

FÓRSA

**A Better
Deal,
A Better
Ireland.**

Agenda

**Biennial Delegate
Conference 2026**

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Conference timetable

Wednesday 13th May

- 13.00 Registration and issue of ballot papers
- 17.00 Opening of Conference including welcome from local dignitaries
- 17.20 President's address to Conference
- 17.50 Appointment of tellers and scrutineers
- 17.55 Adoption of general standing orders
- 18.00 Standing Orders Report No. 2
- 18.15 Minutes of Conference 2024
- 18.20 Report on motions from Conference 2024
- 18.30 Pension Policy
- Motions 47 and 48 to be taken in common debate
 - Motions 49 and 57 to be taken in common debate
 - Motions 50, 51 and 52 to be taken in common debate
 - Motion 53 (to cover motion 54) and Motion 55, Motion 56
- 19.30 Climate and environmental issues
- Motion 44
 - Motions 45 and 46 to be taken in common debate
- 19.50 A Better Deal update from Kevin Callinan, Fórsa General Secretary
- 20.05 Distinguished Service Awards
- 20.30 Conference adjourns

Thursday 14th May

- 08.45 Conference resumes in open session
- 08.50 Pay and living standards
- Motion 1
- 09.00 Address by An Taoiseach Micheál Martin T.D.
- 09.30 Response from Kevin Callinan, Fórsa General Secretary
- 10.00 Presidential election ballot boxes open
- 10.00 Pay and living standards
- Motions 2 and 4 to be taken in common debate
 - Motions 5 and 6 to be taken in common debate
 - Motions 8 and 12 to be taken in common debate
 - Motion 7, Motion 9, Motion 10 and Motion 11

- 11.30 Presidential election ballot boxes close. SOC to announce arrangements for Treasurer and other elections as Conference progresses
- 11.30 Presentation on remote work research findings from Amárach Research and Ireland Thinks
- 12.15 Panel discussion: Drawing on experience for hybrid excellence
- 13.00 Conference adjourns
- 14.15 Conference resumes
- 14.15 Flexible work and work life balance policy
- Motions 13, 14, 16, 17 and 19 to be taken in common debate
 - Motions 18 and 21 to be taken in common debate
 - Motion 15, Motion 20, Motion 22, Motion 23 and Motion 24
- 15.30 Terms and conditions of employment
- Motion 63
 - Motions 64, 65, 83 and 84 to be taken in common debate
 - Motion 66, Motion 69, Motion 71 and Motion 73
 - Motions 67, 70, 72 and 74 to be taken in common debate
 - Motion 75, Motion 76, Motion 77 and Motion 78
 - Motions 79, 82, 89 and Emergency motion 1(89a) to be taken in common debate
 - Motions 80 and 86 to be taken in common debate
 - Motion 81, Motion 85, Motion 87 and Motion 88
- 16.45 Conference closed session
- 16.45 Strategic Plan presentation
- 16.55 Strategic Plan
- Motion 58
- 17.05 Treasurer's report
- 17.10 Rules and related matters
- Motions 145, Motion 146, Motion 147, Motion 148, Motion 149, Motion 150, Motion 151, Motion 152, Motion 153 and Motion 154 (to cover motion 155)
- 17.45 Internal union matters
- Motions 126, 127 and 136 to be taken in common debate
 - Motion 128
 - Motions 130 and 131 to be taken in common debate
 - Motion 132, Motion 133, Motion 134 and Motion 135
 - Motions 137, 138, 139, 140, 141 and 143 to be taken in common debate
 - Motion 142 and Motion 144
- 18.30 Conference adjourns

Friday 15th May

- 09.00 Conference resumes in open session
- 09.00 Digitalisation, automation and artificial intelligence (AI)
- Motions 59, Motion 60, Motion 61, Motion 62
- 09.15 Address by Jan Willem Goudriaan, General Secretary, EPSU
- 09.30 Public services and public policy
- Motions 25 and 42 to be taken in common debate
 - Motion 26, Motion 27, Motion 28 and Motion 29
 - Motions 30 and 129 to be taken in common debate
 - Motion 31, Motion 32, Motion 34 and Motion 35
 - Motions 36, 37 and 41 to be taken in common debate
 - Motion 38, Motion 39, Motion 40 and Motion 43
- 10.55 Panel discussion: Whatever happened to the common good?
- 11.35 Conditions of service
- Motions 90 and 95 to be taken in common debate
 - Motion 91, Motion 92, Motion 93, Motion 94 and Motion 96
 - Motions 97 and 102 to be taken in common debate
 - Motion 98, Motion 99, Motion 100, Motion 101, Motion 103, Motion 104, Motion 105, Motion 106 and Motion 107
- 12.40 Equality and inclusion
- Motions 108 and 111 to be taken in common debate
 - Motions 109 and 110 to be taken in common debate
 - Motions 113 and 114 to be taken in common debate
 - Motion 112, Motion 115 and Motion 116
- 13.00 Conference adjourns
- 14.15 Conference resumes
- 14.15 Taxation and related
- Motion 125
- 14.25 Address by Lina Jamoul PhD, Head of Union Building, PSI
- 14.45 International affairs and solidarity
- Motion 117, Motion 118, Motion 119 and Motion 120
- 15.05 Health and safety
- Motions 121, Motion 122, Motion 123 and Motion 124
- 15.25 Miscellaneous
- Motion 157
- 15.35 Guillotined and/or emergency motions
- 16.20 Closing business
- 16.30 Conference closes

Standing Orders Committee

Name	Division
Mick Brophy	Civil Service
Helen Lundy (Secretary)	Civil Service
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Maria Burke	Education
Emer Woods	Education
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Don Gibney	Health and Welfare
Don Meskill	Health and Welfare
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Rose Marie Conroy (Chairperson)	Local Government and Local Services
Liam O'Briain	Local Government and Local Services
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Tommy Kavanagh	Municipal Employees'
Michael Ross	Municipal Employees'
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Billy Gallagher (Vice Chairperson)	Services and Enterprises
Teresa Kearns (Returning Officer)	Services and Enterprises

General Standing Orders for Conference

1. These standing orders shall be read in conjunction with the rulebook of the union. If there is conflict on meaning, then the rulebook shall prevail.
2. The Standing Orders Committee shall recommend the timetable for Conference and the order in which motions and amendments submitted shall be taken. When the time allotted to a group of motions has elapsed, the chairperson shall allow the debate in progress to finish. S/he shall then proceed to the next group of motions, thus guillotining any remaining motions in the current section. Such guillotined motions may be taken up by the chairperson later in Conference as time permits. Otherwise, they are automatically referred to the appropriate Executive Committee.
3. Unless otherwise decided by Conference, only one motion may be before Conference for discussion at any time.
4. Individual motions and amendments should be proposed by a speaker from the appropriate executive committee or from the branch which gave notice of the motion or amendment. Where no delegate of that branch is present, the motion may be proposed by any other member of Conference. In the case of motions in common debate, all motions and amendments shall be deemed to be formally proposed, unless the Conference has been given advance notice that the proposer of a motion or amendment does not wish it to be proposed. There is no requirement for any motion or amendment to be seconded. Once the agenda has been adopted, motions may only be withdrawn with the agreement of Conference.
5. Only members of Conference as defined by Rules 16(i) and 20(ii) or the equivalent grade committee representatives as defined in Rule 25(ii)(e) of the rulebook may address Conference¹. This rule shall not preclude the Standing Orders Committee from making recommendations to Conference, which shall be considered immediately by Conference.
6. Unless otherwise agreed by Conference, no member shall address Conference unless s/he is proposing or speaking to a motion or amendment or:
 - (i) is raising a point of order; or
 - (ii) is raising a point of fact; or
 - (iii) is delivering the chairperson's address.
7. All speakers should address Conference from the rostrum or microphone and should announce her/his name and branch or committee. The proposer of a motion shall speak for not more than four (4) minutes, and all other speakers shall have not more than three (3) minutes. Members of the relevant Executive Committee and members of staff will be limited to three (3) minutes when clarifying points or answering questions.
8. Where several motions and/or amendments submitted deal with the same topic, the Standing Orders Committee may produce a composite 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 NEC in the case of motions proposed by the NEC shall be deemed to be the proposer of the motion. Each proposer shall 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

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.

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 Rule Book.
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.

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.

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.

Proportional Representation as used at Fórsa NEC elections

There are various electoral systems used in different countries and organisations to achieve what are considered 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. Fórsa has also agreed that the count process be open to one authorised nominee of each candidate, in accordance with procedures as directed by the Returning Officer. 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 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 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 process 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 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 re-count, 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 re-count. As such, any requests for re-counts should preferably be made before the declaration of the results.

Fórsa Conference election procedures

Rule 23 covers the National Executive and its officers.

The election of the President and Treasurer is straightforward. A standard PR STV election is conducted, and the winner is elected.

Following those elections, any candidates from the winner's constituency (Division) for the positions of Vice President are excluded from the election and any preferences voted for any such candidate move to the next preference.

Standing Orders Report No. 2

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

1. Conference timetable

The foregoing Conference timetable, including the recommended approach to motions, is set out above. The timetable in this final agenda for Conference is recommended.

2. General Standing Orders

The foregoing general standing orders are set out above.

3. Standing Orders Committee for union Conference 2026

The names of SOC are set out above.

4. Motions received

213 motions were submitted by branches for consideration. In accordance with the notice issued and Rule 21; 205 were received by the deadline and 8 motions were received after the deadline.

All 213 motions are included in this Agenda as follows:

154 of those motions are listed immediately following this report and are deemed to be in order.

17 of those motions are listed in Appendix 1 and are deemed out of order. See (5) below.

14 of those motions are listed in Appendix 2 and are deemed to be relevant to Divisional Conferences. See note (6) below.

20 of those motions are listed in Appendix 3 and are deemed to reiterate existing policy. See note (7) below.

8 of those motions are listed in Appendix 4 and were received after the deadline. See note (8) below.

The Standing Orders Committee (SOC) has noted that many of the motions were not properly formulated as motions to Conference. Some, for example, reference "We call on Fórsa...." or "We call on Government...." "This AGM". In reality, branches need to be mindful that motions should generally take the form "That this Conference calls on the National Executive Committee (NEC)". The SOC has adjusted the texts where possible to render the motions in order.

5. Motions considered to be out of order

Seventeen (17) motions are considered as out of order for the reasons set out below. These motions can be found listed in Appendix 1.

Motions 158, 159, 161, 165 and 170 are not in the form of motions to Conference, as they do not contain a direction or request to the NEC or are statements.

Motion 160 concerns a staffing matter. This is a reserved function of the General Secretary.

Motions 162 and 163 are incompatible with the union rulebook and would require a rule change.

Motion 164 is out of order as they seek to go beyond the remit of the NEC.

The SOC scrutinise proposed motions to amend the rules by reference to strict criteria. This is to ensure all proposed rule changes specify the rule to be amended or added, any text within the rule to be replaced and the proposed new or additional text. The amendment must include all consequential or additional changes required to that rule and/or other rules so that there are no contradictions or gaps within the rules if the proposed rule is agreed.

Motions 166, 167, 168, and 169 are motions seeking rule change. However, they have not been submitted in the correct format.

Motions 156, 171, 172 and 173 are motions seeking rule change. However, they conflict with other Rules within the Rule Book.

6. Motions appropriate to Divisional Conferences

Appendix 2 contains fourteen (14) motions which are more appropriate for Divisional Conferences and will be referred to the appropriate National Secretary for attention and referral to the appropriate Divisional Executive Committee.

7. Motions reiterating existing policy

Appendix 3 contains twenty (20) motions that reiterate existing policy contained within the union Conference Policy Handbook.

8. Motions received late

Appendix 4 contains eight (8) motions received after the deadline of 12 noon, Wednesday 25th February 2026.

9. Amendments received

A total of four (4) amendments were received by the deadline as set out in rule 21 (vii).

Two (2) amendments are deemed to be in order by SOC and appear next to the relevant motion, those motions being 72 and 109.

10. Amendments considered out of order

Appendix 5 contains two (2) amendments that are deemed to be out of order by the SOC for the reasons stated:

Two (2) amendments to motions 1 and 113 seek to change the intent of the original motions.

11. Approach to motions

SOC have set out in the Conference timetable the recommended approach to motions in order that delegates have time to debate and discuss the substantial number of motions submitted.

12. Withdrawal of motions

Motion 33 has been withdrawn by Fórsa Youth.

13. Emergency motions

One (1) emergency motion has been received, namely Emergency Motion 1 (Motion 89a) included in this final agenda.

The union rules provide that motions or amendments not included in the final agenda cannot be considered at Conference other than where two-thirds of the delegates agree to add a motion of which timely notice could not have been given (i.e. where it refers to events that have occurred since the final date for receipt of motions – 11 weeks before Conference). Where branches wish to submit an emergency motion they are asked to make contact with SOC at the earliest opportunity.

14. Nominations

The nominations received by the deadline in Rule 21 (v) are set out in Appendix 6.

15. Guillotined motions

It is recommended that any guillotined motions:

- (i) Be taken as per the timetable if time permits or
- (ii) Be taken during Conference if time permits at the end of other sections, with the balance, if any, of guillotined motions being taken at the end of each day of Conference if time permits and
- (iii) Be taken in the order they were guillotined, with all guillotined motions in a section being completed before moving to the next set of guillotined motions.

16. Distinguished Service Awards

The NEC has approved a number of distinguished service awards which will be presented as outlined on the Conference timetable.

17. Officer elections and votes

Officer elections will commence on the morning of Thursday 14th May during Conference at 10:00am. The elections are to be held in the following order: President, Treasurer, and then finally the Vice President. The ballot box for the first election will close at 11:30 am on Thursday 14th May. Further updates will be announced by the SOC as Conference progresses. The SOC recommends that Teresa Kearns, SOC, be appointed as returning officer.

The following names are recommended by SOC for appointment to the role of scrutineer:

Name	Branch	Division
Ruth Dowling	PRA Technical and Survey	Civil Service
Ophelia Farrell	National Council for Special Education	Civil Service
Gerard O'Donoghue	Justice Executive Grades	Civil Service
Annette Murphy	SNA South Dublin/South Leinster	Education
Christina Scott	SNA North Dublin/North Leinster	Education
David O'Brien	Dublin North Health and Welfare	Health and Welfare
Mandy O'Neill	Dublin Hospitals	Health and Welfare
Audrey Lambert	Dublin City Local Government	Local Government and Local services
Mairead Costello	Kerry Health and Welfare and Local Government	Local Government and Local services
John Gaynor	Municipal Employees'	Municipal Employees'
Jason Boothman	Municipal Employees'	Municipal Employees'
Fionn Ryder	An Post	Services and Enterprises

18. Conference votes

It is recommended that Conference appoints at least 12 tellers to count any votes at Conference.

19. Queries to SOC

Where branches or the NEC have queries or wish to seek changes to general standing orders or to SOC reports they are asked to raise these in writing with the SOC as soon as possible by email to soc@forsa.ie and in any event not later than one week prior to Conference.

The SOC will be available to deal with last minute Conference issues between 2.00pm and 4.00pm in the Conference venue on Wednesday 13th May 2026.

Withdrawal of motions, amendments and /or nominations are to be submitted to the SOC using the forms set out in Appendix 7.

20. Typographical errors

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

21. 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
AHCPS	Association of Higher Civil and Public Servants
AI	Artificial Intelligence
AO	Administrative Officer
AON	Assessment of Needs
ASC	Additional Superannuation Contribution
BDC	Biennial Delegate Conference
BDS	Boycott, Divestment, Sanctions
BEC	Branch Executive Committee
CAB	Criminal Assets Bureau
CAMHS	Child and Adolescent Mental Health Services
CATU	Community Action Tenants Union
CEA	Corporate Enforcement Authority
CO	Clerical Officer
CPSU	Civil Public Service Union
CSO	Central Statistics Office
CSL	Certified Sick Leave
DEC	Divisional Executive Committee
DPER	Dept of Public Expenditure and Reform
DPEIPSR	Dept of Public Expenditure, Infrastructure and Public Service Reform
ESG	Environmental, Social, and Governance
ESRI	Economic and Social Research Institute
EU	European Union
FEMPI	Financial Emergency Measures in the Public Interest
GDPR	General Data Protection Regulation
GNECB	Garda National Economic Crime Bureau
HEO	Higher Executive Officer
HRA	Haddington Road Agreement
HSCP	Health and Social Care Professional
HSE	Health Service Executive
ICT	Information and Communications Technology
ICTU	Irish Congress of Trade Unions
IHREC	Irish Human Rights and Equality Commission
IMPACT	Irish Municipal Public and Civil Trade Union
IUI	Intrauterine insemination
IVF	In Vitro Fertilisation
LEEF	Labour Employer Economic Forum

LGBTQI+	Lesbian, Gay, Bisexual, Transgender, Queer/ Questioning, Intersex
NDP	National Development Plan
NEC	National Executive Committee
P&T	Professional and Technical
PDFORRA	Permanent Defence Force Other Ranks Representative Association
PO	Principal Officer
PR	Public Relations
PRSI	Pay Related Social Insurance
PSC	Psychological Safety Climate
PSEU	Public Services Executive Union
PSSA	Public Sector Stability Agreement
RACO	Representative Association of Commissioned Officers
SIPTU	Services Industrial Professional and Technical Union
SNA	Special Needs Assistant
SOC	Standing Orders Committee
SWSO	Social Welfare Services Office
T&S	Travel and Subsistence
TOIL	Time off in lieu
US	United States
USC	Universal Social Charge
WRC	Workplace Relations Commission

Rose Marie Conroy
Chairperson
Standing Orders Committee

24th April 2026

Motions

Pay and living standards

Motion 1

Conference calls on the NEC and notes that:

- The cost-of-living crisis continues to be a significant burden on workers and their families;
- While inflation has moderated, the cost of many essential items is increasing at a greater rate;
- The significant reduction in household income this year, compared to the previous one, arising from the removal of supports, such as the energy credit, together with the Budget decision not to index link tax allowances and bands, can only be made good in wage bargaining;
- The Irish Congress of Trade Unions (ICTU) Private Sector Committee has issued guidance to unions to seek increases this year, in the range of 4.7% to 6.0%, depending on a firm's profitability and ability to pay;
- The union's a 'Better Deal' campaign is based on the results of a membership survey, conducted by Amárach, which identified the cost of living, flexibility in how work is performed, and common good issues like housing and health as top priorities in any new public service agreement;
- The conclusion of local bargaining claims, and arrangements for the implementation of outcomes, is an important element of any public service negotiation.

And, Conference resolves that:

In the private sector:

- Claims should be based on the increase in the cost-of-living, an adjustment to take account of the losses associated with the withdrawal of household supports and the failure to index tax bands and allowances, and productivity;

In the public service:

- The demands contained in the 'A Better Deal' campaign must form part of any multi-annual agreement;
- If it is not possible to achieve a negotiated multi-annual public service agreement, an immediate pay round should be sought;
- In such a scenario existing local bargaining claims will be pursued independently;
- Attempts by employers to interfere with existing work practices in the absence of agreement will be resisted;
- Members will refuse to co-operate with any new work-related changes, unless they have been the subject of specific agreements with the union;
- Members will be balloted to provide a mandate to underpin this approach with industrial action to be deployed as necessary;

In the community and voluntary sector:

- The union will continue to pursue an approach that seeks to extend the benefits of any public service outcome to the members employed in the sector who are often, in practice, delivering public services.

National Executive Committee

Withdrawn Amended Carried Not Carried Remitted

Motion 2

That this Conference fully supports the 'A Better Deal pledge' campaign, and agrees that the incoming National Executive Committee should only recommend that members support a Public Service Agreement if it provides for:

- Pay increases that address the cost of living.
- Resolution of local bargaining claims (where still outstanding)
- A fairer work-life balance through agreed policies on flexible work arrangements, remote working, and a shorter working week.
- Targeted investment in public healthcare and housing.

