

FÓRSA

Action on Motions

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

**Biennial Delegate
Conference
2026**



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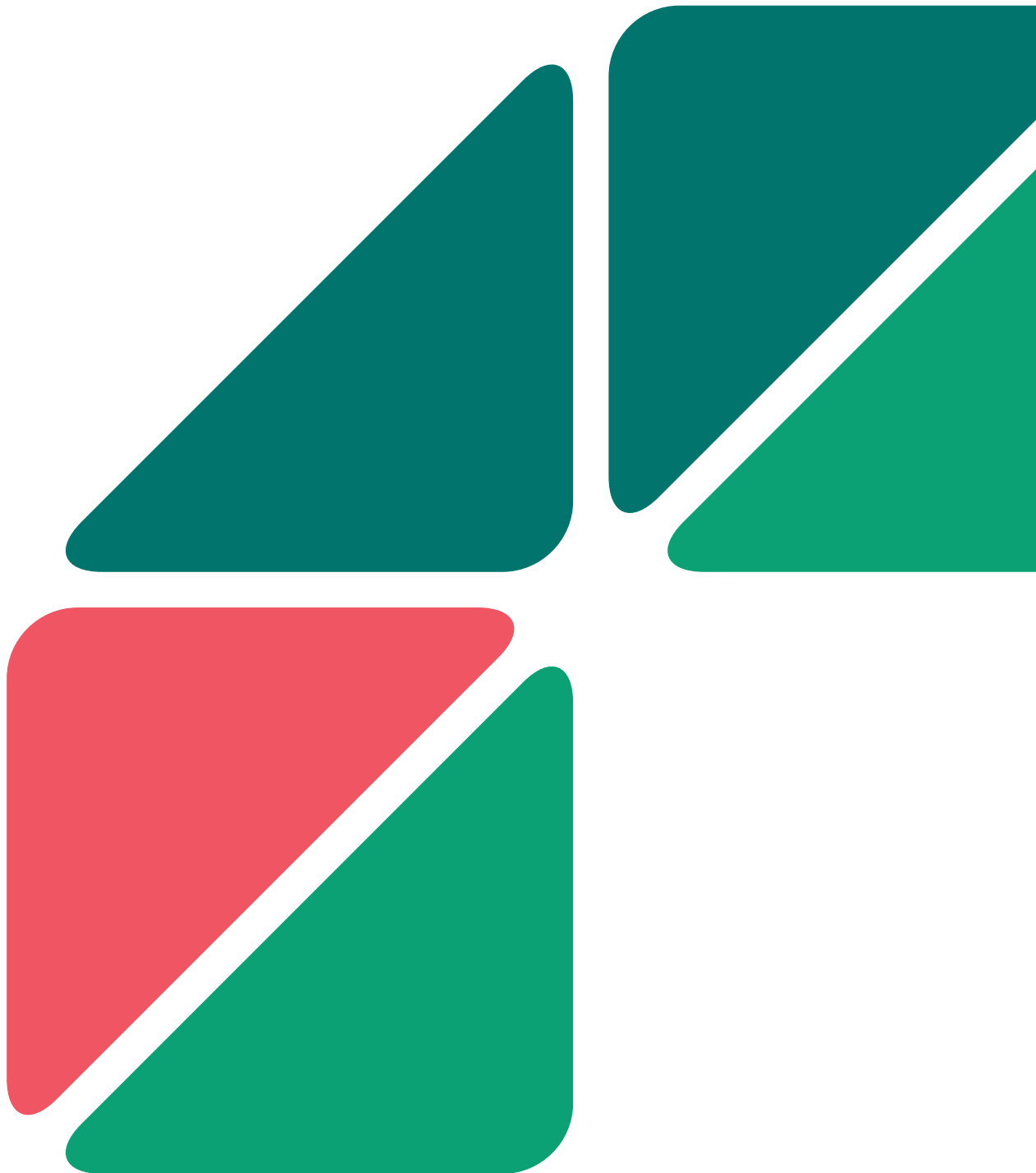
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Introduction

This report sets out progress on the implementation of motions deemed to be in order by the Standing Orders Committee (SOC) and carried, remitted or remitted due to being guillotined by the Fórsa Biennial Conference 2024.



Motions carried

Motion 1 National Executive Committee (as amended)

This Conference notes:

- That the unanticipated increase in the cost of living that became noticeable in the second half of 2021 presents an additional challenge to trade unions;
- That notwithstanding measures taken by the government to lessen the effect of the cost-of-living crisis, the primary role in the protection and improvement of living standards have fallen to pay bargaining;
- The review of the pay terms of Building Momentum in August 2022 and the negotiations that led to proposals for a new Public Service Agreement in 2024;
- The significantly preferential terms negotiated for low paid workers in these agreements;
- The continuing tightness in the labour market underpinned by a low level of unemployment and record numbers at work;
- The strength of the economy reflected in impressive levels of growth, robust public finances, buoyant exchequer revenues and high corporate profits in many areas. Conference therefore directs the National Executive Committee:
- To continue to prioritise the improvement of living standards through pay bargaining in the public service and elsewhere;
- To seek to use local bargaining to further advance the position of grades, groups and categories in the public service;
- To continue to work for pay parity and pay justice for section 39, section 56 and section 10 workers initially through the early application of post-Building Momentum pay terms in the public service;
- To hold government to account in relation to the commitment to introduce what the Government has named a living wage, based on 60% of hourly median earnings, by 1 January 2026;
- To endeavour to make more progress in relation to low paid workers who have been most severely affected by the cost-of-living crisis;
- To continue to work to close the gender pay gap;
- To apply these principles to pay bargaining in the private sector;
- To take the lead in building consensus around these priorities among colleague unions.

ACTION: The terms of this motion informed the union's approach to pay policy, local bargaining and preparations for the next round of public service pay negotiations. The Public Service Agreement 2024-2026 delivered cumulative pay improvements of 9.25%, including flat-rate elements which provided a greater relative benefit to lower-paid workers. Local bargaining claims were also progressed for relevant grades, and the 'A Better Deal' campaign has been launched to build member support for meaningful pay increases, progress on local claims, protection of work-life balance and investment in public services.

Motion 2 Westmeath Health & Welfare

Inflation, rising prices, internal and external economic and social factors have resulted in low- and middle-income earners increasingly struggling to make ends meet, eroded savings, and created an abiding sense of anxiety for many members. This Conference calls on the incoming NEC to pursue measures which address the so-called cost of living crisis.

ACTION: The terms of this motion informed the union's approach to pay policy, local bargaining and preparations for the next round of public service pay negotiations. The Public Service Agreement 2024-2026 delivered cumulative pay improvements of 9.25%, including flat-rate elements which provided a greater relative benefit to lower-paid workers. Local bargaining claims were also progressed for relevant grades, and the A Better Deal campaign has been launched to build member support for meaningful pay increases, progress on local claims, protection of work-life balance and investment in public services.

Motion 3 Agriculture, Food & Marine No .1 as amended

That this Conference instructs Fórsa to pursue a starting salary in the Civil & Public Service which is based on the living wage calculated by the Living Wage technical Group annually and not the minimum wage.

ACTION: The terms of this motion informed the union's approach to pay policy, local bargaining and preparations for the next round of public service pay negotiations. The Public Service Agreement 2024-2026 delivered cumulative pay improvements of 9.25%, including flat-rate elements which provided a greater relative benefit to lower-paid workers. Local bargaining claims were also progressed for relevant grades, and the A Better Deal campaign has been launched to build member support for meaningful pay increases, progress on local claims, protection of work-life balance and investment in public services.

