

The background of the entire page is a dark teal color. It features several large, abstract geometric shapes in teal, light green, and red. In the top left, there is a large teal semi-circle. In the top right, there is a red semi-circle. In the center, there is a large teal semi-circle. To the right of the center, there is a large teal semi-circle. In the bottom left, there is a large teal semi-circle. In the bottom right, there is a large teal semi-circle. The text 'Fórsa' is written in white, bold, sans-serif font, with a small red arrow pointing to the right above the 'o'.

Fórsa

Your voice,
Your power

2025
AGENDA

Health and Welfare
Divisional Conference

14th - 16th May 2025

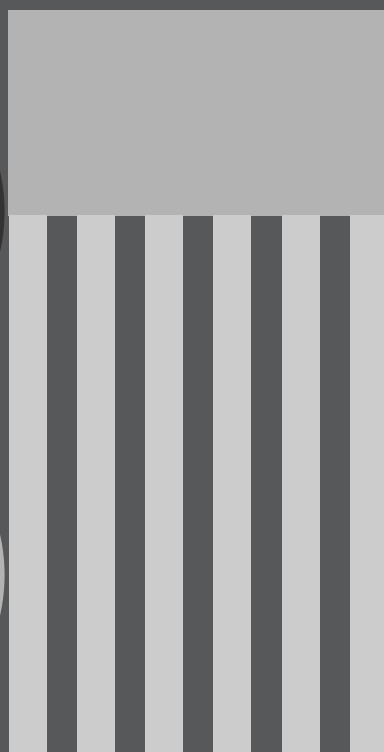
A graphic design featuring the word "FÓRSA" in a bold, sans-serif font. The letter "F" is white and positioned within a large, light gray letter "P". The letter "O" is a large, light gray ring. The background is white, and there is a gray rectangular block in the top left corner.

FÓRSA

Your voice,
Your power

Health and Welfare Divisional Conference

14th - 16th May 2025



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Conference timetable

Wednesday 14th May

13.00	Registration and issue of ballot papers
15.30	Opening of Conference Address by local dignitaries John McLaughlin, Chief Executive, Donegal County Council Niamh Kennedy, Cathaoirleach, Donegal County Council
16.00	Cathaoirleach Clodagh Kavanagh opening address to conference
16.15	Appointment of tellers and scrutineers
16.20	Adoption of general standing orders
16.25	Adoption of Standing Orders Committee report
16.30	Election arrangements
16.40	Minutes of Conference 2023
16.45	Biennial divisional report for adoption
16.50	Community and voluntary sector: Recap on journey to date
17.00	Community and voluntary sector: Motions 87 and 88
17.15	Tusla reform: Motion 89
17.20	Privatisation and outsourcing: Motion 74. Common debate (75 and 76)
17.35	Report on: Motions common debate (79 and 80)
17.40	Career pathway: Motion 77
17.45	Union organising: Motion 78
17.50	Public policy: Motions 81, 82, 83 and 84
18.15	General terms and conditions of employment: Motions common debate (7, 8 and 9)
18.30	Conference adjourns

Conference timetable

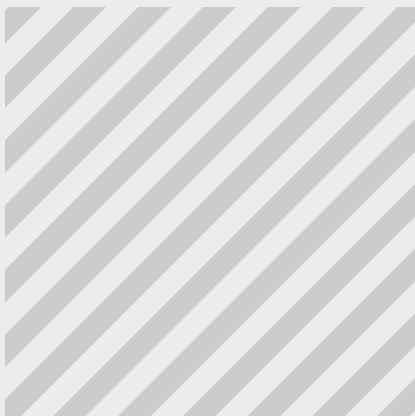
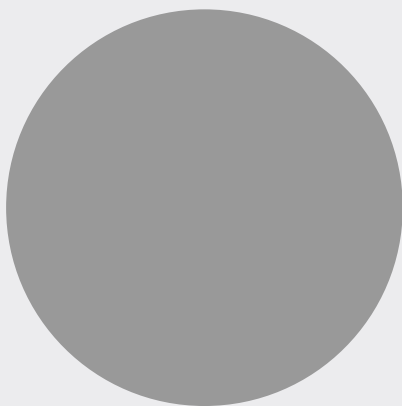
Thursday 15th May

9.15	Conference resumes
9.15	Address by Martin Walsh, President of Fórsa
9.30	General terms and conditions of employment: Motions 1, 2, 3, 4, 5 and 6
10.00	Job evaluation: Motions 50, 51 and 52
10.15	Health regions: Motions 53 and 56. Common debate (54 and 55)
10.30	Pay, pension and related: Motion 31, 32, 33, 36, 37, 38 and 39. Common debate (34 and 35)
11.15	Health, safety and wellbeing: Motions 70 and 71
11.30	Panel one: Morale amongst healthcare workers
12.30	Morale: Motions 72 and 73
13.00	Conference adjourns for lunch
13.00	Lunchtime Fringe event
14.00	Conference resumes
14.00	Presentation of distinguished service awards
14.10	Address by Fórsa General Secretary, Kevin Callinan
14.20	Local bargaining: Motions 26, 27, 28, 29 and 30
14.50	Pay and numbers strategy: Motions 60, 61, 62 and 63
15.15	Panel two: Safe use of artificial intelligence (AI) in healthcare
15.50	Artificial intelligence: Motions 49
16.00	Recruitment and retention issues: Motions 40, 43, 44, 45, 46 and 47. Common debate (41, 42 and 48)
16.30	Conference adjourns

Conference timetable

Friday 16th May

9.30	Conference resumes
9.30	Community health network model and related: Motions 57, 58 and 59
9.45	Disability sector: Motions 85 and 86
10.00	General terms and conditions of employment: Motions 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24 and 25
11.00	Department of Health expertise: Motions 64, 65, 66, 67, 68 and 69
11.45	Guillotined motions
12.30	Conference closes



Standing Orders Committee

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

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

General standing orders for conference

1. These standing orders shall be read in conjunction with the rulebook of the union. If there is conflict on meaning, then the rulebook shall prevail.
2. The Standing Orders Committee shall recommend the timetable for conference and the order in which motions and amendments submitted shall be taken. When the time allotted to a group of motions has elapsed, the chairperson shall allow the debate in progress to finish. S/he shall then proceed to the next group of motions, thus guillotining any remaining motions in the current section. Such guillotined motions may be taken up by the chairperson later in conference as time permits. Otherwise, they are automatically referred to the appropriate executive committee.
3. Unless otherwise decided by conference, only one motion may be before conference for discussion at any time.
4. Individual motions and amendments should be proposed by a speaker from the appropriate executive committee or from the branch which gave notice of the motion or amendment. Where no delegate of that branch is present, the motion may be proposed by any other member of conference. In the case of motions in common debate, all motions and amendments shall be deemed to be formally proposed, unless the conference has been given advance notice that the proposer of a motion or amendment does not wish it to be proposed. There is no requirement for any motion or amendment to be seconded. Once the agenda has been adopted, motions may only be withdrawn with the agreement of conference.
5. Only members of conference as defined by Rules 16(i) and 16(ii) or the equivalent grade committee representatives as defined in Rule 25(ii)(e) of the rulebook may address conference. This rule shall not preclude the Standing Orders Committee from making recommendations to conference, which shall be considered immediately by conference.
6. Unless otherwise agreed by conference, no member shall address conference unless s/he is proposing or speaking to a motion or amendment or:
 - (i) is raising a point of order; or
 - (ii) is raising a point of fact; or
 - (iii) is delivering the chairperson's address.
7. All speakers should address conference from the rostrum or microphone and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant Executive Committee and members of staff will be limited to three (3) minutes when clarifying points or answering questions.
8. Where several motions and/or amendments submitted deal with the same topic, Standing Orders Committee may produce a composite or comprehensive motion. If it is not possible to do this, there may be a common debate on the issue covered by the group of motions and/or amendments. The first speaker on behalf of the proposing branch or the first speaker on behalf of the DEC in the case of motions proposed by the DEC shall be deemed to be the proposer of the motion. Each proposer shall

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

have a maximum of four (4) minutes. In the subsequent debate, no-one may speak more than once, but each speaker may refer to any of the motion(s)/amendment(s) then before conference, up to a maximum of three (3) minutes. Proposers of motions taken in common debate shall, subject to the discretion of the conference chairperson, have the right of reply but only in respect of the motion proposed by her/him and the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. When the chairperson is satisfied that sufficient time has been allowed for debate, each motion and/or amendment shall be voted on separately in accordance with the relevant Standing Orders Committee report.

