a pilot arrangement.

TESS managers

In October 2024, Fórsa and workplace representatives attended the WRC regarding the regrading of TESS managers. Discussions were adjourned to allow management to engage with the relevant funding department on sanctioning backdated regrading to October 2018. Management committed to informing the Commission of the outcome December 2024.



Strategic change

Several projects are managed currently by the Strategic Change team and the following report summarises the progress since the last conference.

Fórsa Strategic Plan

A strategy for the implementation of the plan and the evaluation of progress has been guiding the work of the team for the past two years.

An area of key importance was the implementation of Core objective no.1: Organising to create a stronger, more powerful union, which has 22 sub-actions committing the union to developing and applying a national organising strategy at every level of the union.

With expert guidance, from the late **Dr Jane McAlevey**, bespoke training centred on building high participation and developing power in workplaces was developed. The methodology, known as *Organising for Power*, has been presented to the NEC and Divisions and training delivered initially to all staff. Rollout across the union is ongoing and pilot projects in divisions have highlighted the potential of the structured approach that *Organising for Power (O4P)* offers.

Branch Supports, Development and Membership Engagement Project

This project has been streamlining and standardising the materials and tools available to branches so that branches are able to devote more time to engaging directly with members.

A Workplace Reps charter, AGM guide, Branch Toolkit and branch merger guide were developed and tested with branches from each division. They had been participating in a pilot of the materials ahead of their launch to the NEC in September 2024. The next phase of the project, which includes communications and GDPR, will also see an expansion of participation in the development and testing phase.

The Branch Merger guide was developed in real time as several branches came together to increase their effectiveness. There are still a few branches with membership in single figures and others which are in the process of merging for various reasons and the guide continues to evolve.

Solas CRM project

This membership system project has now successfully progressed to Phase 2. The project team have steered the implementation of Phase 1, which required working closely with our tech partners and internal stakeholders to progress development work, testing and implementation as well as resolution of initial system faults. Additional functionality, requested following user feedback was scoped out, developed and implemented.

In parallel with continuing system development and testing, the project team have produced and delivered bespoke training, with training materials, for staff and branches and piloted these as the first tranche of branches were given access to

the new system. Further to this, the project team collaborated with colleagues in other divisions and functional teams to agree security protocols and identify business processes for review or refinement.

Although improving the data held on Solas is an ongoing process, we are now able to analyse and present information in ways which were previously beyond reach, helping us make more strategic decisions and contributing to the overall effectiveness of the union.

Solar PV project

This project commenced in an effort to meet the commitments within the Strategic Plan to create a greener, more sustainable union, by improving the sustainability of union offices and working towards carbon neutrality.

To date, Solar PV has been installed in the union's Nerney's Court offices in Dublin, and this is contributing to a decrease in energy costs and Fórsa's carbon footprint. The financial savings are expected to ensure the installation costs are recouped over a period of 3-4 years. An SEAI grant has been secured and reduced the cost by 18% and work is ongoing to secure quotes for the union's other premises.



Membership Unit

General: applications, subscriptions, and data

Fórsa's director of membership is Seán McElhinney.

The Membership Unit processed more than 10,000 new member applications in 2024 and appointed a senior recruitment officer. This role is crucial in helping branches and divisions that wish to profile union membership at public and promotional events. The senior recruitment officer's efforts are instrumental in raising the union's visibility and attracting new members.

The team has also continued with major data enhancements, added more than 20,000 workplace Eircodes to Fórsa's membership system, and has created dashboards, accessible to staff and Solas users, which make it easier to obtain reports about members and assist industrial colleagues with building a high-participation union environment.

Additionally, we've established protocols for collections for non-paying members and to maximise retention, as well as taking steps to ensure that, wherever possible, members are paying their subscriptions by deduction at source.

The Membership Unit team is determined to play a supporting role to divisions, branches, and the national union in terms of recruitment and density building, and to expanding the membership base by ensuring that new members are seamlessly integrated into the union.

Fórsa Income Protection Scheme

This complex project undertaken by the Membership Unit delivers auto-enrolment to the union's income protection scheme. This initiative involved collaboration with multiple stakeholders and meticulous planning. Fórsa members now have increased security in the event they become too unwell to work, providing them with peace of mind and financial stability.

Fórsa Retired Members project

This year, almost 200 retiring Fórsa members have already transitioned to retired membership. In 2025 Fórsa will appoint a membership development Officer, specifically focused on union building within Fórsa's retired members' section. This new role will focus on strengthening the network of retired members and ensuring their continued engagement and contribution to the union's activities.

The union's aim is to make Fórsa Retired Members the largest network of retired public servants, fostering a strong community of retired members who continue to contribute to the union's goals and activities, while advocating and campaigning in relation to issues affecting workers in retirement.