Motion 4 Finance, PER & Associated Organisations (Clerical & Executive)

1. Notes that European human rights law under Article 4.2 of the Revised European Social Charter establishes:
 - a. in the text of the Charter “the right of workers to an increased rate of remuneration for overtime work, subject to exceptions in particular cases”, and
 - b. in the case law under the Charter, “where remuneration for overtime is entirely given in the form of time off, Article 4.2 requires that this time be longer than the additional hours worked” (Conclusions XIV-2 - Belgium - Article 4-2, published November 1998),
2. Notes that Ireland has been found to be in breach of that provision “on the ground that the right to an increased remuneration for overtime work is not guaranteed to all workers” (Conclusions 2022 - Ireland - Article 4.2, published January 2023)
3. Notes that civil service circular 8/21 on overtime (and previous circulars dating back to at least 1999) applies to members of Fórsa in the civil service and to some members of Fórsa outside the civil service whose terms are linked to civil service rules, and therefore Conference
4. Deplores the facts
 - a. that circular 8/21 provides that no payment or time off in lieu is given to HEOs and certain AOs for the first hour of overtime worked between Monday and Friday (that is, no pay at all not merely not a higher rate of pay),
 - b. that circular 8/21 provides that only completed hours of actual attendance are eligible for overtime for HEOs and AOs, and
 - c. that circular 8/21 provides that where time off in lieu is availed of by any worker to whom the circular applies (that is, not just HEOs and AOs) instead of overtime pay, then it is at a flat rate and not at a higher rate as required by the Charter,

5. Notes that the case law under Article 4.2 has established that in the case of State employees 'The only acceptable exception is the category of "senior officials"' and that it concerns, for example, police commissioners or administrative court judges' (Digest of the Case Law of the European Committee of Social Rights, summarising the rulings in the cases of European Council of Police Trade Unions (CESP) v. France, Complaint No. 57/2009 and Union syndicale des magistrats administratifs (USMA) v. France, Complaint No. 84/2012), and
6. Considers that the case law clearly demonstrates that neither HEOs nor AOs are envisaged as coming within the category of senior officials in State employment to which the exception the Charter applies, and therefore Conference
 - (i) instructs the National Executive Committee to seek an immediate end to the three breaches of Article 4.2 of the European Social Charter identified in paragraph 4 above, and further instructs the National Executive Committee to consider bringing these breaches to the European Committee of Social Rights for findings against Ireland under either or both of the reporting procedure or the collective complaints procedure under the European Social Charter if the National Executive Committee regards either or both as useful mechanisms for securing the compliance by Ireland of respect for the rights of workers under the European Social Charter.

ACTION: A review of European Social Charter jurisprudence, ECSR reporting conclusions, and relevant Irish civil service industrial relations material confirm that there have been significant findings against Ireland on overtime remuneration, including in a public sector context. It is also noted that Fórsa, alongside sister civil service unions, through the Civil Service General Council Staff Panel, successfully achieved the adjustment of the civil service overtime divisor from 43.25 to 41.25, now reflected in Circular 15/2024. The motion has therefore been referred to the Civil Service division to commence collecting evidence from members of breaches arising in practice, engage with DPER in relation to the current overtime circular, and lodge a claim through the General Council. This evidence gathering will be important in establishing the scale and impact of the breaches, demonstrating how the provisions operate in practice, and supporting any industrial, legal, or European Social Charter route pursued by the union.

Motion 5 Tipperary South Health & Community

This Conference calls on Fórsa to urgently negotiate remuneration for those Fórsa members who do not get proper compensation for working beyond the contracted hours of work. The remuneration for working overtime must amount to more than the basic pay.

ACTION: A recent ruling of the court Court of Justice of the European Union in *IK and CM v KfH Kuratorium*, found that part-time workers should not be required to work full-time hours before qualifying for overtime premia. This ruling strengthens the case for proper premium remuneration for workers who work beyond their contracted hours. The ruling supports the union's position and will be used where appropriate to pursue the objectives of this motion. Furthermore, a positive outcome to the process referred to in the action on Motion 4 above will be beneficial in the prosecution of this claim.

Motion 7 Dublin Garda Clerical Branch

That this Conference instruct the National Executive Committee, as part of the new pay agreement, that the local bargaining mechanism in which is agreed within the new pay agreement is to be used to remove the starting wages of all new staff to add least point 3 in lower paid grades. To help with cost-of-living inflation. We ask you all to support us in this motion.

ACTION: The Deputy General Secretary (Industrial Relations) engaged with the Equivalent Grades Committee and ensured that the Local Bargaining clause was utilised to maximise improvements to scales of the lower paid grades.

Motion 8 Agriculture, Food & Marine No .1

That this Conference instructs Fórsa to use part the 1% local bargaining element of the National Pay agreement for the benefit specific only to union members.

ACTION: Whilst it would be desirable to achieve the position as set out in this motion, the government is likely to use constitutional grounds to oppose it.

Motion 9 Architectural & Engineering & Heritage Services Branch

That this Conference calls on Fórsa to engage with DPER to remove the FEMPI-era requirement for new recruits to the civil and public service to start at the bottom of the pay scale without exception.

Reason for concern:

- Extended pay-scales for P&T staff start at below market salaries for equivalent P&T occupations in the private sector and are far in excess of scale length for equivalent administrative posts. Suitably qualified and experienced professional and technical candidates cannot afford to apply for public and civil service posts.
- Contextual material: Civil service architect PayScale starts at €40,862. Civil service engineer grade III and equivalents (e.g. archaeologists, accountants) PayScale starts at €36,086. Civil Service Salary Scales - Fórsa Local authority executive engineer/architect and equivalent professional post Pay Scale's start at €55,519. Local Government Salary Scales
- The nationally set educational qualifications, job descriptions and experience levels are similar for civil service and local authority architects.
gov - Architectural Services in Local Authorities - Qualifications (www.gov.ie)
gov - Engineering Services in Local Authorities - Qualifications (www.gov.ie)
- Engineers Ireland estimate of engineer salary, 2023 survey: starts at €38,000 rising to approx. €65,000 with 11-15 years' experience.
- Engineers Ireland Built Heritage section recruited in 2022 but many potential candidates did not apply as the starting salary was below private sector remuneration.
- CCMA committee on heritage in March 2023 noted difficulties filling executive level posts due to the uncompetitive salary starting point.

ACTION: Fórsa continues to press for a reversal of the government's austerity era decision to introduce lower entry points for certain pay scales. The union consciously decided not to use monies under the Local Bargaining clause to pay for this adjustment as it would have been achieved at a cost to current members.

Motion 10 Archivists Branch

That this Conference instructs the National Executive Committee to negotiate for the removal of the 2010 Department of Finance directive which stipulates that all new entrants must start at the first point of the salary scale. This recession era provision is impacting recruitment across the civil and public service, especially for professional and technical grades.

ACTION: Fórsa continues to press for a reversal of the government's austerity era decision to introduce lower entry points for certain pay scales. The union consciously decided not to use monies under the Local Bargaining clause to pay for this adjustment as it would have been achieved at a cost to current members.

Motion 11 National Education & Training Board (NETB)

That this Conference calls on Fórsa to pursue a negotiating strategy that comprehends the recognition of relevant non-public sector work experience as a basis for the award of incremental credit to clerical and admin staff grades.