That this Conference directs Fórsa's incoming National Executive Committee to recommend that members reject any proposals from government that fall short of the ambitions of the pledge, and agrees to campaign to achieve all elements by using all available mechanisms, up to and including industrial action.

Dún Laoghaire Rathdown

Withdrawn Amended Carried Not Carried Remitted

Motion 4

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa that the next round of pay agreements should have a significant increase in member's pay, beyond the level of inflation. We encourage everybody to sign the Better Deal Pledge.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 5

This meeting of the union Conference

- recalls that Fórsa has consistently demonstrated a commitment to secure increases in the incomes of those on low wages that would secure a decent standard of living,
- recalls that the last meeting of this union Conference in 2024 adopted motion seeking to hold the government to its commitment to introduce what the government called a minimum wage set at 60 percent of the hourly median earnings,
- recalls that previous meetings of this union Conference have also considered the use of the term "living wage" and have adopted positions that reflect our doubts about the use of that term by the government to describe a wage set at 60 percent of the hourly median earnings,
- notes that concept of "Living Wage" was used in substantive and valuable policy work in Ireland before the government co-opted a similar term for its less ambitious promise, specifically in the work of the Living Wage Technical Group (available at <https://www.livingwage.ie/>) which grounds its work in the work of the Vincentian Partnership on the Minimum Essential Standard of Living (available at <https://budgeting.ie/>),
- notes that these measures are based on the actual costs of living and on a minimum essential standard of living arrived at by consensus by people in the state, and not a simplistic statistical construct that uses on a readily available data point on average earnings provided by the CSO,
- notes that the monetary value of the Living Wage calculated by the Living Wage Technical Group has been higher than the target set by the government in its so-called National Living Wage, and notes that the work of the Living Wage is supported by a number of organisations in the trade union movement in Ireland, and therefore this meeting of the union Conference,
- adopts as the policy of Fórsa that the union's objective is to seek to secure minimum wage that reflects the amount actually needed to have a minimum essential standard of living in Ireland,
- considers that the work of Living Wage Technical Group currently provides the most reliable benchmark for that concept in Ireland,

- instructs the NEC to become a supporter, alongside the other unions and the Nevin Economic Research Institute of the Living Wage Technical Group, and
- instructs the NEC to raise awareness of members of Fórsa of the work of the Living Wage Technical Group, of the Minimum Essential Standard of Living, and of the differences between, on the one hand, the ambition and standards they set and, on the other hand, the government’s so-called National Living Wage.

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 6

That this Conference supports the efforts being made to set standards, in terms of pay, leading to the adoption of a living wage, this is currently defined as €15.40 by Living Wage Ireland. To this end we call on this Conference to instruct the national executive to proactively engage with this body to enhance this amount and to broaden the current definition of the analytics which form the basis for this calculation. In addition we call on this Conference to support the adoption of no less than this current standard standard for all public servants.

FGE branch

Withdrawn Amended Carried Not Carried Remitted

Motion 7

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa that this Conference instructs the incoming National Executive Committee to seek that as part of any follow-on agreement to the current national pay agreement, There must be a financial incentive provided for staff who wish to stay in service until they reach the age of 70.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 8

This Conference calls on the National Executive Committee to open a dialogue with the public sector employers to establish a process which will undertake a full examination and evaluation of all public sector grades comparing salaries and responsibilities with those of equivalent positions in the private sector and comparable international roles, where applicable.

Dublin South Health & Welfare

Withdrawn Amended Carried Not Carried Remitted

Motion 9

This Conference instructs the NEC not to endorse or recommend; and Fórsa negotiators not engage with or agree to; any future pay agreements which includes an “Industrial Peace” clause.

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 10

That this Conference calls on Fórsa to negotiate the abolishment of the USC deductions at the next pay agreement which were supposed to be a temporary measure.

SNA South Dublin/South Leinster

Withdrawn Amended Carried Not Carried Remitted

Motion 11

That this Conference calls on the NEC to seek a definitive position and legally binding outcome to the question of a “pay agreement with benefits exclusively for trade union members only” and not to other public or private sector employments, not in trade union membership.

This motion instructs the NEC to take a test case before the Irish legal system. Should the outcome of a potential test case before the courts prove successful, it would be fully expected to be pursued in any pay negotiations after the conclusion of the 2026 pay negotiations.

Louth Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 12

That this Conference calls on the incoming National Executive Committee to work to address the extensive disparities in pay and conditions among legal professional grades in the public service, with a view to ensuring equal pay for equal value work, improving retention and facilitating career progression for legal professionals.

Legal Professional branch

Withdrawn Amended Carried Not Carried Remitted

Flexible work and work life balance

Motion 13

Conference recognises:

The Fórsa membership survey in 2025 in which 55% of respondents identified that their main priority was to protect existing hybrid and remote working arrangements. This reflects the real concerns of Irish workers, who have already proved beyond doubt that remote and hybrid working arrangements can serve the needs of workers and employers without compromise.

Conference affirms:

The positive impact remote and hybrid working arrangements have had on society, the economy, and the environment. This new way of working has provided greater flexibility for workers and their families, allowing for a more sustainable balance between work and life demands. Workers have reported improved wellbeing, while productivity at work has not declined.

Remote and hybrid working has changed commuting patterns, easing peak time congestion, cutting emissions and journey times, and relieving pressure on Ireland’s road infrastructure. It has also boosted local economies by allowing workers to spend more time, and money, in their communities.

Conference notes:

That despite these gains, employers, in the public and private sectors, are unilaterally attempting to impose return-to-office mandates, requiring workers to reduce their remote and hybrid working arrangements and spend more days on-site at the workplace. These mandates are often unaccompanied by evidence or data to justify increased on-site working or to demonstrate that business objectives can only be achieved by reducing remote working.

Conference further notes:

How ineffective the existing legislation has been for workers seeking a remote working arrangement or to retain their existing arrangement. The legislation and WRC guidelines surrounding access to remote and hybrid working arrangements fail to provide a fair and balanced process for decision-making for workers seeking remote and hybrid working arrangements.

Regardless of reasons provided by a worker the employer can refuse the request without having to show that the refusal is reasonable or evidence based.

Further, the legislation allows employers to terminate existing remote work arrangements without demonstrating how remote working is having an adverse effect on the operations of the business or without having to show that reducing access to remote work would improve the operations of the business. This imbalance of power places workers in a precarious position regarding access to remote work and fails to provide any safeguards for workers who have shaped their lives around their working arrangements.

Conference asserts that:

Remote and hybrid work must be better protected and promoted. Flexible work should not become a privilege for higher paid workers, rather it should be secured and defended through national and local bargaining.

Employers must no longer hold unilateral control over remote and hybrid working arrangements.

Conference instructs the National Executive Committee:

- To support branches and workers seeking to enhance their access to remote and hybrid working arrangements in their workplaces.
- To develop an evidence-based position on the issue of remote and hybrid working arrangements.
- To act as an advocate for protecting and enhancing remote and hybrid working arrangements in Ireland.
- To campaign to protect and enhance remote and hybrid work for all workers who can fulfil some or all of their role while working remotely, and to improve the legislation governing it.

National Executive Committee

Withdrawn Amended Carried Not Carried Remitted

Motion 14

That this Conference acknowledges that blended working has proven to be an effective way of delivering high-quality public services while supporting employee wellbeing, work-life balance, and environmental sustainability.

Conference notes that blended working continues across a range of roles and services, including public-facing offices, and commends the work of members and branches who have upheld union guidance in maintaining these arrangements.

Conference therefore calls on the union to:

- Reaffirm its position in support of blended working where roles allow;
- Actively support members and branches facing pressure to return to office-based working;
- Oppose unilateral employer decisions to roll back blended working without clear evidence-informed justification or meaningful engagement.

Conference believes the union must continue to hold the line on blended working.

National Council for Special Education

Withdrawn Amended Carried Not Carried Remitted

Motion 15

This Conference calls on the incoming National Executive Committee (NEC) to work with Department of Public Expenditure, NDP Delivery and Reform (DPENPDR) and revenue to update the Work Life Balance and Miscellaneous Provisions Act 2023 to include protection of current local agreements and to prevent public service bodies and enterprises from renegeing or deteriorating their current arrangements.

Marine (New) was dismayed to learn of Department of Social Protection, Department of Finance and Enterprise Ireland all took unilateral decisions to reverse remote work agreements. No prior consultation or discussion took place with Fórsa on this matter. This lack of engagement is in clear breach of the Framework Agreement and is also in clear breach of the Public Service Agreement 2024 to 2026. Fórsa must now seek to make these unilateral changes by management, which significantly disadvantage workers, to be legally mandated to be done only in agreement with trade unions and representative bodies.

Marine (New)

Withdrawn Amended Carried Not Carried Remitted

Motion 16

The Marine (New) request that the incoming National Executive Committee (NEC) to work with Department of Public Expenditure, NDP Delivery and Reform (DPENPDR) to negotiate with government to ensure that members have the right to request flexible working patterns including, but not limited to:

- flexitime working,
- part time work,
- term time work/shorter working year,
- Any other flexible working arrangements.

Also, these “rights to request” also include similar limited circumstance of refusal in line with Work Life Balance and Miscellaneous Provisions Act 2023 for Blended Working and Remote Working.

Marine (New)

Withdrawn Amended Carried Not Carried Remitted

Motion 17

The Marine (New) request that the incoming National Executive Committee (NEC) to work with Fórsa branch supports or other appropriate units to develop a toolbox of flexible working policies with templates including, but not limited to:

- flexitime,
- part-time working,
- term time/ Shorter working year,
- bereavement leave,
- menopausal and menstrual leave,
- surrogacy leave.

The toolbox should include advice on appropriate grounds for refusal of applications and processes of appeal should applications be refused.

The toolbox should also include advice for imbedding easier access to flexible working for menopausal/ menstrual and illness accommodations.

Marine (New)

Withdrawn Amended Carried Not Carried Remitted

Motion 18

That this Conference calls on the National Executive Committee to ensure continued work towards a shorter working week to support a better work-life balance for all Fórsa members

Donegal Health & Welfare

Withdrawn Amended Carried Not Carried Remitted

Motion 19

This Conference instructs the incoming National Executive Committee to prioritise the promotion and protection of equitable blended and remote working arrangements and in particular:

1. Advocate for the preservation of existing and established blended and remote working policies and engage with management at the initial stages of any policy review insisting that any changes be made only when an evidence based business need is established by the employer;
2. Require that the employer justify any minimum number of in office days by reference to a specific and objective business need connected to that role;
3. Advocate for a flexible and equitable response to individual employee circumstances where they seek blended or remote working arrangements;
4. Ensure that blended working principles are at the heart of and incorporated in the new pay agreement and all future pay agreements.

Garda Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 20

Conference instructs the NEC to seek that the operation of the shorter working year scheme is that the will be that when a worker applies for it, then it is granted by default and that where a manager wishes to refuse access to it, the onus of proof be placed on them to show that it must not be granted and that it is the manager who must appeal the default decision to an independent panel.

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 21

Conference instructs the NEC to seek more flexible working conditions for its members with an aim that any member can revert to the remote working conditions they had in 2021 (if there was four days working from home then for that role then that is what they aim to reinstate).

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 22

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa to seek that access to remote working, for newly appointed or assigned staff should be decided on a case-by-case basis, rather than mandatory attendance in the office for the first six months.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 23

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa to seek a framework of working from home/blended working policies which would have legislative underpinning, protecting blended/remote workers from having their blended or remote working changed, reduced or recalled into an office without the employer presenting explicit evidence or reasoning for any such actions.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 24

Currently the Shorter Working Year Scheme is available to civil service under Circular 14/2009. It is not available to Public Servants.

This Conference calls on the incoming National Executive Committee to work with Department of Public Expenditure, NDP Delivery and Reform (DPENPDR) to update Circular 14/2009 to include Public Service, Local Government and all other Public services and agencies and bodies.

Marine (New)

Withdrawn Amended Carried Not Carried Remitted

Public services and public policy

Motion 25

That this Biennial Delegate Conference 2026 recognises that access to affordable, secure housing is central to delivering "A Better Deal" for members and to achieving "A Better Ireland" with strong, sustainable public services.

Conference notes:

- That 73% of members report their standard of living has worsened, and housing costs remain the single greatest pressure on take-home pay and financial security.
- That escalating rents, unaffordable purchase prices, and insecure tenancies are undermining recruitment and retention across the public service and wider economy.
- That young workers, including those represented by Fórsa Youth, are disproportionately affected by the housing emergency, with many locked out of home ownership, forced into insecure rental arrangements, or delayed in life decisions as a result.
- That housing affordability is not only a cost-of-living issue but a structural workforce planning challenge that directly impacts the State's ability to deliver high-quality public services.

Conference reaffirms Fórsa's position that the housing crisis requires decisive, sustained State leadership and cannot be left to market forces alone.

Conference therefore mandates the incoming National Executive Committee to:

1. Make housing affordability a central component of the union's cost-of-living case in any future public sector pay negotiations.
2. Demand sustained State investment in publicly led housing delivery and an expanded cost- rental model affordable to ordinary workers.
3. Campaign for stronger tenant protections and security of tenure.

4. Engage politically and publicly to ensure that housing is recognised as essential infrastructure for public services and workforce sustainability.
5. Include Fórsa Youth representation in the development of housing-related policy and campaigning priorities.

National Executive Committee

Withdrawn Amended Carried Not Carried Remitted

Motion 26

That this Conference requests Fórsa to advocate for the establishment of a Youth Citizens Assembly to address issues of education, employment, housing, health and other areas of importance.

Dublin Hospitals

Withdrawn Amended Carried Not Carried Remitted

Motion 27

That this Conference calls on the NEC to

- Campaign for the Government and the HSE to implement immediate measures to ensure all Assessments of Needs are completed within the six-month statutory period.
- Advocate for increased funding and staffing for Assessment of Needs teams, including speech and language therapists, occupational therapists, psychologists and other relevant professionals, to address existing backlogs.
- Demand greater accountability and transparency from HSE regarding its compliance with the Disability Act 2005, including regular public reporting on waiting times for AONs.
- Campaign for a comprehensive review of the current AON process to identify barriers to timely completion and recommend sustainable, long-term solutions.

The NDNL branch recognises the widespread delays in completing Assessments of Needs, with many families waiting far beyond the six-month timeframe mandated by the Disability Act 2005. As noted in an official parliamentary question response from the HSE in November 2025, there are over 18,000 children on waiting lists for Assessments of Needs. HSE waiting lists for AON currently stand at around 2.5-3 years.

SNA North Dublin/North Leinster

Withdrawn Amended Carried Not Carried Remitted

Motion 28

This Conference calls on the NEC similar to the Norwegian trade union to lobby the Government to fast track and implement legislation to have Long Covid recognised as a notifiable infectious disease.

Dublin South Health & Welfare

Withdrawn Amended Carried Not Carried Remitted

Motion 29

Conference notes the lack of adequate regulation for fatigue in shift work in Ireland. Fatigue arising from shift work, long working hours and irregular rostering poses a serious risk to workers safety, performance and long-term health.

While the Organisation of Working Time Act 1997 provides the maximum weekly working hours and minimal rest periods, it does not sufficiently address fatigue as a standalone occupational hazard.

This Conference calls on Fórsa to lobby the government to amend the safety, health and welfare at work act 2005 to explicitly recognise fatigue as a workplace risk, introduce clear enforceable fatigue risk management requirements

In safety critical sectors and strengthen the role and resources of the health and safety authority to ensure compliance and enforcement and to fund national research initiatives on shift work health outcomes.

Cabin Crew

Withdrawn Amended Carried Not Carried Remitted

Motion 30

That this Conference directs Fórsa National Executive Committee to call upon the Irish Government to hold a national referendum before making any changes to or abolishing the Triple Lock mechanism.

Furthermore, that this branch directs Fórsa National Executive Committee to urge the wider trade union movement, civic organisations and elected representatives to support the call for a referendum as a matter of democratic principle and respect for previous commitments made to the Irish people.

Tipperary South Health and Community

Withdrawn Amended Carried Not Carried Remitted

Motion 129

That this Conference calls on Fórsa to send a strong message that Ireland's neutrality is a message of peace and the resolution of conflict by means of peaceful dialogue and negotiation. This Conference condemns the reckless drive by the Government to remove the Triple Lock, which was previously described by Government parties as "fundamental to Irish neutrality". The drive to militarism by the EU will - in unchecked - lead to a major conflict that will result in destruction and mass death. Fórsa must stand in the tradition of James Connolly who opposed the warmongering that led to World War 1.; As an organisation representing working people, we must also act in that proud tradition.

Cork Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 31

That this Conference notes with serious concern the ongoing dysfunction of the Workplace Relations Commission and it impacts on workers.

This branch notes in particular:

- Excessive delays in progressing cases which delay workers timely access to justice.
- The lack of adequate preparation by the WRC personnel in hearings including insufficient familiarity with case files and workers roles prior to hearings.
- The assignation of different WRC personnel to the same case at different dates leading to confusion, inconsistency, duplication and additional stress for workers.

This branch recognises that the current operation of the WRC undermines workers' rights and confidence in this States industrial machinery.

Accordingly, this branch mandates that Fórsa will:

- Campaign collectively to demand reform of the WRC to ensure timely processing of cases.
- Seek guaranteed continuity [in the absence of unexpected leave] of WRC personnel for each case.
- Demand proper training, resourcing and accountability of WRC personnel.
- Engage with the Government, the WRC and relevant stakeholders to ensure the WRC becomes a functional and effective body that fulfil our members expectations of effective resolution to cases brought forward to the WRC.

Tipperary South Health and Community

Withdrawn Amended Carried Not Carried Remitted

Motion 32

That this Conference instructs the NEC to raise the issue of EU Temporary Protection Directive with the relevant Government departments and to advocate for the introduction of a transitional immigration status for people in this situation, those who have demonstrated integration, secured stable employment, and are contributing to Irish society, but who currently have no viable long term immigration pathway.

Such a transitional status would provide clarity, stability, and fairness, and would allow workers from directly affected countries to continue contributing to the public service without fear of losing their right to remain and work.

DSP Clerical National

Withdrawn Amended Carried Not Carried Remitted

Motion 33 - Withdrawn

This Conference calls on the NEC to campaign for the Government to adopt policies contained in Fórsa Youth's: Reimagining Renting strategy and support it as a pre-budget submission. The rental market has never been as large, expensive or dysfunctional as it is today. This has resulted in a situation that is both unfair to renters and confusing to navigate for landlords. Our proposal aims to lower rents for renters and increase income for landlords, ensuring a fairer rental market for all by reducing tax burdens where landlords agree to keep rents under a certain, affordable level, resulting in benefits for both parties.

Conference notes that renting is a particular challenge for younger members, as CSO data shows a collapse in home ownership amongst younger age groups compared to their older counterparts. In 2011, homeownership amongst 25-39 year olds stood at 22%. That has more than halved and now, only 7% of 25-39 year olds own their own home. Conference also notes that certain union members are simply unable to work from home due to the nature of their employment and require a home proximate to their place of work.

The Conference calls on the National Executive Committee to address the chronic problem faced by so many of our younger members by supporting researched, evidenced-based policy that can happen now.

Fórsa Youth

Withdrawn Amended Carried Not Carried Remitted

Motion 34

This Conference instructs the National Executive Committee to establish a working group with the objective of launching a campaign to review and reform legislation and regulations designed to unreasonably limit and police the activities of trade unions and trade union members in Ireland. This working group will be comprised of rank-and-file members of Fórsa and supported by Fórsa staff.

This working group will begin with a review of the Industrial Relations Act (1990) and other related legislation and publicize information on the origins and ways in which this and any other legislation and regulations have limited or removed the right for the trade union movement to engage in political strikes, solidarity strikes, boycotts, general strikes, walkouts and/or wildcat strikes, and any other activity that would normally be considered appropriate, basic, and essential tactics for organised labour, and explore methods to seek to remove these restrictions and restore these rights to workers.