9. Amendments to amendments may not be moved, even under the terms of Rules 17(ix) and 21(ix) of the rulebook.
10. Except as otherwise provided, no member of conference shall speak to a motion more than once. For the purpose of this standing order, an amendment to a motion and a motion which has been amended shall each be considered to be a new motion.
11. Subject to the discretion of the conference chairperson, the proposer of a substantive motion, not in common debate, shall have a right to reply immediately before the motion is put to conference, provided that opposition has been expressed or clarification has been requested. However, the right of reply shall be strictly confined to answering previous speakers on that motion and/or where clarification has been sought and the proposer shall not introduce any new matter into the debate. The proposer of an amendment shall not have a right of reply.
12. The following types of motion may be moved at any time:
 - (i) Motion to “refer to the National Executive Committee or Divisional Executive Committee.” The chairperson of conference will then ask the proposer of the motion or amendment if s/he agrees. If not, there will be a short debate on the motion to refer, before conference decides the issue by voting. If the motion to refer is defeated, the original debate will continue.
 - (ii) Motion “that the question be now put.” This motion may only be put to conference if the chairperson is satisfied that a reasonable amount of time for debate has been allowed. If the chairperson is so satisfied, the motion shall be put without discussion.
 - (iii) Motion “that conference proceeds to next business.” After this motion has been moved the proposer of the motion/amendment under discussion has the right to speak briefly against the procedural motion, which shall then be put without further discussion. If it is defeated, debate shall continue on the original motion/amendment.
 - (iv) Motion to “suspend standing orders.” Such a motion shall state the purpose and period of time for which standing orders shall be suspended. This procedural motion must be passed by three-quarters of the delegates present and voting to be adopted.
13. If two or more members of conference wish to speak, the chairperson will call on the members whom s/he first observes, except that when a member of the Standing Orders Committee rises, s/he shall be the next to speak.
14. If, in the opinion of the chairperson, grave disorder has arisen, s/he may at her/his discretion, adjourn the meeting for a specified time.
15. Mobile phones may not be used in the conference hall while conference is in session.
16. No literature, other than conference documents - agenda, minutes, and reports - may be circulated in the conference hall without the express advance approval of conference by a simple majority of delegates present and voting.
17. No smoking or vaping is permitted in the conference premises.

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

There are various electoral systems used in different countries and organisations to achieve what are considered in those areas to be democratic outcomes. In Ireland, we have multi-seat constituencies with a system of proportional representation (PR) with transferable votes. This applies if your first (or second etc.) choice is not elected or is elected with a surplus of votes. The 'left over' votes are then transferred to other candidates of your choice. There are some differences between the PR system used for Dáil elections and those used for Seanad elections - where the Panel elections and University Seat elections use further variations of the PR system.

Fórsa decided to adopt an electoral system aligned to the Seanad Panel election system where each vote is treated as being equal to 1,000 votes. While the Fórsa system is designed specifically for NEC and DEC elections it can be used for elections at branch and other levels. Branches and equivalent grade committees/national professional committees are, of course, free to use any of the other Oireachtas models of PR should they wish.

Ballot paper

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

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

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

The system of distribution of ballot papers must also ensure that only those eligible to vote receive ballot papers, and that nobody can receive more than one ballot paper. The ballot papers should be placed in a sealed box, which is stored safely until the count. Postal ballots received should be placed on arrival in the count center in a sealed container. It is essential that the ballot paper cannot identify the voter.

Returning Officer

A Returning Officer, preferably agreed, should be appointed in every case as decisions may be required in relation to:

- The validity of ballots;
- The order of distribution of surpluses; or
- The elimination of candidates; or
- In relation to requests for recounts.

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

Valid ballot papers

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

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

First count

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

The quota

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

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

Distribute or eliminate?

The biggest causes of confusion in the PR system are:

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

In one-seat elections, (e.g. Union President, Treasurer, Chairperson of division), this is easy. If one candidate exceeds the quota (50% plus 1 in this case) he/she is elected. If no candidate reaches the quota, then the candidate with the lowest number of votes is eliminated. More than one candidate may be eliminated at the same time; if for example, the total of the bottom two candidates does not exceed the votes of the next highest candidate.

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

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

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

The Returning Officer will distribute the surplus(es) where the total value of all surpluses to be distributed exceeds the difference in votes between the lowest two candidates. This may alter the order of these lowest candidates and in particular the order in they might be eliminated or moved up the list. The Returning Officer will ordinarily distribute all surplus(es), (where available) before anybody is eliminated. When each surplus is distributed the lowest candidate will be eliminated.

The order in which surpluses are distributed is as follows:

- The greatest surplus is distributed first;
- If there are two or more surpluses that are equal the first to be distributed is the surplus that arose on the earliest count;
- Where this is also equal the surplus to be first distributed is that of the candidate with the highest first preferences;

- If all of these are still equal, the first surplus to be distributed is that of the candidate who was first ahead of the other candidate at the first count at which they were unequal;
- If there was no such count (e.g. first count surplus only to be distributed) then the Returning Officer shall decide by lot* which surplus to distribute first.

The order in which candidates are eliminated is as follows:

- The candidate with the lowest vote (total original and transferred) is first eliminated;
- Where two or more candidates equally have the lowest vote, the candidate who is first eliminated is that who received the lowest first preference votes;
- Where these are equal, the first candidate to be eliminated is that which was lowest at the first count at which they were unequal;
- Where these are equal (or cannot arise, as in the first count) the Returning Officer can exercise judgement based on a scrutiny of the preferences cast, however if the judgement of the Returning Officer is that they are still equal he/she shall decide by lot* which of them is to be eliminated first.

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

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

Physical transfer of ballot papers

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

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

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

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

Elected without reaching the quota

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

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

Result sheet

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

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

This result sheet should be made available to all candidates and everyone else with an interest in the outcome of the election e.g. a copy could be posted in the count center, conference hall, etc. The Returning Officer will make the result sheet available to the candidates, and respond to any queries they may have, prior to making it available to others with an interest in the election.

Re-count

The conference election procedures do not specifically provide for re-counts.

However, the Returning Officer may at any time during the count require a re-count or re-check of some or all of the ballot papers if he/she has any reason to be concerned that an error may have been made.

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

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

Fórsa conference election procedures

Rule 19 covers the Divisional Executive and its officers.

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

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

30th April 2025

Standing Orders Report No. 2

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

1. Conference timetable

The foregoing timetable for conference is recommended.

2. General Standing Orders

The foregoing General Standing Orders are recommended.

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

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

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

3. Motions received

105 motions were submitted by branches for consideration. In accordance with the notice issued and Rule 17, 105 were received by the deadline and 0 motions were received after the deadline.

All 105 motions are included in the agenda as follows:

- 89 of those motions were deemed to be in order and follow Standing Orders Report No. 2.
- 12 of those motions are listed in Appendix 1 and were deemed to be advisory to the NEC. See note 4 below.
- 4 of those motions are listed in Appendix 2 and were deemed to reiterate existing policy. See note 5 below.

The Standing Orders Committee (SOC) has noted that a template issued to branches seeking to ensure that motions submitted were correctly formulated as motions to conference. It is noted that a number of motions were submitted with a duplication of wording, for example "We call on Fórsa...". In such instances the SOC has adjusted the text where possible to render these motions in order. It is further noted that a number of motions submitted were not in line with the template issued to Branches and as such the SOC had ruled these motions as out of order in the Preliminary Agenda.

SOC has since revised its position and has amended those motions listed in Appendix 3 to the Preliminary Agenda. This has resulted in x2 (two) motions (100, 101) being listed in Appendix 1 (Advisory to NEC) as even after they have been amended their substance is still not in order with Divisional Conference. A further 5 (five) motions (41, 63, 68, 69, and 80) are now deemed to be In Order and are comprehended below and listed for Conference.

4. Motions appropriate to National Conference

Appendix One contains 12 motions which are more appropriate for the National Conference and will have the status of advisory to the National Executive Committee (NEC).

5. Motions reiterating existing policy

Appendix Two contains 4 motions that reiterate existing policy contained within the Divisional Policy Handbook and therefore do not require a decision at conference.

6. Motions considered to be out of order

There are no motions deemed to be out of order.

7. Amendments to motions

There were 7 (seven) amendments to motions received by the deadline of April 2nd and were considered by Standing Orders. Appendix 3 below.

None of the amendments were accepted by SOC on the basis as set out hereunder:

i) Proposed amendments to motions 39, 61, 68, 69, and 80

Standing Orders revised the position taken with regard to motions being submitted in accordance with template documentation that had issued prior to conference. When such motions were amended with the template wording of *"That this conference calls on the Health and Welfare Divisional Executive Committee"* motions 39, 61, 68, 69, and 80 were no longer deemed Out of Order.

As these motions are now accepted the proposed amendment is rendered moot and the relevant branches withdrew their amendments.

ii) Proposed amendments to motions 33 and 84.

These amendments were not submitted in the correct format of amendments to motions and so are not accepted by SOC.