Reporting

As part of its commitment to enhance reporting mechanisms, the Membership Unit produces weekly and monthly reports that demonstrate recruitment progress across the union. These reports are shared with key branch, divisional, and national elected representatives and officers, ensuring transparency and facilitating informed decision-making.

Solas

The Membership Unit has doubled the number of members who have access to Solas, Fórsa's membership database. Currently, more than 80% of members are in a branch with a trained and accredited Solas user. This reflects the union's commitment to providing activists with the tools and resources they need to succeed and participate in union activities.

Digital infrastructure development

In 2025, the Membership Unit aims to launch a new tool that will enable members to update their details and allow reps and activists to update us about changes to membership in their workplace. The team is also developing new collections protocols to make it easier for members in the private sector to pay union subscriptions.



Subscription rates

Following the negotiation and ratification of the Public Service Agreement 2024-2026 last year, Fórsa members received pay increases across the board. As membership subscriptions are a percentage of a member's salary, the maximum rate of subscription increased in January 2025.

A maximum level for membership subs is set by the union's National Executive Committee (NEC). This is called the subscription 'ceiling'. This only effects members with annual salaries exceeding €57,125.

The union's two other subscription rates are unaffected by the change. These are the legacy rate paid by those who were members of the former PSEU of 0.62% on 31st December 2017 and the 1% rate for new and existing CO related grades in the Civil Service who have access to the former CPSU Benefit Scheme which was carried over into Fórsa.



Communications and campaigns

Fórsa's communications incorporates three discrete areas of activity overseen by three directors reporting to the union's general secretary. These are digital (Kate O'Sullivan), membership communications (Hannah Deasy) and media relations (Niall Shanahan). Working cooperatively to ensure consistency and quality of union communications, the work of each director is integrated to maximise the effectiveness of the union's reach to internal and external audiences and are coordinated with the work of the Campaigns unit and divisional and functional teams.

Digital

In 2023 and 2024, the Fórsa website had over 4.6 million visits, seeing an average yearly increase of 650,000 extra visits since the last report.

A sub-domain was installed for digital campaigning. This gives us the ability to run petitions, email campaigns, and event sign-ups. It's useful for both building powerful shows of support and to increase member engagement. The latter has been extremely high, averaging between 10,000 to 15,000 signatures per campaign. We're seeing rates of up to 40% of engagement coming from sharing on WhatsApp for example, which is far higher than industry average.

The website 'hubs' are also an innovation that is working well for issues such as disputes, conferences, and campaigns. They are centralised sections of the website with all the information members need, from 'how to vote', FAQs, resources like conference papers, etc.

Artificial Intelligence, specifically Generative AI, became a huge media story in 2024. The Director of Digital sits on the Fórsa AI working group as well as Unions 21's international group.

Training for members on digital campaigns and social media was rolled out through Fórsa's Skills Academy in 2024. More intensive training will be available following the successful pilot year.

On social media, the strategy was rolled out to focus on a mixture of operational information (e.g. ballot announcements) as well on building engagement and recruitment through win stories, value statements about unions, imagery that reflects members, and light-hearted content. Extensive outreach has been done to get more content from our members to great success. We now have a great range of people-focused imagery that is open, warm, and engaging.

Paid social media ads have been most successful in terms of recruitment on LinkedIn, as we're able to target employments. We run campaigns with a general Join Fórsa message, alongside ads during ballots as well as for events.

The social media landscape has gone through another round of changes in recent years, with Elon Musk notably now owning Twitter/ X. While Big Tech platforms have always had both a negative as well as positive influence, the negative has increasingly become more visible in Western countries. In response to this and to ensure we are on the platforms our members are, we have created presences on BlueSky, Mastodon, and Threads, alongside Facebook, Instagram, Twitter/X, TikTok and LinkedIn.

Membership communication

The aim of membership communications is both to enhance the clarity with which Fórsa communicates with members, and to elevate members' voices within union communications. Fortnightly sectoral bulletins are issued to members across all divisions by the Communications Unit. These form the core outreach to members, keeping them up to date on union developments, workplace issues, and relevant national stories.

Readership of these bulletins is consistently very high, with each division hitting an open rate above 50% for each edition. Average newsletter open rates are between 15 and 20%. Such a high average demonstrates a high degree of trust in union news content among Fórsa members.

In addition, all union promotional materials, activities and events are coordinated through membership communications to ensure coherency, consistency and the highest standards of professionalism.

From 2023 to 2025, delivering successful divisional conferences and a biennial conference were a priority focus for the team, as well as supporting divisions with ballots and industrial relations, through the production of information tools such as 'Frequently Asked Questions', leaflets, and emails to members.

To empower members and make the union more accessible we are increasing the use of 'plain English' in union communications and creating more toolkits that include posters, leaflets and guides for members

A new Skills Academy communications training is being designed to enhance reps and branches' communication skills, strategies and techniques.