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 35

Conference notes modern stringent requirements to keep children with high temperatures and other mild illnesses out of creches and schools, and therefore instructs the NEC to seek the introduction of ten days paid leave per annum for workers caring for their sick children when they are unable to attend school or creche as a result.

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 36

That this Conference calls on the National Executive Committee to campaign for and promote the adoption of EU-based Open-Source operating systems and applications across the Irish and EU Civil and public sector. This includes, but is not limited to, examining the feasibility of introducing the proposed EU OS common operating system, open-source office applications similar to LibreOffice and OpenOffice and intra-community collaboration on the development of bespoke department- specific applications across the EU Civil and public service.

This motion is proposed in light of the increasingly apparent over-reliance by the Irish civil and public service on US tech companies in particular and the subsequent exposure of same to increasing geopolitical volatility.

Oireachtas, Courts and Foreign Affairs

Withdrawn Amended Carried Not Carried Remitted

Motion 37

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

Rationale:

A corner stone of the work of legal professionals in the public sector is the upholding of the rights of citizens and the provision of a fair and equitable justice system. A moral and ethical dissonance is created when we are obliged to use equipment from suppliers involved in gross violations of human rights in other jurisdictions.

Legal Professional branch

Withdrawn Amended Carried Not Carried Remitted

Motion 38

That this Conference calls on the NEC to supports the provision of a living pension or universal basic income for all public service workers. Having established the concept of a living wage based of a currently applied set of analytics, this should be extended to comprehend those who retire on low pay and consequently, very low pensions. The current system is not providing for the needs of those on low pay in work who are then immiserated in retirement.

FGE branch

Withdrawn Amended Carried Not Carried Remitted

Motion 39

This Conference calls on Fórsa to actively support the Community Action Tenants' Union (CATU) by sharing Fórsa resources, training and Fórsa communication bulletins to assist in directly collaborating with CATU, and with their direct actions.

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 40

That this Conference instructs the National Executive Committee to survey the membership to determine the extent of the impact of the housing crisis upon the membership, including in terms of homeowners, renters and landlords, and to share the results of that survey with the membership.

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 41

This Conference notes with grave concern the mounting evidence of the detrimental impact that unregulated access to social media and algorithm-driven online platforms has on the mental health, social development, and physical well-being of children in Ireland.

We further note that countries such as Spain and Australia have recently moved to implement a statutory minimum age of 16 for accessing these platforms, recognizing that the previous 'digital age of consent' (13) is insufficient to protect minors from addictive design, cyberbullying, and harmful content.

We recognise that Fórsa, as a public sector union, has many members working with young children on a daily basis across our many branches and Divisions. They are on the front lines of managing the fallout from early-age digital exploitation, including increased classroom disruption, online grooming, and a surge in adolescent anxiety and self-harm.

This Conference instructs the incoming National Executive Committee (NEC) to:

1. Lobby the Government to amend the Online Safety and Media Regulation Act to introduce a mandatory minimum age of 16 for social media account creation in Ireland.
2. Demand robust Age Assurance standards through Coimisiún na Meán that require platforms to implement effective barriers to entry, rather than simple self-declaration 'check boxes.'
3. Seek increased investment in state-led digital literacy and mental health support services to assist families and schools during this transition.

Work with the ICTU (Irish Congress of Trade Unions) to ensure a unified trade union voice is presented to the Department of Education and the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media on this issue.

School Secretaries branch

Withdrawn Amended Carried Not Carried Remitted

Motion 42

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa that Fórsa undertakes to declare housing a human right.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 43

That this Conference calls on the NEC to seek a resolve in the Crisis in Staffing and the Failure of Cover Provisions The escalating crisis of staff absence across the Education, Health, and Civil Service divisions. While absence rates have risen due to burnout, stress, and long-term illness, there has been a persistent and systemic failure by employers to provide adequate cover. In Education: The reliance on “internal cover”, forcing teachers and support staff to forfeit planning and preparation time, directly impacting the quality of student learning. In Health: The “ghost-running” of wards and clinics where vacancies and sick leave go unfilled, leading to unsafe staffing levels and extreme moral injury among healthcare professionals. In the Civil Service: The expectation that remaining staff will “absorb” the duties of absent colleagues, leading to massive backlogs, increased errors, and a secondary wave of stress-related absence. Conference Believes: That “No Cover Provided” is not a neutral administrative reality; it is a deliberate cost-cutting measure that exploits the professionalism and goodwill of our members. This practice constitutes a failure of the employer's duty of care under Health and Safety legislation, as it creates an environment of unmanageable workload of psychological distress.

School Secretaries branch

Withdrawn Amended Carried Not Carried Remitted

Climate and environmental issues

Motion 44

Conference notes:

- That climate change is increasingly impacting workplaces across Ireland through rising temperatures, extreme weather events and service disruption.
- That heat and cold stress are occupational health and safety risks affecting workers' wellbeing, productivity and long-term health.
- That remote and flexible working can reduce emissions while maintaining service continuity during severe weather events.
- That the transition to a low-carbon society must be worker-led, socially just and grounded in decent work principles.
- That public sector workers have a central role in delivering climate resilience and sustainable public services.

Conference believes:

- Climate protection is now a core trade union issue.
- Safe workplace temperature standards are a matter of dignity and safety at work.
- A just transition must be embedded in collective bargaining.
- Delivering climate justice is essential to securing A Better Deal for workers and A Better Ireland for our communities. because climate resilience is not an environmental add-on – it is a workplace right, a public service necessity, and a trade union priority.

Conference mandates:

- The NEC to prioritise engagement with public sector employers to establish clear and enforceable guidance on maximum and minimum workplace temperatures.
- The development of practical guidance and bargaining tools to support branches in negotiating climate adaptation measures, extreme weather protocols, energy efficiency improvements, flexible and remote working arrangements linked to climate resilience, and worker participation in employer climate strategies.
- The expansion of structured just transition training and resources for members, activists and staff.
- Annual reporting to branches on progress in advancing workplace climate protections and just transition initiatives.

National Executive Committee

Withdrawn Amended Carried Not Carried Remitted

Motion 45

That this Conference asserts that workers' health, safety and incomes must be protected during and in the immediate aftermath of extreme weather events. It also asserts that workers must be protected from extreme temperature events. This Conference further notes measures which have been introduced in Spain that allow access to climate leave for workers in the event of serious weather emergencies.

This Conference directs Fórsa, in conjunction with other unions through the Irish Congress of Trade Unions where appropriate, to seek the introduction of:

- A legal obligation on employers to implement graduated alert-based responses, with non-essential outdoor work ceasing during amber alerts and all non-essential work ceasing during red alerts
- Special paid 'climate leave,' based on the legislation adopted in Spain following the Valencia floods, if extreme weather makes it impossible to travel to work, with the possibility of extending this period until conditions improve
- Legally defined maximum temperatures at which work must cease, including maximum office temperatures
- Recognition of temperature-related illnesses as occupational diseases.

Dún Laoghaire Rathdown

Withdrawn Amended Carried Not Carried Remitted

Motion 46

That this Conference directs the National Executive Committee to seek paid "climate leave", if extreme weather makes it impossible to travel to work, and/or impossible to work from home... for example no power for laptops or internet.

Culture, Communications and Sport

Withdrawn Amended Carried Not Carried Remitted

Pensions

Motion 47

Conference notes that pension provision across the Irish public service is unequal and fragmented, with significant disparities based on date of entry, grade, sector, and contract type.

That these inequalities disproportionately affect younger workers, women, part-time and fixed-term staff, and lower-paid grades across Fórsa's membership, many of whom are denied access to the single public service pension scheme.

That pension inequality undermines morale, recruitment and retention, and contradicts the principle of equal treatment for workers performing the same work.

We believe that all workers providing public services are entitled to a fair, adequate, and dignified pension in retirement.

That pension provision should be based on equality, solidarity, and intergenerational fairness. That a unified and transparent pension framework is essential to the sustainability of the public service.

We call on Fórsa to make equality of pension provision a core industrial and political priority.

To campaign for the elimination of the two-tier pension system that denies thousands of members access to fair pensions.

To press the Government to engage in meaningful negotiations with public service unions on pension reform that protects accrued rights while delivering equality for all workers who provide services to the State.

To actively mobilise members and build cross-union support to achieve pension equality across the public service for all workers.

School Secretaries branch

Withdrawn Amended Carried Not Carried Remitted

Motion 48

That this Conference calls on the incoming NEC to set a strategic goal that all Fórsa members working in a civil or public service role will have access to the relevant civil or public service pension scheme before Conference 2028. Currently there are members who have worked for over twenty years across the civil and public service but without access to the relevant civil or public service pension.

Dublin South Health & Welfare

Withdrawn Amended Carried Not Carried Remitted

Motion 49

That this Conference call on Fórsa to advocate and ensure that pension schemes address the gender issue, female workers are less likely to have accrued their full pension typically reaching retirement with a much-reduced pension.

They will not have reached full service by retirement age where they have taken time to raise children in the course of their employment.

Tipperary South Health and Community

Withdrawn Amended Carried Not Carried Remitted

Motion 50

That this Conference proposes that Fórsa support equal application of Professional Added Years calculation, for all our HSCP Grades, ensuring parity with other professions afforded this consideration. As female dominated professions at the time of the inception of these considerations for male dominated professions, the HSCP “Professionals” were excluded.

Tipperary South Health and Community

Withdrawn Amended Carried Not Carried Remitted

Motion 51

That this Conference requests Fórsa to seek a reduced working time option for public services staff who would like to avail of it in the two years prior to them fully retiring from service without penalty to their pension.

Dublin Hospitals

Withdrawn Amended Carried Not Carried Remitted

Motion 52

That this Conference instructs the incoming National Executive Committee to seek a review of the pension entitlements of members who joined post 2013, with a view to ensuring that any gains to pensions brought about by the new Auto-Enrolment Pension, announced by the government in November 2025, will be included in the post 2013 pension scheme

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 53

That this Conference instructs the incoming NEC to seek to negotiate full repeal of FEMPI* application relating to the implementation of the Additional Superannuation Contribution (ASC), introduced under FEMPI, and restore pension contributions to the rates in effect prior to the implementation of austerity measures. This is important as higher rates of PRSI are being applied to all workers and continued application of the “Pension Levy” unfairly discriminates Fórsa members required to pay this cost of austerity into the future.

*FEMPI = Financial Emergency Measures - in the Public Interest Act 2013, 2017 et.al.

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 54

That this Conference Calls on the incoming NEC to seek the abolition of the Additional Superannuation Contribution (ASC).

Revenue Clerical branch

Withdrawn Amended Carried Not Carried Remitted

Motion 55

While recognising that motions to abolish the Additional Superannuation Contribution, which was introduced in 2019, have been accepted by this Conference on several occasions, it is also recognised that to-date the ASC has not been removed. Therefore, this Conference instructs the incoming Fórsa National Executive Committee to seek to ensure that the first payment of Additional Superannuation Contribution is increased to the standard rate cut off point so that members on lower incomes are not subjected to this payment, and to ease some of the burden on the remaining members

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 56

This Conference notes:

- That members of the Defence Forces who left service prior to 2013 with less than 21 years service and subsequently re-entered the civil service after a break of 26 weeks are currently denied recognition of their prior Defence Forces service for pension purposes under the Single Public Service Pension Scheme despite these persons not having a defined benefit pension for the years served from the Defence Forces;
- That this lack of recognition creates a significant inequity for those who served the State in a military capacity and later continued their public service in civilian roles;
- That existing legislation does not provide a mechanism for the transfer of pensionable service from pre-2013 Defence Forces pension schemes into the Single Pension Scheme;
- That this issue affects a defined cohort of workers and undermines the principle of fair treatment across public service pension arrangements.

Conference therefore directs the National Executive Committee:

- To advocate for legislative reform that would enable the transfer of pensionable service from legacy Defence Forces pension schemes into the Single Pension Scheme;
- To work collaboratively with PDFORRA and RACO to build consensus and momentum for reform in this area;
- To engage proactively with the Department of Public Expenditure, NDP Delivery and Reform, and the Department of Defence to identify and pursue mechanisms for recognising prior Defence Forces service in post 2013 pension calculations; and
- To support affected members in their efforts to secure equitable pension entitlements and to raise awareness of this issue across relevant forums and platforms.

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 57

That this Conference notes that due to mandatory pre-employment qualifications and senior experience requirements, certain professional entry grades are unable to achieve 40 years' pensionable service by age 65 and were therefore provided for under the Local Government Superannuation Scheme through the award of "added years".

Conference is concerned that this entitlement is not being applied transparently or equitably to all comparable grades across Health, Local Government and Education e.g. HSE Accountants, despite equivalent professional entry requirements to those applied to Internal Auditors. This inconsistency gives rise to inequitable treatment and uncertainty for affected members in planning their retirement.

Conference therefore mandates the National Executive Committee to seek clarification, pursue equal application of the entitlement across all comparable grades, and take all necessary steps to secure fair and consistent treatment for affected members.

Galway Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Strategic plan

Motion 58

Conference recognises that Fórsa operates in a period of significant economic, technological and political change, including the impact of artificial intelligence, climate transition, cost-of-living pressures, housing insecurity and evolving industrial relations frameworks.

Conference notes the substantial achievements delivered under the Strategic Plan 2021–2025, including sustained membership growth, enhanced digital capacity, the implementation of a single membership system, strengthened organising practice, and increased visibility and engagement across divisions.

Conference further recognises that while progress has been made, the challenges facing workers require higher union density, stronger workplace structures, increased participation and deeper collective bargaining capacity across all sectors.

Conference welcomes the development of the Strategic Plan 2026–2030, which:

- Centres workplace-based power, high participation and strong union density as the foundation of bargaining strength;
- Embeds worker empowerment, shared leadership and organising-led growth as core principles;
- Expands solidarity beyond the workplace through strategic alliances and bargaining for the common good;
- Recognises the need to respond proactively to technological change, climate transition and wider social challenges;
- Aligns governance, workforce planning, digital capacity and financial resources with the union's long-term strategic objectives.

Conference believes that realising Fórsa's vision for 2030 requires becoming a high-density, high-participation union with resilient workplace structures and a culture of shared leadership and accountability.

Conference therefore:

1. Adopts the Strategic Plan 2026 – 2030;
2. Mandates the National Executive Committee and Senior Management Team to implement the plan across all divisions and functions;
3. Requires annual reporting to the National Executive Committee and Biennial Delegate Conference on progress against the strategic goals and implementation milestones.

National Executive Committee

Withdrawn Amended Carried Not Carried Remitted

Digitisation, automation and artificial intelligence (AI)

Motion 59

Conference notes:

- Artificial intelligence is transforming the world of work at an unprecedented pace. AI capability is advancing rapidly, as it doubles what it can do every seven months. The speed of this change demands that workers and their unions are at the centre of decisions about how AI is adopted – not responding after the fact.
- The Government published its National Digital and AI Strategy, Digital Ireland: Connecting our People, Securing our Future, in February 2026. While it sets out 90 actions and commits to digitalising 100% of key public services by 2030 alongside AI training for public servants, it contains no framework for worker voice, collective bargaining, benefit-sharing, or negotiated protections for workers affected by AI adoption.
- The Oireachtas Joint Committee on Artificial Intelligence published its interim report in December 2025, containing 85 recommendations and emphasising that AI decisions should be "rooted in human rights and equality considerations" and warning that "a key focus for Government must be how to avoid deepening existing inequalities."
- The current public service pay agreement expires in June 2026, creating both an immediate strategic opportunity and an urgent need for Fórsa to advance a clear, credible position on AI in the forthcoming negotiations.

Conference further notes:

- AI adoption has profound implications across all Fórsa divisions, affecting how services are delivered, how roles are structured, and how public resources are allocated.
- History shows that productivity gains from new technology do not automatically benefit workers. Previous waves of innovation increased efficiency while real wages stagnated. Without deliberate intervention, AI-driven productivity gains risk following the same pattern.
- Recent ESRI research finds Ireland has Europe's biggest gender gap in advanced digital skills: 44% of men use them at work versus 18% of women, a 26-point gap nearly double the EU average, signalling a "digital glass ceiling" that AI could deepen.
- A *Sunday Independent/Ireland Thinks* survey in December 2025 found that 48% of Irish people believe AI will be a negative force in Irish life, with just 27% positive. If workers feel that AI is something being done to them rather than with them, resistance and disengagement will follow. This underscores the need for genuine worker engagement, not top-down implementation.
- The dominant narrative around AI frames it as a tool for efficiency – cutting costs, reducing headcount, and doing more with less. Executives across major companies report being under intense pressure to show financial results through workforce reductions, even where AI systems are not yet fully effective. While the dynamics differ in the public service, the pressure to demonstrate efficiency gains from technology investment is real and growing.

Conference believes:

- If AI delivers genuine productivity gains, workers must share in those gains — through reduced working time, improved work-life balance, upskilling opportunities, and better conditions, as well as reinvestment in quality public services. AI should be used to augment human capability, not replace it, and its benefits should be harnessed for the common good.
- Effective AI governance requires robust safeguards against unethical use, including but not limited to: full implementation and enforcement of the EU AI Act in Ireland; human oversight over automated systems and decisions as a default; strong protections for equality, anti-discrimination, and data privacy; and rigorous accountability for AI's environmental impact, including the significant energy and resource demands of AI infrastructure.
- Workers, through their unions, must have a seat at the table when decisions about AI adoption are made. Co-design with workers must replace top-down consultation. This is essential both as a matter of fairness and as a practical requirement for successful adoption.

Conference therefore directs the National Executive Committee:

- To develop and publish a comprehensive Fórsa policy position on AI and the future of work, setting out clear principles, red lines, and objectives for members across all divisions.
- To pursue the inclusion of AI-related clauses in the forthcoming public service pay negotiations, including: the right to meaningful consultation and collective bargaining on AI deployment; protections against AI-driven job displacement; commitments to benefit-sharing including the exploration of reduced working time as an "AI Time Dividend"; and guaranteed access to paid, protected time for AI training and upskilling.
- To campaign for a worker-centred approach to AI adoption in Ireland, pressing Government to ensure that the National Digital and AI Strategy, and all related policy and legislative processes, include robust mechanisms for worker voice and that the EU AI Act is fully implemented and enforced with adequate resources and oversight.
- To advocate for AI governance frameworks that embed equality and anti-discrimination protections, address Ireland's digital gender divide, require human oversight of automated decision-making as default, and ensure environmental sustainability is prioritised in AI deployment.
- To invest in building internal capacity on AI across the union – including training and education resources for staff, officials, activists, and members – to equip Fórsa to lead confidently on this issue in negotiations, policy forums, and public debate.
- To develop both short-term and long-term strategies to protect members against the risks of AI-driven disruption, including job displacement, deskilling, and surveillance, while proactively pursuing opportunities for AI-enabled productivity gains to deliver a shorter working week and greater flexibility in the public and civil service and for Irish workers more broadly.
- To continue to engage expert advisory support and build alliances with international unions, research bodies, and civil society organisations to strengthen Fórsa's capacity to shape the AI agenda.

National Executive Committee

Withdrawn Amended Carried Not Carried Remitted

Motion 60

That this Conference calls on the National Executive Committee to engage with the Data Protection Commission, Coimisiún na Meán, and relevant Government Departments to ensure that the EU Digital Services Act is fully and effectively enforced so as to safeguard workers' privacy and identity rights on social media and online platforms.

Conference further calls on the National Executive Committee to seek the establishment of clear and accessible reporting mechanisms to enable employers to act swiftly, on behalf of employees, to secure the removal of verified unlawful content, including the unauthorised publication of personal data, video or photographic material captured in the course of employment, and manipulated or generative AI-derived images.