8. Emergency motions

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

9. Emergency motion received

There was one (1) Emergency Motion (106) received to date by Standing Orders. Appendix 4 below).

SOC have ruled that this motion is out of order and therefore cannot be accepted as a motion to conference on the basis that the subject of the motion was known prior to the closing date of motions (6th February 2025).

10. Nominations

There has been 1 (one) withdrawal of a nominee for Chair and Vice Chair. This is set out at Appendix 5.

The remaining nominations are now set out in Appendix 6 and will appear on the ballot paper.

11. Withdrawal of motions and nominations

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

12. Standing Orders Committee for conference

Civil Service	Mick Brophy (Returning Officer)
Education	Maria Burke
Health and Welfare	Don Gibney Don Meskell
Municipal Employees' Division	Michael Ross
Services and Enterprises	Billy Gallagher (Chair for Health and Welfare Conference)

13. SOC availability prior to conference

Where branches have queries, they are asked to raise these with SOC by emailing soc@forsa.ie as soon as possible and in any event not later than one week prior to conference. SOC will be available in the conference hotel between 2pm and 3pm on Wednesday 14th May.

14. Typographical errors

The Standing Orders Committee have identified a number of typographical and formatting errors within motions submitted. These were considered and SOC have noted that these will be corrected in the final agenda.

15. Legend on acronyms

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

Acronym/ Abbreviation	Explanation
AI	Artificial Intelligence
BMI	Body Mass Index
BVA	Boards and Voluntary Agencies
CDNT	Children's Disability Network Team
CEO	Chief Executive Officer
CHN	Community Health Networks
CORU	Statutory Regulatory Body for Health and Social Care Professions
CPD	Continuous Professional Development
CPL	(Private Sector company used as a) Recruitment agency for healthcare staff
CRS (HSE)	Civil Registration Service
CS	Clinical Specialist
DAW	Dignity at Work
DCEDIY	Department of Children, Equality, Disability, Integration and Youth
DEC	Divisional Executive Committee
DLD	Developmental Language Disorder
DOH	Department of Health

ECG	Electrocardiogram
EHR	Electronic Health Record
FEMPI	Financial Emergency Measures in the Public Interest
H&W	Health and Welfare
HSCP	Health and Social Care Profession(al)
HSE	Health Service Executive
IASLT	The Irish Association of Speech and Language Therapists
ICPOP	Integrated Care Programme for Older People
IFMS	Integrated Financial Management and Procurement System
INMO	Irish Nurses and Midwives Organisation
JES	Job Evaluation Scheme
NEC	National Executive Committee
NISRP	National Integrated Staff Records and Pay Programme
PSC	Psychological Safety Climate
PWC	PricewaterhouseCoopers (Consultancy Agency)
Q&A	Questions and answers
RHA	Regional Health Authority - now known as Health Region(s)
SAP	Payments system in HSE
SLT	Speech and Language Therapist
SOC	Standing Orders Committee
TOIL	Time Off in Lieu
TTM	(Private Sector company used as a) Recruitment agency for healthcare staff
WRC	Workplace Relations Commission

Rose Marie Conroy
Chairperson
Standing Orders Committee
30th April 2025

Motions

General terms and conditions of employment

Motion 1

That this Conference calls on the Health and Welfare Divisional Executive Committee to negotiate an addendum to the current HSE Serious Assault Scheme, so that members who have been victims of assault in work as defined under the Non-Fatal Offences Against the Person Act 1997 are granted administrative leave in the first instance, rather than having to use their own sick leave.

Dublin South Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 2

That this Conference calls on the Health and Welfare Divisional Executive Committee to take a zero-tolerance approach to situations where HSE management fail to abide by the specified timelines of their own Grievance Procedure.

Dublin South Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 3

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that any member of Forsa’s Health and Welfare Division, for whom overtime is regular and rostered and forms a substantial part of income, should have this overtime factored into the calculation of their annual leave pay.

Dublin South Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 4

That this Conference calls on the Health and Welfare Divisional Executive Committee to take steps to stop management from negotiating with employees without Fórsa as their trade union being in the room.

Dublin South Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 5

That this Conference calls on the Health and Welfare Divisional Executive Committee to negotiate a grade code for Sessional Pharmacists in HSE Addiction Services. As it currently stands, on NISRP they are being assigned a variety of arbitrary grade codes, none of which reflect their terms and conditions of employment.

Dublin South Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 6

That this Conference calls on the Health and Welfare Divisional Executive Committee to engage with the HSE regarding the Terms and Conditions of Registrars employed in the Civil Registration Service (CRS). There was no consultation in advance, with CRS Registrars, the relative stakeholders, prior to the introduction of an Online Birth Registration facility. There is no validation by Registrars on the integrity of the data or the quality of Birth Certificates being produced. The security and retention of Registrars within the HSE requires to be confirmed with the HSE with immediate effect. A guarantee is also required that there will be consultation and engagement with the CRS Registrars in advance of the introduction of Online Death Registrations.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 7

That this Conference calls on the Health and Welfare Divisional Executive Committee to negotiate an upgrade of the HSE adverse weather policy to include unexpected events that are not classed as a 'RED alert', but for safety and accessibility members are advised not to attend work and expected to take personal leave.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 8

That this Conference calls on the Health and Welfare Divisional Executive Committee to direct the H&W divisional executive to review the Current Red Weather Event Policy. Given that we are repeatedly told of Climate Change and the recent snow event in January 2025 has left some of our members out of pocket/time in areas that were inaccessible by road. The Current Red Weather Policy provides for one emergency leave day in a singular event.

However, during the Snow Event in January 2025, some employees required subsequent days absence due to dangerous travel, other employees were collected from home and brought to their workplace and returned home each evening for three days. Employees willing but unable to attend work as a direct result of dangerous/impassable road conditions were obliged to take Annual Leave, Unpaid Leave or to offset the time against accrual (e.g. Flexileave, TOIL).

Tipperary South Health and Community Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 9

That this Conference calls on the Health and Welfare Divisional Executive Committee to note the increased incidents of storms and weather warnings in recent times. With climate change, these events are now increasingly more frequent. Given the impact on frontline staff, members within the Fórsa Health and Welfare division, this conference advocates that Fórsa's Health and Welfare Divisional Executive works to improve existing weather protocols within the HSE, Section 38s, health employers etc. The purpose of this is to ensure that the health and safety of members is protected and that there is no ambiguity on the rights of staff/management when dealing with such events.

Tipperary South Health and Community Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 10

That this Conference calls on the Health and Welfare Divisional Executive Committee to protect long established procurement roles in the regions including invoice reconciliation from being moved, suppressed or changed without consultation and agreement as a result of new systems including SAP (IFMS) AI Tools etc being introduced.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 11

That this Conference calls on the Health and Welfare Divisional Executive Committee to restore working hours to those in areas of the HSE that had red-circled old Health Board hours when the HSE was established and have yet to have the FEMPI cuts reversed. This affects only a small and diminishing number of older members with old Health Board contracts.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 12

That this Conference calls on the Health and Welfare Divisional Executive Committee to negotiate the re-opening of the process for evaluation of Discipline Managers for an in Charge III grade the criteria of which was agreed in 2002.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 13

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that the Community Healthcare Network Manager positions are protected for only the HSCP disciplines who report into them within the Community Healthcare Network model.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 14

That this Conference calls on the Health and Welfare DEC to secure an established career pathway and progression opportunities for administrative grade staff beyond grade 6 and 7 in health services.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 15

That this Conference calls on the Health and Welfare Divisional Executive Committee to engage with the employer to ensure that all administrative staff are assigned to a Senior Line Management Administrative officer higher than their own grade. This is to ensure that there are no anomalies going forward that any administrative grade is reporting to a Clinical Line Manager.

Our members are regularly reporting they experience substantial difficulties reporting to Clinical Managers who are completely ignorant in relation to administrative processes, which are often complex in light of new systems and technology being implemented on a regular basis.

Administrative staff are consistently being denied promotional opportunities and specific training pertaining to the growing complexities of their roles due to failures by Clinical Management to comprehend specific administrative obligations.

Leitrim Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 16

That this Conference calls on the Health and Welfare Divisional Executive Committee to proactively seek agreements with the Regional Directors of People that complete compliance and adherence to policy is secured in terms of Line Management correctly adhering to Performance Achievement protocols.

Our members are mandated to engage in the Performance Achievement processes and some have reported they begin to engage in same only to be vilified and accused of being “unfit for purpose” or suffering psychological difficulties which impair their competences in their respective roles. This is in complete breach of the governance of the Performance Achievement processes and are regularly used as opportunities by senior management to engage in decimation of our members and when they request information as to evidence of failing to maintain high standards are often informed by senior management they have compiled documents to support same, and refuse to give this information to our members.