Video is becoming an increasingly important part of the union's communications work. Producing high quality videos allows Fórsa to communicate effectively to a mass audience, using storytelling to demonstrate the collective power of Fórsa's members.

Media relations

The union continues to develop its position in national media as an authoritative voice on industrial relations, public services, collective bargaining and a wide range of social issues.

Between 2023 and 2025, the union led on extensive media coverage on a wide range of issues, including public service pay talks, the community and voluntary dispute in health, the HSE Pay and Numbers dispute and the Aer Lingus/IALPA dispute.

Fórsa is regarded as a trusted source and welcome contributor by national and local media outlets, with daily engagement and regular coverage in national media and a growing presence in regional print and broadcast media.

Aligning with Fórsa's strategic plan, the union plans to continue the development of boosting local media relations activity, working with branches regionally to create media content and establish local representative voices in the media, to grow its presence in media opinion pages

and radio panel discussions, and to increase the national media presence of senior and elected officials of the union.

General Election 2024

Fórsa called on parties and candidates to support the union's vision of a society that works for workers during the 2024 General Election. While not aligned to any political party, Fórsa's campaign encouraged trade union members to demand a society that delivers a decent quality of life for all workers, offers accessible, high quality public services, and which provides a secure future in the face of a changing climate and developments in technology expected to disrupt the workplace, such as Artificial Intelligence (AI).

The union's general election manifesto, launched on 14th November, presented policy proposals to strengthen public services and enhance the working lives of Fórsa members, securing substantial media coverage.

The manifesto was published on Fórsa's dedicated [election hub](#), where members were encouraged to send a strong message to all political parties by taking part in Fórsa's email campaign, in addition to providing election materials.

The manifesto's priorities were informed by the Ámarach research, which drew responses from more than 20,000 Fórsa members.

These included:

- Meaningful pay increases, that go beyond inflation, that reward workers for their commitment to public service.
- The protection of remote and hybrid working arrangements, and a commitment to piloting the four-day week in the public sector, without loss of pay.

- Investment in high quality public services, including community healthcare, publicly funded childcare, and availability of reliable public transport.
- Amend the industrial relations acts to give civil service workers access to the WRC and Labour Court.
- Legislate to modernise the outdated practice of excluding the majority of civil servants from engaging in political activity.
- Engage with unions on issues of serious concern in relation to the Civil Service Regulation (Amendment) Bill 2018.

Campaigns

Fórsa's director of Campaigns is Kevin Donoghue, Aisling Cusack is Policy and Research officer, and Mehak Dugal is Communications and Campaigns officer.

Research

The evidence-based approach continues to be a cornerstone of campaigning in Fórsa. Work is currently underway in the areas of remote work and political engagement as well as specific projects in health, and education.

In 2024, we published research relating to the experience of workers in local government and the civil service. Additionally, we published reports relating to election campaigns and worked with partners such as TASC (think-tank for action and social change) on more significant projects.

The unit has also undertaken larger projects to ensure we meet our obligations as set out in the strategic plan. Our most recent, aimed at improving our overall effectiveness as a lobbying organisation is expected to take 18 months and involve several phases.

Better In A Trade Union

Fórsa was one of the unions that took part in the *Better in a Trade Union* campaign in 2024. The all-island campaign continues this year and aims to ensure that all working people are aware of the benefits of being in a trade union, and the collective strength of organised workers. The centrepiece of the campaign was the first ever Union Week, which ran from Monday 29th April to Friday 3rd May 2024.

The campaign is, in part, a response to research that revealed that 44% of working people aged between 18-34 are interested in joining a union but hadn't yet joined one.

A host of member-organised events showcased the strength and diversity of the movement and included an impromptu concert by legendary singer Christy Moore in Dún Laoghaire-Rathdown County Hall, a talk by Helen Corish in Red Books in Wexford on the 1911 Wexford Lockout, and Bohemians F.C, wearing the 'Better in a Trade Union' jerseys at an away game at Oriel Park.

Fórsa branches organised events in hospitals, schools, offices and colleges, with many hosting joint events with other unions in their workplaces. Fórsa's Youth Network also hosted a Mayday event in Dublin featuring a panel of young workers. Fórsa national secretary and ICTU vice president Katie Morgan described Trade Union Week as "a celebration of unions and union members, and it provides a perfect opportunity to talk to your colleagues about all the reasons they should join Fórsa."

Union Week gave a real boost in workplaces where events took place, with Fórsa noting an average increase of 25% in new membership applications.

A subsequent event at Áras an Uachtaráin in June celebrated the success of the campaign. President Michael D Higgins extended a warm welcome to union delegates, the lifelong trade unionist and founder of the teaching section of the Workers' Union of Ireland, he called on unions to "to play a leadership-defining role in the coming years as we build the future of our economy and our society," and where all workers, and people from all backgrounds, can flourish.