Limerick Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 61

This Conference instructs the incoming National Executive Committee to ensure workers' rights are respected and prioritised in the Government's (Official Side's) rolling out of artificial intelligence systems across workplaces. This can be achieved by ensuring that the provisions of the EU AI Act (Regulation 2024/1689) for staff to have a significant level of AI literacy are prioritised over installation of customer facing AI systems.

Rationale:

The development of AI literacy extends beyond theoretical guidance but necessitates practical training in this new tool and upskilling. Government policy on the roll out of AI appears to focus on the transformation of customer facing services and systems through the use of AI bots, with no consideration of the training or re-training of the public servants currently carrying out these roles (or it seems any roles). The rights of the worker appear to be absent from consideration. The EU AI Act mandates an element of human control (the question will be the scope and adequacy of this control). However, without providing workers with sufficient training or upskilling this presents a real risk of automated decision-making with inherent risk of bias.

Garda Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 62

The integration of Artificial Intelligence (AI) into the workplace is fundamentally re-shaping terms and conditions of employment, moving towards higher automation in processes while increasing risks regarding data privacy, discrimination and surveillance. This Conference calls on the NEC to assess what impact the evolution of AI processes is having and where responsibility ultimately lies as a consequence of its use if additional errors occur as a result.

Civil Service No. 1

Withdrawn Amended Carried Not Carried Remitted

Terms and conditions of employment

Motion 63

That this Conference calls on the incoming National Executive Committee to remove outsourcing from negotiations which take place on any new successor to the Public Service Stability agreement. This Conference says NO to anymore outsourcing and it will protect members jobs.

South Dublin branch

Withdrawn Amended Carried Not Carried Remitted

Motion 64

That this Conference calls on National Executive Committee to recognise the absence of assault leave for some public sector workers. This lack of assault-leave results in people using up their own sick leave.

A safe place and safe system of work are fundamental basic requirement.

This is plainly stated for all employers in the 1989 and 2005 safety, health and works act, Section 8.

School Secretaries branch

Withdrawn Amended Carried Not Carried Remitted

Motion 65

That this Conference calls on the NEC to consider establishing a dedicated guidance and support framework for public servants who experience workplace injuries or trauma.

While many representatives do excellent work, members frequently report uncertainty regarding procedures, entitlements and available supports. A designated framework-providing clear information, structured guidelines and continuity – would ensure that every member receives reliable, timely and comprehensive assistance at a vulnerable time.

SNA North Dublin/North Leinster

Withdrawn Amended Carried Not Carried Remitted

Motion 66

That this Conference instructs the National Executive Committee to protect the grading of professional and technical staff in the civil and public service. With the exception of specific defined roles, professional and technical staff have their own pay scales, or are aligned with the engineering scales. In recent years there is a growing trend towards ignoring established grading and reporting structures, and the recruitment of professional and technical staff in general service and administrative grades. This is a break with long standing historic practice and has been done without consultation or agreement. This is placing professional and technical members at a disadvantage financially due to differences in salary scales as well as undermining promotional opportunities and career paths. This is leading to the downgrading of professional and technical roles and requisite qualifications and experience. If this trend of deprofessionalisation and ignoring the established grading structures is allowed to continue, it will undermine and weaken the grades and could lead to more instances of change without consultation.

Archivists branch

Withdrawn Amended Carried Not Carried Remitted

Motion 67

This Conference calls on the NEC to engage with relevant decision-makers and sector employers to pursue paid time off for medical, hospital and dental appointments (that cannot reasonably be arranged outside of working hours) as a standard policy across public sector employers. The current sectoral policy is subject to change and local management arrangements which creates inconsistency for staff dependent on work location.

Kildare Health

Withdrawn Amended Carried Not Carried Remitted

Motion 69

This Conference calls on the incoming National Executive Committee (NEC) to work with Public Jobs and relevant government departments to change the current Interdepartmental Competition for Promotional and lateral transfer opportunities in the Civil Service to include interdepartmental competitions throughout the civil, public, Local Government and Services Enterprises.

Marine (New)

Withdrawn Amended Carried Not Carried Remitted

Motion 70

The current system of taking sick leave days into account when organisations are considering eligibility for promotion or higher scales is ageist, anti-disability and sexist. Older colleagues, colleagues with chronic medical issues, menopausal colleagues or colleagues with complicated cycles are being penalised and missing out on promotions due to absences for genuine health issues beyond their control and independent of their ability to perform duties.

This Conference calls on the incoming National Executive Committee (NEC) to work with Department of Public Expenditure, Infrastructure and Public Service Reform (DPEIPSR) to update the wording on all relevant circulars, work place policies and agreements so that all references to sick leave records being taken into account for promotion or higher scales is updated. This wording must be changed or omitted wherever possible, or at a minimum change from “sick leave” to “uncertified sick leave”.

Marine (New)

Withdrawn Amended Carried Not Carried Remitted

Motion 71

That this Conference calls on the NEC to seek clear job descriptions for clerical and administrative posts within the public sector. Grade drift has been a consistent issue across clerical and administrative grades throughout the public sector for a number of years to the point where new members are not clear on their duties and therefore feel they must take on any work assigned to them, even where this work is grade inappropriate. This allows management to cover workloads without recruiting enough staff at the relevant grades. This has a knock-on effect on recruitment and promotional opportunities for existing members. We are seeking clear and distinctive job descriptions for each individual clerical and administrative role.

Cork Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 72

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

Culture, Communications and Sport

Withdrawn Amended Carried Not Carried Remitted

Proposed amendment to Motion 72:

That motion 72 be amended by replacing the words “uncertified sick leave” with the words “self-certified sick leave”, so that the amended motion reads:

“That this Conference directs the National Executive Committee to seek additional self-certified sick leave to ensure that an adequate amount is made available for all members but particularly for those incapacitated from recurring pain caused by many and varied conditions and that such bona fide absences be fully discounted so as not to affect lateral mobility or promotion applications.”

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 73

That this Conference calls on the incoming NEC to campaign for change(s) to terms or conditions affecting members, across the union nationally. Current circulars on Bereavement Leave do not make provision for legally separated or divorced union members. Hence in the case of an ex-spouse's mother or father passing away, a union member is not entitled to any bereavement leave which is very stressful for the union member particularly if they have children who would need support of their parent when a grandparent passes away. Based on this, current circulars are discriminatory in relation to marital status. In the current Equality Act, one of the 9 grounds for discrimination is civil status which includes separated, and divorced people.

Higher Education branch

Withdrawn Amended Carried Not Carried Remitted

Motion 74

That this Conference calls on Fórsa to pursue and advocate that Critical Illness benefit is treated separately from illness benefit and that it does not take 4 years to be entitled to illness benefit afterwards.

SNA South Dublin/South Leinster

Withdrawn Amended Carried Not Carried Remitted

Motion 75

That this Conference calls on the NEC to call for binding staffing ratios across public services and a national workforce planning strategy to address chronic understaffing.

Donegal Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 76

That this Conference calls on the NEC to call for enhanced employer-funded mental health supports, including confidential counselling access and workload audits to prevent burnout.

Donegal Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 77

That this Conference recognizes the immense value to society of the work of Fórsa members in all sectors. Conference asserts that all workers should have a decent office environment, proper equipment, and suitable facilities in which to work when in the office. Frequently the offices in which staff are working have serious and unpleasant health and safety shortcomings that take far too long to properly address, if in fact they are ever addressed. Examples include (and are not limited to) office layouts that contravene basic safety considerations when dealing with potentially violent people; heating systems that do not work reliably, inadequate furniture and fittings; unacceptable standards of décor, poor interview spaces for appointments; lack of basic facilities. Conference calls upon full-time officials and the National Executive Committee as appropriate to engage with employers to ensure all workers' staff have a decent space in which to work when they are working in their offices.

Probation Officers

Withdrawn Amended Carried Not Carried Remitted

Motion 78

That this Conference recognises that there is significant research to indicate that that excessive oversight and micromanagement undermines staff morale, increases stress, and reduces productivity. Workers perform best when trusted to manage their workloads with professional autonomy and within agreed frameworks. In the event where any concerns arise over efficiency or performance in individual cases then policies and procedures exist to address these. Unnecessary micromanagement and routine monitoring of staff activities is counter-productive to creating a positive work culture and impacts on the quality of outcomes for organisations, their staff, and their clients. Conference calls on the NEC and full-time officials to advocate for the continued development of management approaches that are based on trust and which are proportionate, respectful, and focused on positive outcomes, furthermore Fórsa must oppose any management approaches based on over surveillance, distrust and intrusive micro-management.

Probation Officers

Withdrawn Amended Carried Not Carried Remitted

Motion 79

This Conference instructs the incoming National Executive Committee to seek that the awarding of overnight subsistence be based on the distance from the worker's home, only. Currently, the award of overnight subsistence rates based on the distance between the location and either the civil servant's home or the civil servant's normal place of work.

Garda Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 80

That this Conference calls on the NEC to support a review of the current overpayments system in the public service. Currently where an overpayment exceeds four years, no mechanism exists for recoupment of tax or PRSI on that gross repayment. As both tax and PRSI have been paid by the individual in receipt of that overpayment this leads to double taxation. This is not in line with any concept of natural justice or fair procedure. As such this is legally problematic.

FGE branch

Withdrawn Amended Carried Not Carried Remitted

Motion 81

That this Conference instructs the incoming National Executive Committee to negotiate with the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitisation to have the qualifying period for payment for acting up to higher grades in the Civil and Public Service reduced from 84 consecutive days to five consecutive days.

DAFM

Withdrawn Amended Carried Not Carried Remitted

Motion 82

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

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 83

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

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 84

This Conference instructs the National Executive Committee to seek that where staff are assaulted while at work in the Public Service that the penalty imposed by the courts be increased by a noticeable percentage to reflect the fact that the assault was an attack on the government service and not just the individual staff member who was in the wrong place just doing their job.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 85

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa that Conference calls on the Fórsa Executive as part of the upcoming pay talks to advocate for the establishment of a policy providing fully funded, or heavily subsidised medical check-ups for all staff every three years.

Integrating regular screenings is a proven strategy for early disease detection which significantly improves survival rates for chronic medical conditions, and is a cost-effective early intervention, which reduces the long-term financial burden on the national health care system.

A healthier workforce leads to fewer sick days resulting in higher productivity creating an overall positive return for government.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 86

That this Conference calls on the NEC to lobby on behalf of members who find themselves being followed by employers for recoupment of monies where overpayments have occurred in remunerations. Some cases dating back many years or even decades are subject to unrealistic repayment schedules from net income where income tax already paid is not recoverable even where the employees concerned bear no responsibility for the mistakes.

The Civil Service Number One branch believes that an amnesty should be sought to at least compensate for the loss of income that arises from the Revenue four-year rule in Ireland that dictates that tax refunds and generally, tax assessments can only be claimed or amended within four years of the end of the relevant tax year.

Civil Service No. 1

Withdrawn Amended Carried Not Carried Remitted

Motion 87

That this Conference calls on the NEC to engage with the relevant sectors to review and amend if required the current TOIL policies in place. At present within certain sectors TOIL is not available for time spent travelling to events/meetings/training outside normal working hours.

Roscommon Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 88

Conference notes the 29th July 2024 judgment of the Court of Justice of the European Union (Joined Cases C-184/22 and C-1 85/22), which held that the requirement for part-time workers to work up to full-time hours before qualifying for overtime premium payments constitutes 'less favourable' treatment of part-time workers within the meaning of Clause 4 of the Framework Agreement annexed to Council Directive 97/811/EC of 15 December 1997 concerning the Framework Agreement on part-time work.

Conference recognises that this practice constitutes less favourable treatment of part-time workers and may also amount to indirect gender discrimination, particularly given the high proportion of women in part-time roles across the civic and public service.

Conference believes that existing overtime arrangements in parts of the Irish civil and public service may now be incompatible with EU law.

Conference therefore mandates Fórsa to seek urgent engagement with Government, Civil and Public Service employers to secure overtime premia for part-time workers once they exceed their contracted hours.

Conference mandates the National Executive Committee to:

- Report back within 12 months on progress in implementing this motion.

North Tipperary Health and Community

Withdrawn Amended Carried Not Carried Remitted

Motion 89

That this Conference instructs the incoming NEC to campaign for an increase in the Travel and Subsistence rates provided to keep in line with increased cost of living expenses.

Forensic Science

Withdrawn Amended Carried Not Carried Remitted

Emergency Motion 1 (Motion 89A)

That this Conference notes that many public service employers use Civil Service Travel and Subsistence mileage rates as the benchmark for mileage payments across the wider public service.

Conference further notes that current mileage rates are not reflective of the real cost of work-related travel, particularly in light of recent increases in fuel costs arising from the current fuel and oil supply crisis.

Conference recognises that many members are required to use their own vehicles for official travel and where mileage rates do not reflect actual costs, members are effectively subsidising official travel from their own wages.

Conference believes that the current system for reviewing mileage rates lacks transparency and does not respond quickly enough to significant changes in fuel and vehicle costs.

Conference therefore calls on the National Executive Committee to seek urgent engagement with the Department of Public Expenditure to:

- Review the methodology used to calculate Civil Service mileage rates.
- Introduce a transparent mechanism for regular review of mileage rates linked to fuel and vehicle cost indices.
- Consider an interim adjustment to mileage rates where significant increases in fuel costs occur.

Fórsa Courts Service Executive and Clerical Branch Committee

Withdrawn Amended Carried Not Carried Remitted

Conditions of service

Leave

Motion 90

That this Conference calls on the NEC to advocate for the introduction of specific paid leave for reproductive healthcare, ensuring equitable access to leave for fertility-related treatments without compromising sick leave entitlements.

The NDNL branch recognises the need for separate leave for reproductive health related issues, including fertility testing and treatments for IUI, IVF, etc. These treatments require multiple hospital appointments throughout the course of the treatment. At present, leave for these appointments must be taken from members sick leave entitlements.

SNA North Dublin/North Leinster

Withdrawn Amended Carried Not Carried Remitted

Motion 91

This Conference recognises that members across the Civil and Public Services who undertake life- saving medical procedures, including stem cell and organ donation, must attend multiple medical appointments and may require significant recovery time. Conference further notes that there is no nationally agreed provision for paid special leave in such circumstances. As a result, members are often required to use annual leave, flexi leave, sick leave, or unpaid leave, which may cause financial hardship. Conference acknowledges that some organisations provide, within their terms and conditions of employment, discretion for the Head of HR to grant additional paid leave in cases of exceptionally challenging personal circumstances that impact an employee’s ability to carry out their duties.

Accordingly, this Conference calls on the Fórsa National Executive Committee to engage with public sector employers to secure an agreed provision for Special Leave with Pay for members who undertake these life-saving medical procedures.

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 92

That this Conference calls on the NEC to support Foster Carers in a campaign to highlight the fact that they do not have the same rights as people who adopt children.

Foster Carers do not have the same statutory right to leave that people who adopt do. Foster Carers raise children who need essential support, resulting in better outcomes for the children, and vast amounts of money saved for the Irish state.

North Dublin North Leinster SNA branch

Withdrawn Amended Carried Not Carried Remitted

Motion 93

That this Conference instructs the incoming Fórsa NEC to work towards achieving an increase in mandatory paid maternity leave for working mothers.

IAA Admin Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 94

That this Conference calls on the incoming NEC to address the inequality to employees recruited after 2014 in relation to the allocation of annual leave allowances. We are effectively working within a two-tiered system depending on the year that you took up employment.

Higher Education branch

Withdrawn Amended Carried Not Carried Remitted

Motion 95

Conference notes the lack of statutory provision around IVF leave, which leaves Ireland behind other European countries.

Conference calls on the incoming National Executive Committee to develop a campaign with a policy paper to lobby government with other stakeholders to deliver on IVF leave.

Cabin Crew

Withdrawn Amended Carried Not Carried Remitted

Motion 96

Conference notes the absence of any paid surrogacy leave in Ireland. This places new parents in a disproportionate position in being able to care for their new born child. Conference notes the changing demographics across all Irish workplaces and the gap this creates for the changing nature of families in Ireland.

This Conference calls on the incoming National Executive Committee to lobby the government to apply pressure in the delivery of legislation to guarantee this type of leave i.e. Health (Assisted Human Reproduction) Act 2024.

Cabin Crew

Withdrawn Amended Carried Not Carried Remitted

Motion 97

That this Conference Notes that The Parental Leave (Amendment) Act 2019 increased the number of weeks of unpaid parental leave from 18 to 22 weeks from September 2019 and then to 26 weeks from September 2020. However, the entitlement to transfer leave between parents working in the same company with the agreement of the employer did not increase and remained at 14 weeks.

This Conference calls on the National Executive Committee to pursue this anomaly and seek an increase in transferable parental leave between parents working in the same company from 14 to 22 weeks.

Limerick Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 98

That this Conference notes that in order to access certain forms of statutory leave, such as Parental Leave and Carer's Leave, employees must have at least 12 months continuous service with their employer.

This Conference directs the National Executive Committee to work to remove this restriction and ensure that our members have access to this leave without minimum service requirements.

Dún Laoghaire Rathdown

Withdrawn Amended Carried Not Carried Remitted

Motion 99

That this Conference agrees that the current Carer's Leave of 104 weeks is overly restrictive and does not reflect the reality of caring needs that exist in some situations. This Conference calls on the incoming National Executive Committee to campaign for an increase in Carer's Leave.

Dún Laoghaire Rathdown

Withdrawn Amended Carried Not Carried Remitted

Motion 100

This Conference instructs the NEC to seek to secure a minimum of 25 days annual leave for all civil and public servants.

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 101

That this Conference instructs the incoming NEC to campaign for the introduction of paternity leave that is equal to maternity leave for new families, inclusive of adoption and same-sex couples.

Forensic Science

Withdrawn Amended Carried Not Carried Remitted

Motion 102

That this Conference instructs the incoming National Executive Committee to negotiate to reduce the notice time required for Parental Leave from six weeks to two weeks. This is to ensure that parents who need to access the leave urgently can do so without enduring the stress of waiting for six weeks.

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 103

That this Conference calls on Fórsa to engage with the Government to progress the Pregnancy Loss (Miscellaneous Provisions) Bill 2025, currently before Seanad Éireann, Third Stage. The progression of the bill has been delayed as the Government voted to defer the bill for 12 months in July 2025 (to allow sufficient time for the development of Government legislative proposals, in line with the principles of this Private Members' Bill).

Conference notes the disappointment of its members at this decision and requests that there are no further delays to the Bill being passed.

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 104

That this Conference calls on Fórsa to seek negotiations with the Government to amend the Work Life Balance and Miscellaneous Provisions Act 2023 to strengthen medical care leave provisions

Conference mandates Fórsa to:

- To seek an increase in the current entitlement from five (5) day to ten (10) per annum;
- To secure these days as paid leave recognising the important and cost effective role of workers in providing caring responsibilities and particularly to our elderly population;
- To ensure the rights of those availing of such leave are fully protected in law and not negatively affected in terms of service continuity, annual leave accrual, or pensionable service.

Conference recognises the growing caring responsibilities of workers and affirms the need for meaningful, accessible, and protected medical care leave.

Clare Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 105

That this Conference calls on the NEC to work to standardise the dates of the annual leave year in the civil and public service to match the tax year i.e. to run from 1st January to 31st December.

Agri Labs branch

Withdrawn Amended Carried Not Carried Remitted

Motion 106

This Conference instructs the National Executive Committee to seek that if a person suffers a family bereavement while on shorter working year, that the applicable bereavement leave be substituted for time spent on the shorter working year.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 107

That this Conference calls on the incoming National Executive Committee to pursue a revised Certified Sick Leave Policy Any proposed revised policy should clearly explain the process for those on CSL undergoing rehabilitation and returning to full time work on a phased basis, being allowed to do so without loss of pay or annual leave.

