



# 2025

## AGENDA

Services and  
Enterprises  
Divisional Conference

26th - 28th May 2025

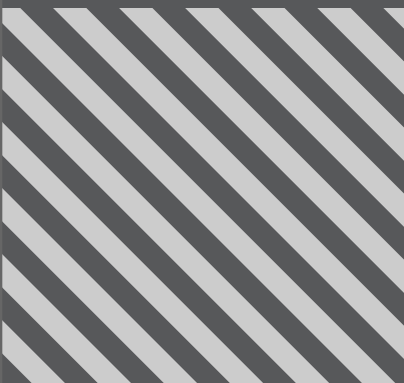


FÓRSA



# 2025 AGENDA

Services and  
Enterprises  
Divisional Conference  
26th - 28th May 2025





# Contents

Conference timetable.....4

Standing Orders Committee .....6

General standing orders for conference .....7

Voting procedures for elections .....9

Standing Orders Committee Report No. 2.....13

Motions .....15

Appendix 1: Motions advisory to the National Executive Committee .....24

Appendix 2: Nominations .....25

Appendix 3: Motion, amendment and nomination withdrawal form .....27



# Conference timetable

## Monday 26th May

13:00	Registration opens and issue of ballot papers
15:00	Registration closes
15:00	Opening address – Head of Division
15:10	Appointment of tellers and scrutineers
15:20	General standing orders
15:25	Adoption of SOC report No.2
15:30	Adoption of previous minutes and biennial report
15:35	Election arrangements
15:40	Union strategy and other internal matters: Motions 26, 27, 28, 29, 30 and 31
16:35	Video: Your Union Your Power
16:40	Presentation on Organising for Power
17:00	Public policy: Motions 1,2,3,4,5,6,7,8
18:15	Conference adjourns

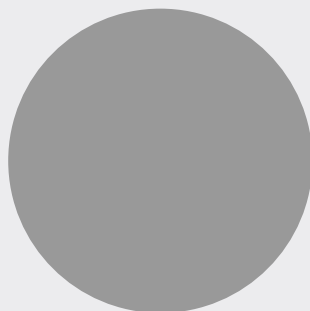
## Tuesday 27th May

09.00	Registration re-opens
09.30	Video: Services and Enterprises Division
09.40	Address by Chair of Services and Enterprises Division
09.50	Pay, pensions and allowances: Motions 19, 20, 21, 22, 23, 24 and 25
11.30	Panel discussion on pensions
12.30	Address by Martin Walsh, Fórsa President
12.45	Presentation of distinguished service awards
13.00	Conference adjourns for lunch
14.00	Conference resumes
14.00	Terms and conditions of employment: Motions 9, 10, 11, 12, 13 and 14
15.00	Presentation by Dr Tom McDonnell, Co-Director, The Nevin Economic Research Institute

15.30	Presentation by Liam Berney, Industrial Officer, Irish Congress of Trade Unions
16.00	Terms and conditions of employment: Motions 15, 16, 17 and 18
16.45	Presentation on IALPA Aer Lingus dispute
18.00	Conference adjourns
20.00	Divisional conference dinner

## Wednesday 28th May

10.00	Conference resumes
10.00	Guillotined motions
10.25	Video: 'Whilst they offer division, we offer hope'
10.30	Address by Owen Reidy, General Secretary, Irish Congress of Trade Unions
10.45	Motions advisory to the National Executive Committee – for mention only
11.00	Any remaining conference business.
11.30	Address by Kevin Callinan, General Secretary, Fórsa
11.45	Closing remarks
12.00	Conference closes
12.00	Conference lunch