Branch Campaigns Officers (BCOs)

The re-activation of Fórsa's Branch campaigns officer network commenced in 2024. This included identifying vacancies in the network and surveying BCOs on supports required to effectively undertake campaigning activities. A plan has been developed to build skilled activists within Fórsa branches and will be delivered throughout 2025.

Ploughing Championships

Fórsa was one of 1,700 exhibitors represented at the 2024 National Ploughing Championships. It was the first time Fórsa exhibited at the event, which drew nearly a quarter of a million visitors.

Fórsa general secretary Kevin Callinan said: "So many in the agricultural sector are in employment, either full-time or part-time. We need to support those workers, and to support our members working at this important national event."

Fórsa will return to this event in 2025.

Local elections

Local and European elections also took place in 2024. The campaign focused on More Power to You, a campaign for improving local services provision and strengthened local democracy. The campaign's unit published a manifesto document ahead of polling day, with the key pillars of focus being housing, water, waste services, energy, and democracy.

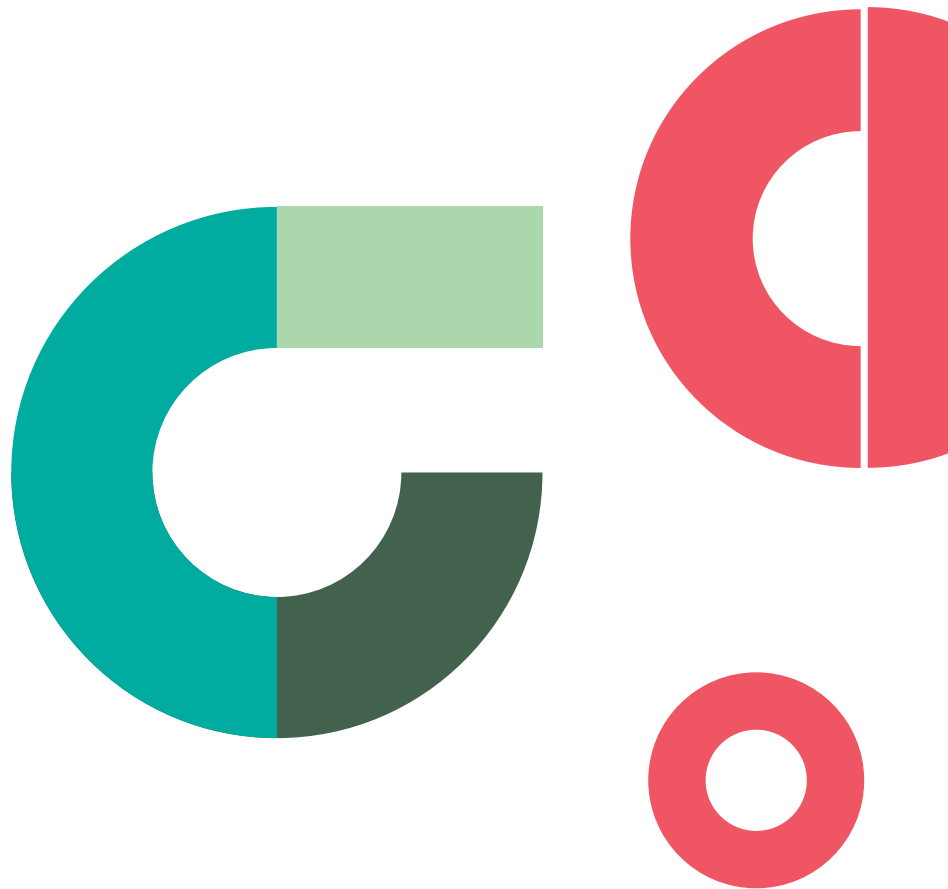
Summer school

The annual summer series event returns in 2025. This year's programme will provide a range of sessions covering key campaign elements. This event is open to branch campaigns officers and others with an interest in developing campaigning experience.

Stop the Stigma

The Stop the Stigma campaign has continued to make progress and Fórsa is recognised as a leader in the area. Several divisions have successfully engaged on this issue with employers through the industrial relations forums.

Those seeking to become more involved in campaigns or get more information should contact campaigns@forsa.ie.



Future of work and Artificial Intelligence (AI)

As AI continues to influence workplaces and dominate conversations and media, it is essential that Fórsa proactively addresses potential challenges related to discrimination, worker surveillance, data privacy, and job displacement. This was evidenced by the motions that were brought to the Biennial Delegate Conference last year. Following on from that, in July 2024, the NEC established an Artificial Intelligence (AI) Working Group to examine how to give effect to those motions. The working group has since examined these motions in-depth, identified critical areas for action, and made recommendations to ensure that Fórsa takes the lead in protecting its members from AI's potential risks, while also maximizing its opportunities for workers.