ACTION: Incremental credit is given in certain circumstances, normally public service. The HSE specifically excludes private sector work. Circular 21/2004. In Education some private sector teaching is recognised (within the EU).

In answer to a parliamentary question in January 2025, government policy relating to starting pay in the civil and public service was reiterated, that all new entrants start on Point 1 of the relevant salary scale.

Incremental credit is currently granted in the Civil Service under the terms of Circular 21/2004. The agreement provides for incremental credit for starting pay purposes in respect of persons who have previously been employed in the public service in Ireland, within the meaning of Section 1 of the Public Service Superannuation (Miscellaneous Provisions) Act 2004 (Appendix 1), or an equivalent body in the EU Member States at the grade of Clerical Officer (CO) or Executive Officer (EO) or at an equivalent grade.

This motion has informed the NEC's position on pay with a recognition that the introduction of broader terms for incremental credit would have an impact on the wider public service pay bill.

Motion 12 Kildare Local Government

This Conference instructs the National Executive Committee to negotiate a change to the incremental scale to improve the starting pay and pay progression for new entrants. The starting pay in the public service is still very low and appears to be affecting recruitment.

ACTION: Fórsa continues to press for a reversal of the government's austerity era decision to introduce lower entry points for certain pay scales. The union consciously decided not to use monies under the Local Bargaining clause to pay for this adjustment as it would have been achieved at a cost to current members.

Motion 17 Revenue Executive Grades

That this Conference instructs the Fórsa National Executive Committee to seek the abolition of the first two points on the pay scales introduced for staff recruited from January 2011 onwards.

ACTION: Fórsa continues to press for a reversal of the government's austerity era decision to introduce lower entry points for certain pay scales. The union consciously decided not to use monies under the Local Bargaining clause to pay for this adjustment as it would have been achieved at a cost to current members.

Motion 22 Agriculture, Food & Marine Executive Grades

This BDC instructs the incoming NEC to seek to address the situation whereby members on assignment to the Higher Scale may receive no financial benefit for periods of up to almost 2 years in some instances and instead to seek to achieve that anyone so assigned should progress immediately to the nearest point on the Higher scale that is higher than their current rate on the standard scale.

ACTION: This matter was dealt with through the Civil Service divisions it involves Higher Scales. DPER considers this to be a cost increasing claim and would only deal with it through the Local Bargaining clause of the Public Service Agreement 2024-2026.

Motion 23 Tourism, Culture, Art, Gaeltacht, Sport & Media Branch

That this Conference instructs the National Executive Committee to take whatever action is necessary to ensure that overpayments or any other monies owed to NSSO are recouped in a fair, prompt, efficient and timely manner allowing members to have sufficient time to address any financial imbalances through reasonable, suitable and manageable repayment schedules.

ACTION: This remains a high priority for the NEC. A structured engagement on all NSSO processes began in September 2025 and the matter remains under review.

Motion 24 Geological Survey Branch (as amended)

That this Conference instructs the incoming NEC and P&T group to seek to remove inequalities in pay and allowances for P&T grades across the public and civil service

ACTION: Any adjustment to pay and allowances involving a cost increase is restricted by DPER to Local Bargaining claims.

Motion 27 FGE Branch (as amended)

That this Conference supports the proposition that all hourly pay rates across the public service should be based on worked rather than gross hours and that it instructs the National Executive Committee to act on this. This to utilise the same methodology as that used by the State to establish both the Minimum and what the Government has named living wage and establish descriptive continuity when assessing the comparative pay of members. In the public sector in relation to these two metrics.

ACTION: The terms of this motion informed the union's approach to pay policy, local bargaining and preparations for the next round of public service pay negotiations. The Public Service Agreement 2024-2026 delivered cumulative pay improvements of 9.25%, including flat-rate elements which provided a greater relative benefit to lower-paid workers. Local bargaining claims were also progressed for relevant grades, and the 'A Better Deal' campaign has been launched to build member support for meaningful pay increases, progress on local claims, protection of work-life balance and investment in public services.

Motion 28 Archivists Branch

That this Conference calls on the National Executive Committee to request the National Professional and Technical Committee (NPTC) to review the grading of all archivists, records managers and conservators in the Civil and Public Service. At present there is no consistency in the grading for members in these grades across the service.

ACTION: As per previous motions, the claim within this motion is deemed by DPER to be cost increasing and can only be dealt with through Local Bargaining.

Motion 29 National Education & Training Board (NETB)

This Conference calls on Conference to ensure that adequate resources are put in place to safeguard the family friendly and work-life balance initiatives for all administrative staff in the Civil Service and Public sector.

ACTION: All arrangements have been protected to date, and any changes have only been agreed through negotiation with Fórsa.

Motion 30 DSP Executive Grades

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek that the facility to work from home and blended working are not undermined by any changes to Article 41 of The Irish Constitution while retaining Article 41.2.2 which ensures that economic necessity does not supersede working from home.

ACTION: Following No vote at the March 2024 referendum, the Constitution remains unchanged. However, the need to protect working from home and blended working arrangements remains. Thus, the same approach to Motion 29 applies to Motion 30. All arrangements have been protected to date, and any changes have only been agreed through negotiation with Fórsa.

Motion 31 Revenue Executive Grades

That this Conference instructs the National Executive Committee to investigate and propose a sensible approach to Blended Working expenses re: Electricity, Heating, as there will be an ongoing consequential decrease in Office Expenses over time.

ACTION: The matter of access to blended working is still a live issue. This motion can only be pursued when the substantive issue on blended working is resolved.

Motion 33 Waterford Health & Local Government

Working from Home is a new and welcome development for Public Service Staff, it allows for a better Work Life Balance and many studies have shown its benefits far out way any perceived negatives. However, Working from Home should not be used as an excuse by management to roll out productivity tools or remote working monitoring software that are the practice in parts of the private sector. These insidious tools include activity tracers that take photos of the staff member at set times throughout the day or monitor mouse and keyboard activity, reporting any gaps when either are not in use.

This Conference calls on the incoming National Executive Committee to ensure that our employer(s) should never be allowed conduct any remote monitoring by installing such software or tools. All management of staff and their duties should be undertaken using the current established protocols and procedure.

ACTION: This motion has been aligned with Fórsa's work on remote and blended working, the right to disconnect and protections against inappropriate monitoring. Member survey evidence confirmed strong demand for the protection and expansion of hybrid and remote working arrangements. The issue will continue to inform Fórsa's national policy engagement, public service negotiations and the work of the NEC AI working group where technology and workplace monitoring overlap.

Motion 35 National Executive Committee

This Conference notes:

- Artificial intelligence (AI) is the key driver of the Fifth Industrial Revolution affecting both the Irish economy and the working lives of Fórsa members.
- The world's first AI law, the EU AI Act is making its way through the legislative process of the European Parliament and is expected to be adopted into law before the summer of 2024
- On February 21st, the decision taken by the EU Commission to establish the European Artificial Intelligence Office ("AI Office") entered into force, underscoring a swift and committed approach to effective AI regulation throughout the EU.