# Standing Orders Committee

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

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

# General standing orders for conference

1. These standing orders shall be read in conjunction with the rulebook of the union. If there is conflict on meaning, then the rulebook shall prevail.
2. The Standing Orders Committee shall recommend the timetable for Conference and the order in which motions and amendments submitted shall be taken. When the time allotted to a group of motions has elapsed, the chairperson shall allow the debate in progress to finish. S/he shall then proceed to the next group of motions, thus guillotining any remaining motions in the current section. Such guillotined motions may be taken up by the chairperson later in Conference as time permits. Otherwise, they are automatically referred to the appropriate executive committee.
3. Unless otherwise decided by Conference, only one motion may be before Conference for discussion at any time.
4. Individual motions and amendments should be proposed by a speaker from the appropriate executive committee or from the branch which gave notice of the motion or amendment. Where no delegate of that branch is present, the motion may be proposed by any other member of Conference. In the case of motions in common debate, all motions and amendments shall be deemed to be formally proposed, unless the Conference has been given advance notice that the proposer of a motion or amendment does not wish it to be proposed. There is no requirement for any motion or amendment to be seconded. Once the agenda has been adopted, motions may only be withdrawn with the agreement of conference.
5. Only members of conference as defined by Rules 16(i) and 20(ii) or the equivalent grade committee representatives as defined in Rule 25(ii)(e) of the rulebook may address conference<sup>1</sup>. 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

---

<sup>1</sup> 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) s/he 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 which 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 s/he 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 s/he has any reason to be concerned that an error may have been made.

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

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

## **Fórsa conference election procedures**

Rule 19 covers the Divisional Executive and its officers.

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

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

## **May 2025**

# Standing Orders Report No. 2

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

**1. Conference timetable**

The foregoing timetable for conference is recommended.

**2. General standing orders**

The foregoing general standing orders are recommended.

**3. Motions received**

33 motions were submitted by branches for consideration. In accordance with the notice issued and Rule 17, 33 were received by the deadline and 0 motions were received after the deadline.

All 33 motions are included in this final agenda as follows:

31 of these motions are listed immediately following this report and are deemed to be in order.

2 of these motions are listed in Appendix 1 and are deemed appropriate to National Conference. See (4) below.

**4. Advisory Motions appropriate to National Conference**

Appendix 1 contains 2 motions which are more appropriate for National Conference and will be referred to the NEC for attention, being Motions 32 and 33. However, these motions are on the timetable for mention only on Wednesday, 28th May at 10.45am.

**5. Amendments received**

There were no amendments received.

**6. Composite motions**

There are no composite motions included on the agenda.

**7. Common debates**

There are no common debates included on the agenda.

**8. Guillotined motions**

Guillotined motions, if any, are provided for at 10am on the timetable on Wednesday 28th May.

**9. 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. These motions should be furnished in a typewritten format.

**10. Typographical errors**

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

**11. Nominations**

The nominations received by the deadline in Rule 17 (v) are set out in Appendix 2.

## 12. 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. Please see Appendix 3.

## 13. Officer elections and votes

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

## 14. Standing Orders Committee for Conference

The Standing Orders Committee for the Services & Enterprises Division are Teresa Kearns and Billy Gallagher. Also, in attendance from the National Standing Orders Committee will be those as listed below:

Civil Service	Mick Brophy Helen Lundy (Secretary)
Education	Maria Burke Eileen Coman (Returning Officer)
Local Government and Local Services	Rose Marie Conroy (Chairperson)
Health and Welfare	Don Gibney Don Meskill
Services & Enterprises	Billy Gallagher (SOC Chairperson for Conference) Teresa Kearns (SOC Secretary for Conference)

## 15. SOC availability prior to conference

Where branches or the Services & Enterprises DEC have queries they are asked to raise these with the SOC by emailing – soc@forsa.ie as soon as possible and in any event no later than one week prior to conference and between 1.30pm - 2.30pm on Monday 26th of May in the SOC room in the conference hotel.