Leitrim Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 17

That this Conference calls on the Health and Welfare Divisional Committee to engage with HSE National Investigations Unit and Senior Director of People to secure agreement that the Commissioners assigned to respective Dignity at Work investigation processes are nominated from a different HSE Region to the one whereby the complainant and respondent work.

There is substantial evidence from our members that previously assigned Commissioners to Dignity at Work processes (from the same region) are regularly compromised in terms of strict adherence to impartiality, independence and objectivity, due in no small part to being placed under undue influence by other Senior Management.

It is also the case that some Commissioners to Dignity at Work complaints are then compromised in terms of being assigned to other grievance processes (often including the same complainant and respondent), difficulties which directly and indirectly are connected to an ongoing DAW process, which demonstrates evidence of a Conflict of Interest.

Fórsa Leitrim Health Branch goes further in terms of proposing there should be a dedicated Panel of experienced and Trained Commissioners (internal and external) who can be called upon by Fórsa and Senior Management to be assigned to each particular Dignity at Work case submitted for investigation.

Leitrim Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 18

That this Conference calls on the Health and Welfare Divisional Executive Committee to negotiate Continuous Professional Development (CPD) funding and training opportunities for HSCPs to be allocated in line with the funding and opportunities available to nursing and medical colleagues.

Louth Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 19

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure rotation of staff grade physiotherapists continues and that this rotation of staff remains the sole responsibility of the Physiotherapy Manager. This rotation is essential for the development of staff grade physiotherapists across all clinical areas.

Louth Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 20

That this Conference calls on the Health and Welfare Divisional Executive Committee to support HSCPs working within their CORU and professional body code of ethics/practice and asks management to commit to same.

Louth Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 21

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that the employer devises a Policy that is fair, equitable and transparent for HSCPs in Primary Care and Disability Networks to be given the opportunity to have a programme of training/induction available to those interested in progressing to Network Manager and Discipline Manager roles. This training programme should cover all roles and responsibilities that previously were the remit of the Discipline Manager and are now shared with the Network Manager.

Galway Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 22

That this Conference calls on the Health and Welfare Divisional Executive Committee to support the Clinical Measurement Physiologists call on the Divisional Executive Committee to fully support their ongoing and extremely lengthy struggle with the HSE to gain proper career grading, job descriptions and financial compensation for current clinical responsibilities borne by Clinical Measurement Physiologists. This support must include consideration of sanction to ballot for strike action should the current WRC engagement fail to reach agreement between the HSE and the Clinical Measurement Physiologists National Professional Committee.

Tipperary South Health and Community Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 23

That this Conference calls on the Health and Welfare Divisional Executive Committee to propose that the Health and Welfare Divisional Executive insist that front line workers are treated with dignity and respect.

Tipperary South Health and Community Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 24

That this Conference calls on the Health and Welfare Divisional Executive Committee to engage with HSE management to establish a process whereby Grade III and IV agency staff in open-ended positions for more than one year are offered temporary contracts.

Recognising the invaluable commitment and contribution of agency staff to the service, this process should include a competition confined to these staff only, ensuring they meet the required standards for a temporary contract.

Furthermore, existing permanent panels should continue to be used to fill actual vacant posts that have been approved for filling which will exhaust those panels anyway within six months.

Implementing this process would generate significant cost savings for the HSE by reducing long-term reliance on agency staff while also improving employment stability within the service.

We urge the Health and Welfare Division to prioritise this matter and actively seek agreement from HSE management.

Offaly Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 25

Conference notes that

- At our biennial conference in 2023 the HSE CEO spoke to delegates about the desire to deliver extended services on a five over seven basis.
- Fórsa members clearly indicated their willingness to engage in a discussion once clear proposals were represented.
- That at the time of writing no proposals had been represented to Fórsa to extended services.
- That the employer recently attempted to erode the terms of the framework agreement earlier this year.
- The working environment has changed since the proposal to introduced 5/7 was first tabled in 2008.
- It further notes that there are multiple alternatives that should be explored to find solutions such as 4/7 or extended days.

This conference instructs the DEC to

- Ensure that the framework agreement is protected and not altered without agreement.
- Ensure that the criteria set out in this agreement is fully adhered to.
- Ensure that any proposals to extended services identify the additional resources required to deliver same and that these resources will be appointed.
- Ensure that members receive appropriate remuneration for working outside of core hours in line with longstanding collective agreements.

Health and Welfare Divisional Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Local bargaining

Motion 26

This Conference recognises that the local bargaining clause under the Public Service Agreement affords the division an opportunity to address divisional issues in a meaningful way for the first time in over twenty years.

The Health and Welfare Divisional conference recognises that members in the 30+ grades, groups, categories, and professions represented by the division can utilise local bargaining to negotiate an acceptable enhancement to pay, terms, and conditions.

This Conference calls on the incoming divisional executive committee to advance local bargaining claims for groups of members within our health and welfare employments and utilise our industrial strength to achieve the best deal for our members.

This Conference asserts that a failure to bring claims under the local bargaining clause to a satisfactory conclusion will render another agreement predicated on cost certainty, industrial peace and staff co-operation unachievable.

Health and Welfare Divisional Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 27

That this Conference calls on the Health and Welfare Divisional Executive Committee to examine career structures for HSE Supplies Officer grades in response to SIPTU negotiated structures for Store Person grade A (position number 4201), that now exceeds pay scale for Supplies Officer D (position number 0914).

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 28

That this Conference calls on the Health and Welfare Divisional Executive Committee to review therapy pay scales to help attract people into these professions as a good career choice. There are very limited numbers of therapy posts at manager or clinical specialist level so career progression halts for most therapy staff at senior level – the maximum senior therapist increment is considerably less than the equivalent maximum increment in other professions.

Cork Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 29

That this Conference calls on the Health and Welfare Divisional Executive Committee to pursue long service recognition payments for health and social care professionals, this would help retain experienced staff within the health and welfare sector.

Tipperary South Health and Community Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 30

That this Conference calls on the Health and Welfare Divisional Executive Committee to improve out-of-hours, on-call and weekend pay and conditions for physiotherapists across the health service and cease expectation that these services be provided on a voluntary and unpaid basis.

Cork Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Pay, pensions, related

Motion 31

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that Sessional Pharmacists in HSE Addiction Services have access to the relevant pension scheme that reflects their annual salary and their many years of service.

Dublin South Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 32

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that General Assistants in HSE Addiction Services, for whom overtime is regular, rostered and essential in order to run the service, will continue to have their overtime reckonable for pension purposes.

Dublin South Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 33

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that all members who retire from the Health Service get their correct pension and tax-free lump sum within one month of their retirement date.

Colleagues who have retired in the last three years have waited 12-14 months to receive their correct annuity and their tax-free lump sum. This has happened despite having given 6 months due notice of the intention to retire.

To my knowledge, timely receipt of lump sums or correct annuities is the practice in all other state and semi-state bodies.

Cork Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 34

At previous Divisional Conferences in 2023 and 2021, motions were adopted calling for the introduction of fortnightly pay across the HSE, in keeping with commitments made by the employer. Certain areas of the HSE have still not introduced fortnightly pay for all clerical/admin or allied health grades. The motion from 2023 instructed this as a “matter of urgency”. Members paid monthly found themselves in serious hardship due to early payments in December, followed by end of month payments in January.

This Conference calls on the incoming Divisional Executive Committee to develop a concrete action plan to progress the issue of fortnightly pay for all HSE clerical/admin and allied health grades with a view to resolving this issue within the first 12 months of its tenure.

Westmeath Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 35

That this Conference calls on the incoming Health and Welfare DEC to demand from HSE HR as a matter of urgency the implementation of fortnightly pay for Clerical Administration staff in the Midlands and Northwest. All other HSE payroll areas pay their Clerical Admin staff on a fortnightly basis, and it is grossly unfair on Fórsa members in the Midlands and Northwest who have to budget on a monthly basis against a background of ever increasing costs of living.

Offaly Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 36

That this Conference calls on the Health and Welfare Divisional Executive Committee to engage with the Employer on emerging information from our members that clinical staff who were originally appointed as Agency staff in various contexts are now being offered temporary contracts with different rates of pay, terms and conditions etc.

While these new posts may provide an opportunity to recruit new members into Fórsa, there is a growing concern that moving from an agency situation whereby the employer continues to be the actual employer (TTM and CPL), it may leave our current panel members subject to being usurped in terms of securing posts going forward.

Leitrim Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 37

That this Conference calls on the Health and Welfare Divisional Executive Committee to call on Fórsa to hold health employers liable for the financial cost of registration i.e. CORU, which is now mandatory for many grades of health workers, and has inflicted a financial cost on these members, which did not exist previously.

Tipperary South Health and Community Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 38

That this Conference calls on the Health and Welfare Divisional Executive Committee to petition the Revenue Commissioners to include Hospital Pharmacy Technicians on the flat rate expense regime professions list at the same rate as their pharmacist colleagues.