Conference further notes:

- In July 2021, the Irish Government published its' strategy: "AI - Here for Good: National Artificial Intelligence Strategy for Ireland"
- In January 2024, the AI Advisory Council was established by the Minister of State with responsibility for Digital to provide independent expert advice to Government on artificial intelligence policy
- The proposed Public Service Agreement 2024-2026 makes specific reference to artificial intelligence (AI) in clause 2.3.1 stating that the public service must play its part in taking a lead role

Conference therefore directs the National Executive Committee:

- To prepare for the changes to the world of work brought about by AI
- To research and map the use of AI in our workplaces
- To carryout an analysis of threats and opportunities to Fórsa members' working lives as a result of the increased use of AI in the workplace
- To develop training and education resources for Fórsa staff. elected officials and activists to equip them to deal with negotiations linked to the introduction of AI into workplaces
- To hold a seminar in Spring 2025 to brief branches on the implications of national Government and EU policy and law in relation to AI
- To consider establishing a subcommittee with responsibility for reporting to the NEC on AI

ACTION: The NEC established an AI working group in October 2024 to develop Fórsa's approach to artificial intelligence and the future of work. This work includes workplace mapping, protections against job displacement, de-skilling and surveillance, collective bargaining safeguards, AI training and education for officials, representatives, activists and members, and the implications of AI for public service delivery. The union's approach is informed by the need for meaningful worker voice in AI deployment, human oversight of automated decision-making, equality and anti-discrimination protections, and access to paid, protected time for training and upskilling. The NEC is currently considering how AI-related productivity gains can be pursued for the benefit of workers, including improved work-life balance, reduced working time and reinvestment in quality public services.

Motion 36 Kildare Health

Conference calls on Fórsa to develop a strategy to identify new artificial intelligence or automated workplace tools in our public service that pose a risk to jobs and block any negative impacts on our members and their future roles.

ACTION: The NEC established an AI working group in October 2024 to develop Fórsa's approach to artificial intelligence and the future of work. This work includes workplace mapping, protections against job displacement, de-skilling and surveillance, collective bargaining safeguards, AI training and education for officials, representatives, activists and members, and the implications of AI for public service delivery. The union's approach is informed by the need for meaningful worker voice in AI deployment, human oversight of automated decision-making, equality and anti-discrimination protections, and access to paid, protected time for training and upskilling. The NEC is currently considering how AI-related productivity gains can be pursued for the benefit of workers, including improved work-life balance, reduced working time and reinvestment in quality public services.

Motion 37 DSP Executive Grades

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek a policy of de-automation of Government Services so as to protect Government Service Provision to the General Public while enhancing a value for money Government Service for the Taxpayer.

ACTION: The NEC established an AI working group in October 2024 to develop Fórsa's approach to artificial intelligence and the future of work. This work includes workplace mapping, protections against job displacement, de-skilling and surveillance, collective bargaining safeguards, AI training and education for officials, representatives, activists and members, and the implications of AI for public service delivery. The union's approach is informed by the need for meaningful worker voice in AI deployment, human oversight of automated decision-making, equality and anti-discrimination protections, and access to paid, protected time for training and upskilling. The NEC is currently considering how AI-related productivity gains can be pursued for the benefit of workers, including improved work-life balance, reduced working time and reinvestment in quality public services.

Motion 38 National Education & Training Board Branch (NETB)

This Conference calls on the incoming National Executive Committee to seek that the Mobility Policy in the civil service and the National Transfer Policy in the HSE be made available to all public sector workers across the scheme.

ACTION: There has been no progress on this matter to date as the mobility policies are currently specific to two specific sectors. Progress has been stymied as it would require cross sectoral agreement on the potential extension of these mobility arrangements across the wider public sector. There may be potential to revisit it as part of the next set of public sector pay negotiations.

Motion 40 Professional Accountants Branch

That this Conference through the NEC pursue a claim with Department of Public Expenditure, National Development Plan Delivery and Reform to seek that a voluntary mobility panel be put in place for Professional and Technical grades.

ACTION: This matter remains under discussion at General Council.

Motion 42 DSP Executive Grades

That this Conference instructs the incoming Executive in the interest of fairness and equity to have the probation period reduced from twelve months to six.

ACTION: This matter was referred to the Civil Service division for progression. The new probation policy has been agreed and is awaiting ministerial sign off.

Motion 43 Higher Education Branch

This Conference calls on the National Executive Committee to pursue the current anomaly in annual leave, specifically in relation to loss of leave on promotion. Currently, a staff member with 32 days leave will lose two days annual leave on promotion.

ACTION: The NEC noted that the Local Bargaining clause of the Public Service Agreement 2024-2026 precludes claims for improvements in leave. It further noted that the priority for the next agreement is the conclusion of the claims lodged under the current one. To inform the preparation of appropriate claims, the Equivalent Grades committees will be convened before the expiration of the current pay deal to identify the variance in standards across various employments and sectors.

Motion 44 Dublin City Local Government

Since the time of Austerity it has been the case that any staff in the Public Services with a leave entitlement of 32 days per annum who are promoted have been rewarded with a reduction of their leave entitlement of two days per year reducing their entitlement to 30. This Conference calls on Fórsa to consider this matter in future negotiations with the government and seek to stop this practice and return those persons who have had their leave entitlements reduced to their original entitlement.

ACTION: The NEC noted that the Local Bargaining clause of the Public Service Agreement 2024-2026 precludes claims for improvements in leave. It further noted that the priority for the next agreement is the conclusion of the claims lodged under the current one. To inform the preparation of appropriate claims, the Equivalent Grades committees will be convened before the expiration of the current pay deal to identify the variance in standards across various employments and sectors.

Motion 45 National Education & Training Board (NETB)

This Conference calls on the incoming National Executive Committee to establish the optimum amount of annual leave at clerical officer level and for this union to actively pursue thereafter a campaign to achieve parity for all sectors across the public sector in terms of Circular 08/23.

ACTION: The NEC noted that the Local Bargaining clause of the Public Service Agreement 2024-2026 precludes claims for improvements in leave. It further noted that the priority for the next agreement is the conclusion of the claims lodged under the current one. To inform the preparation of appropriate claims, the Equivalent Grades committees will be convened before the expiration of the current pay deal to identify the variance in standards across various employments and sectors.

Motion 46 Higher Education Branch

This Conference calls on the incoming National Executive Committee to pursue a campaign to ensure equitable annual leave entitlements are sought for administrative grades across the public and civil service, to include library grades.

ACTION: The NEC noted that the Local Bargaining clause of the Public Service Agreement 2024-2026 precludes claims for improvements in leave. It further noted that the priority for the next agreement is the conclusion of the claims lodged under the current one. To inform the preparation of appropriate claims, the Equivalent Grades committees will be convened before the expiration of the current pay deal to identify the variance in standards across various employments and sectors.

Motion 47 Higher Education Branch

This Conference calls on the incoming National Executive Committee to increase the annual leave entitlement for Grade III staff across the public and civil service to a minimum of 25 days, with a subsequent increase for entry level grade IV staff. Mandatory closure days in some civil and public service five days deducted from their annual leave.

ACTION: The NEC noted that the Local Bargaining clause of the Public Service Agreement 2024-2026 precludes claims for improvements in leave. It further noted that the priority for the next agreement is the conclusion of the claims lodged under the current one. To inform the preparation of appropriate claims, the Equivalent Grades committees will be convened before the expiration of the current pay deal to identify the variance in standards across various employments and sectors.