## 16. Legend on acronyms

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

Acronym/ Abbreviation	Explanation
IAA	Irish Aviation Authority
IALPA	Irish Airline Pilots Association
IVF	In vitro fertilisation
NEC	National Executive Committee
PCW	Programme for Competitiveness and Work
RSA	Road Safety Authority
SEDEC	Services and Enterprises Division Executive Committee
SFPA	Sea Fisheries Protection Authority
WOCL	Window of Circadian Low

**Rose Marie Conroy**  
Chairperson  
Standing Orders Committee  
9th May 2025

# Motions

## Public policy

### Motion 1:

Conference notes the government’s plan to restructure the Road Safety Authority into two separate agencies. This conference calls on the incoming Services and Enterprises Divisional Executive to:

- Protect the status of all RSA staff as public and civil servants
- Oppose any move to establish the new agencies as commercial state bodies
- Lobby government and negotiate with the employer to ensure the RSA’s functions are only carried out by a non-commercial state body or directly by a government department
- Ensure that all staff continue to be covered by the public service pay agreements.

**RSA Professional Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 2:

This Conference notes with concern that waiting times for driving tests in Ireland remain significantly higher than the RSA’s service level agreement of ten weeks or less. This conference instructs the Divisional Executive Committee to negotiate with the RSA management and lobby the Department of Transport to ensure that an adequate number of driver testers are employed in order to meet service demand.

**RSA Professional Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 3:

That this Conference calls on the Services and Enterprise Divisional Executive Committee to continue to resist the commercialisation of Local Area Employment Services by funding them on a pay by results basis and further to resist any attempts by funders to introduce funding on a pay by results basis for Local Development Companies.

**Local Enterprises Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### Motion 4:

That this Conference calls on the Services and Enterprise Divisional Executive Committee to advocate for the abolition of mandatory retirement ages in Local Development Companies and Local Area Employment Services. In some cases, mandatory retirement at age 66 can result in financial hardship for the individual and loss of valuable skills for the company.

**Local Enterprises Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐



### **Motion 5:**

Given the impact of the worldwide pandemic, a new understanding has been created to reflect and allow a new category of employees to continue with their work duties while working from home. For many workers in aviation (i.e. cabin crew, pilots), this is simply not an option.

“Essential workers” are required to attend their workplace during government-issued “stay at home” advice (i.e. weather warnings, which we recently saw with Storm Eowyn); warnings issued when there is a real threat to life. Essential workers have no additional protections or protection of pay for putting themselves at risk and are in some cases not even covered by insurance in the event of weather warnings. This means that, for cabin crew, during a red weather warning, if flights are not cancelled, they either have to forgo a day’s pay, or take an annual leave day. This is unlike the situation for those who can work from home.

In some employments, there are policies in place that provide staff with an annual leave day or unpaid leave, when they simply cannot make it to work. This is not sufficient and falls well below what essential workers deserve in a situation like this.

This Conference calls on the incoming Services and Enterprises Divisional Executive Committee to advocate and negotiate policies (if not already in place) that ensure protections for essential workers in all employments, but in particular those in the aviation industry.

**Cabin Crew Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### **Motion 6:**

For many employees in the private sector, the normal age of retirement is 65 years of age. With the current legislation, employers can make staff rejoin a company on new or inferior terms and conditions.

This Conference calls on the incoming Services and Enterprises Divisional Executive Committee to protect and advocate for the pay and benefits of workers employed in the private sector, in particular in aviation, that choose to remain in the workplace after 65, by engaging with the Department of Enterprise, Trade and Employment, with a view to achieving protections of existing pay, terms, and conditions for these workers.

**Cabin Crew Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

### **Motion 7:**

Noting the changes in the “Work life balance and Miscellaneous Act 2023” and the responsibility of employers to facilitate breastfeeding breaks in the workplace.

Further noting that the 2007 regulations for the Protection of pregnant and breastfeeding mothers makes provision for Health and Safety leave for workers whose employment prohibits the taking of breaks and that provision is now substantially out of line with the provisions made in the miscellaneous act.

Some employers in aviation, like Aer Lingus, are in the process of rolling out policies in relation to breastfeeding, however, these policies do not take into consideration the nature of work of cabin crew.

Given that mobile workers in aviation cannot avail of breastfeeding breaks in the normal course of their work, conference calls on the incoming Services and Enterprises Divisional Executive Committee to make representations to legislators to update the provisions made in the 2007 regulations so that they are in line with the timings in the 2023 Act.