Fingal Local Government

Withdrawn Amended Carried Not Carried Remitted

Equality and inclusion

Motion 108

The Marine (New) request that the incoming National Executive Committee (NEC) to work with the NEC to set up an LGBTQI+ sub branch, with similar rule changes and inclusions as the Fórsa Youth and Retired Members sub branches. The proposed LGTBI+ sub branch would have a national remit, working with branch LGBTQI+ liaison officers.

Marine (New)

Withdrawn Amended Carried Not Carried Remitted

Motion 109

That this Conference calls on the National Executive Committee to:

1. Campaign for the development and implementation of a Public Service-wide Neurodiversity Employment Strategy, with clear targets for recruitment, retention and promotion of neurodivergent staff.
2. Seek engagement with relevant government departments and agencies to:
 - Review recruitment and selection processes to ensure they are accessible, including offering alternative assessment formats and clear, unambiguous job descriptions.
 - Ensure timely and effective provision of reasonable accommodations without unnecessary medicalisation or delay.
3. Advocate for mandatory, properly resourced training for all managers, HR personnel, union representatives and frontline staff to:
 - Recognise and understand neurodivergence and its varied presentations.
 - Identify and respond appropriately to requests for reasonable accommodation.
 - Promote supportive communication practices and inclusive team environments.
4. Promote awareness campaigns within the public service to reduce stigma and foster a culture where neurodivergent staff feel safe to disclose and seek support.
5. Develop guidance and training materials for Fórsa representatives to support members who are neurodivergent, including best practice in representation, confidentiality and reasonable accommodation claims.
6. Monitor implementation of neurodiversity initiatives through existing equality structures and report annually to Conference on progress made.

Conference further calls for:

- The establishment of a national neurodiversity staff network within the public service, supported by management and recognised for consultation purposes.
- The inclusion of neurodiversity measures within future public service workforce planning and equality reporting frameworks.

Donegal Local Government

Withdrawn Amended Carried Not Carried Remitted

Proposed amendment to Motion 109:

That motion 109 be amended by deleting the words “and clear, unambiguous job descriptions”, so that the amended motion reads:

“That this Conference calls on the National Executive Committee to:

1. Campaign for the development and implementation of a public service-wide Neurodiversity Employment Strategy, with clear targets for recruitment, retention and promotion of neurodivergent staff.
2. Seek engagement with relevant government departments and agencies to:
 - Review recruitment and selection processes to ensure they are accessible, including offering alternative assessment formats.
 - Ensure timely and effective provision of reasonable accommodations without unnecessary medicalisation or delay.
3. Advocate for mandatory, properly resourced training for all managers, HR personnel, union representatives and frontline staff to:
 - Recognise and understand neurodivergence and its varied presentations.
 - Identify and respond appropriately to requests for reasonable accommodation.
 - Promote supportive communication practices and inclusive team environments.
4. Promote awareness campaigns within the public service to reduce stigma and foster a culture where neurodivergent staff feel safe to disclose and seek support.
5. Develop guidance and training materials for Fórsa representatives to support members who are neurodivergent, including best practice in representation, confidentiality and reasonable accommodation claims.
6. Monitor implementation of neurodiversity initiatives through existing equality structures and report annually to Conference on progress made.

Conference further calls for:

- The establishment of a national neurodiversity staff network within the public service, supported by management and recognised for consultation purposes.
- The inclusion of neurodiversity measures within future public service workforce planning and equality reporting frameworks.”

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 110

That this Conference calls on the NEC to call for enhanced monitoring and enforcement of equality commitments, including disability access, neurodiversity supports, and progression pathways for underrepresented groups.

Donegal Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 111

That this Conference recognises the positive social, historic significance of the successful campaigns for “Yes” votes in the referenda on Marriage Equality and the Repeal of the 8th Amendment. Several of what are now Fórsa branches were active in those campaigns both within their respective unions and far beyond into the national campaigns. This Conference reaffirms the unique value of the trade union movement playing its part in national and international struggles for liberty, equality and social justice. Conference recognises that Trans and non-binary people are now involved in a struggle for recognition, liberty, and equality, one that is comparable to that of many other marginalised groups both past and current. Fórsa recognises this as a human rights issue. While being led and informed by Trans and non-binary campaigners and activists within and outside of the trade union movement, Fórsa will vigorously support campaigns for these human rights as part of our broad and ongoing focus on equality.

Probation Officers

Withdrawn Amended Carried Not Carried Remitted

Motion 112

This Conference notes the dangerous rise of the far right in Ireland and internationally. Conference condemns the spread of racism and racist abuse in Ireland.

This Conference calls on the incoming National Executive to develop:

- A campaign focussed on zero tolerance of racism in the workplace;
- A forum for Fórsa migrant worker members;
- Active bystander training as part of the Fórsa member training offer.

Boards and Voluntary Agencies

Withdrawn Amended Carried Not Carried Remitted

Motion 113

This Conference calls upon the National Executive Committee to campaign for the government to create and implement a Reasonable Accommodation Passport for disabled, chronically ill and/or neurodivergent people working in all Fórsa members workplaces.

The Irish Congress of Trade Unions defines Reasonable Accommodation Passports as something “designed for disabled employees who require workplace adjustments or accommodations. It is a written record of accommodations or workplace adjustments that have been agreed between the employee and their employer (line manager or designated contact within the organisation).”

The benefit of this to the employee are numerous but simply put, it allows the employee to more seamlessly transition between different units and organisations, with their reasonable accommodations in place, without the need for the employee to explain everything from scratch.

Reasonable Accommodation Passports can be made through streamlined document sharing processes, or they can be made through specific software created for this purpose, subject to the consent of the individual.

Justice Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 114

That this Conference calls on the NEC to ensure that all civil and public sector employers have a robust and inclusive Reasonable Accommodation policy in place to support staff accessing supports required for less visible illnesses.

ional Education & Training Board (NETB)

Withdrawn Amended Carried Not Carried Remitted

Motion 115

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa that this Conference acknowledges recruitment for Public Service needs to be changed to reflect challenges for neurodivergent people, and people with additional learning needs (for example Dyscalculia or Developmental Language Disorder). The standard exams and interview techniques are discriminatory towards people with additional needs. We request that the incoming national executive committee seeks improvements in the current practices in light these facts.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 116

That this Conference calls on the National 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, and to ensure these rights are regularly voiced in union campaign matters.

Leitrim Health & Local Government

Withdrawn Amended Carried Not Carried Remitted

International affairs and solidarity

Motion 117

That this Conference calls on the incoming National Executive Committee to pledge its support for Dockworkers taking coordinated international strike action, protesting against the "war economy," militarization of ports, and arms shipments, particularly to block Israel from securing arms to carry out genocide against the Palestinian people.

Further, this Conference instructs the incoming National Executive Committee to:

- Encourage all branches to participate in any organised solidarity events such as 'Stand Out Days' and provide guidance and support for workplace demonstrations of solidarity with international days of trade union action.
- Encouraging donations to the strike funds of organisations undertaking these actions.
- Survey Fórsa members to gather their views on solidarity with Palestine and possible actions the union might take.

State Enterprises No. 1

Withdrawn Amended Carried Not Carried Remitted

Motion 118

That this Conference instructs Fórsa National Executive Committee to condemn the Board of Peace that has been set up by President Trump in Palestine. This Board is a fraudulent and complicit body that normalises genocide and denial of Palestinian self-determination. This and any other peace framework that excludes Palestinian sovereignty, accountability for war crimes and an end to occupation must be denounced.

Furthermore, this branch instructs Fórsa National Executive Committee to recommit Fórsa to continue active solidarity for the Palestinian people through advocacy, education and support for international justice mechanisms.

Tipperary South Health and Community

Withdrawn Amended Carried Not Carried Remitted

Motion 119

This Conference Instructs the National Executive Committee to publish and distribute a report reviewing the concrete steps taken by Fórsa and the Irish Congress of Trade Unions, and the outcomes/ consequences of those steps taken, with respect to the implementation of Boycott, Divestment and Sanction measures as applied to the State and public sector, in solidarity with the Palestinian people and in furtherance of human rights and international law.

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 120

That this Conference calls on the Fórsa National Executive Committee to actively campaign for a constitutional amendment that explicitly commits Ireland to military neutrality.

Revenue Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Health and safety

Motion 121

This Conference notes the "Training Guidance for Safety Representatives" published by the Health and Safety Authority.

This Conference calls on the incoming National Executive to:

- Bring this guidance to the attention of all members;
- Support members to have a Fórsa member Safety Representative;
- Provide adequate provision of Safety Representative training to build towards a Safety Representative in every workplace;
- Promote Fórsa Safety Representative training to employers.

Boards and Voluntary Agencies

Withdrawn Amended Carried Not Carried Remitted

Motion 122

That this Conference calls on Fórsa to introduce structured wellbeing supports for all members, recognising the emotional and psychological demands across the wide range of roles represented within the union. These supports should include access to counselling services, peer support networks, and wellbeing training opportunities.

Fórsa members deliver vital public and community services and frequently work in demanding, high-pressure environments. Many members regularly manage complex situations, heavy workloads, and emotionally challenging interactions as part of their roles. Despite this, access to formal, consistent wellbeing supports remains limited or varies significantly across sectors.

Establishing structured supports such as access to counselling, peer support networks, and wellbeing workshops would promote positive mental health, reduce burnout, and help sustain a resilient and effective workforce. These supports should be prioritised and negotiated as part of future agreements and contracts to ensure all members have equitable access to appropriate wellbeing resources.

Connaught/Ulster SNA branch

Withdrawn Amended Carried Not Carried Remitted

Motion 123

That this Conference calls on the NEC to adopt a strong core that enshrines every employee right to dignity at work. Following on from the 2023 Survey on 'Bullying and Harassment in the Workplace' conducted by Fórsa, Civil Service Number One are asking the NEC to establish a workplace health and safety charter prioritising psychological and psychosocial safety and ensures robust union-led monitoring of working conditions for its staff as well as all union members (understanding that this sense of workplace culture will flow from the union to all its members).

That the NEC promotes and ensures that all workplaces are places that promote healthy workplace practices, are aware of and actively promote anti bullying language and work practices including use of language, excessive work demands and excessive expectations.

Establishing and rolling out training on bullying and harassment to every single member of staff and volunteer, ensuring that our great union is a union free of intimidation, bullying and all forms of harassment.

Civil Service No. 1

Withdrawn Amended Carried Not Carried Remitted

Motion 124

That this Conference calls on the union to re-iterate the Employer is bound by law to ensure compliance with the Safety, Health and Welfare Act 2005 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 and Local Government branch is proposing this Motion to actively implement training for Fórsa union 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.

Psychosocial Safety and Risk Assessment have already been raised at the Irish Congress of Trades Union's Conference by our Fórsa AGS Hazel Nolan.

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 & Local Government

Withdrawn Amended Carried Not Carried Remitted

Taxation and related

Motion 125

That this Conference calls on Fórsa to lobby the Department of Finance and Expenditure to extend the existing tax credit for work uniforms and essential work clothing to all Fórsa members who are required to maintain a professional appearance or wear specific clothing as part of their role.

Many Fórsa members are expected to maintain a professional standard of dress and, in many workplaces, to wear clothing suited to the practical and physical nature of their duties. This may include durable and practical attire required for supporting service users, assisting with mobility, personal care, outdoor activities, or other role-specific tasks.

These clothing expenses are a necessary part of many Fórsa members' roles. However, not all members are currently eligible for the same tax credit afforded to certain education staff. Extending this entitlement would ensure fair and equal recognition of the professional requirements placed on Fórsa members across all sectors.

Connaught/Ulster SNA branch

Withdrawn Amended Carried Not Carried Remitted

Internal union matters

Motion 126

That this Conference calls on the NEC to explore amending the membership benefits relating to the Fórsa union's Critical Illness policy, to include the children of members.

A very sick child in a family has an impact on the earning capacity of parents. These parents often, must take considerable time off work, as well as travel a distance to specialists' hospitals and

therapies. The impact of a critically ill child in the family has a huge effect on the whole family. The financial impact can last for years. Lower paid workers are most seriously affected.

SNA North Dublin/North Leinster

Withdrawn Amended Carried Not Carried Remitted

Motion 127

That this Conference calls on the NEC to explore amending the membership benefits relating to the Fórsa union's Death in Benefit policy to enable parents to claim when a child under 18 years dies.

The passing of a child is catastrophic, but for our lower paid members this would pay for funeral expenses and perhaps, give them some reprieve.

SNA North Dublin/North Leinster

Withdrawn Amended Carried Not Carried Remitted

Motion 128

That this Conference calls on the NEC to conduct a full review of all financial products provided by intermediary organisations such as Cornmarket to members, so as to ensure that there is full adherence to the non-use of financial services that are on the BDS boycott list. These services include those linked to Axa and Allianz. Boycotting goods and services on the BDS list is one of the most effective actions to bring economic pressure on Israel;

Redoubling of efforts to inform and motivate members to join the global Palestine solidarity movement;

Fórsa to take the lead in organising work stoppages to show solidarity with the Palestinian people.

Cork Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 130

That this Conference calls on the NEC to approve access to the full list of the members (electorate those who have a vote) for the purposes of seeking support to canvas for whatever positions they may be running for. Regardless of what position, one is seeking within the range of committees within Fórsa, i.e. any DEC or NEC or Officer board elections, upon closing of nominations for any of the committees. These details should be provided as they are in any Seanad, Government, County or Local authority election without legal question of GDPR.

Louth Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 131

That this Conference calls on the NEC to ensure that all members of the any of the six Divisional Executive, National Executive or officer board agree to the sharing of contact information amongst and between all DEC's, NEC and the officer board solely for the purpose of trade union business.

Anything outside of that purpose may be considered a GDPR breach.

Louth Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 132

This Conference calls upon the National Executive Committee to seek independent legal advice in relation to political activity for public servants, and within one year of this Conference, issue guidance to the membership of the union as to the following:

The legal soundness of the current framework, as outlined in several circulars, governing political activity for public servants.

The scope of services offered by the union to support members if they are penalised or targeted within the workplace for activity within or outside the workplace regarding social causes, e.g. in support of Palestine.

Advice on what constitutes political activity in the context of current restrictions placed on current public servants.

This Conference notes that the threat or insinuation of reprisal for political activity, as outlined in circulars such as 2009/09, can be used to dissuade members from carrying out the policies of the union and democratically mandated by its membership.

This Conference calls upon the National Executive Committee to ensure in future public sector agreements that provision exists guaranteeing that the human rights of its members, including their right to freely associate within a trade union and act in accordance with its directions, should not be infringed.

Fórsa Youth

Withdrawn Amended Carried Not Carried Remitted

Motion 133

Conference instructs the NEC to contact the AHCPs to propose that Fórsa and the AHCPs merge to form a single union as our potential to achieve results is greater as a combined union than as two separate bodies.

Finance, PER and Associated Organisations (Clerical and Executive)

Withdrawn Amended Carried Not Carried Remitted

Motion 134

That this Conference instructs the incoming National Executive Committee to provide an alternative dispute resolution procedure for branches to address any conflicts between branches on industrial relations and recruitment matters. This is to ensure that no members are discriminated against or excluded from opportunities due to the unwitting acquiescence of a branch in Departmental Council or another forum, to a discriminatory HR practices that negatively impacts another branch and discriminates against Fórsa members. This stems from conflict of interests that arise from branches that were formerly CPSU, PSEU and IMPACT and has manifested post amalgamation. These events cause both recruitment and retention difficulties for Fórsa.

Legal Professional branch

Withdrawn Amended Carried Not Carried Remitted

Motion 135

That this Conference calls on the NEC to develop and implement a Volunteer Policy to promote the recruitment, retention and recognition of the role of volunteer Division and branch members of Fórsa.

National Education & Training Board (NETB)

Withdrawn Amended Carried Not Carried Remitted

Motion 136

That this Conference calls on the incoming NEC to immediately initiate formal negotiations with the current insurance provider, Irish Life, regarding the operation and delivery of the Salary Protection Scheme.

These negotiations must be conducted on behalf of all Fórsa members who fund this scheme and must address the following critical failings:

- **Operation of the scheme**

The current operation of the scheme places unreasonable and unacceptable burdens on members at times of illness or injury. Members should be supported to focus on recovery, not subjected to excessive paperwork, prolonged appeals, or processes that require them to repeatedly justify or defend their illness. This Conference demands a humane, fair, and recovery-focused approach.

- **Waiting periods and administrative delays**

The existing three-month waiting period before the claims process begins is unacceptable. In many cases, delays extend to six months due to backlogs within the insurer. These delays expose members to avoidable financial hardship, emotional distress, and medical uncertainty. This must be urgently addressed.

- **Illness recognition and medical authority**

Where a member's General Practitioner certifies them as unfit for work, that professional medical judgement must be respected. The current illness recognition criteria raise serious concerns about whether medical evidence is being appropriately valued or trusted.

▪ **Transparency and accountability**

Members who fully fund this scheme are entitled to full transparency regarding what illnesses are covered, which are excluded, and how decisions are made. The current lack of clarity undermines trust and confidence in the scheme.

A scheme described as “Salary Protection” must deliver exactly that. Anything less is a failure of purpose.

Offaly Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 137

That this Conference call on the incoming National Executive Committee, to put in place adequate resources at branch Executive Committee level, to ensure that branches are in a position to undertake the rapidly and continuously increasing workload expected of them. To adequately represent and support members, at local level.

Offaly Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 138

That this Conference instructs the National Executive Committee to conduct a review of the current branch funding model and to establish a “Small branch Solidarity Fund” for a minimum guaranteed funding floor to ensure every branch has a baseline level of financial viability regardless of membership numbers.

Westmeath Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 139

That this Conference calls on the incoming NEC to establish a fund to support the growth and empowerment of smaller and financially vulnerable branches. As a small branch we are committed to the union policy of building union strength and our numbers show this. However our branch resources prevent us from fully committing to this policy.

Longford Health & Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 140

That this Conference calls on the incoming NEC to conduct a comprehensive review of the current capitation policy of this union.

Longford Health & Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 141

That this Conference calls on the National Executive Committee NEC to establish a fund to support the growth and empowerment of smaller and financially vulnerable branches.

Laois Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 142

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa that Fórsa incentivise increasing membership by making a payment (by means of voucher) of €100 for to members for each person they recruit.

DSP Executive Grades

Withdrawn Amended Carried Not Carried Remitted

Motion 143

That this Conference calls on the National Executive Committee NEC to conduct a comprehensive review of the current capitation policy of this union.

Laois Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 144

That this Conference calls on the union to provide specialist and dedicated union section to those members who are designated “whistleblowers” in the public sector. Evidence to date in the media nationally has demonstrated those who display courage and integrity in reporting “wrongdoing” in the public sector are consistently subject to retaliation and penalisation by the Employer. This is also evidenced in the annual Report by Transparency Ireland 2025 that retaliation and penalisation of “whistleblowers” has increased by 70% in the past few years. Despite assurances clearly stated in the Protected Disclosures legislation, tactics to “ostracise” and “demonise” “whistleblowers” are endemic, the Employer often employs psychological tactics to question their motivation and attribute their “whistleblowing” as evidence of mental health problems. Members are often then subjected to “concocted” and false disciplinary processes.

Leitrim Health & Local Government

Withdrawn Amended Carried Not Carried Remitted

Rules and related

Motion 145

That this Conference notes the renewed efforts of Fórsa Youth and its increased activity since the previous Conference. To reflect a growing interest and membership of the youth network, this Conference amends rule 26 (iii) and adds the position of Public Relations Officer so the new rule 26

(iii) reads as follows:

The members of Fórsa Youth Network shall elect a Steering Committee from amongst themselves, consisting of a Chairperson, Vice-Chairperson, Secretary, Campaigns Officer, Communications Officer, Public Relations Officer and Recruitment Officer. The Steering Committee shall conduct the business of the Network in accordance with, and subject to, the decisions of meetings of the Network and are subject to the overriding authority of the National Executive.