Meath Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 39

That this Conference calls on the Health and Welfare Divisional Executive Committee to seek a review of Qualifications, Entry Criteria and Pay Scales for Catering Officers and Catering Managers.

Dublin Hospitals Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Recruitment and retention issues

Motion 40

The HSE's use of agency staff is unacceptable, as acknowledged by this Division. Cases are coming to light of HSE temporary hires having their fixed term contracts not renewed, while the HSE continues to employ agency staff in the same location.

This conference calls on the incoming executive to vigorously defend the position that direct employment is the favoured option of the HSE from a governance, fiscal, and trade union perspective.

Westmeath Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 41

That this Conference calls on the Health and Welfare Divisional Executive Committee to negotiate a Transfer Policy across the HSE to allow members an opportunity to enhance their skills or to work in an area where their skill set is more appropriate.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 42

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that all transfer requests initiated by the Health Service Executive (HSE) are substantiated by a comprehensive skills match exercise. This exercise must be conducted in collaboration with the employee to ensure alignment between the employee's skills and the requirements of the new position. This approach aims to ensure that transfers are beneficial for both the HSE and the employee, promoting a more efficient and satisfied workforce.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 43

That this Conference calls on the Health and Welfare Divisional Executive Committee to advocate for a pilot apprenticeship scheme within the health service. This initiative aims to ensure that negotiate a percentage of specialist posts are filled by in-house candidates who will receive comprehensive training to enhance their skills. By implementing this scheme, specialist positions will be effectively filled, boosting employee morale, enhancing job satisfaction, and fostering a culture of continuous learning and development.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 44

That this Conference calls on the Health and Welfare DEC to actively campaign for the allocation of posts and recruitment of Health and Social Care Assistants in Primary Care and Mental Health teams at a ratio of 1: 10 WTE of Health and Social Care professionals in order to support the efficient and cost-effective running of the health service.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 45

That this Conference calls on the Health and Welfare DEC to engage with the HSE to progress staff retention issues in relation to Senior grade HSCPs in clinical practice by

- (a) Increasing the salary and expanding the salary incremental scale to 14 points in line with staff grades
- (b) Establishment of Clinical Specialist posts
- (c) Providing the option of an inbuilt career break for one year with pay divided over a five year period

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 46

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that Senior HSCP member line managers under the Network model (in Primary Care and Disabilities) are offered the opportunity to act up in Network Manager and Discipline Manager posts during all periods of absence.

Galway Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 47

That this Conference calls on the Health and Welfare Divisional Executive Committee to direct Fórsa to immediately engage with the HSE regarding enforcement of Circular 030/2024. This direction stems from repeated, deliberate attempts to breach nationally agreed hiring policy by the HSE.

This engagement will ensure that the HSE honour the Circular and only Clinical Measurement Physiologists in receipt of appropriate accreditation will be hired by the HSE.

Tipperary South Health and Community Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 48

That this Conference calls on the incoming Health and Welfare DEC to call on HSE Human Resources to re-open local and National Transfer Panels for clerical administration members as a matter of urgency.

Offaly Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Artificial intelligence

Motion 49

The Conference notes the Government and Healthcare Service and Health sectors are increasingly investing in AI to address challenges such as aging populations, rising healthcare costs, and workforce shortages.

Artificial Intelligence (AI) has emerged as one of the most transformative technologies of the 21st century, offering unprecedented opportunities to enhance productivity, improve decision-making, and solve complex global challenges. In healthcare AI has the potential to improve quality of life. In mental health, AI-driven chatbots and virtual therapists are being used to provide mental health support and counselling. In public health, AI is being used to analyse population health data, track disease outbreaks, and inform public health policies. Acute hospitals use AI-powered telehealth platforms enabling remote consultations and monitoring of patients with chronic conditions. AI is being deployed to automate administrative tasks, such as appointment scheduling, medical coding, and billing, reducing the burden on healthcare staff. AI-powered tools are being used to analyse medical images (e.g., X-rays, MRIs, and CT scans) to detect conditions like cancer, cardiovascular diseases, and neurological disorders with greater accuracy and speed. However, this rapid advancement also raises significant concerns about its impact on the workforce. As AI systems automate tasks traditionally performed by humans, there is a growing fear that jobs across various health sectors may be displaced, leading to economic instability and social inequality.

While AI has the potential to bring about significant advancements and efficiencies in healthcare improving outcomes for patients. It is crucial to approach its development and deployment with caution. Addressing the concerns requires comprehensive policies, ethical guidelines, and cooperation to ensure that AI benefits our society as a whole without causing harm to our members' livelihoods.

Conference therefore instructs the incoming Health and Welfare Divisional Executive to:

- Examine the sectors and roles most vulnerable to automation and the potential scale of job displacement.
- Examine possible strategies for reskilling and upskilling workers to prepare them for the AI-driven economy.
- Explore the role of our Government and Health Service creating policies that encourage AI innovation that is human centric while protecting workers.
- Examine the dual nature of AI benefits and fostering a dialogue on how to harness its power responsibly by bringing together experts from academia, industry, government, and members.
- Examine with the Health Service ways to develop actionable strategies to ensure that AI serves as a force for good, creating new opportunities while safeguarding livelihoods of our members.
- Ensure that we establish a comprehensive consultative structure which encompasses all members across the Health Service including sections 38, 39 and other health sector employers.
- Build consensus with the other Health Unions around these priorities.

Health and Welfare Divisional Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Job evaluation

Motion 50

The Job Evaluation Scheme assesses if the applicant’s role has evolved to a higher grade over a period of time. The decision lies within an adjudication and Q&A process, presently there is no scope within this scheme for a full explanation, review or appeal on unsuccessful applications.

This Conference calls on the incoming DEC to seek to ensure that all unsuccessful applicants are provided with a full, detailed and transparent clarification on reasons an applicant was deemed successful in having their post upgraded.

Westmeath Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 51

That this Conference calls on the Health and Welfare Divisional Executive Committee to engage with the JES Evaluators and clarify, question and respond in relation to the inconsistent decision making of the JES upgrading specifically in relation to Civil Registration Registrars. There is a specific job description for each grade. There is no justification to issuing a different outcome where registrars at the same grade perform the same duties and have the same responsibilities. If the scope of the JES evaluates your current tasks based on the submitted job description for your grade, there is no justification for being asked if you are undertaking tasks that are specific to a higher grade on their job description.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 52

That this Conference calls on the Health and Welfare Divisional Executive Committee to renegotiate the job evaluation scheme reducing the required time of two years before you can apply for the scheme to one year and to reduce the required time of four years before being automatically given the upgraded job to 1.5 years.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Health regions

Motion 53

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that our HSCP grades including that of Discipline Manager at an in Charge III and Discipline Manager 1 grades are protected within our new health region structures.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 54

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that HSCP Discipline Managers have fair access to line management and therefore career progression opportunities within our new health region structures.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 55

That this Conference calls on the Health and Welfare DEC to secure the retention of line management roles and responsibilities for HSCP Discipline Managers in the newly established Health Regions in order to secure fair competition and equal opportunities for senior management roles in the health service the same as our nursing colleagues have.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 56

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure the appointment of a Regional HSCP Director at the level of Chief Clinical Director and Nursing Director on each RHA, without such a post HSCPs will be at a disadvantage in relation to roles in services as their voice and experience will not be considered at senior leadership discussions.

Louth Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Community healthcare network models and related

Motion 57

That this Conference calls on the Health and Welfare DEC to secure membership and participation of HSCP Discipline Managers from Primary Care, Disabilities and Mental health in the Networks of Care commencing with the Networks of Care for Children and Young People and Older Persons.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 58

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure the continued line management of HSCP grades be retained within the discipline in future and current services such as Community Neuro Rehab Teams, ICPOP and Chronic Disease.

Louth Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 59

That this Conference calls on the Health and Welfare Divisional Executive Committee to insist that line management of HSCP grades within CHN model is realigned to individual disciplines as it is for nursing colleagues. Any alternate line management structure for nursing colleagues within the CHN model cannot be accepted as a permanent arrangement as this will result in HSCP grades being disadvantaged in terms of professional progression.

Louth Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Pay and numbers strategy

Motion 60

That this Conference calls on the Health and Welfare Divisional Executive Committee to negotiate the mandatory approval of all maternity leave cover for frontline staff to facilitate service delivery continuity and avoid excessive waiting lists.

Limerick Health

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 61

That this Conference calls on the Health and Welfare Divisional Executive Committee to fight for the reinstatement of all clerical admin posts lost due to the Pay and Numbers Strategy/Recruitment Embargo.

Dublin Hospitals Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 62

That this Conference calls on the Health and Welfare Divisional Executive Committee to seek a pause on existing panels where an embargo/recruitment suspension is introduced. Panels will once again become operational once the embargo is lifted and will expire only after the duration of their lifetime. "Embargo" includes any euphemisms such as "Pay and Numbers" or any strategy invented to curtail recruitment in the Health Service.