Motion 51 Kilkenny Civil Service Clerical

That this Conference work towards making a provision within the current medical appointment leave for the attendance of Hospital appointments or work towards having a separate leave category for the attendance of Hospital appointments on production of proof, e.g. Hospital letter or appointment card. The current medical leave grants 2.5hrs to attend the appointment and states that it does not allow for travel time. However, this is not sufficient as the assignment of an appointment is out our control in regard to date and time of attendance. Due to this tact currently most staff with these appointments are having to work up flexi or take annual leave to cover these appointments which is totally unacceptable, this adding additional stress and strain on our members.

We feel that this is marginalising a whole cohort of workers and deem the 2.5hrs for medical appointments to be somewhat discriminatory based on medical grounds.

This Conference asks the incoming NEC to work towards rectifying this imbalance and to allow those members affected by the current insufficient medical time allowance the respect and dignity of being afforded a correct amount of time to attend their necessary medical appointments.

ACTION: Similar to other motions seeking increased leave of any type, there has been no progress to date due to DPER deeming it a cost- increasing claim. However, it is the intention of the NEC to have the matter raised again with DPER.

Motion 53 SNA North Dublin/North Leinster

This Conference calls on Fórsa Union implement a new policy for members who have been injured in work, as a result of workplace negligence. At the moment, the member has recourse to sue the place of work. However, the leave that is used is the member's own sick leave. We request that a special type of leave should be developed for members who are injured at work through no fault of their own.

ACTION: A claim has been lodged at General Council by the Civil Service division.

Motion 54 Leitrim Health & Local Government

That this Conference calls on the NEC to regard "psychological injury" suffered in the workplace is defined and evaluated as seriously as any other injury at work claims. Members who have to take sick leave due to "work related stress", confirmed by medical personnel should not be penalised in terms of sick leave entitlement, sometimes requiring over 2 months' sick leave to seek medical/occupational health support due to bullying and other psychological damage/injury inflicted on them in the workplace. Their sick leave must be restored on return to work.

ACTION: A claim has been lodged at General Council by the Civil Service division.

Motion 57 Clare Health & Local Government

This Conference calls on the National Fórsa Conference 2024 to seek and achieve parity of bereavement, marriage and graduation leave across civil and public sector employment. At present there is a range of different leave entitlements for employees working in different sectors. For example, some civil and public sector employees are entitled to up to three days bereavement leave for the death of a near relative whilst employees in other sectors have no entitlement to bereavement leave for the death of a near relative. We call on Fórsa's incoming National Executive to seek and establish a standardisation of leave entitlement for their members to ensure consistency of application in relation to leave entitlements across civil and public sector employment.

ACTION: The NEC noted that the Local Bargaining clause of the Public Service Agreement 2024-2026 precludes claims for improvements in leave. It further noted that the priority for the next agreement is the conclusion of the claims lodged under the current one. To inform the preparation of appropriate claims, the Equivalent Grades committees will be convened before the expiration of the current pay deal to identify the variance in standards across various employments and sectors.

Motion 58 Tipperary South Health & Community

That this Conference seeks that sick leave, annual leave, bereavement leave, compassionate leave, all leave should be equitable and the same for all employers throughout the public sector. This Conference instructs the incoming executive to seek to ensure that those on less equitable schemes be brought up to those more enhanced schemes in other employments to ensure parity across the public service.

ACTION: The NEC noted that the Local Bargaining clause of the Public Service Agreement 2024-2026 precludes claims for improvements in leave. It further noted that the priority for the next agreement is the conclusion of the claims lodged under the current one. To inform the preparation of appropriate claims, the Equivalent Grades committees will be convened before the expiration of the current pay deal to identify the variance in standards across various employments and sectors.

Motion 59 School Secretaries Branch

That this Conference calls on the NEC to ensure that there is minimum standard of bereavement leave across all employments both private and public sector. Regardless as to where you work or what role you hold, grief is grief and loss is a loss, a minimum standard of bereavement leave should protect all workers in their time of loss.

ACTION: The issue was included in the school secretaries and caretakers' demands and formed part of the September 2025 settlement to suspend strike action.

Motion 60 SNA South Dublin/South Leinster

That this Conference calls on the national executive to seek that the relevant government department have a mandated person for families of members who have passed away while in service, to turn to, to get proper information on how to claim the death in service benefits etc.

ACTION: Whilst the NEC is supportive of the spirit of this motion, a one size fits all approach was not appropriate. For example, the families of bereaved employees are dealt with by the individual's local authorities and not by the parent department. There is however a mandated person, either a staff welfare officers or a nominated senior member of staff in each council. In the HSE, death-in-service and dependants' pension claims are dealt with through HSE Pensions Management, supported by specific application documentation and named pension contacts.

Motion 61 Revenue Clerical

This Conference calls on the incoming National Executive Committee to work on a policy for each department to establish a Bereavement Liaison Officer to assist families of deceased staff members and staff members who have been bereaved through the administrative process.

ACTION: Whilst the NEC is supportive of the spirit of this motion, a one size fits all approach was not appropriate. For example, the families of bereaved employees are dealt with by the individual's local authorities and not by the parent department. There is however a mandated person, either a staff welfare officers or a nominated senior member of staff in each council. In the HSE, death-in-service and dependants' pension claims are dealt with through HSE Pensions Management, supported by specific application documentation and named pension contacts.

Motion 64 Revenue Clerical

This Conference calls on the incoming National Executive Committee to advocate for the introduction of Surrogacy Leave of 26 weeks in line with Maternity and Adoption Leave.

ACTION: A claim was lodged to General Council in November 2024. The lack of response was consistent with DPER's ongoing position on cost increasing claims, as was formally stated in September 2025 at General Council. We are now awaiting the outcome of an Equal Status test case on access to surrogacy leave.

Motion 65 National Education & Training Board (NETB)

This Conference calls on the incoming National Executive Committee to promote the expansion of the “Menopause in the Workplace Policy Framework for Civil Service Organisations” to include all Civil and Public Servants.

ACTION: This is in line with existing Fórsa policy. There has been a significant increase in menopause related workplace activity across the Irish public service. Since the introduction of “Menopause in the Workplace Policy Framework for Civil Service Organisations,” the HSE, Tusla, local authorities through the LGMA, and a growing number of public bodies have adopted or begun implementing menopause policies and supports. This is consistent with existing Fórsa policy, which has continued to pursue the issue as part of our equality and workplace health agenda, including through the Stop the Stigma campaign. The General Secretary has also written to Government seeking a new, adequately resourced Women’s Health Action Plan addressing menopause supports, workplace accommodations, access to reproductive healthcare and wider equality concerns.

Motion 66 SNA North Dublin/North Leinster

This Conference calls on Fórsa to continue to make a priority the need for a Menstrual and Menopause Policy. I am calling for long-overdue measures to support workers and to stop the stigma surrounding menstruation and the menopause. We believe this is an essential response to the demands experienced by workers, and an important step towards equality and dignity in the workplace. Research has revealed:

1. Menopause and menstruation have a negative impact on the working lives of people who menstruate
2. These health concerns are not taken seriously in many workplaces
3. Several workplaces are ill-equipped to deal with these health concerns
4. A majority of respondents are in favour of implementing a workplace policy that offers a range of supports to help people stay in employment comfortably.

Stop the Stigma’s position paper sets out that excluding, or neglecting, to address the specific needs of individuals experiencing menopause and menstruation perpetuates gender-based discrimination, and further creates an inequitable work environment. The Employment Equality Acts of 1998-2015 mandate employer responsibility to implement protective policies for all employees.