A lunch and learn webinar to take place on April 11th entitled 'An Introduction to AI in your Workplace'. Following this, Fórsa will conduct a survey of all members to establish further data in relation to the use and impact of AI in the workplace. This data will then be analysed in conjunction with information received through a mapping exercise across branches and workplaces. Preparations have

commenced for a high-level seminar on AI and Trade Unions which will be held in Nerney's Court in October 2025. Once the date had been confirmed, branches will receive further details. We are also engaging with the European Trade Union Institute (ETUI) who have considerable expertise in this area. The ETUI is the independent research and training centre of the European Trade Union Confederation (ETUC) which itself affiliates European trade unions into a single European umbrella organisation.

Skills Academy

Fórsa's director of Membership Training & Development is Fiona Dunne.

Skills Academy

The Skills Academy training and development programme has been growing from strength to strength with keen interest shown for all workshops and programmes over the last number of years. This enthusiasm has been matched by the ambition of Skills Academy to create a strong supportive learning environment and pathway in which our workplace representatives can develop and build their capacity throughout their union journey.

This year our focus is twofold i) to identify additional skills and topics, in addition to the core programme, to ensure our workplace representatives can continue their role development and ii) ascertain how workplace representatives and branch officers are implementing their learning in the workplace and assess outcomes.

As the essence of training is empowerment, Skills Academy is working to ensure training participants are tasked with the skills to implement their learning thus increasing their influence locally. We will continue to work with branches, workplace representatives and officials to remove any challenges or barriers to this and will be carrying out a series of surveys and focus groups, over the summer period, to do this.

This will ensure that future requirements for training will entail workplace representatives illustrating (with the support of their branch) the application of their learning to access higher stages along the learning pathway.

The programme

Running every month since January 2023, this year the Lunch and Learn series covered topics such as understanding neurodiversity to utilising the international BDS campaign for solidarity and learning about anti-racism practices to gaining a better insight into Public Service pay determination. The series continues to enjoy a high level of interest from representatives and members alike.

The Fórsa Induction programme, open to all new members, has identified those with an interest in stepping up and participating to a greater level in their workplace, and we are working hard in Skills Academy to ensure potential new activists are given the encouragement and support they need from their branch committees and Fórsa official to grow in that role.

Due to high levels of demand, the Level 1 Workplace Representative Training programme runs eight times every year across the country, ensuring as many skilled new representatives are entering their workplaces with an increased knowledge and capacity to undertake their role to the best of their ability.

The new calendar for the 2025-2026 academic year will be published in time for conferences and will be available at our Skills Academy stand present at every Divisional conference. This year it will come in pocket and A5 size, opening as a wall poster for branch training officers, along with a digital version on the Skills Academy hub page on the website.

Several new skills workshops were introduced at branch executive committee level which includes time management, public speaking, negotiations Level 1, presentation skills and utilising local IR mechanisms, which enjoy a significant level of demand. Additional workshops introduced for the 2025-26 term will include a resilience workshop and Level 2 Resolving Industrial Conflict, along with a new leadership programme for our more senior activists.

We have also worked directly with many branches, designing bespoke workshops for the committee to suit their needs which include building a strong branch team, creating a baseline for branch strategy and learning a range of skills to operate a strong and dynamic branch. Upward of 15 workshops are scheduled every academic year with more currently being scheduled.

The path to learning will be paved with newly applied practices, and we look forward to working with all our branches to ensure they have the capacity to achieve great success for members locally.

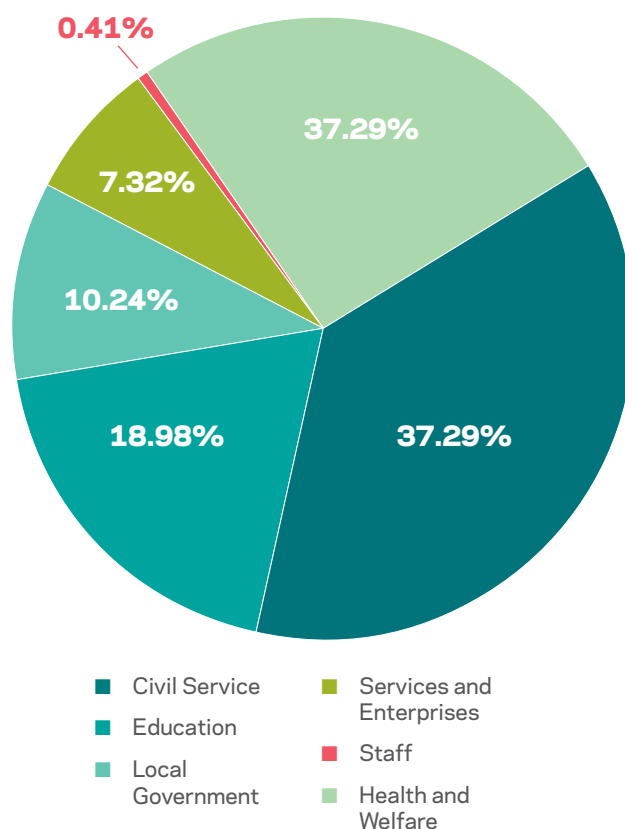
For a more detailed explanation of our courses and programmes, please contact the Fórsa Skills Academy skillsacademy@forsa.ie.