**Cabin Crew Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

#### **Motion 8:**

This Conference instructs the incoming Fórsa Services and Enterprises Divisional Executive to do its utmost to assist Foras na Gaeilge to receive appropriate sustainable state funding to allow it to continue to carry out its statutory obligations in relation to the Irish language into the future.

#### **Publications and Terminology Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## **Terms and conditions of employment**

#### **Motion 9:**

This Conference calls on the Divisional Executive Committee to support the RSA Professional Branch in ensuring driver testers are provided with all necessary training to continue to maintain the high standard of the driving test in Ireland. As such, driver testers must be provided with continuous upskilling and refresher training.

#### **RSA Professional Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

#### **Motion 10:**

That this Conference calls on the Services and Enterprise Divisional Executive Committee to continue supporting Community Employment (CE) supervisors and assistant supervisors in their campaign for the implementation of the 2002 Agreement and further amendment made in 2005 to provide funding for redundancy and the enhanced redundancy for these workers. We want this agreement honoured.

#### **CE Supervisors Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

#### **Motion 11: Protecting remote and hybrid working arrangements**

This Conference notes the positive impact that remote and hybrid working arrangements have had on many Services and Enterprises division members' lives. Conference opposes recent attacks from employers, business leaders and conservatives on remote and hybrid working and the regressive push towards the removal of these arrangements and full return to the office.

This Conference calls on the divisional executive committee to protect remote and hybrid working arrangements that have been achieved within Services and Enterprises division employments and assist branches to negotiate remote and hybrid working arrangements for those employments within the division that have not established arrangements.

#### **SEDEC**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 12:**

That this Conference calls on the Services and Enterprise Divisional Executive Committee to engage with An Post management to support maintaining, and defending home/remote working provisions, highlighting and promoting the mutual benefits, to both the employer and employee. Against a backdrop of continued negative media coverage regarding home/remote/hybrid working, this Conference further calls on the union structures, divisional and national (if required), to actively campaign to defend this widely successful and mutually beneficial arrangement and push back in the media and all other platforms, with the intention to secure the continued operation of this facility in all appropriate workplace apparatus.

**An Post Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 13:**

This Conference recognises and commends the progress made by the IALPA female and family support working group on the establishment of improved working conditions for female Aer Lingus pilots, including equality in pay when pregnant and establishing the first breastfeeding and IVF policies within the airline, along with recognising the challenges faced by women during menopause.

That this Conference calls on the Services and Enterprise Divisional Executive Committee to assist branches in negotiating similar enhancements within other Services and Enterprises employments.

**IALPA Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 14: Equality for contractors moving to internal positions**

That this conference calls on the incoming Services and Enterprise Divisional Executive Committee to negotiate with Marine New Organisation's HR Management for changes for contracted colleagues and members. Contracted staff, when successful in applying for an internal position, should not be considered "New recruits" to start at point 1 of the salary scale of a grade at which they have been contracted to work at. Instead, existing contractors should be able to cross over to the closest salary point in a similar manner as rules set out in Circular 08/2019.

**Marine (New) Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 15:**

This Conference calls on the incoming Services and Enterprises Divisional Executive Committee to pursue and adopt comprehensive workplace policies addressing fertility treatment, including ten paid days off for those having to avail of such policy.

**Cabin Crew Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 16: Health and safety**

This Conference recognises the diversity of employments and professions within the Services and Enterprises division, and the varying health and safety issues members face in the workplace. Conference also notes the important role of safety representatives in assisting in health and safety matters, especially when the representative is elected by their colleagues, well trained and supported by the union.

This Conference calls on the divisional executive committee to prioritise improving and enhancing health and safety within Services and Enterprises division employments by assisting branches with the establishment of democratically elected safety representatives and supporting safety representatives to carry out their role effectively.

**SEDEC**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

#### **Motion 17:**

Shift workers including those in the aviation sector, such as cabin crew, oftentimes work through the “Window of Circadian Low” (WOCL), a time of the day where a person experiences the lowest levels of alertness and are most likely to feel sleepy. Working through this window of time (2am to 6am) carries a significant risk of fatigue for staff, who often work in safety-related roles.