ACTION: There has been a significant increase in menopause related workplace activity across the Irish public service. Since the introduction of “Menopause in the Workplace Policy Framework for Civil Service Organisations,” the HSE, Tusla, local authorities through the LGMA, and a growing number of public bodies have adopted or begun implementing menopause policies and supports. This is consistent with existing Fórsa policy, which has continued to pursue the issue as part of our equality and workplace health agenda, including through the Stop the Stigma campaign. The General Secretary has also written to Government seeking a new, adequately resourced Women’s Health Action Plan addressing menopause supports, workplace accommodations, access to reproductive healthcare and wider equality concerns.

Motion 67 Clare Health & Local Government

As Fórsa members many of us are aware of the 'Stop the Stigma' campaign presented by Irish Trade Unions to government in October 2023. The pursuit for equality in the workplace with the introduction of Menstrual Health Policies is a welcomed step for Fórsa members who experience menstrual health problems. A fit-for-purpose menstrual and menopausal workplace health strategy would see issues experienced by workers addressed in practical ways informed by workplace consultation. This would have a significant impact on the usage of sick leave in Ireland's workplaces, ting hundreds of thousands of workers. We as Fórsa members are looking for union representatives to continue to advocate for women's health rights.

ACTION: There has been a significant increase in menopause related workplace activity across the Irish public service. Since the introduction of "Menopause in the Workplace Policy Framework for Civil Service Organisations," the HSE, Tusla, local authorities through the LGMA, and a growing number of public bodies have adopted or begun implementing menopause policies and supports. This is consistent with existing Fórsa policy, which has continued to pursue the issue as part of our equality and workplace health agenda, including through the Stop the Stigma campaign. The General Secretary has also written to Government seeking a new, adequately resourced Women's Health Action Plan addressing menopause supports, workplace accommodations, access to reproductive healthcare and wider equality concerns.

Motion 68 Higher Education Branch

This Conference calls on the incoming National Executive Committee to engage with employers to ensure that they implement a policy on surrogacy. To engage in a campaign to highlight an awareness of the multitude of routes people take to become parents including surrogacy. Currently, people accessing surrogacy as a route to parenthood have no entitlement to paid leave therefore, it is necessary to seek equity of treatment for those becoming parents in line with adoptive leave which are equivalent to the provisions within the Maternity/Adoptive leave for those becoming parents through surrogacy.

ACTION: A claim was lodged to General Council in November 2024. The lack of response was consistent with DPER's ongoing position on cost increasing claims, as was formally stated in September 2025 at General Council. We are now awaiting the outcome of an Equal Status test case on access to surrogacy leave.

Motion 69 Revenue Executive Grades

That this Conference instructs the relevant Fórsa committee to advocate on behalf of members for the introduction of paid Surrogacy Leave for members within the Civil and wider Public service to match similar paid leave allowances provided for as Maternity Leave and Adoption Leave of 26 weeks from the birth of a child(children) born through surrogacy.

ACTION: A claim was lodged to General Council in November 2024. The lack of response was consistent with DPER's ongoing position on cost increasing claims, as was formally stated in September 2025 at General Council. We are now awaiting the outcome of an Equal Status test case on access to surrogacy leave.

Motion 71 National Education & Training Board (NETB)

That this Conference calls the Fórsa NEC to ensure all Public Sector Bodies cease the practice of outsourcing Administrative Grades work to private companies and entities and ensure the use of direct employment is in place.

ACTION: The Public Service Agreement 2024-2026 contains strong protections against outsourcing, consistent with other public sector pay agreements dating back to 2010. All public service bodies are required to engage with unions and representative associations in the development of any service delivery plan and must consult prior to the outsourcing of any service. The current agreement reaffirms the employer's commitment to the use of direct labour "where consistent with efficient and effective public service delivery." Divisions remain vigilant to threats and are using the aforementioned protections to give effect to the motion.

Motion 73 FGE Branch

That this Conference supports a review of the efficacy of Fórsa's opposition to Privatisation in the public service. To this end it instructs the National Executive Committee to assess what progress has been made in reversing privatisation in all sectors of the public service where Fórsa has representation. This in the context of Fórsa policy to oppose and where it has been identified, reverse such privatisation. To this end that the National Executive Committee produces a report reflecting areas so affected and actions taken to reverse this.

ACTION: Fórsa's opposition to privatisation has been pursued through both industrial engagement and campaigning, with clear examples of action to reverse or resist outsourcing. In the Civil Service division, engagement in Revenue on Local Property Tax staffing secured the return of previously outsourced work to in-house delivery, with the full Local Property Tax phone service delivered internally from July 2025. In the Department of Transport, Fórsa responded to a live outsourcing threat in Shannon, where management sought discussions on outsourcing printing and mailing functions currently carried out by civil servants, engaging members and seeking bilateral engagement to ensure national agreement protections are observed. In Health and Welfare, Fórsa continues to address the outsourcing of core services through the public service agreement dispute resolution forum, asserting the management's obligation to engage with trade unions before any decision is taken to procure external services. In Local Government and Local Services and the Municipal Employees division, opposing outsourcing remains a central focus, including challenging attempts by some employers to bypass business case and consultation requirements, and maintaining Fórsa's position that local government services should be delivered by local government workers. The remunicipalisation of waste also remains a core objective through the More Power to You campaign, with Fórsa giving expert testimony to the Oireachtas Joint Committee on Environment and Climate Action in July 2024, after which the Committee recommended support for a Dublin City local authority pilot scheme. Fórsa has maintained its policy opposition to privatisation while taking practical action to reverse outsourcing where possible, resist new proposals, enforce consultation obligations, and advance a wider remunicipalisation agenda.

Motion 74 Dublin South Health & Welfare

That this Conference calls on the National Executive Committee to oppose the replacement of public service roles with agency and other private sector workers. Whilst there may be a business case for such workers in specified circumstances, these should be clearly flagged and agreed between unions and public sector employers in advance with clear dates of termination.

ACTION: The Public Service Agreement 2024–2026 contains strong protections against outsourcing, consistent with other public sector pay agreements dating back to 2010. All public service bodies are required to engage with unions and representative associations in the development of any service delivery plan and must consult prior to the outsourcing of any service. The current agreement reaffirms the employer's commitment to the use of direct labour "where consistent with efficient and effective public service delivery." Divisions remain vigilant to threats and are using the aforementioned protections to give effect to the motion.

Motion 75 Dublin South Health & Welfare

That this Conference calls on the National Executive Committee to oppose the use of private agencies and charities to undertake the roles and responsibilities currently undertaken by public servants when new services, that are already existing in one part of the country, are established in other areas.

ACTION: The Public Service Agreement 2024–2026 contains strong protections against outsourcing, consistent with other public sector pay agreements dating back to 2010. All public service bodies are required to engage with unions and representative associations in the development of any service delivery plan and must consult prior to the outsourcing of any service. The current agreement reaffirms the employer's commitment to the use of direct labour "where consistent with efficient and effective public service delivery." Divisions remain vigilant to threats and are using the aforementioned protections to give effect to the motion.