Oireachtas, Courts and Foreign Affairs

Withdrawn Amended Carried Not Carried Remitted

Motion 146

That this Conference appoints Mary McPartlan, Gerry Monaghan and Tara Robertson as union trustees from close of this 2026 National Conference until the close of Conference 2028, and appoints the following to the panel provided for in Rule: Gina O'Brien, Stephen Pilgrim, and Denis Rooney.

National Executive Committee

Withdrawn Amended Carried Not Carried Remitted

Motion 147

PROPOSED AMENDMENT TO RULE 5

This Conference amends existing rule 5:

5. ELIGIBILITY FOR MEMBERSHIP

Persons in employments deemed to be appropriate by the National Executive, who accept the union's objects and rules, shall be eligible for membership. Persons who are retired from such employment, who accept the union's objects and rules, shall be eligible for membership as retired members.

Persons who are trainees in an appropriate employment, or who are third-level students in a discipline that will lead to employment in an appropriate employment, who accept the union's objects and rules, shall be eligible for membership as trainee members.

To add "working and/or providing a service". To appear:

5. ELIGIBILITY FOR MEMBERSHIP

Persons working and/or providing a service in employments deemed to be appropriate by the National Executive, who accept the union's objects and rules, shall be eligible for membership.

Persons who are retired from such employment, who accept the union's objects and rules, shall be eligible for membership as retired members. Persons who are trainees in an appropriate employment, or who are third-level students in a discipline that will lead to employment in an appropriate employment, who accept the union's objects and rules, shall be eligible for membership as trainee members.

National Executive Committee

Withdrawn Amended Carried Not Carried Remitted

Motion 148

PROPOSED AMENDMENT TO APPENDIX A

This Conference amends existing Appendix A, 3:

3. FUNDING OF BRANCHES FROM CENTRAL FUNDS

Branches of the Amalgamated Trade Union shall be funded from Central Funds to the extent of 10% of the subscriptions paid by branch members in addition to an amount determined by branch size as follows:

1-25 members:	€290
26-50 members:	€575
51-75 members:	€860
76-100 members:	€1,145
101-125 members:	€1,430
126-300 members:	€2,860
301-700 members:	€3,810
Over 700 members:	€4,765

To replace "€290" with "€365". To replace "€575" with "€725". To replace "€860" with "€1,080". To replace "€1,145" with "€1,440". To replace "€1,430" with "€1,800". To replace "€2,860" with "€3,600". To replace "€3,810" with "€4,800". To replace "€4,765" with "€6,000".

To appear:

3. FUNDING OF BRANCHES FROM CENTRAL FUNDS

Branches of the Amalgamated Trade Union shall be funded from Central Funds to the extent of 10% of the subscriptions paid by branch members in addition to an amount determined by branch size as follows:

1-25 members:	€365
26-50 members:	€725
51-75 members:	€1,080
76-100 members:	€1,440
101-125 members:	€1,800
126-300 members:	€3,600
301-700 members:	€4,800
Over 700 members:	€6,000

National Executive Committee

Withdrawn Amended Carried Not Carried Remitted

Motion 149

That this Conference calls on the National Executive Committee to amend Rule 20 to ensure that any Observer, who is a member in benefit and sent by a branch to attend Conference is entitled to be present at all sessions of Conference. Rule 20 currently states:

20.UNION CONFERENCE

- (i) There shall be a union Conference, which shall be the governing body of the union, and which shall consist of the National Executive and delegates nominated by branches from their members.
- (ii) The National Executive shall have discretion to determine the total number of branch delegates at union Conference.
- (iii) The National Executive shall allocate the number of delegates that each branch is entitled to nominate to union Conference. This shall be done by calculating the percentage of the union's total membership in the membership of each branch as at the preceding 31 December. Each branch shall be allocated that percentage of the total number of branch delegates, rounded to the nearest whole number and adjusted to provide for a minimum of one delegate from each branch of the union.
- (iv) Only delegates and members of the National Executive may vote at a meeting of a union Conference.
- (v) A branch may opt to be represented at a meeting of a union Conference by a lesser number of delegates than it is entitled to by notice in writing to the Standing Orders Committee in advance of the meeting specifying the name of a Principal Delegate, whose vote shall be enhanced to ensure that the branch maintains its full voting entitlement.
- (vi) Voting on any motion at a meeting of a union Conference shall be on a show of hands. It is proposed that Rule 20 be amended by the inclusion of the following as Rule 20 (vii):
- (vii) A branch may opt to send Observers from their branch who shall be known as branch Observers. Branch Observers shall be members in benefit of Fórsa. Branch Observers shall be entitled to attend all sessions of a union Conference up to and including Closed Sessions. Branch Observers shall not be entitled to speak to or vote on any Motion at a union Conference.

The amended Rule would read in full as follows:

20.UNION CONFERENCE

- (i) There shall be a union Conference, which shall be the governing body of the union, and which shall consist of the National Executive and delegates nominated by branches from their members.
- (ii) The National Executive shall have discretion to determine the total number of branch delegates at union Conference.
- (iii) The National Executive shall allocate the number of delegates that each branch is entitled to nominate to union Conference. This shall be done by calculating the percentage of the union's total membership in the membership of each branch as at the preceding 31 December. Each branch shall be allocated that percentage of the total number of branch delegates, rounded to the nearest whole number and adjusted to provide for a minimum of one delegate from each branch of the union.
- (iv) Only delegates and members of the National Executive may vote at a meeting of a union Conference.
- (v) A branch may opt to be represented at a meeting of a union Conference by a lesser number of delegates than it is entitled to by notice in writing to the Standing Orders Committee in advance of the meeting specifying the name of a Principal Delegate, whose vote shall be enhanced to ensure that the branch maintains its full voting entitlement.
- (vi) Voting on any motion at a meeting of a union Conference shall be on a show of hands.
- (vii) A branch may opt to send Observers from their branch who shall be known as branch Observers. Branch Observers shall be members in benefit of Fórsa. Branch Observers shall be entitled to attend all sessions of a union Conference up to and including Closed Sessions. Branch Observers shall not be entitled to speak to or vote on any Motion at a union Conference.

Cork Health and Local Government

Withdrawn Amended Carried Not Carried Remitted

Motion 150

That this Conference notes the "Objects" of the Fórsa trade union, in particular

3 (1) iii "to regulate the relations between its members, and between them and their employers."

8 "To promote justice, equity and equality in the workplace and in society, including in co-operation with other organisations."

This Conference calls Fórsa NEC to explore appropriate consequences for members who do not abide by these objects as outlined in the Fórsa Rule book.

Tipperary South Health and Community

Withdrawn Amended Carried Not Carried Remitted

Motion 151

That this Conference agrees to amend Appendix A, Section 1 to introduce a new zero per cent rate of subscription fee for members earning an annual salary at time of joining of under €35,000 per annum, which will be in place for a period of six months after date of joining.

Existing Rule:

APPENDIX A AMALGAMATED TRADE UNION MEMBERSHIP SUBSCRIPTION INCOME

1. RATE OF MEMBERSHIP SUBSCRIPTION

- (i) Persons, including members in retirement, who become members of the Amalgamated Trade Union on the date on which the Amalgamation takes effect shall continue to have the rate of their union subscription calculated on the same basis as on the previous day.
- (ii) For members (other than retired members) who join the Amalgamated Trade Union after the date on which the amalgamation takes effect, the rate of union subscription shall be €370 per annum or 0.8% of basic salary where the latter is a lesser amount. The subscription shall be adjusted in line with movements in the maximum point of the Civil Service Higher Executive Officer standard salary scale.
- (iii) In the case of members serving in the grades of the former CPSU Constituency, the rate of subscription shall be 1% of basic salary. 20% of this amount shall be assigned to the Benefits Fund which provides schemes for benefits to these members. On leaving the grades of the former CPSU Constituency, a member will cease to be covered by the Benefits Fund and their rate of subscription shall be €370 per annum or 0.8% of basic salary where the latter is a lesser amount.
- (iv) The rate of subscription payable by members in retirement shall be €96 per annum or 0.4% of pension if the latter is a lesser amount.
- (v) A nominal rate of subscription for trainees may be set by the National Executive.
- (vi) Responsibility for ensuring that the union subscription is paid at the correct rate, and for the payment of any arrears arising, shall rest with the member.
- (vii) Branches may impose a branch levy in addition to the above union subscriptions subject to national executive approval.

Proposed changes:

1. (ii) After "For members (other than retired members)" insert "and those earning less than an annual salary of €35,000 at the time of joining"
Move 1 (iv) to 1(v) Move 1 (v) to (vi) Move 1 (vi) to (vii) Move 1 (vii) to (viii)
Add 1 (iv) "The rate of subscription payable by members whose annual salary at the time of joining is less than €35,000 shall be zero per cent for a period of six months after the date of joining."

To appear:

APPENDIX A AMALGAMATED TRADE UNION MEMBERSHIP SUBSCRIPTION INCOME

1. RATE OF MEMBERSHIP SUBSCRIPTION

- (i) Persons, including members in retirement, who become members of the Amalgamated Trade union on the date on which the Amalgamation takes effect shall continue to have the rate of their union subscription calculated on the same basis as on the previous day.
- (ii) For members (other than retired members and those earning less than an annual salary of €35,000 at the time of joining) who join the Amalgamated Trade Union after the date on which the amalgamation takes effect, the rate of union subscription shall be €370 per annum or 0.8% of basic salary where the latter is a lesser amount. The subscription shall be adjusted in line with movements in the maximum point of the Civil Service Higher Executive Officer standard salary scale.

- (iii) In the case of members serving in the grades of the former CPSU Constituency, the rate of subscription shall be 1% of basic salary. 20% of this amount shall be assigned to the Benefits Fund which provides schemes for benefits to these members. On leaving the grades of the former CPSU Constituency, a member will cease to be covered by the Benefits Fund and their rate of subscription shall be €370 per annum or 0.8% of basic salary where the latter is a lesser amount.
- (iv) The rate of subscription payable by members whose annual salary at the time of joining is less than €35,000 shall be zero per cent for a period of six months after the date of joining.
- (v) The rate of subscription payable by members in retirement shall be €96 per annum or 0.4% of pension if the latter is a lesser amount.
- (vi) A nominal rate of subscription for trainees may be set by the National Executive.
- (vii) Responsibility for ensuring that the union subscription is paid at the correct rate, and for the payment of any arrears arising, shall rest with the member.
- (viii) Branches may impose a branch levy in addition to the above union subscriptions subject to national executive approval.

Dún Laoghaire Rathdown

Withdrawn Amended Carried Not Carried Remitted

Motion 152

Amendment to Rule 3 (i)

That this Conference notes that Fórsa promotes its work negotiating with employers on behalf of our members to secure better salaries, pensions, and working conditions that promote a good work-life balance. This motion is intended to formalise this in the Rules and entails the inclusion of occupational pensions as a standalone entity, separate from remuneration and working conditions, to reflect its importance for members, both now and into the future.

The text to add:

“to work towards all members having adequate and appropriate occupational pension provision”

The amended text of Rule 3 (i) to then read:

- “(i) The principal objects of the union shall be:
- to protect and promote the interests of its members,
 - to protect, maintain and improve its members’ remuneration and conditions of employment,
 - to work towards all members having adequate and appropriate occupational pension provision
 - to regulate the relations between its members, and between them and their employers,
 - to provide and maintain services for the benefit of its members,
 - to promote education and training for its members,
 - to promote and safeguard the interests of its members by co-operating, affiliating, or federating with other representative bodies of workers,
 - to promote excellence and effectiveness throughout the public sector, including in co-operation with other organisations,
 - to promote justice, equity and equality in the workplace and in society, including in cooperation with other organisations.”

Dublin South Health & Welfare

Withdrawn Amended Carried Not Carried Remitted

Motion 153

To facilitate the restructuring of branches this Conference instructs that in Rule 19. (ii) (b) the word "one" be replaced with "three" to remove any disadvantage to smaller branches amalgamating together to form bigger

The amended rule to read as below

19. (ii) (b)

- (b) the Chairperson or Cathaoirleach and Vice-Chairperson or Leas-Cathaoirleach shall not be from the same branch and not more than three of the other members of the Divisional Executive shall be from the same branch.

Revenue Clerical branch

Withdrawn Amended Carried Not Carried Remitted

Motion 154

This Conference calls on the National Executive Committee to adopt two observer seats on the NEC, one for the Chair of Fórsa Youth and one for the Chair of the Retired Members' Association. This measure will allow representatives from both committees to observe the meetings of the National Executive Committee and to relay information to their members.

Conference notes that rule 26, subsections (i)(c) and (d) read "Encourage participation and promote youth representation on decision-making bodies of the union, as well as at the Irish Congress of Trade Unions and the European Federation of Public Service Unions" and "Serve as liaison between young members and the decision making bodies of the union."

Furthermore, subsections (iv)(a) and (iv)(b) read "The Steering Committee of Fórsa Youth Network, on behalf of its members, shall be entitled to be informed and consulted by the union on matters of interest to members under the age of 35 and participate in negotiations and the development of negotiating strategies affecting members under the age of 35." These goals, as already agreed by the previous Conference, would be excellently furthered by the addition of an observer seat on the NEC for Fórsa Youth.

This Conference amends rule 23 of the rule book and inserts the below subsection, proposed subsection (viii), below current subsection (vii) and as a result, subsequent subsections (viii), (ix), (x) and (xi) will now become subsections (ix), (x), (xi) and (xii).

Proposed subsection (viii):

The Chair of Fórsa Youth and the Chair of the Retired Members' Association shall attend National Executive meetings but shall have no vote. In the event either Chair is unable to attend, they may appoint an executive committee member to attend in their stead.

Fórsa Youth

Withdrawn Amended Carried Not Carried Remitted

Motion 155

That this Conference calls on the National Executive Committee to adopt two observer seats on the NEC, one for the Chair of Fórsa Youth and one for the Chair of the Retired Members Association. This measure will allow representatives from both committees to observe the meetings of the National Executive Committee and to relay information to their members.

Conference notes that in rule 26, subsection (iv)(a) and subsection (iv)(b) reads: The Steering Committee of Fórsa Youth Network, on behalf of its members, shall be entitled to be informed and consulted by the union on matters of interest to members under the age of 35 and participate in negotiations and the development of negotiating strategies affecting members under the age of 35. These goals, as already agreed in the rules, would be excellently furthered by the addition of an observer seat for Fórsa Youth.

This Conference amends rule 23 of the rule book and inserts the below subsection, proposed subsection (viii), below current subsection (vii) and as a result, subsequent subsections viii, ix, x and xi will now become subsections ix, x, xi and xii.

Proposed subsection viii:

The Chair of Fórsa Youth and Chair of the Retired Members' Association shall attend National Executive meetings but shall have no vote. In the event either Chair is unable to attend, they may appoint an executive committee member to attend in their stead.

Oireachtas, Courts and Foreign Affairs

Withdrawn Amended Carried Not Carried Remitted

Miscellaneous/other

Motion 157

That this Conference calls on the National 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 & Local Government

Withdrawn Amended Carried Not Carried Remitted

Appendix 1

Motions considered to be out of order

Motion 156

This Conference notes that unions often include the immediate past president as a member of the National Executive Committee and it is therefore proposed to amend the rules to enable the outgoing president to automatically retain a position as a member of the National Executive Committee at the end of their term as union president. The intention of the rule change is for the immediate past president to retain a position on the National Executive Committee until the succeeding president's term ends.

The immediate past president shall have a seat on the National Executive Committee in circumstances where there is another member from the same branch as the immediate past president sitting on the National Executive Committee.

This rule if passed will take effect immediately upon the closure of this Conference.

This Conference proposes the inclusion of the following in the rule book. Rule 23, (ii) (1) i

The immediate past president shall sit as a member of the National Executive Committee 23 (ii) (1) j

The immediate past president may sit on the National Executive Committee in circumstances where there is another member from the same branch as the immediate past president, who is also a member of the National Executive Committee.

School Completion Programme

Motion 158

The Westmeath Health and Welfare Branch has seen reluctance on the part of recent entrants into public service, as well as the commercial sector, state agencies, some private companies and in the community and voluntary sector to join Fórsa. Anecdotally, much of the resistance has related to cost of membership, particularly given the on-going cost of living crisis affecting Ireland.

This branch proposes that all new entrants under the age of 35 ("youth members"), are offered their first six-months free, with normal subscription rates applying after this point.

Westmeath Health & Welfare

Motion 159

That this Conference notes that the current policy for Critical Illness Payment (CIP) requires a minimum consecutive ten-day inpatient hospital stay. Due to pressures on the health service, many urgent surgeries and treatments result in significantly shorter hospital stays. An increasing number of employees who clearly meet the medical criteria for CIP are being refused payment at management discretion stage. These employees are often referred to Occupational Health, causing protracted delays in awarding CIP and creating financial stress for vulnerable staff. These additional referrals also add to the workload of the already overstretched Occupational Health Service.

This Conference instructs the National Executive Committee to seek a reduction in the minimum hospital stay requirement and to advocate for a fair, timely process that ensures employees entitled to Critical Illness Pay can access it promptly, without unnecessary delays through management discretion or Occupational Health. To engage with HSE and Civil Service authorities to implement a more flexible and equitable approach to approving Critical Illness payment that reflects current hospital practices and protects vulnerable employees

Kildare Health

Motion 160

It is very important that branches contribute to union strategy formulation and enactment. A key lynchpin in this process is the relationship between the Branch Executive and the Assistant Secretary General. The Marine (New) applauds the hard work of the ASGs in this regard. It takes time to develop that relationship. Too frequent changes in assigning ASGs is not consistent with developing or implementing union policy and risks loss of corporate memory. Therefore this motion asks that Fórsa union HQ does not change ASGs without receiving permission from the branches involved.

Marine (New)

Motion 161

Marine (New) branch was dismayed to learn of Department of Social Protection, Department of Finance and Enterprise Ireland all took unilateral decisions to reverse remote work agreements. No prior consultation or discussion took place with Fórsa on this matter. This lack of engagement is in clear breach of the Framework Agreement and is also in clear breach of the Public Service Agreement 2024 to 2026. Fórsa must now seek to make these unilateral changes by management, which significantly disadvantage workers, to be legally mandated to be done only in agreement with trade unions and representative bodies.

Marine (New)

Motion 162

That this Conference calls on NEC to work with ICTU in establishing a union for people with disabilities.

In Ireland, there is currently no union for people with disabilities. There is a union for the unemployed. However, there is no union for those with lifelong disabilities. This Conference instructs Fórsa to seek out all options available for people with physical and intellectual disabilities to have the option to be members of a trade union regardless of employment status. A lot of people with physical and intellectual disabilities can only work part-time or cannot work at all due to their conditions. A lot of these individuals who do get work experience are unpaid, taken advantage of and underappreciated. People with disabilities are amongst the most disadvantaged and marginalised cohort of people in our society.

All people with lifelong disabilities such as people with autism should be entitled to have a free service where they can avail of a union representative. This support could help when seeking entitlements or services such as education or health services. Also, people should be helped if they are having services taken off them or if they are being discriminated against for having a disability.

In Ireland, services for people with disabilities are outsourced and not prioritised. As a result, workers in these sectors are on less pay with worse working conditions than their public sector counterparts. Successive governments have been comfortable in handing vital services over to Churches or Charities. With an increasing population, the current model is unsustainable in the long term. In the future, if we are successful in giving people with disabilities a platform to organise, unionise and agitate, this can in turn lead to free, public and accessible disability services with thousands of secure unionised jobs.

We in Fórsa must do all we can to scope out all possibilities regarding representing people with disabilities. This Conference calls on the NEC to act on the motion and to seek engagement with ICTU and union members with the goal of all people with disabilities being entitled to avail of union membership. A successful outcome could result in improved working conditions for a lot of Fórsa members and a better quality of life for the most vulnerable and voiceless people in our society.