Learning by numbers

From September 2023 - February 2025, we have had engagement with approximately 1280 learners of which almost 50% are members taking the induction session (new and long-term members).

Between September 2023 and May 2024, 379 branch and workplace representatives participated in training with 260 participating to date in the Sept 24 - Feb 2025 period.

Learners by division



Third level grant scheme

Fórsa's Third Level Grant support scheme for union representatives continued ahead of the 2024/25 academic year. The scheme is intended to assist union representatives in acquiring knowledge and skills that will help them to better carry out the role of a union representative.

Financial assistance is provided to successful applicants, enabling them to undertake a certified educational course at third level. Courses (not including post-graduate) must provide qualifications and skills which will benefit a member in their work, union, and personal life. The grant is not intended to assist in the progression of a members' professional development or career.

The scheme is open to all union representatives. A union representative role includes performing any role on behalf of their union colleagues at workplace, branch, vocational group or other level.

Only current, in-benefit members of Fórsa can apply, and must be able to provide details of their role, current or past, as a union representative.

Grants are based on the gross cost of undertaking the course up to a maximum of €3,000 per year. The amount awarded to successful applicants will be decided by the Membership Services Committee.

Working conditions

Improving workers' rights

In March 2024, Congress published its **Challenging myths and improving working conditions in a strong economy** as employer groups sought to push back on reforms to the National Minimum Wage, statutory sick leave and pension auto-enrolment plans.

The Congress document challenges some of the arguments put forward by some business groups, which are regarded by unions as largely weak and occasionally false.

Many of the recent government reforms, such as new statutory sick leave entitlements, merely bring the Irish workplace into line with European peers, while some sectors pushing back hard against reforms, such as hospitality and retail, have experienced real employment growth between 2023 and 2024.

Adequate minimum wages directive

Congress has argued that part of the solution to sector specific challenges are within reach, including the “transformative potential” of the Adequate Minimum Wages Directive. The Government missed the deadline to transpose the directive into law before mid-November 2024.

In January 2025, an advocate general of the European Court of Justice that the directive be annulled its entirety. In a case taken by Denmark and supported by Sweden, the advocate general found that the European Commission and European Parliament had exceeded their authority by adopting the directive which is intended

to provide stable mechanisms for updating and increasing national minimum wage levels across the EU.

The specialist publication, Industrial Relations News, reported in February 2025 that these developments have raised trade union concerns about the development of an action plan on collective bargaining. Article 4(2) of the Directive obliges Ireland to form an ‘action plan’ to promote collective bargaining.

This obligation is reiterated in the latest Programme for Government, where it is stated that the government will: “Publish an Action Plan for collective bargaining in 2025 in line with our commitments under the EU Directive.”

The directive requires the state to promote collective bargaining and to facilitate the right to exercise collective bargaining and will be the subject of a Court of Justice ruling later this year.

Gender pay gap

The gender pay gap (GPG) is the difference between the average hourly wages of women and men. A gender pay gap will exist if the majority of lower-paid jobs in an organisation are carried out by women and the higher-paid roles are carried out by men.

The Gender Pay Gap Information Act was implemented in 2022 and sets out employers’ obligations on gender pay gap reporting. In October 2023, it was reported that Ireland’s gender pay gap (GPG) is 9.6%, according to the CSO’s **Structure of Earnings Survey 2022**

Work Life Balance and Miscellaneous Provisions Bill (2022)

The Work Life Balance and Miscellaneous Provisions Bill (2022) was passed by both Houses of the Oireachtas on 29th March 2023. The Bill introduced a new workers' right to paid leave for victims of domestic violence and new rights for workers requesting remote work, both of which ICTU and Fórsa campaigned for. The legislation includes improvements to support working parents and carers balance paid work with family care, necessitated to give effect to EU law.

In March 2024, unions welcomed the new code of practice on requests for flexible and remote working. The code, which unions said strengthen workers' work-life balance rights, was developed by the Workplace Relations Commission (WRC) and social partners. The draft code was developed by an ICTU working group, which included Fórsa representatives, and now provides a comprehensive guide on compliance with the Work Life Balance Act and best practice principles.

In January 2025, Fórsa instructed its civil service members in the Department of Finance and the Department of Social Protection (DSP) to continue to work their current hybrid working arrangements. The instruction was issued in response to staff directives to increase the number of office workdays from the beginning of February.