Motion 76 Cork Health & Local Government

That this Conference calls on NEC to engage with Government and examine the way statistics are gathered in relation to the employment of persons with disabilities. The minimum statutory employment target for persons with disabilities to be employed in the public sector is currently at 3%. This will increase to 6% by 2025. Public bodies are required to create equitable, diverse and inclusive work cultures that promote and support the increased recruitment and retention of people with disabilities. However, the current way of employing many people with disabilities is predominantly through short term schemes. There is little permanent employment offered when the scheme ends and recruitment processes like psychometric testing can disadvantage many with disabilities, such as those with learning or intellectual impairments. Public service employers often include medical data of pre-existing staff in the figures collected and reported upon, allowing them to reach and exceed the 3% target rather than actively employing people at whom the scheme is aimed, and assisting them in finding meaningful employment. It is important that this motion is passed so that the public service will need to look at, and adjust their employment policy, to allow people with disabilities access to meaningful employment opportunities and increased participation in mainstream society without restrictions.

ACTION: The NEC established A Disability Matters NEC working group in October 2024 with a view to developing a strategy to give effect to Motion 76-79, 120, 129, 131 and 132. This working group presented its recommendations to the NEC in January 2025. Work in relation to the agreed recommendations is ongoing. This currently involves requesting information from sectoral employers and considering whether further research should be undertaken.

Motion 77 Kildare Local Government

This Conference instructs the Incoming Executive to ensure people with a disability have greater access to competitions within the public service, with a view to accessing meaningful employment and progression across the public sector.

ACTION: The NEC established A Disability Matters NEC working group in October 2024 with a view to developing a strategy to give effect to Motion 76- 79, 120,129,131 AND 132. This working group presented its recommendations to the NEC in January 2025. Work in relation to the agreed recommendations is ongoing. This currently involves requesting information from sectoral employers and considering whether further research should be undertaken.

Motion 78 DSP Executive Grades

This Conference instructs the National Executive Committee to seek that a disability resource toolkit be created by Employers to support line managers in the management of new staff on probation, existing staff who have a disability and existing staff who may acquire a disability in the future. Fórsa could ask that this could be done across all the Employments that have Fórsa members.

ACTION: The NEC established A Disability Matters NEC working group in October 2024 with a view to developing a strategy to give effect to Motion 76-79, 120, 129, 131 and 132. This working group presented its recommendations to the NEC in January 2025. Work in relation to the agreed recommendations is ongoing. This currently involves requesting information from sectoral employers and considering whether further research should be undertaken.

Motion 79 Transport Executive Grades

This Conference directs the NEC to campaign for the government to set higher targets for the employment of people with disabilities in the public sector. The minimum statutory employment target for persons with disabilities in the public sector is currently at 3%, and this will be increasing to 6% by 2025 as outlined in the recently enacted Assisted Decision-Making (Capacity) (Amendment) Act 2022. However, based on the 2022 census figures, the actual percentage of disabled persons in Ireland is 22%. This gap needs to continue to decrease in the coming years in order to enable systemic change and proper representation of people with disabilities at all levels in the workplace. This goal could be aided by targeted advertising campaigns highlighting accessible roles within the public and civil service. Increased recruitment of people with disabilities will incentivise the provision of reasonable accommodations and decrease stigma, empowering them to live independently and pursue occupations that are meaningful to them.

ACTION: The NEC established A Disability Matters NEC working group in October 2024 with a view to developing a strategy to give effect to Motion 76- 79, 120,129,131 AND 132. This working group presented its recommendations to the NEC in January 2025. Work in relation to the agreed recommendations is ongoing. This currently involves requesting information from sectoral employers and considering whether further research should be undertaken.

Motion 84 Offaly Health & Local Government

That this Conference calls upon the incoming National Executive to negotiate the abolition of ambiguous duties and responsibilities from the job specifications of all the grades it represents. Terms like these in job specifications can lead to scope creep where staff are directed to carry out higher duties not appropriate to the post.

Examples:

- A. "Undertake any other administrative support and assignments as directed"
- B. "The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him /her from time to time and to contribute to the development of the post while in office".

ACTION: Whilst there has been some improvement with the phrasing used around these duties in job specifications for example using 'Any other duties appropriate to the post as may be assigned as appropriate to the grade duties' it has not been possible to abolish them completely. The union continues to protect the principle that vague "any other duties" clauses must not be used to impose higher-grade work, avoid filling vacancies, undermine grades or create unchecked scope creep, and that any additional duties must be appropriate to the grade, role, competence and pay scale, with proper consultation and recognition where duties have expanded.

Motion 85 Revenue Executive Grades

That this Conference instructs the Fórsa National Executive Committee to seek a clear definition of the role of HEO and AO. AO's are being placed into HEO roles and are expected to perform the same as a HEO. This practice means AOs are struggling to pass probation and are not being put into roles relevant to their education. This practice also reduces internal promotion opportunities for EO/CO. HEO are also being expected to compete with AO for promotion to AP while being excluded from development opportunities and training aimed at AOs progression.

ACTION: On consideration of this motion by the NEC it was established that the issue was a localised one and the matter is being addressed as and when issues arise.

Motion 103 Agriculture, Food & Marine Executive Grades

This BDC instructs the incoming NEC to seek to ensure that assignment to the Higher scale be treated as normal incremental progression for pension purposes and not as is currently the case require anyone so assigned to have to serve three years on the higher scale for their final salary for pension purposes to be based entirely on the Higher Scale as is the case on promotion to a higher grade. The higher scale should be treated as normal incremental progression and not a grade change for pension purposes.

ACTION: On consideration by the NEC, it was established that the Higher Scales referenced in the motion are specific to Civil Service division. Thus, the matter is being progressed by the Civil Service Divisional Executive.

Motion 112 National Executive Committee

Conference notes the:

- acceptance by the Irish government of the Labour Employer Economic Forum (LEEF) High- Level Group Report on Collective Bargaining,
- adoption by the EU of a Directive on Adequate Minimum Wages in Europe, and
- Ireland's obligation to present an action plan to the European Commission as part of its transposition of the Directive no later than November 2024. Conference recognises that the Report of the High-Level Group and the EU Directive have the potential, if properly implemented, to transform the collective bargaining landscape.

Conference highlights the importance of the State's role in exemplifying a strong commitment to collective bargaining. The State should lead by example by ensuring that all public procurement or concession contract arrangements include a requirement to recognise trade unions for collective bargaining purposes.

Conference, therefore, demands that the incoming National Executive Committee:

- Lobby the Irish government, in consultation with the Irish Congress of Trade Unions, to bring forward legislation to fully transpose into Irish Law the EU Directive on Adequate Minimum Wages and the letter and spirit of the High-Level group report.
- Campaign for the full adoption of the High-Level Group Report and increased measures by the State to promote union recognition for collective bargaining purposes, including provision for tax relief on union subscriptions.
- Ensure that all public procurement or concession contract arrangements include a requirement to recognise trade unions for collective bargaining purposes.

ACTION: The government published its Action Plan to promote Collective Bargaining 2026 - 30 in November 2025. At a European level, ICTU continues to argue for quality job initiatives. The union continues to press for tax relief for union subscriptions.

Motion 113 National Executive Committee

Conference believes:

- That the far-right is mobilising on our streets and in our communities across Ireland, seeking to divide society with their hateful messages of racism, misogyny, homophobia, transphobia and bigotry. These agitators are exploiting the cost of living and housing crisis to divide people. That racism has no place in Irish society, and Fórsa must continue to stand in solidarity with those who have escaped conflict, oppression, climate and economic catastrophe to come to Ireland in search of safety and a better life.
- The ongoing protests in various locations are being orchestrated by a small number of people attempting to stoke fear, hatred and division in our communities, by intimidating people in direct provision and refugee centres.
- That Fórsa members working in libraries have been subjected to vile, sustained harassment and intimidation by a small number of agitators seeking the removal of certain LGBTQ+ books.