Cork Health and Local Government

Motion 163

That this Conference calls on the National Executive Committee to direct that any Observers sent by a branch to a union Conference shall be entitled to attend all sessions of a union Conference, up to and including Closed Sessions, so long as those Observers are members in benefit of Fórsa. Such Observers shall not be permitted to speak to or vote on any Motion at a union Conference.

Cork Health and Local Government

Motion 164

That this Conference calls on the National Executive Committee to ensure adequate and equitable allocation of budgets for staffing across the Civil and Public Service.

Donegal Health & Welfare

Motion 165

That this Conference notes recent incursions by the apex predator Asian Hornet to the island of Ireland.

This Conference urges members to familiarise themselves with its appearance and to be vigorous in reporting and publicising this threat and where possible, engage with other relevant bodies to prevent it from becoming established on the island of Ireland.

Tipperary South Health and Community

Motion 166

Proposed Rule Change

APPENDIX A

AMALGAMATED TRADE UNION MEMBERSHIP SUBSCRIPTION INCOME

1. RATE OF MEMBERSHIP SUBSCRIPTION

- (ii) For members (other than retired members) who join the Amalgamated Trade Union after the date on which the amalgamation takes effect, the rate of union subscription shall be €370 per annum or 0.8% of basic salary where the latter is a lesser amount. The subscription shall be adjusted in line with movements in the maximum point of the Civil Service Higher Executive Officer standard salary scale

This Conference directs the NEC to explore a new subscription model or redefine the current subscription model to reflect the bias reflected by current calculation. 0.8 % of basic salary is deducted from all those whose basic salary falls below the current ceiling, whilst those above the ceiling pay a reduced %, steadily reducing as salary increases. This inequity flies in the face of the ethos that underpins the Fórsa trade union

Waterford Health and Local Government

Motion 167

That this Conference calls on the NEC to establish a 3% fund in parity with the Global Solidarity fund as set by rule (name of fund to be confirmed).

APPENDIX A AMALGAMATED TRADE UNION MEMBERSHIP SUBSCRIPTION INCOME:

- ### 2. ALLOCATION OF SUBSCRIPTION INCOME TO VARIOUS FUNDS (I) With the exception of branch levies, the subscription income of the Amalgamated Trade Union shall be divided and allocated to a Developing World Fund, a Contingency Fund, and a General Fund on the following basis:

- Developing World Fund 3.0%
- This rule to include:
 - National (internal) Fund 3.0% (subject to agreed title)

This would ensure that an equal amount of the membership subscription is used and prescribed for projects, charities and other institutions in the 26 counties of the Republic of Ireland.

Louth Health and Local Government

Motion 168

Conference directs the NEC to amend Fórsa's Rule Book to give effect to the principle that before each divisional or union Conference a report will be provided to all relevant branches which sets out the actions taken and the outcomes of those actions for all motions at the previous Conference that were passed or remitted to the DEC or NEC, by amending the Rule Book as follows:

- (a) by the insertion in Rule 17 after clause (ix) of the following new clause:
'(x) A report prepared by the National Secretary shall be circulated by the National Secretary to each branch with members in the Division and to each member of the Divisional Executive not later than 14 days before the meeting is to commence setting out the actions taken and the outcomes of those actions in respect of each motion (a) passed or (b) remitted to the Divisional Executive by (a) the previous biennial meeting of the Divisional Conference and (b) any Special Meeting of the Divisional Conference held after the previous biennial meeting of the Divisional Conference.'
and
- (b) by the insertion in Rule 21 after clause (ix) of the following new clause:
'(x) A report prepared by the General Secretary shall be circulated by the General Secretary to each branch and to each member of the National Executive not later than 14 days before the meeting is to commence setting out the actions taken and the outcomes of those actions in respect of each motion (a) passed or (b) remitted to the National Executive by (a) the previous biennial meeting of the union Conference and (b) any Special Meeting of the union Conference held after the previous biennial meeting of the union Conference.'
and
- (b) by the insertion in Rule 21 after clause (ix) of the following new clause:
'(x) A report prepared by the General Secretary shall be circulated by the General Secretary to each branch and to each member of the National Executive not later than 14 days before the meeting is to commence setting out the actions taken and the outcomes of those actions in respect of each motion (a) passed or (b) remitted to the National Executive by (a) the previous biennial meeting of the union Conference and (b) any Special Meeting of the union Conference held after the previous biennial meeting of the union Conference.'

Finance, PER and Associated Organisations (Clerical and Executive)

Motion 169

Conference directs the NEC to amend Fórsa's Rule Book to give effect to the principle that where a motion for a Divisional Conference or union Conference refers to the endorsement, adoption or approval of a document, that all such documents shall be provided to branches at the same time as the final agenda is provided to branches, by amending the Rule Book as follows:

- (a) by the insertion in Rule 17 the following new clause:
'(xi) In respect of any motion on the final agenda which entails the endorsement, adoption, approval, noting or similar decision in respect of another document, then the National Secretary shall circulate to each branch with members in the Division and to each member of the Divisional Executive not later than 14 days before the meeting is to commence a copy of that document, and where the National Secretary fails to do so, any such motion shall not be considered by the meeting of the Divisional Conference.'
and
- (b) by the insertion in Rule 21 of the following new clause:
'(xi) In respect of any motion on the final agenda which entails the endorsement, adoption, approval, noting or similar decision in respect of another document, then the General Secretary shall circulate to each branch and to each member of the National Executive not later than 14 days before the meeting is to commence a copy of that document, and where the General Secretary fails to do so, any such motion shall not be considered by the meeting of the union Conference.'

Finance, PER and Associated Organisations (Clerical and Executive)

Motion 170

That this Conference will consider a motion that the union Income Continuance Plan be extended in line with the age of retirement. It is a legal entitlement as recognised by the government to remain in service post 65 years of age, and coverage should be available up to the maximum retirement age or 70 years of age.

Currently an individual's plan is stopped at 65 or 67 years of age depending on start or restart date, which excludes anyone remaining in service until 70 years of age. Following on from this, if an individual has continued in service past 65 years of age but their plan has been stopped, these individuals should have their plans reinstated and backdated appropriately.

Agriculture, Food and the Marine Executive Grades

Motion 171

Amend Rule 19(ii)(e) as follows:

In the second paragraph delete from "the person" to "the vacancy" (highlighted below) "when a vacancy arises in one of the other places on the Divisional Executive, and should the Divisional Executive decide that it be filled, it shall be filled by the person who, in the election held at the previous Biennial Meeting of the Divisional Conference, most closely failed to be elected, provided that, when there is no such person the Divisional Council shall elect a member in the Division to fill the vacancy, and"

and replace that text with the following:

"a person nominated by the branch of the person who vacated the seat, ";

The amended paragraph in rule should read:

"when a vacancy arises in one of the other places on the Divisional Executive, and should the Divisional Executive decide that it be filled, it shall be filled by a person nominated by the branch of the person who vacated the seat, and"

Revenue Executive Grades

Motion 172

Amend Rule 23(ii)(1)(f) by deleting from "the person" to "National Executive" (highlighted below) when a vacancy arises in an office of Vice-President, subject to (1) (a) of this rule, it shall be filled by the person who, in the election held at the previous Biennial Meeting of the union Conference, most closely failed to be elected, provided that, when there is no such person, the vacancy shall be filled by the election of a member by the National Executive;

and replace that text with the following:

"a person nominated by the branch of the person who vacated the seat"

The amended paragraph in the rule should read:

23(ii)(1)(f) when a vacancy arises in an office of Vice-President, subject to (1) (a) of this rule, it shall be filled by a person nominated by the branch of the person who vacated the seat;

Revenue Executive Grades

Motion 173

Amend Rule 23(ii)(3)(b) by deleting from “the Divisional” to “Divisional Executive” (highlighted below)

“when a vacancy occurs the Divisional Executive shall elect a member of the Divisional Executive to fill the vacancy”

and replace that text with the following:

“the branch of the person who vacated the seat shall nominate a person from the Divisional Executive”

The amended paragraph in the rule should read:

“23(ii)(3)(b) when a vacancy occurs the branch of the person who vacated the seat shall nominate a person from the Divisional Executive to fill the vacancy”

Revenue Executive Grades

Appendix 2

Motions appropriate to divisional Conferences

Motion 174

That this Conference calls on Fórsa to engage with the relevant bodies to seek tax relief at source for AVC contributions. In the past it was an excuse that not enough SNAs were paying into the scheme to warrant tax relief at source. However, the number of SNAs has grown immensely in the past few years. At present SNAs need to claim tax back at the end of the year through a personal audit. We would like parity with other civil servants who get AVC contributions deducted at source.

SNA South Dublin South Leinster branch

Motion 175

That this Conference calls on Fórsa to address the issue of weekends being included as sick leave for SNAs.

SNA South Dublin South Leinster branch

Motion 176

The Cultural Institutions of Ireland require sanction from our parent department to fill any job vacancy. This includes delegated sanction for permanent, longstanding positions, as well as vacancies arising from retirement, maternity leave, sick leave, internal promotions, etc. Our colleagues in the civil and public service experience the same challenges, whereby getting sanction from the relevant government departments can take several months, sometimes over a year. This means that the management teams of the Cultural Institutions revert all too often to outsourcing to fill these vacancies rapidly and maintain normal business.

The Cultural Institutions branch seeks approval from Conference to lobby the Department of Culture, Communications and Sport and the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitisation, to grant the Cultural Institutions automatic authorisation to fill all permanent positions, which are required for normal operation and for which they have full budget allocations, without having to re-apply for sanction each time.

Cultural Institutions branch

Motion 177

The Cultural Institutions branch seeks approval from Conference to lobby the Department of Culture, Communications and Sport and the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitisation, to reiterate the union policy regarding outsourcing of positions.

Outsourcing negatively affects employee job engagement. Delays in sanction, have resulted in over reliance of outsourcing to fill vacancies and maintain normal business of the Cultural Institutions.

Cultural Institutions branch

Motion 178

The Cultural Institutions branch seeks approval from Conference to lobby the Department of Culture, Communications and Sport and the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitisation, regarding the standardisation of grades within the Cultural Institutions.

No more hybrid grades. Grades are to be standardised and directly aligned to established civil and public service grades. The standardisation of grades is required not only within the Services and Enterprises Division but across other divisions of Fórsa thus benefiting our colleagues across multiple areas in the civil and public service. We ask that standardised grades reflect the level of responsibility and seniority of the grades, that they align with the latest agreements and recommendations from review panels ensuring consistency and fairness in compensation and benefits.

Cultural Institutions branch

Motion 179

The Cultural Institutions branch seeks approval from the Conference to lobby the Department of Culture Communications and Sport and the Department of Public Expenditure, Infrastructure, Public Service Reform to commit to a fair work life balance and stop work overload and burnout. To create and introduce a balanced and fair way of rostering and stop hours being used by the employer that favours them. To renegotiate past agreements which included banked hours which are unfairly used by the employer and discourage workers to stay in the cultural institutions over the long term.

Cultural Institutions branch

Motion 180

This Conference notes:

- That Circular "08/2023 Annual Leave in the Civil Service" has created a disparity in annual leave entitlements for employees who transfer from the health sector and the wider public service to the civil service and recruited into a grade that has higher pay;
- That this disparity is particularly acute where no analogous grade exists between the public service and civil service roles when recruited into a grade that has higher pay;
- That, for example, an employee transferring from the HSE with an annual leave entitlement of 28 days may see their entitlement reduced to 23 days upon taking up a civil service post;
- That this practice undermines the principles of fair treatment, continuity of service, and mobility across the public sector and civil service;
- That it acts as a disincentive to career progression and inter-sectoral movement, penalising those who seek to advance their careers through promotion.

Conference therefore directs the National Executive Committee:

- To seek an immediate review and amendment of Circular "08/2023 Annual Leave in the Civil Service" to ensure that public servants recruited into a grade that has higher pay in the civil service retain their existing annual leave entitlements;
- To advocate for the recognition of prior public service in determining leave entitlements, particularly where no direct grade equivalence exists;
- To promote policies that support mobility, fairness and continuity of service across the public and civil service;
- To engage with relevant government departments and stakeholders to ensure that promotional moves between sectors are not penalised through reduced terms and conditions; and
- To campaign for a harmonised and equitable approach to leave entitlements across the broader public and civil service.

Finance, PER and Associated Organisations (Clerical and Executive)

Motion 181

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa that ICT Civil Servants staff, in light of the difference in the roles that they fulfil and the specialist skills that they are required to possess, maintain on an ongoing basis, and expand annually; should be paid the higher pay scale of their rank. Possibly cut based on other work/needs.

DSP Executive Grades

Motion 182

This ADC condemns the genocide in Gaza and supports the BDS campaign. This AGM questions the use of Checkpoint company contract in An Post. This Checkpoint company has strong links to the IDF which is complicit in the ongoing genocide in Gaza, This ADC calls for the termination of their contract as per policy of ICTU. We also note the image of AN Post image will be gravely damaged by association with such a company.

We instruct the union to write to An Post seeking to terminate this contract. Furthermore, all branches of Fórsa should conduct an audit of their workplaces seeking to identify companies such as checkpoint that are in breach of the BDS campaign.

An Post

Motion 183

That this Conference calls on the union to address the serious deficits in the Grievance Policy which dates back to 2004.

90% of complaints by our members are now processed via the Grievance Policy, with very few being processed under the Dignity at Work policy.

Those assigned to examine Grievances have demonstrated complete lack of objectivity in terms of analysing documentation. Management demonstrates high levels of incompetence in terms of governance of examining complaints and following appropriate Guidelines, which do not seem to exist. Management do not present each and every complaint to Respondents to address and often provide a one page letter stating "not upheld" despite significant documents to support the complaint. Management have openly acknowledged they have never received training in terms of operating Grievance procedures. Where witnesses to complaints are available, Management chooses not to interview them to support the Complainants.

We are also extremely concerned that very complex, challenging and serious complaints are subject to Stage 1 when it is demonstrably evident they should be addressed at Stage 3 if not 4.

It is also the case the Grievance process is deemed the only option for a complaint by our members when they refer to already designated agreements between the union and the Employer, often agreed at WRC level.

The Grievance Policy requires a dedicated and comprehensive Review process as it is not fit for purpose in its current format.

Leitrim Health & Local Government

Motion 184

That this Conference calls on the union to engage an independent expert to carry out a comprehensive and robust Review on behalf of the union on the Grievance Policy 2004. This is to ensure the highest standards of governance, transparency and accountability are guaranteed.

Leitrim Health & Local Government

Motion 185

That this Conference calls on the union not to comply with recently published Standards for Psychotherapy published by CORU. These Standards completely decimate the role of Psychotherapist and are robustly challenged by all accreditation bodies. This matter has already been raised in an Oireachtas committee on mental health. This Conference calls on the union to resist any attempts by the employer to comply with the CORU Standards, as they pose a serious danger to the public. The employer is already actively trying to remove the already agreed processes in relation to External Clinical Supervision and designated hours are required by the accreditation bodies to ensure mandatory compliance. External Clinical Supervision is not the same as local case management and must be preserved to protect our members in their professional psychotherapy roles in the public sector.

Leitrim Health & Local Government

Motion 186

That this Conference, led by the NEC, strive to ensure the Cahill Clear Report and its recommendations, 2014, in relation to Family Support Practitioners agreed prior to and following the Inception of Tusla, is fully implemented for all concerned, even if they have retired in the very recent past.

These delay tactics, we believe is a strategy being used by Tusla National, to allow as many of this discipline, and in particular pre-Tusla practitioners, to retire out of the system, with little or no recognition of quality service, loyalty, dedication, expertise, skills, and of course the "Agreement"

There are currently Family Support Practitioners being recruited locally and nationally, on the surface with much the same conditions, but on closer inspection, and variations of same, extra perks and incentives given. We ask, that should the Family Support Grade issues, not be sorted, shortly that there be an embargo put on any attempts to bring in new FSP, on more favourable conditions, as is beginning to happen, both locally and nationally.

Kildare Health

Motion 187

That this Conference instructs the NEC to seek to amend the bereavement leave circular 01/2017, Section B, to increase bereavement leave from five working days to ten working days in the case of an immediate relative and to increase bereavement leave to five working days for a niece, nephew, aunt and uncle.

Garda Executive Grades

Appendix 3

Motions reiterating existing policy or practice which do not require a decision

Motion 188

That this Conference directs the National Executive Committee to stand firm and stop outsourcing of public sector jobs which are being carried out by members. Jobs are being outsourced without meaningful engagement.

If this practice is not stopped there will be no public jobs to protect, NO PUBLIC JOBS, NO UNION.

South Dublin branch

Motion 189

This Conference calls on the incoming National Executive Committee (NEC) to work with relevant government departments to progress the implementation of a four day work week throughout the Civil and Public service, Local Government and Services Enterprises. It would seem that, despite all the positivity about the pilot study, there is still a very slow progress with no updates received by members.

Background:

This motion was deferred from the Services & Enterprises Divisional Conference 2025.

There's also this 2022 press release: <https://www.Fórsa.ie/four-day-working-week-a-resounding-success/> and the pilot study on the 4-day week.

After the above November press release, there was a Dec 2022 call to extend the pilot study. The AHCPs press release in May 2024 that seems to be climbing on the back of Fórsa's previous work. On 27th February, Fórsa are having a Lunch and Learn on this topic, so it might already be Fórsa priority.

Marine (New)

Motion 190

That this Conference calls on the incoming National Executive Committee of Fórsa to continue to advocate for better work life balance and flexibility opportunities for our members and those in the wider economy as part of negotiations on the next public sector pay agreement and to secure a commitment from government for these measures to be introduced in a timely manner.

Life is short and having career opportunities that provide for greater work life balance should be a key priority in a modern Ireland. Protecting hybrid and remote working, the idea of a shorter working week without losing pay and the protection of promotion of flexible working arrangements benefit employers, employees and the public we serve.

The results of Fórsa's 2025 Member Survey strongly report that beyond pay; members want control over their time - something that we feel is fundamental to leading a balanced life.

We therefore call on the incoming NEC to work proactively with Government to strengthen, enhance and protect work life balance and flexible working arrangements.

State Enterprises No. 1

Motion 191

That this Conference calls on the incoming National Executive Committee of Fórsa to continue progressing all outstanding local bargaining claims and to use the union's full industrial and negotiating strength to secure the best possible outcomes for members under both the current national agreement and outstanding claims under previous agreements, including the PCW.

State Enterprises No. 1

Motion 192

That this Conference calls on the incoming National Executive Committee of Fórsa to ensure the protection of public services and public service jobs as digitalisation and the adoption of AI technologies expand over the next five years, as set out in the Government's Digital and AI Strategy.

State Enterprises No. 1

Motion 193

That this Conference calls on the incoming National Executive Committee of Fórsa to use the unions full industrial and negotiation strength to secure the best possible outcome for members in the next public sector pay deal with additional increases weighted to the lower paid.

State Enterprises No. 1

Motion 194

That this Conference directs the National Executive Committee to explore discussions with relevant unions on the reinstatement of flexi to Senior Management Grades as it is a barrier to promotion from Fórsa grades. This has a negative impact on promotion for our members that may have caring responsibilities

Culture, Communications and Sport

Motion 195

This Conference calls on the NEC to lobby the Government for a policy revision that formally recognises care giving periods in pension calculations. Mainly looking at Work-sharing arrangements largely used by women for care giving responsibilities continue to have a disproportionate impact on pension entitlements. This perpetuates the gender pension gap, leaving many workers at a financial disadvantage in retirement."

Dublin South Health & Welfare

Motion 196

Calls on the incoming NEC to seek a review of analogous grades and incremental credit, applicable to staff in both civil service and semi state service under circular 08/2019 and circular 21/2024

Revenue Clerical branch

Motion 197

That this Conference agrees that Fórsa's incoming National Executive Committee should pursue the introduction of an urban living allowance, the exact parameters for which to be agreed by the National Executive Committee.

Dún Laoghaire Rathdown

Motion 198

This Conference notes previous motions agreed by Fórsa which have sought to have unmarried cohabiting relationships recognised within the Spouses and Children's scheme.