For example, cabin crew often report for work in the United States at 11pm Irish time, and work through-the-night, until landing back in Dublin or Shannon at 6am. During this shift, we work through the entire WOCL, and we are unable to have any sleep. Upon landing, not only are cabin crew physically and mentally exhausted from working through the entire night, but we also have to deal with the added factor of jetlag. It is worth noting that, in some cases, cabin crew commute over an hour to and from work, with no sleep, and jetlagged.

At present, there are no policies that encourage staff to take “controlled rest” when working through the WOCL. A practice widely known by fatigue experts which enables staff to use this period of time to obtain a brief period of sleep to improve alertness and performance.

This Conference calls on the incoming Services and Enterprises Divisional Executive Committee to develop a draft policy which promotes the use of controlled rest in aviation, which will enable branches to pursue these policies with employers.

**Cabin Crew Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

#### **Motion 18:**

Every day in a number of employments in aviation, frontline workers come up against challenging circumstances, which are out of their normal daily routines, in addition to work-life challenges.

Some of these events can be extremely traumatic for the individuals, and in turn, returning to work can be challenging. Peer support programmes set up by organisations and unions, offer individuals a safe space to turn to, to share their experiences and issues with trusted colleagues in a non-threatening environment.

Mutual trust between peer supporters is paramount in this beneficial exchange. Research indicates that peer support across multi-disciplines increases individual and community capacity and resilience.

Not only may this add value to management support structures, and employee assistance programmes, frontline workers benefit from the comfort of been able to talk through their experiences with fellow colleagues rather than line management, building a more supportive, resilient workforce.

Not every organisation in aviation or in the private sector has implemented this vital support structure, therefore, this Conference calls on the incoming Services and Enterprises Divisional Executive Committee, to promote and advocate the initiation of peer support programmes by organisations and unions to all frontline employees, both in aviation and in the private sector, in order to create a supported and resilient workforce.

**Cabin Crew Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

# Pay, pensions and allowances

## Motion 19:

That this Conference calls on the Services and Enterprise Divisional Executive Committee to recognise that Community Employment (CE) supervisors and assistant supervisors who are not public or civil servants reach the top of limited scales after three years and have no opportunity for progression, we call on the union to support in these cases the extension of scales and the introduction of long service payments.

**CE Supervisors Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 20:

That this Conference calls on the Services and Enterprise Divisional Executive Committee to support Community Employment (CE) supervisors and assistant supervisors who are paying into either a non-contributory PRSA or a non-contributory private pension through payroll and are by no fault of their own excluded from auto enrolment as it currently stands. We request that Fórsa enter negotiations with the Dept of Social Protection on auto enrolment to discuss better outcomes for supervisors and assistant supervisors.

**CE Supervisors Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 21: Local Bargaining

This Conference recognises that the local bargaining 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 Services and Enterprises divisional conference recognises that members in the grades, groups, categories, and professions represented in the division can utilise local bargaining to negotiate an acceptable enhancement to pay terms and conditions.

This Conference calls on the divisional executive committee to advance local bargaining claims for members within Services and Enterprises division employments and utilise our industrial strength to achieve the best deal for Services and Enterprises members.

The Services and Enterprises divisional 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.

**SEDEC**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Motion 22:

That this Conference calls on the Services and Enterprise Divisional Executive Committee to advance local bargaining claims for members within Services and Enterprises division employments and utilise our industrial strength to achieve the best deal for Services and Enterprises members in relation to local bargaining under the current national agreement and outstanding local bargaining claims under previous agreements especially the PCW.

**State Enterprises No.1 Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 23:**

That this Conference calls on the Services and Enterprise Divisional Executive Committee to fully support our early years specialists in Pobal to address their present pay dispute and ensure our members receive the payments under the national pay agreement.