It was the first instance in which the Government has rolled back remote working arrangements for its own staff, following the publication of the new Programme for Government, which commits the new administration to a review of remote and blended work policies.

Following a swift intervention by the Taoiseach's office, the DSP revised its position and advised staff they had the option to continue current arrangements while consultation takes place. Similarly, the Department of Finance issued correspondence to staff confirming there has been no change to the department's blended working policy, and that "all staff can continue to work their existing blended working patterns" as well as confirmation that the department will engage with the unions on the issue. Consultations are expected to get underway in 2025.

Fórsa in action

Membership survey

More than 20,000 Fórsa members took part in an Amárach survey in 2024.

Responding to the survey, 84% of members said that pay improvement would inform how they'd vote in the general election, while 74% said that they would be more likely to vote for parties that would commit to negotiating pay increases "that go beyond inflation."

Three quarters of members who took part in the survey expressed support for a four-day week and said they would support candidates and political parties that would pledge to run a trial of a four-day working week in the public service. Investment in community health is an issue of utmost importance to members with 81% saying they will vote for candidates and parties who make this a priority.

Fórsa Youth Network

The Fórsa Youth Network aims to strengthen and empower younger members by providing an open, equal and respectful space for young members to discuss matters relevant to them, while respecting the contributions of every member.

The Fórsa Youth Annual General Meeting (AGM) took place in October 2024. Each branch of Fórsa may nominate a maximum of one voting youth representative (under the age of 35) to attend meetings of the National Youth Network, and branches may send additional non-voting representatives to meetings.

A steering committee was elected at the AGM, and the new committee held their first meeting in December 2024, outlining

its programme of work for the year ahead. The Fórsa Youth Network is chaired by Hugh McInerney. More details about Fórsa Youth Network is available [here](#).

Fórsa's LGBTQIA+ Network

Fórsa's newly established LGBTQIA+ network was formally launched at the union's equality seminar which took place in November 2024. Fórsa's LGBTQIA+ network was formed following a motion brought to the union's biennial conference in May by Fórsa activist Rob Partridge. The network will work to support all members and staff who identify as a member of the LGBTQIA+ community.

The seminar included contributions from veteran trade union activist Kieran Rose, retired Fórsa member and chair of Dublin Pride Philippa Ryder, and David Carlos Casanova Rinehart of the newly established Queer Library Alliance.

Fórsa President fundraiser

Four charities located in the Northwest received donations from Fórsa in 2024, made possible by funds raised at the Fórsa President's dinner in January 2024. Then president Michael Smyth and treasurer Julie Flood awarded donations of €6,000 to each of the charities on behalf of members.

The four charities were Ballybay Cancer Society; Errigal Truagh Special Needs Parents & Friends; SOSAD (Save our Sons and Daughters) Monaghan and Down Syndrome Centre North.

Fórsa 2024 biennial conference - Your Union, Your Power

There were 700 delegates in attendance at Fórsa's biennial conference in May 2024. Delegates elected a new officer board and was officially opened by a performance by singer Tolú Makay followed by an address by outgoing Fórsa president Michael Smyth.

Motions on housing dominated the opening session. Fórsa activist Anne Marie Ryan, from the Westmeath health and welfare branch, called on delegates to support the union's active engagement with government to advocate for "a meaningful and workable resolution to the housing crisis."

Helen Linehan, Cork general clerical branch, told delegates the branch had brought its housing motion to the conference because so many of her younger work colleagues were still living at home with parents or contemplating emigration because they could not find a home.

In his address to conference, Fórsa general secretary Kevin Callinan declared that Fórsa will take a lead role in building a better Ireland. He said: "Everything we have, we won by organising. Now we have to do more than we ever have before. We need to mobilise on the issues that will make our country a better place to live and work."

Conference also welcomed Fórsa member Esther Lynch, general secretary of the European Trade Union Confederation

(ETUC), and Daniel Bertossa, general secretary of Public Services International (PSI) who spoke about the work public sector unions across the world do to protect their members.

Four members working in local authorities spoke to both The Irish Times and the Irish Independent about the experience of dealing with aggressive and abusive behaviour by service users and far-right agitators, while the Skills Academy and the Membership Unit were among those hosting conference fringe events.

Conference also welcomed Palestinian Ambassador to Ireland Dr Jilan Wahba Abdalmajid. She told delegates: "We the Palestinians deserve to live, deserve to be viewed just as worthy as other human beings, for our right to self-determination to be acknowledged."

2024 Fórsa members' awards

The inaugural Fórsa Members' National Awards were presented at the Biennial Conference in Killarney in May 2024. The new awards, distinct from the Distinguished Service Awards, are open to all members, regardless of years of service.