Laois Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 63

Conference notes at the time of writing, that Fórsa members, along with colleagues in the INMO are engaged in a significant industrial dispute with regards workforce planning in the HSE and HSE Funded Agencies.

Conference condemns the decision by the HSE CEO to decommission all vacant posts in existence on the 31st December 2023. Conference notes this decision was made following a recruitment embargo which inflated the number of vacancies. Conference further notes that the HSE has refused to be transparent about the number of vacancies decommissioned.

Conference is extremely concerned by the impact of the embargo and subsequent Pay and Numbers 'Strategy' on the delivery of health and social care services. This chaotic approach to workforce planning is untenable for the largest employer in the State.

Conference notes with concern, that an immediate consequence for staff has been the non-replacement of maternity leaves and unilateral decisions to restrict access to flexible/family friendly policies.

Conference instructs the incoming DEC to:

- Ensure that a new process of workforce planning is agreed with Fórsa.
- That such a process has a clear and central mechanism for consultation with members across all services.
- That such a process provides for the filling of vacancies as a result of maternity leave and other related statutory leave (paternity, parental etc).
- That such a process upholds previous collective agreements such as the Framework Agreement for Clerical/Admin members, the Hospital Pharmacy Agreement and the Career Pathway Review for eight professions.
- Seek a process for the insourcing of agency workers who are currently filling posts within core service provision.

Health and Welfare Divisional Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Department of Health expertise

Motion 64

That this Conference calls on the Health and Welfare DEC to lobby for the creation of Speech and Language Therapist Clinical Specialist posts in the areas of Developmental Language Disorder (DLD), Severe Speech Disorder and Stammering in line with recommendations of IASLT position papers on DLD (2017) and Stammering (2024). Senior Speech and Language Therapists who can demonstrate that they are already fulfilling the job description of a Specialist SLT in these areas need to be afforded the opportunity to reach CS grade in their profession.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 65

That this Conference calls on the Health and Welfare DEC to seek the establishment of networks of Regional Centres of Excellence for Stammering led by Clinical Specialists improving service provision for children and young people who stammer in each Health region.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 66

That this Conference calls on the Health and Welfare DEC to lobby for the full implementation of the HSCP Advanced Practice Framework. (Published in 2023), for Speech and Language Therapists in 2025. This recognises Community based Advanced practice roles as well as Acute Hospital based roles.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 67

That this Conference calls on the Health and Welfare Divisional Executive Committee to continue to lobby the leadership within the Department of Health for a permanent Chief HSCP Advisor post remunerated in line with Chief Nursing Officer. This Chief HSCP Advisor should be separate from the Health Employer with a reporting structure directly to the Minister.

Louth Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 68

That this Conference calls on the Health and Welfare Divisional Executive Committee to seek immediate engagement with the Dept. of Health to insist that the National Heart Strategy creates a Cardiac Physiologist post.

Kildare Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 69

That this Conference calls on the Health and Welfare Divisional Executive Committee to urgently consult with the HSE to ensure that all Cardiologist posts sanctioned by the HSE must have additional sanctioned Cardiac Physiology posts. (Naas General Hospital)

Kildare Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Health, safety and wellbeing

Motion 70

That this Conference calls on the Health and Welfare DEC to lobby for the HSE to take a more active role in promoting Health and Welfare of staff working in services by offering Health checks such as cholesterol, BMI, blood pressure, diabetes testing, ECG etc. based on increased incidences of serious illness and premature death in staff.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 71

That this Conference calls on the Health and Welfare Divisional Executive Committee to increase the number of workplace counsellors/therapists available to the health workforce via employee assistance and occupational health. We ask that these position be more accessible and available face to face if the employee so desires thus improving wellbeing and overall health of the workforce.

Ballinasloe Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Morale

Motion 72

That this Conference calls on the Health and Welfare Divisional Executive Committee to acknowledge the dedication and hard work of our members working in the HSE.

Boards and Voluntary Agencies Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 73

The Health and Welfare Divisional Conference acknowledges the growing concern over low morale among healthcare workers at all levels. Persistent challenges have significantly impacted the wellbeing and motivation of our members, many of whom feel undervalued and overburdened.

The steady decline in staff, exasperated by the introduction of the disastrous HSE Pay and Numbers Strategy which culled many posts by stealth, has created an unacceptable and unhealthy organisational culture. Stressed, unhappy and demoralised members are seeking jobs elsewhere or retiring earlier than planned, no longer feeling appreciated or having job satisfaction.

The conference strongly believes that immediate and meaningful action is essential to address these underlying issues. Prolonged low morale not only jeopardises workforce retention but also threatens to compromise service delivery.

We urge the incoming Divisional Executive Committee to campaign for transformative changes that effectively respond to the concerns outlined in this motion.

Health and Welfare Divisional Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Privatisation and outsourcing

Motion 74

That this Conference condemns the HSE for continuing to privatise the home support service and for continually downgrading the service to the most vulnerable within our society. Conference calls on the incoming DEC to use its influence and campaign to both restore the service and work towards reversing the privatisation of this essential public service.

Sligo Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 75

That this Conference calls on the Health and Welfare Divisional Executive Committee to direct that Fórsa continues to oppose the outsourcing of core work by the HSE.

Tipperary South Health and Community Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 76

This Conference notes:

- The exponential increase in the use of external contractors across the HSE, Tusla and other health service providers.
- The move to privatise services such as home support, disabilities, child protection and many other areas.
- That despite commitments from the HSE CEO that we would see a reduction in the use of management consultants this has continued to rise.
- The failure of the HSE, Tusla and other health sector employer to adhere to the outsourcing provisions enshrined in the public service agreements.

Conference further notes:

- That the HSE and other Health Sector employers continue to increase the number of agency staff rather than direct employees.
- That agency workers are not afforded the same conditions of employment as those directly employed.
- That overall agency cost in the HSE for 2024 was more than €800 million – individuals afforded substandard conditions of employment whilst private companies earn huge profits.

Conference therefore directs the Divisional Executive Committee:

- To take whatever steps necessary to ensure the HSE, Tusla and other Health sector employers comply with the outsourcing provisions of the public service agreements.
- To hold the HSE, Tusla and other health service employers to account in relation to the excess spending on private consultants, private companies and outsourcing of services.
- To ensure the HSE, Tusla and other health service employers enhance their own procurement functions which must protect the continuity and standard of service rather than opt for outsourcing.

- To collaborate with branch executives to develop a strategy that safeguards against substandard employment conditions and promotes direct employment.
- To seek immediate engagement with the HSE, Tusla and other health service employers to develop a framework for the use of agency workers, in exceptional circumstances.

Health and Welfare Divisional Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Career pathway

Motion 77

That this Conference calls on the Health and Welfare Divisional Executive Committee to drive the implementation of the HSCP Expert Group Review (2021) career structure in its entirety.

Louth Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Union organising

Motion 78

This Conference :

- Recognises the critical role played by agency staff in maintaining essential healthcare services amidst chronic staffing shortages and increasing patient and service users demands.

Notes with concern:

- The growing over-reliance on agency staff in Ireland's health services, which undermines workforce stability and continuity of care.
- The inequities faced by agency workers, including disparities in pay, benefits, and working conditions compared to their full-time contracted counterparts.
- The lack of representation and support available to many agency staff, leaving them vulnerable and disconnected from collective action.

Believes that:

- A united healthcare workforce, including agency staff, is essential to addressing systemic challenges and ensuring fair treatment for all workers.

Requests that the DEC:

- Develop a targeted outreach programme/campaign that fosters solidarity between agency and full-time workers, that engages agency staff, and raises awareness of the benefits of union membership.

This Conference believes that by actively organising and empowering agency staff, the union can create a stronger, united front to fight for fair pay, better conditions, and a sustainable future for all healthcare workers.

Kildare Health and Welfare Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Report on motions

Motion 79

That this Conference calls on the incoming Health and Welfare DEC to distribute to all branches a six monthly report on the progress of motions carried by conference.

Offaly Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 80

That this Conference calls on the Health and Welfare Divisional Executive Committee to establish a clear timeframe for action on Motions approved at Conference.

Dublin Hospitals Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Public policy

Motion 81

That this Conference calls on the Health and Welfare DEC to negotiate the implementation of an Electronic Health Record (EHR) system based on a unique identifier to facilitate successful integration and timely information sharing between services for children and adults across acute and community settings in primary care, disabilities, older persons and mental health.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 82

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that the creation and rapid growth of Therapy Assistant and Multitask Assistant grades are monitored closely to ensure there is no diminishing of the CORU protected title and scope of protected works of the Health and Social Care Professions registered with CORU.