This Conference agrees that the anachronistic refusal to give the same entitlements to unmarried couples as those accruing to married couples should end, and directs the incoming National

Executive Committee to continue to pursue this issue and to work with political representatives to introduce legislation if necessary to address this.

Dún Laoghaire Rathdown

Motion 199

Conference instructs the NEC to seek that all flexi-eligible workers be able to accrue flexi leave while working remotely.

Finance, PER and Associated Organisations (Clerical and Executive)

Motion 200

That this Conference supports the efforts made by Fórsa, in securing pay increases in the National Pay Agreement 24 to 26, which sought to protect the living standards of low paid worker. Inflation in the first month of this year ran at 6.82% when applied to groceries, this along with all other non discretionary rises dramatically impact the low paid. We call on this Conference to support this policy and to enhance this positive policy in any new pay deal.

FGE branch

Motion 201

That this Conference the incoming National Executive Committee to seek to negotiate the re- introduction of the tax credit for union subscriptions

Revenue Executive Grades

Motion 202

That this Conference calls on the NEC to pursue the reinstatement of Tax credits on trade union subscriptions for all Fórsa members, as part of the upcoming pay talks

National Education & Training Board (NETB)

Motion 203

That this Conference calls on the NEC to pursue the restoration of pre-austerity sick leave entitlement for Public and Civil Service employees, as part of the upcoming pay talks.

National Education & Training Board (NETB)

Motion 204

That this 2026 National Executive Conference (NEC) of Fórsa instructs the incoming National Executive of Fórsa that as part of any follow to the current national pay agreement, provision must be made that when an employer tries to introduce change management practices or policies, if there is no agreement between the employer and the union regarding the change management or practice, then it is employer who must take the matter to a third party for adjudication. If the employer introduces the change without seeking third party intervention, then the union has the right to take appropriate industrial action up to and including all out strike.

DSP Executive Grades

Motion 205

That this Conference calls on the NEC to highlight the unjust disparity between workers who have access to the public service pension schemes and those who do not, despite being employed at the service of and direction of the State, even in some instances employed by State agencies.

Conference instructs the NEC to seek to end this two-tiered workforce and protect those workers across the divisions who are unfairly excluded from public service pension schemes. By so doing, Fórsa will contribute to a more equitable and secure future for these workers and uphold the principles of social justice and fairness that are at the core of Fórsa's mission.

School Completion Programme

Motion 206

That this Conference calls on the incoming National Executive Committee to ensure that lower paid workers are prioritised in the upcoming National Pay Agreement negotiations.

Fingal Local Government

Motion 207

That this Conference instructs the incoming National Executive Committee to continue to press the government to pass as soon as possible the Occupied Territories Bill, officially known as Israeli Settlements (Prohibition of Importation of Goods Bill, 2025.)

DFA Executive Grades

Appendix 4

Motions received late

Motion 208

Wicklow Health branch calls on the incoming NEC to address the dependency on agency and outsourcing across the public, private and voluntary services.

We would ask the NEC to look to incentivise working directly for the services rather than joining agencies.

Too many regular contracted staff are carrying out extra work that can not completed by agency or outsourced workers.

Wicklow Health

Motion 209

This Conference affirms that bodily autonomy, dignity, equality and access to safe, publicly funded healthcare are fundamental trade union principles.

Trans and gender-diverse people are not a “niche issue.” They are our members, our colleagues, our patients, our friends and our families. The failure to provide accessible, timely and appropriate healthcare is not abstract – it is directly affecting workers in our union and the communities we serve.

Conference recognises that denying or delaying trans healthcare has real and harmful consequences: prolonged distress, worsening mental and physical health outcomes, workplace discrimination, and preventable suffering. As trade unionists, we do not rank rights according to how many people are affected. An injury to one is an injury to all.

Attempts to sideline trans healthcare as a specialist or fringe matter ignore the reality that this is:

- a workplace issue, where members face discrimination and health-related absence;
- a public health issue, affecting the quality and equity of care in our services;
- an equality issue, grounded in our commitment to human rights; and
- a trade union issue, because solidarity means standing up for those facing injustice.

Conference therefore mandates the Executive to:

1. Actively and publicly defend the right of trans and gender-diverse people to bodily autonomy and safe, publicly funded healthcare;
2. Support the immediate implementation of an informed consent model of trans healthcare within community and primary care settings;
3. Campaign for properly resourced, accessible services so that trans healthcare is available to all who need it, without stigma, delay or discrimination; and
4. Work in solidarity with trans-led and community organisations to advance these demands in policy, practice and public debate.

Conference rejects any attempt to defer this matter as a narrow health policy question. It is a live equality and workplace issue affecting our members now.

Wicklow Health

Motion 210

Wicklow health branch calls on the incoming NEC for to set up of an ethics committee to ensure that we safeguard our union.

Wicklow Health

Motion 211

Conference notes:

- That Fórsa is a democratic, member-led trade union whose structures are based on elected representation at branch, Divisional, Executive, and National levels.
- That under Irish law, trade unions are voluntary democratic associations governed by their rules and by principles of natural and constitutional justice.
- That the Irish courts have consistently affirmed the primacy of constitutional and democratic governance within associations, including trade unions, notably in:
 - Lee v The Showmen's Guild of Great Britain, which confirmed that associations must act in accordance with their own rules and principles of fairness;
 - Murphy v Roche, which affirmed the centrality of fair procedures in decisions affecting members' rights;
 - McKillen v Irish Sailors and Port Workers union, which recognised that unions are bound by their own constitutions and democratic rules.
- That full-time officials and employees of the union are appointed to implement policy and decisions determined through democratic structures, and are accountable to those structures.
- That clarity in the locus of authority within the union strengthens internal democracy, member confidence, and organisational legitimacy.

Conference believes:

- That, as in all democratic organisations, ultimate authority within Fórsa rests with the members collectively, exercised through their duly elected representatives in accordance with the union's Rules and Constitution.
- That elected officers and committees derive their mandate directly from the membership and are therefore the legitimate decision-making authority within the structures defined by Conference and the Rules.
- That full-time officials and employees serve in an executive and advisory capacity, implementing policy and providing professional expertise, but do not supersede or override decisions made through democratic structures.
- That any blurring of this distinction risks undermining democratic accountability and member control.

Conference resolves:

- To formally reaffirm that the governing authority of Fórsa resides in its democratic structures and in its elected representatives acting within their mandates.
- To direct the National Executive Committee to issue guidance clarifying the respective roles of elected representatives and full-time officials, consistent with the union's Rules and relevant Irish case law.
- To ensure that all governance, disciplinary, and policy decisions are taken in accordance with the union's Constitution, democratic mandates, and the principles of natural justice recognised by the Irish courts.
- To review, where necessary, internal procedures to guarantee that elected bodies retain decision-making authority in all matters of policy, strategy, and governance.

Dublin Care Services

Motion 212

The national HSE workforce reports have identified significant variances in Pharmacy resources across HSE hospitals. Mayo University Hospital has the least Pharmacy resources in the WNW region based on activity putting our patients at greater risk of medication harm and our staff at greater risk of error.

Data has already been presented to the HSE on the financial and clinical benefits of Emergency department pharmacists but many hospitals, including MUH, do not have designated ED or AMAU Pharmacists.

In addition local management in MUH, under direction from the Minister for Health, have requested extended service plans for the Pharmacy department within existing resources. Without establishing minimum safe staffing arrangements for Pharmacy in each HSE site it will be impossible to propose plans for extending services.

Motion :

I propose that Fórsa seek a national safer staffing Pharmacy report to support a baseline target for HSE hospitals to achieve compliance with national and international best practice encompassing the national HSE Models of care (e.g. Paediatrics, Acute Medical Admission Units).

Mayo Health and Local Government

Motion 213

MUH had a 36% success rate in the National ASP regrading process, equating to 3.2 WTEs. Nationally there was a 70% success rate for ASP regrading with some hospitals achieving 100%.

There are no national funding streams for ASP posts and an appeals process has not been supported by Fórsa despite a widespread belief that there is non-compliance with the CPSA Code.

Motion :

I propose that Fórsa conduct a review of allocated ASP posts across all Hospitals and identify gaps in specialties. These gaps require additional risk management in MUH and elsewhere. This should lead to more ASP post opportunities.

Mayo Health and Local Government

Motion 214

There are 7 non-acute locations in Castlebar which are supplied medicines from MUH acute hospital Pharmacy department. The responsibilities for all aspects and deficiencies including medication safety for these service lies with the PEM in MUH. However there is no provision in the PEM contract for management of non-acute services.

Motion :

I propose that Fórsa support ceasing the onus of the PEM to provide non-acute services immediately or negotiate contract expansions to cover this activity with appropriate staffing levels

Mayo Health and Local Government

Motion 215

This Conference notes:

- That several local governments and national public bodies across the EU are now using or are examining the possibility of using free and open source software (FOSS) in daily operations. These tools are reaching a state of maturity and building in secure work environments where AI models are not fed from user inputs.
- That artificial intelligence (AI) and large language models (LLMs) constitute a real and current threat to members' interests and working knowledge by extracting information for use to train models, thereby compromising security protocols across sensitive operations of the civil and public service.
- That FOSS reverts to productivity software models that emphasise standalone and effective means of working. FOSS development models can be supported through foundations and other formal structures that encourage the use and exchange of public goods over private profit. This would lead to multiple financial savings across the civil and public service and enhance the long term sustainability of non-proprietary software solutions.

Conference therefore directs the National Executive Committee:

- To advocate for the use of FOSS and non-proprietary office software where possible across the civil service and asks that the National Executive commits itself to examine the feasibility of using LibreOffice or OpenOffice as alternatives alongside more established costly and licensed software.

Children, Disability, Equality & Youth Affairs Executive Grades

Appendix 5

Amendments considered out of order

Proposed Amendment to Motion 1

Conference calls on the NEC and notes that:

- The cost of living crisis continues to be a significant burden on workers and their families;
- While inflation has moderated, the cost of many essential items is increasing at greater rate;
- The significant reduction in household income this year, compared to the previous one, arising from the removal of supports, such as the energy credit, together with the budget decision not to index link tax allowances and bands, can only be made good in wage bargaining;
- The Irish Congress of Trade Unions (ICTU) Private Sector Committee has issued guidance to unions to seek increases this year, in the range of 4.7% to 6.0% depending on a firms' profitability and ability to pay;
- The unions 'A Better Deal' campaign is based on the results of a membership survey, conducted by Amárach, which identified the cost of living, flexibility in how work is performed, and common good issues like housing and health as top priorities in any new public service agreement;
- The conclusion of local bargaining claims, and arrangements for the implementation outcomes, is an important element of any public service negotiation.

And, Conference resolves that:

In the private sector:

- Claims should be based on the increase in the cost-of-living, an adjustment to take account of the losses associated with the withdrawal of household supports and the failure to index tax bands and allowances, and productivity;

In the public service:

- The demands in the 'A Better Deal' campaign must form part of any multi-annual agreement;
- If it is not possible to achieve a multi-annual public service agreement, an immediate pay round should be sought;
- In such a scenario existing local bargaining claims will be pursued independently;
- Attempts by employers to interfere with existing work practices in the absence of agreement will be resisted;
- Members will refuse to co-operate with any new work-related changes, unless they have been the subject of specific agreement with the union;
- Members will be balloted to provide a mandate to underpin this approach with industrial action to be deployed as necessary;

In the community and voluntary sector:

- The union will continue to pursue an approach that seeks to extend the benefits of any public service outcome to the members employed in the sector who are often, in practice delivering public services.

Proposed amendment:

In the community and voluntary sector:

- the union will continue to pursue an approach that seeks to extend the benefits of any public service outcome to the members employed in the sector who are often in practice, delivering public services.

To be replaced with the following:

In the community and voluntary sector:

- the union will continue to pursue an approach that will ensure the demands contained in the 'A Better Deal' campaign must form part of any agreement on public sector pay, ensuring that the benefits of any public service outcome are extended to the members employed in the sector who are often in practice, delivering public services. If it is not possible to achieve a negotiated multi-annual agreement, an immediate pay round should be sought. In such a scenario, existing local bargaining claims will be pursued that ensure parity with the public sector.

Amended motion to read:

Motion 1

Conference calls on the N.E.C. and notes that:

- The cost of living crisis continues to be a significant burden on workers and their families;
- While inflation has moderated, the cost of many essential items is increasing at greater rate;
- The significant reduction in household income this year, compared to the previous one, arising from the removal of supports, such as the energy credit, together with the budget decision not to index link tax allowances and bands, can only be made good in wage bargaining;
- The Irish Congress of Trade Unions (ICTU) Private Sector Committee has issued guidance to unions to seek increases this year, in the range of 4.7% to 6.0% depending on a firms' profitability and ability to pay;
- The unions 'Better Deal' campaign is based on the results of a membership survey, conducted by Amarach, which identified the cost of living, flexibility in how work is performed, and common good issues like housing and health as top priorities in any new public service agreement;
- The conclusion of local bargaining claims, and arrangements for the implementation outcomes, is an important element of any public service negotiation.

And, Conference resolves that:

In the private sector:

- Claims should be based on the increase in the cost-of-living, an adjustment to take account of the losses associated with the withdrawal of household supports and the failure to index tax bands and allowances, and productivity;

In the public service

- The demands in the 'A Better Deal' campaign must form part of any multi-annual agreement;
- If it is not possible to achieve a multi-annual public service agreement, an immediate pay round should be sought;
- In such a scenario existing local bargaining claims will be pursued independently;
- Attempts by employers to interfere with existing work practices in the absence of agreement will be resisted;
- Members will refuse to co-operate with any new work-related changes, unless they have been the subject of specific agreement with the union;
- Members will be balloted to provide a mandate to underpin this approach with industrial action to be deployed as necessary;

In the community and voluntary sector:

- the union will continue to pursue an approach that will ensure the demands contained in the 'A Better Deal' campaign must form part of any agreement on public sector pay, ensuring that the benefits of any public service outcome are extended to the members employed in the sector who are often in practice, delivering public services. If it is not possible to achieve a negotiated multi-annual agreement, an immediate pay round should be sought. In such a scenario, existing local bargaining claims will be pursued that ensure parity with the public sector.

Cork Health and Local Government

Motion 113

This Conference calls upon the National Executive Committee to campaign for the government to create and implement a Reasonable Accommodation Passport for disabled, chronically ill and/or neurodivergent people working in all Fórsa members workplaces.

The Irish Congress of Trade Unions defines Reasonable Accommodation Passports as something “designed for disabled employees who require workplace adjustments or accommodations. It is a written record of accommodations or workplace adjustments that have been agreed between the employee and their employer (line manager or designated contact within the organisation).”

The benefit of this to the employee are numerous but simply put, it allows the employee to more seamlessly transition between different units and organisations, with their reasonable accommodations in place, without the need for the employee to explain everything from scratch.

Reasonable Accommodation Passports can be made through streamlined document sharing processes, or they can be made through specific software created for this purpose, subject to the consent of the individual.

Proposed amendment:

To be added to the end of the existing motion:

Conference emphasises that the development and implementation of a Reasonable Accommodation Passport should be informed by consultation and lived experience of disabled, chronically ill, and neurodivergent public service workers.

Conference notes the absence of a centralised Reasonable Accommodation Fund in the public service and the exclusion of the public sector from Work and Access Programme supports.

Conference further affirms that any Reasonable Accommodation Passport should be supported by appropriate resourcing, training for line managers, and fair and transparent processes for accessing accommodations.

Amended motion to read:

Motion 113

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Conference emphasises that the development and implementation of a Reasonable Accommodation Passport should be informed by consultation and lived experience of disabled, chronically ill, and neurodivergent public service workers.

Conference notes the absence of a centralised Reasonable Accommodation Fund in the public service and the exclusion of the public sector from Work and Access Programme supports.

Conference further affirms that any Reasonable Accommodation Passport should be supported by appropriate resourcing, training for line managers, and fair and transparent processes for accessing accommodations.

Cork Health and Local Government

Appendix 6

Nominations

President [1]

Nominee	Branch	Nominating branch
CROWE, Michael	DSP Executive Grades	DSP Executive Grades
FLOOD, Julie	Dublin City Local Government	Dún Laoghaire Rathdown Revenue Clerical Municipal Employees' Fingal branch Sligo Health & Local Government Wexford Health and Local Government Donegal Local Government South Dublin branch Dublin City Local Government Schools Completion Programme Roscommon Health & Local Government Kildare Local Government Longford Health & Local Government Laois Local Government
KENNY, Michelle	Dublin Hospitals	Dublin Hospitals
MOONEY, Bernadette	Dublin South Health & Welfare	Dublin South Health & Welfare
WALSH, Martin	Louth Health & Local Government	Galway Health & Local Government National Council for Special Education School Secretaries branch IALPA Louth Health & Local Government Waterford Health & Local Government School Caretakers Roscommon Health & Local Government Limerick Health & Welfare DSP Clerical National

Treasurer [1]

Nominee	Branch	Nominating branch
CARTY, Luisa	School Secretaries	National Council for Special Education School Secretaries IALPA Louth Health & Local Government Waterford Health & Local Government Galway Health & Local Government School Caretakers
KENNY, Michelle	Dublin Hospitals	Dublin Hospitals
MOONEY, Bernadette	Dublin South Health & Welfare	Dublin South Health & Welfare
MURPHY, Majella	DSP Executive Grades	DSP Executive Grades
SMYTH, Michael	Schools Completion Program	Schools Completion Programme Municipal Employees' Sligo Health & Local Government Wexford Health and Local Government Donegal Local Government South Dublin Dublin City Local Government Laois Local Government
WALSH, Martin	Louth Health & Local Government	Louth Health & Local Government

Vice-President [3]

Nominee	Branch	Nominating branch
CARTY, Luisa	School Secretaries	School Secretaries School Caretakers Louth Health & Local Government
CONWAY, Denis	DSP Executive Grades	DSP Clerical National
CROWE, Michael	DSP Executive Grades	School Completion Programme Revenue Clerical Wexford Health and Local Government Donegal Local Government Finance Per and Associated Organisations (Clerical and Executive) Dublin City Local Government Municipal Employees' DSP Executive Grades South Dublin Laois Local Government
FLOOD, Julie	Dublin City Local Government	Dublin City Local Government Dún Laoghaire Rathdown Municipal Employees' Wexford Health and Local Government Donegal Local Government South Dublin Dublin City Local Government Kildare Local Government Laois Local Government Longford Health and Local Government
HORIGAN, Tara	Health & Safety Authority	Health & Safety Authority School Completion Programme
KENNY, Michelle	Dublin Hospitals	Dublin Hospitals Schools Completion Programme Municipal Employees' Wexford Health & Local Government Donegal Local Government South Dublin Dublin City Local Government Longford Health and Local Government

Vice-President [3] (continued)

Nominee	Branch	Nominating branch
MEANEY, Aoife	National Council for Special Education	National Council for Special Education Galway Health & Local Government School Secretaries Louth Health & Local Government Tipperary South Health & Community IALPA Waterford Health & Local Government School Caretakers
MOONEY, Bernadette	Dublin South Health & Welfare	Dublin South Health & Welfare
SMYTH, Michael	Schools Completion Programme	Dublin City Local Government
TIGHE, Mark	IALPA	IALPA Galway Health & Local Government National Council for Special Education School Secretaries Louth Health & Local Government Waterford Health & Local Government School Caretakers
WALSH, Martin	Louth Health & Local Government	Louth Health & Local Government

Appendix 7

Fórsa Biennial Conference 2026

Motion, amendment and nomination withdrawal form

.....branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

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 Biennial Conference 2026

Motion, amendment and nomination withdrawal form

.....branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

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Motion number

Amendment to motion

Motion number

Amendment to motion

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 Biennial Conference 2026

Motion, amendment and nomination withdrawal form

.....branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

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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





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