Members were encouraged to nominate members in seven distinct categories (organising, delivering for members, campaigning, recruitment, community champion, branch effectiveness and

outstanding pandemic response champion), whose work they felt deserved recognition, providing an opportunity to celebrate each other's hard work, learn

from one another, and in the process build a more positive and productive union culture.

2024 Fórsa member award recipients

Mary Carty	Ballinasloe Branch
Mary Fuller	Cork Health and Local Government Branch
Marie Turner	Cork Health and Local Government Branch
Teresa Barrett	DSP Executive Grades Branch
Michael Cryan	DSP Executive Grades Branch
Dorothy Doherty	DSP Executive Grades Branch
Brian Reynolds	DSP Executive Grades Branch
Michelle Kenny	Dublin Hospitals Branch
Gina O'Brien	Higher Education Branch
Geraldine McCarthy	Limerick Health and Welfare Branch
Frances Tallon	Meath Health and Local Government
Dermot McCague	Monaghan Health and Local Government
Carol McGeough	Monaghan Health and Local Government
Paul Carey	NETB Branch
Kevin Lewis	NETB Branch
Mick Scully	Ordinance Survey Professional Branch
Helen Sheridan	Proposed by Officers/ATC Branch
Gerry Foley	Retired Members Group
Lorraine Currivan	State Enterprises No.1 Branch
Noreen O'Mahony	Cork Health & Local Government
Michael Doyle	Coillte
James Kavanagh	School Completion Programme
Niall Weldon	School Completion Programme
Maureen Keenan Barry	Dublin Central CS Clerical

International

Affiliations

Fórsa is affiliated to, and plays an active role in, the following international trade union federations: Public Services International (PSI), the European Federation of Public Service Trade Unions (EPSU), the International Transport Federation (ITF), the European Transport Federation (ETF), and Uni Global Union.

Fórsa is also one of the active international trade union affiliates of the Justice for Colombia (JfC) campaign. JfC was set up in 2002 by the trade union movement to support Colombian civil society in its struggle for human rights, labour rights, peace, and social justice.

Fórsa plays a leading role in Trade Union Friends of Palestine (TUFP). Established by ICTU in 2007, the group works within the trade union movement to educate members and highlight the injustices inflicted on the Palestinian people, to promote further policy motions to help address Israeli human rights abuses, and to mobilise solidarity activity.

Developing World Fund

Fórsa's Developing World Fund provides ongoing support to education, development, and human rights projects across the globe. Funded by 3% of every member's union subscription, the Fórsa Developing World Fund gives over €600,000 a year to projects around the world, allowing the union to make ongoing contributions to human rights and development, as well as responding to humanitarian emergencies.

Since 2022, organisations including Self Help Africa, Concern Worldwide, Turkey/Syria ITUC Emergency Appeal, Vita Ireland, Justice for Colombia, the Irish Red Cross, UNICEF, and PSI International Projects and Tír nan Óg Children's Foundation have been supported through this fund. In the period 2022 and 2023 Fórsa supported international solidarity projects with over €1.3 million in funding.

Fórsa Gaza appeal

Fórsa has donated €100,000 to the UNICEF's Gaza Crisis Emergency Fund, with proceeds helping to provide humanitarian relief to the Palestinian people following Israel's ongoing war and continued bombardment of Gaza.

The donation was made following a meeting of the union's National Executive Committee (NEC) in November 2023 as part of the urgent humanitarian appeal. In addition, branches and members raised a further €32,000 for the UNICEF appeal. UNICEF Executive Director Peter Power has said that these funds allowed the organisation's global logistics supply chain to scale up operations on the ground in support of the team inside Gaza.

With Fórsa's support, UNICEF was able to transport significant humanitarian assistance to Egypt for onward delivery through the Rafah border crossing. UNICEF's efforts, including eleven airlifts, have been among the first deliveries to pass through Rafah, reaching those in need with unprecedented speed. The funding has also contributed to UNICEF providing clean and safe water, hygiene

dignity, tents and bedding, medicines, and food to the people of Gaza.

Since November 2023, Fórsa has participated in weekly demonstrations across the country, calling for an immediate ceasefire in Gaza. The union continues to monitor the devastating humanitarian impact of the war on the people of Gaza and the West Bank.



Appendices

Appendix i:

Claim for Civil Service Engineer Grades under the Local Bargaining Clause of the Public Service Agreement 2024-2026 (7th April 2024) available [here](#).

Appendix ii:

Claim for Executive Officer/Higher Executive Officer/Administrative Officer and Related Grades (Civil Service) and Administrative Grades 4 to 7 and Related Grades in Public Service (Health, Education and Local Government Sectors) under the Local Bargaining Clause of the Public Service Agreement 2024 - 2026) (February 2025) available [here](#).





Your voice,
Your power



14th - 16th May 2025
Mount Errigal Hotel, Letterkenny

#ForsaHealthWelfare