Waterford Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 83

That this Conference calls on the Health and Welfare Divisional Executive Committee to request that the Health and Welfare Divisional Executive committee creates a structure to identify the number of core posts impacted by the embargo on recruitment/pay and numbers strategy and which posts have been filled by agency staff.

Tipperary South Health and Community Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 84

That this Conference calls on the Health and Welfare Divisional Executive Committee to seek that health services refrain from using, pharmaceutical, office equipment, and services or any procurement that uphold apartheid and occupation.

Wicklow Health Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Disability sector

Motion 85

That this Conference calls on the Health and Welfare DEC to seek data from the HSE on:

- The current number of clinical staff in Children's Disability Network Teams and the clinical rooms and administrative desks available to these staff in their workplace base.
- The plan to accommodate new staff joining CDNTs in 2025 and beyond. As CDNTs successfully recruit new staff including Health and Social Care Assistants, it is essential that CDNTs have appropriate accommodation for both therapy and administrative activity.

Clare Health and Local Government Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 86

Conference notes the significant industrial agenda set out by members working across Children's Disability Services.

Conference supports the ongoing participation in the established Joint Union Management Forum that places the staff voice central to discussions about service delivery/improvements.

Conference instructs the Incoming Divisional Executive Committee to:

- Secure a workforce plan for Disability Services, and the involvement of staff in the development of that workforce plan.
- Secure a meaningful career pathway and structure for staff working in Disability Services.
- Seek a national lead to develop an assessment strategy for the HSE and funded agencies that could be applied across all service areas.
- Set out a clear position in relation to the provision of health and social care supports in educational settings.
- Continue to advocate for the needs of staff regardless of whether they work in a DOH or DCDE funded post.
- Build a coalition of groups and organisations who support the provision of high quality, publicly funded disability services.
- Continue to object to the outsourcing of disability services within the Republic of Ireland including the immediate ending of contracts of private for profit providers such as PWC Ireland and others.

Health and Welfare Divisional Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Community and voluntary sector

Motion 87

That this Conference calls on the Health and Welfare Divisional Executive Committee to support the BVA branch in setting up a Learn and Share forum on a national level for all members working in the Community and Voluntary sector.

Boards and Voluntary Agencies Branch

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Motion 88

Conference notes at the time of writing, that members working in Section 39, 56, 10 and 40 organisations await the outcome of a protracted and lengthy process under the auspice of the workplace relations commission.

The Conference calls on the incoming divisional executive committee, along with colleagues in the other health unions, to continue to engage under the auspice of the WRC to secure a successor to the WRC Agreement October 2023.

While pay restoration is progressing, we note, that to date, there has been no meaningful progress on pay parity.

This conference instructs the DEC to:

- Reinforce its campaign for pay justice in the community and voluntary sectors with a clear roadmap for delivery.
- Ensure the right to collectively bargaining remains in place.
- Collaborate with funding bodies to ensure an audit is conducted to verify which organisations have paid in full the terms of the October agreement and any successor agreement.
- To take priority action for those members whose employers have received the public funds for pay restoration but have not passed these monies onto workers in line with the pay restoration agreement.

Health and Welfare Divisional Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Tusla reform

Motion 89

Conference notes at the time of writing, that members working in Tusla await receipt of management’s Organisational Reform proposal.

Conference notes and welcomes management's stated commitment that this proposal is subject to negotiation and approval with Fórsa.

This conference instructs the DEC to:

- Establish a thorough consultation process with the employer, centred on reaching a mutual agreement.
- Develop a detailed communication plan to effectively engage with members.

Health and Welfare Divisional Executive Committee

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

Appendix 1:

Motions deemed advisory to the National Executive Committee

Motion 90:

That this Conference calls on the Health and Welfare Divisional Executive Committee for to (sic) following:

1. A review of the HSE Grievance Procedure policy and Dignity at Work policy framework via a process of consultation and engagement with Fórsa members who have availed of these mechanisms over the past 20 years.
2. (i) A review, or to establish Fórsa guidelines/protocols for engaging with Public Sector Bodies on behalf of Fórsa members.
- (ii) A communication pathway to be set out clearly on behalf of Fórsa members, when an IR issue arises.

Leitrim Health and Local Government Branch

Motion 91:

That this Conference calls on the Health and Welfare Divisional Executive Committee to maintain and strengthen current terms and conditions of Fórsa members existing contracts of employment. This is in the context of employment, safeguards against unfair dismissal and guarantees around job security, ensuring members are treated with fairness and respect in all aspects of their employment.

Limerick Health

Motion 92:

That this Conference calls on the Health and Welfare Divisional Executive Committee to re-iterate the Employer is bound by law to ensure compliance with the Safety, Health and Welfare Act 2025 (sic) which now crucially includes "Managing Psychosocial Hazards in the Workplace 2023" guidance from the Health and Safety Authority. Our members regularly report the Employer is often ambiguous and at times in denial they have an obligation to ensure safety in the workplace. HR departments have been seriously derelict in their respective duties to ensure their legal obligations.

Fórsa Leitrim Health branch is proposing this motion to actively implement training for Fórsa personnel on implementation of the "Psychological Safety Climate" programme and protocols as they describe the extent to which policies, practice and procedures within an organisation value and support psychological health. PSC actively examines contexts whereby contributions from members in terms of addressing dysfunctional and abusive team cultures are dismissed and ignored by Senior Management of all levels.

Our union colleagues in other EU countries are actively leading out on PSC and Fórsa Ireland must be now regarded as being a leading force in implementation of PSC nationally.

Leitrim Health and Local Government Branch

Motion 93:

That this Conference calls on the Health and Welfare Divisional Executive Committee to engage with the Employer to cease an ever increasing policy of instructing staff to carry out roles and responsibilities which have nothing to do with their respective job descriptions and role responsibilities.

We have had complaints from members who received instructions to undertake tasks which were previously undertaken by other personnel who a) have retired or b) whose posts have been left vacant.

Senior Management who are not in any Line Management structure vis a vis our members are issuing direct instructions to our members to commence this extra work, in clear breach of policy, and crucially with no consultation with the members or their Union representatives.

Leitrim Health and Local Government Branch

Motion 94:

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that all human rights in relation to diversity matters are not decimated or diminished in light of emergence of ALT right groups to dismantle existing rights based Union policies and practices.

That this Conference continues to engage with other unions nationally and at EU level to ensure a strong human rights based position is articulated and defended into the future.

Leitrim Health and Local Government Branch

Motion 95:

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that any outsourcing is limited and for specified period while permanent staff are employed to address requirements of any proposed outsourced work.

Louth Health and Local Government Branch

Motion 96:

That this Conference calls on the Health and Welfare Divisional Executive Committee to propose that the Health and Welfare Divisional Executive committee pursue separate pay other than sick pay for employees needing to have a medical procedure/operation with sufficient recuperation taken into account

Tipperary South Health and Community Branch

Motion 97:

That this Conference calls on the Health and Welfare Divisional Executive Committee to instruct the Health and Welfare DEC to seek a return to the previous sick leave scheme which was of much more benefit to members than the current one and to engage with the HSE and employers to bring this about.

Tipperary South Health and Community Branch

Motion 98:

That this Conference calls on the Health and Welfare Divisional Executive Committee to ask the Divisional Executive Council to seek to improve the provisions for employees diagnosed with long-term illnesses and engage with the HSE and health employers as quickly as possible to bring about this improvement.

Tipperary South Health and Community Branch

Motion 99:

That this Conference calls on the Health and Welfare Divisional Executive Committee to pursue the issue that periods of Critical Illness should not form any part of ordinary sick leave for the simple reason that it has been deemed extraordinary and outside of ordinary sick leave. As the current policy stands, an employee is penalised for a period of critical illness once the one year anniversary of their return to work expires. The four year look back for calculation of entitlement to ordinary sick leave will include incidents of critical illness leaving the employee with little or no access to sick leave for a further three years.

Laois Health and Welfare Branch

Motion 100:

That this Conference calls on the Health and Welfare Divisional Executive to address the current delays in pension payments of lump sum and salary, to members on retirement.

Dublin Hospitals Branch

Motion 101:

That this Conference calls on the Health and Welfare Divisional Executive to introduce for all staff a uniformed work life balance, covering remote working and reduced working days, five to four.

Appendix 2:

Motions deemed to be already policy of the Division

Motion 102:

That this Conference calls on the Health and Welfare Divisional Executive Committee to negotiate with immediate effect so that Health & Welfare public service employees get Bereavement Leave entitlements on a par with those in the Civil Service, as outlined in Circular 01/2017 (Bereavement Leave in the Civil Service), file reference DPE202-020-2016.

Dublin South Health and Welfare Branch

Motion 103:

The loss of a loved one is a challenging and difficult time, especially when it is a family member. The Westmeath H&W Branch acknowledges the revised bereavement arrangement put in place in 2019 in the HSE and Tusla but notes the absence of any reference to uncle, aunt, niece or nephew, as allowed for in Civil Service circular 01/2007.