**State Enterprises No.1 Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 24: Change to retirement age of shift/night workers and seagoing workers**

That this Conference calls on the incoming Services and Enterprise Divisional Executive Committee to engage with the SFPA and Marine Institute, and other Marine New organisations, on behalf of our members employed by them, to make a change to the full years of service for shift workers, night workers, sleepover workers and workers who perform arduous duties. There are \*negative effects of night, shift and seagoing work which impacts on members' health. There is a litany of common hazards of vessel boarding and sea going duties that Marine New members can be exposed to, in addition to health issues due to shift and night working.

These workers should be allowed to retire on full pensions after 35 years of service, instead of the standard 40 years and to have a reduced minimum retirement age of 60 years. This is in line with other government organisations with grades tasks with hazardous or arduous work who have Fast Accrual Pension Schemes in place already, for example Gardaí, fire fighters, prison officers and armed forces.

**Marine (New) Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 25: Compensation for driving in marine environment**

That this Conference calls on the incoming Services and Enterprise Divisional Executive Committee to engage with the SFPA to request that it develops a business case that could be made to its parent department which would introduce a compensation or supplemental rate for members driving private vehicles for work purposes in marine and coastal environments. Sea spray, salt and sand all cause increased corrosion and maintenance costs which are not covered with the usual T&S mileage rates, especially for members who drive in these environments very regularly and reach the 25,000km limit early in the year and spend a significant portion of the year on reduced rates.

**Marine (New) Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Union strategy

**Motion 26:**

That this Conference calls on the Services and Enterprise Divisional Executive Committee to ensure that it continues to promote Fórsa membership within the community and voluntary sector with a view to strengthening the unions' bargaining power in any future negotiations with funders and use all resources necessary to ensure that all staff in Local Development Companies are restored to incremental pay scales and receive appropriate cost of living increases.

**Local Enterprises Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 27:**

That this Conference calls on the Services and Enterprise Divisional Executive Committee to continue the work of examining outsourcing of work within the Non-Commercial State Agencies within services and enterprises employments and to seek the minimisation of such practices in order to protect the jobs and conditions of members within this division.

**Health & Safety Authority Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 28:**

This Conference recognises the damage and danger that outsourcing has for employees, such as that of the state search and rescue service.

That this conference calls on the Services and Enterprise Divisional Executive Committee to assist branches in their efforts to prevent outsourcing of employment within the Services and Enterprise Division.

**IALPA Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

## Other internal matters

**Motion 29: Official conference charities**

That this Conference calls on the Services and Enterprise Divisional Executive Committee to select a suitable charity, or charities as the official charity/charities for Divisional Conferences. Charities could be nominated and selected by members via online polls. Selected charities should be changed at each conference, should be non-political, work nationally or internationally and support the ethos of Fórsa's mandate and mission. The represented charity/charities can be allowed to have a stand in the hall of conference, to sell merchandise, accept volunteers, and donations on a voluntary basis and present a fringe event.

**Marine (New) Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 30: Enhanced communications for SEDEC to branches**

That this Conference calls on the incoming Services and Enterprise Divisional Executive Committee to create enhanced communications to branches, issue briefing notes to branch Chairs and Secretaries following SEDEC meetings, along with quarterly updates on branch motions that were carried during Divisional and National Conferences.

**Marine (New) Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐

**Motion 31:**

In recent years, emigration of young workers to other countries around the world has spiked. It is now more important than ever before that we focus our efforts on recruiting younger activists, and that the union message is felt deeper in the younger society.

Terms and conditions in the private sector are amongst the most precarious. This is exacerbating the talent drain experienced across the nation, and it is fundamental that young workers become involved in union activism to drive improvements to their terms and conditions of employment.

This conference calls on the incoming Services and Enterprises Divisional Executive committee to establish an informal “youth network” within the division, as a pilot, similar to the Aviation Subgroup, that will focus on recruiting younger activists to the trade union movement across the country.

**Cabin Crew Branch**

Withdrawn ☐ Amended ☐ Carried ☐ Not Carried ☐ Remitted ☐



# Appendix 1:

## Motions advisory to the National Executive Committee

32. That this Conference calls on the Services and Enterprise Divisional Executive to make all resources available to address Employers who won't recognise Fórsa in the workplace.

**State Enterprises No.1**

33. New policies and higher standards are being rolled out worldwide for the welfare and work-life balance of employees across all sectors, both by unions, a small number of employers and regulators. Despite this, many employers, in particular in the private sector, tend to be the last in implementing these enhancements for staff, and when they do, most times employers will only cover the basic minimum statutory entitlements.
- This Conference calls on the incoming Services and Enterprises Divisional Executive Committee to adopt a policy of enforcement of basic statutory rights across all employments. In addition, this conference further calls on the incoming Divisional Executive Committee to develop a task force and a nationwide campaign that identifies employers that fall short in their policies.

**Cabin Crew Branch**

# Appendix 2:

## Nominations

### Cathaoirleach/Chairperson (1)

Nominee	Branch	Nominating Branch
ALLEN, Jake	Cabin Crew	CE Supervisors Cabin Crew
LANGAN, Daniel	IALPA	IALPA
SHEILS, Leonard	An Post	Eir Executive Grades Teagasc General Fáilte Ireland An Bord Pleanála State Enterprises No.1 An Post

### Leas-Cathaoirleach/Vice-Chairperson (1)

Nominee	Branch	Nominating Branch
ALLEN, Jake	Cabin Crew	CE Supervisors Cabin Crew
LANGAN, Daniel	IALPA	IALPA
SHEILS, Leonard	An Post	Eir Executive Grades Fáilte Ireland State Enterprises No.1 An Post

### Divisional Executive Committee (13)

Nominee	Branch	Nominating Branch
ALLEN, Jake	Cabin Crew	Cabin Crew
BROPHY, Mitchell	RSA Professional	RSA Professional
CONLON, Grace	Teagasc General	Eir Executive Grades Teagasc General Local Enterprises Fáilte Ireland
CRAVEN, Cormac	Marine (New)	Marine (New)
CRONIN, Sinead	Coillte	Marine (New)
HICKEY, Geraldine	IAA Admin Grades	Eir Executive Grades IAA Admin Grades
KELLY, Owen	IALPA	IALPA
KISSANE, Ciaran	State Enterprises No.1	Fáilte Ireland State Enterprises No.1
MASTERSON, Mark	An Bord Pleanála	Fáilte Ireland An Bord Pleanála

---

**Divisional Executive Committee (13) continued**

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
MORRIS, Brian	Health and Safety Authority	Health and Safety Authority Cabin Crew
MULLINS, Andy	Air Traffic Control	Air Traffic Control
NOLAN, Ken	CE Supervisors	CE Supervisors
O'GRADY, Ultan	Cabin Crew	Cabin Crew
O'LOUGHLIN, James	Aviation Technical Officers	Teagasc General Fáilte Ireland
OFORD, David	Local Enterprises	Teagasc General Local Enterprises Fáilte Ireland
PATEL, Ian	Eir Executive Grades	Eir Executive Grades Teagasc General IAA Admin Grades Fáilte Ireland State Enterprises No.1
SHEILS, Leonard	An Post	Eir Executive Grades An Post Marine New

---

**Third Divisional Representative on NEC (1)**

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
ALLEN, Jake	Cabin Crew	Cabin Crew
LANGAN, Daniel	IALPA	IALPA
PATEL, Ian	Eir Executive Grades	Eir Executive Grades IAA Admin Grades Fáilte Ireland
SHEILS, Leonard	An Post	An Post

---

**Standing Orders Committee (2)**

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
GALLAGHER, Billy	RSA Professional	RSA Professional Fáilte Ireland
KEARNS, Teresa	State Enterprises No.1	State Enterprises No.1

---

# Appendix 3:

## Fórsa services and enterprises 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 3:

## Fórsa services and enterprises 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 .....





**FORSA**



26th - 28th May 2025  
Galmont Hotel, Galway

**#ForsaSED**