This Conference calls on the incoming Divisional Executive Committee to negotiate with the Health employers to extend bereavement leave to include one days leave upon the loss of an uncle, aunt, niece or nephew.

Westmeath Health and Welfare Branch

Motion 104:

That this Conference calls on the Health and Welfare Divisional Executive Committee to re-negotiate the extension of Bereavement Leave as set out in HR Circular 029/2019 for all HSE Staff in line with the Bereavement Leave available for employees in the Civil Service as set out in Circular 01/2017.

Limerick Health

Motion 105:

That this Conference calls on the Health and Welfare DEC to seek the same bereavement leave entitlement for HSE and Tusla employees as, our colleagues in the Civil Service and Local Government employments.

Sligo Health and Local Government Branch

Appendix 3:

Amendments proposed

Motion 80:

The Dublin Hospitals Branch calls on Fórsa to establish a clear timeframe for action on Motions approved at Conference.

Amendment

The Dublin Hospitals' Branch calls on the Health and Welfare DEC to establish a clear timeframe for action on Motions approved at Conference.

Dublin Hospitals' Branch

Motion 39:

The Dublin Hospitals' Branch calls Fórsa to seek a review of qualifications, entry criteria and pay scales for Catering Officers and Catering Managers.

Amendment

The Dublin Hospitals' Branch calls on the Health and Welfare DEC to seek a review of qualifications, entry criteria and pay scales for Catering Officers and Catering Managers.

Dublin Hospitals' Branch

Motion 61:

We the Dublin Hospitals' Branch call on Fórsa to fight for the reinstatement of all clerical admin post lost due to the pay and numbers strategy/recruitment embargo.

Amendment

We the Dublin Hospitals' Branch call on the Health and Welfare DEC to fight for the reinstatement of all clerical admin post lost due to the pay and numbers strategy/recruitment embargo.

Dublin Hospitals' Branch

Motion 68:

This AGM instructs Fórsa to seek immediate engagement with the Dept. of Health to insist that the National Heart Strategy creates a Cardiac Physiologist post.

Amendment

This Conference calls on the incoming Health and Welfare Divisional Executive Committee to seek immediate engagement with the Department of Health to insist that the National Heart Strategy creates a Cardiac Physiologist post.

Kildare Health and Welfare Branch

Motion 69:

This AGM directs Fórsa to urgently consult with the HSE to ensure that all Cardiologist posts sanctioned by the HSE must have additional sanctioned Cardiac Physiology posts.

Amendment

This Conference calls on the incoming Health and Welfare Divisional Executive Committee to urgently consult with the HSE to ensure that all Cardiologist posts sanctioned by the HSE must have additional sanctioned Cardiac Physiology posts.

Kildare Health and Welfare Branch

Motion 84:

That this Conference calls on the Health and Welfare Divisional Executive Committee to seek that health services refrain from using, Pharmaceutical, office equipment and services or any procurement that uphold apartheid and occupation.

Wicklow Health Branch

Proposed amendment:

That this Conference calls on the H&W DEC to seek that health services refrain from using, where possible and practical, pharmaceutical office equipment and services or any procurement that uphold apartheid and occupation.

Dublin Hospitals' Branch

Motion 33:

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that all members who retire from the Health Service get their correct pension and tax-free lump sum within one month of their retirement date.

Colleagues who have retired in the last three years have waited 12-14 months to receive their correct annuity and their tax-free lump sum. This has happened despite having given 6 months due notice of the intention to retire.

To my knowledge, timely receipt of lump sums or correct annuities is the practice in all other state and semi-state bodies.

Amendment

That this Conference calls on the Health and Welfare Divisional Executive Committee to ensure that all members who retire from the Health Service get their correct pension and tax-free lump sum within one month of their retirement date.

Colleagues who have retired in the last three years have waited 12-14 months to receive their correct annuity and their tax-free lump sum. This has happened despite having given 6 months due notice of the intention to retire.

To my knowledge, timely receipt of lump sums or correct annuities is the practice in all other state and semi-state bodies.

Cork Health and Local Government Branch

Appendix 4:

Emergency motion received

18th March 2025

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

Tipperary South Health and Community Branch

Appendix 5:

Withdrawal of nominations

There was one withdrawal of a nominee for Chair and Vice-Chair received prior to the final agenda issuing.

Cathaoirleach/Chairperson (1)		
Nominee	Branch	Nominating Branch
Angela Walsh	Monaghan H&LG	Monaghan H&LG
Leas-Cathaoirleach/Vice-Chairperson (1)		
Nominee	Branch	Nominating Branch
Angela Walsh	Monaghan H&LG	Monaghan H&LG

Appendix 6:

Nominations

Cathaoirleach/Chairperson (1)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Clodagh Kavanagh	Cork H&LG	Dublin North Health and Welfare Offaly H&LG Cavan H&LG Cork H&LG Donegal Health and Welfare Galway H&LG Waterford H&LG Kilkenny H&LG
Bernadette Mooney	Dublin South Health and Welfare	Dublin South Health and Welfare

Leas-Cathaoirleach/Vice-Chairperson (1)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Andy Meaney	Waterford H&LG	Dublin North Health and Welfare Offaly H&LG Cavan H&LG Cork H&LG Donegal Health and Welfare Waterford H&LG Kilkenny H&LG
Bernadette Mooney	Dublin South Health and Welfare	Dublin South Health and Welfare

Divisional Executive Committee (13)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Trish Ahern	Limerick Health	Limerick Health
Helen Canning	Boards and Voluntary Agencies	Boards and Voluntary Agencies
Orla Carroll	Kilkenny H&LG	Kilkenny H&LG
Gillian Cawley	Dublin Hospitals	Dublin Hospitals
Karen Condon	Kerry H&LG	Kerry H&LG
Paula Cregg	Clare H&LG	Clare H&LG
Pat Fallon	Sligo H&LG	Sligo H&LG
Henry Hennessy	Laois Health and Welfare	Ballinasloe Laois Health and Welfare Longford H&LG
Barry Herridge	Dublin North Health and Welfare	Dublin North Health and Welfare
Keivan Jackson	Kildare Health and Welfare	Kildare Health and Welfare

Divisional Executive Committee (13) continued

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Clodagh Kavanagh	Cork H&LG	Waterford H&LG
Angela McGinley	Donegal Health and Welfare	Cavan H&LG Donegal Health and Welfare Ballinasloe
Andy Meaney	Waterford H&LG	Waterford H&LG
Patricia Mellsop	Offaly H&LG	Offaly H&LG
Bernadette Mooney	Dublin South Health and Welfare	Dublin South Health and Welfare
Mary Nolan	Wexford H&LG	Wexford H&LG Cavan H&LG
Colette O'Connell	Tipperary South H&C	Tipperary South H&C
Corinne Phelan	Galway H&LG	Galway H&LG Ballinasloe
Angela Walsh	Monaghan H&LG	Monaghan H&LG Cavan H&LG Louth H&LG
Charney Weitzman	Westmeath Health and Welfare	Westmeath Health and Welfare Meath H&LG Longford H&LG

Divisional Representative on NEC (4)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Orla Carroll	Kilkenny H&LG	Kilkenny H&LG
Barry Harridge	Dublin North Health and Welfare	Dublin North Health and Welfare
Keivan Jackson	Kildare Health and Welfare	Kildare Health and Welfare
Clodagh Kavanagh	Cork H&LG	Cork H&LG
Angela McGinley	Donegal Health and Welfare	Donegal Health and Welfare
Andy Meaney	Waterford H&LG	Cork H&LG Waterford H&LG
Bernadette Mooney	Dublin South Health and Welfare	Dublin South Health and Welfare Westmeath Health and Welfare
Corinne Phelan	Galway H&LG	Galway H&LG
Angela Walsh	Monaghan H&LG	Monaghan H&LG

Standing Orders Committee (2)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Don Gibney	Westmeath Health and Welfare	Westmeath Health and Welfare Dublin North Health and Welfare Offaly H&LG Donegal Health and Welfare Galway H&LG Waterford H&LG Kilkenny H&LG Longford H&LG
Don Meskell	Cork H&LG	Cork H&LG

Appendix 7:

Fórsa health and welfare divisional conference 2025

Motion, amendment and nomination withdrawal form

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

Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

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



Appendix 7:

Fórsa health and welfare divisional conference 2025

Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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



Appendix 7:

Fórsa health and welfare divisional conference 2025

Motion, amendment and nomination withdrawal form

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

Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

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



Appendix 7:

Fórsa health and welfare divisional conference 2025

Motion, amendment and nomination withdrawal form

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

Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>
Motion number	<input type="text"/>	Amendment to motion	<input type="text"/>

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





Your voice,
Your power



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

#ForsaHealthWelfare