Conference instructs the NEC to:

- Support members that may be subject to far-right agitation and backlash in their workplaces and communities.
- Continue to support those people living in IPAS to live with dignity, peace and free from harassment and intimidation. To demand that Government meets Ireland's obligations under domestic and European Union law, to provide reception conditions to international protection applicants who do not have sufficient means to support themselves, this includes housing, food and associated benefits.
- Work with branches to promote positive relations between communities and people living in direct provision and asylum centres,
- Strengthen our efforts to counter the rise of far-right ideology in Ireland and in particular to capitalise on the central role that the trade union movement can play in this critically important issue. To work with Congress, NGO's and civil society organisations to create a more inclusive, tolerant, and multicultural society.
- Ensure that members are briefed on the dangerous far-right ideology at the forthcoming elections and that far-right candidates are in no way facilitated, supported or encouraged. To promote education and information against arguments from the far right amongst Fórsa members by working with organisations such as ISD and the Hope and Courage Collective, ensuring that workers, their families and communities have access to information and arguments against hate, division and misinformation.

ACTION: The NEC continued to monitor developments and to take action in line with the terms of the motion as appropriate.

Motion 114 Dún Laoghaire Rathdown

That this Conference expresses concern at the growing presence of hate speech aimed at minority groups in public discourse. This Conference notes our members' responsibility as public servants to engage with elected public representatives. This Conference agrees however that the union should support any member who refuses to engage with any public representative who repeatedly breaches equality legislation by engaging in hateful discourse.

ACTION: The Standards in Public Office Commission has a number of Codes of Conduct including codes for TDs, Senators, Councillors, Civil Servants and Local Government employees. Support continues to be available to branches to ensure that the codes of conduct are upheld.

Motion 115 Higher Education Branch

This Conference calls on the NEC to support and foster an equitable society for all. We need to ensure that those coming to Ireland feel supported, not hated. Our government needs to engage with communities when determining emergency accommodation for asylum seekers to ensure our communities are involved and supported and most importantly, have capacity to support those placed in emergency accommodation.

ACTION: The NEC consistently supports the principle that Ireland must be an equitable and inclusive society where people seeking safety are treated with dignity and where communities are properly engaged and supported. Fórsa is on the record as opposing racism, discrimination and hate speech, and as recognising the vital contribution that migrant workers make to our public services, including health and care services. The union's position is that concerns in communities should not be exploited to create division, and that Government must respond through proper planning, adequate resourcing and strong public services and by promoting inclusion, defending workers and communities from hate and division, and calling for the supports needed to ensure that both people seeking accommodation and host communities are treated fairly.

Motion 116 An Post

This Conference notes the dangerous rise of the far right in Ireland and internationally. This Conference condemns attacks on migrants, the LGBTQ community, our own Fórsa member Library workers and all Trade Unionists, workers and minorities facing these threats and violence. This Conference calls on the incoming National Executive Committee to show solidarity and actively support and mobilise the Fórsa membership in opposing the Far Right through protests, marches, and campaigns. We also call on Conference to initiate a "Build Homes and Services Not Racism campaign", to push back against these attacks. Finally, this Conference calls on the Fórsa union to initiate a protest campaign to launch this.

ACTION: This motion has informed the NEC's wider position and approach on anti-racism, opposition to the far right, and solidarity with members and communities targeted by hate and intimidation. Fórsa is on the record as opposing racism, discrimination, homophobia, transphobia, attacks on migrants, and threats against library workers, trade unionists and minorities. The union's consistent position, has been that pressure on housing and public services must not be exploited to divide workers or scapegoat migrants, and that the proper response is investment in homes, services, safe workplaces and inclusive communities. While the precise campaign structure proposed in the motion was not launched, its core principles continue to shape the union's public stance, equality at work and support for members facing far right hostility.

Motion 117 Garda Executive Grades

Conference notes and condemns the rise of the far-right in Irish society and condemns the role that government failures and policies have contributed to that rise. Conference instructs the NEC to encourage and support all Fórsa members, activists and employees to fight the far-right in their workplaces and communities, as the ideology runs counter to the democratic and emancipatory principles of trade unionism. As demonstrated by the Dublin riot in November, ordinary working class people were targeted and immigrant workers and union members were made to fear coming to work in the following days. Conference calls on the NEC to work with other organisations, political parties and groups that share similar objectives.

Proposed Amendment to Motion 117

Replace the word “fight” with the word “oppose” so that the amendment motion reads:

Conference notes and condemns the rise of the far-right in Irish society and condemns the role that government failures and policies have contributed to that rise. Conference instructs the NEC to encourage and support all Fórsa members, activists and employees to oppose the far-right in their workplaces and communities, as the ideology runs counter to the democratic and emancipatory principles of trade unionism. As demonstrated by the Dublin riot in November, ordinary working class people were targeted and immigrant workers and union members were made to fear coming to work in the following days. Conference calls on the NEC to work with other organisations, political parties and groups that share similar objectives.

ACTION: The Campaigns Team organised an event that took place on June 26th 2025 in Nerney’s Court to discuss the rise of far right activity and to learn about the role unions play in preventing the spread of extremist views.

Motion 118 Higher Education Branch

This Conference calls on the NEC to engage with our government to support increased funding for our health care, and particularly our mental health services. To support families in critical need of accessing our mental health services.

ACTION: This motion is consistent with current Health and Welfare division policy. Furthermore, the NEC has advanced the objectives of this motion through a combination of campaigning and industrial relations. Fórsa’s General Election manifesto explicitly called for increased investment in community health services, preventative care, health promotion and mental health services, and highlighted the pressure caused by unfilled frontline vacancies in areas including mental health services. In the Health and Welfare division, the union has continued to pursue issues affecting mental health-related grades and services, including peer support workers, psychology, counselling services and HSCP roles within mental health teams.

Motion 119 SNA North Dublin/North Leinster

This Conference calls on the NEC to formulate a campaign which will Endeavour to strengthen legislation to tackle workplace discrimination.

- Urge the Government to improve working conditions for migrant workers through regulation of visa consultants, reduction in fee for visa renewal applications to a cost-neutral basis, improve ease of access to family reunification and greater labour market mobility (the ability to change jobs).
- Call for the repeal of the Employment Control and Training Framework which has given rise to insecure working conditions in the Higher Education sector.
- Work towards extending maternity, paternity, and parental leave, supporting families and promoting gender equality.
- Work to abolish subminimum youth rates of the National Minimum Wage, ensuring fair pay regardless of age.

ACTION: This motion covered four distinct policy areas and thus, has progressed through those four areas rather than as a single standalone motion. There has been some Government movement in areas covered by the motion, including proposed reforms to equality legislation, improved labour mobility for some employment permit holders, and the extension of paid Parent's Leave and Benefit from seven to nine weeks. Fórsa and ICTU have also supported the Low Pay Commission recommendation to abolish sub-minimum youth wage rates, although its' implementation has been delayed by the Government. Other elements, including the Employment Control Framework in higher education and broader migrant worker supports such as visa costs and family reunification, remain live issues and continue to be pursued through the appropriate divisional and national channels.

Motion 120 National Executive Committee

Conference notes the recent referenda in Ireland held on the 8th March on Family and Care and the national conversation that is currently taking place about the value of care in Irish Society. Conference also notes the successful 2023 IHREC Campaign "Care About Equality" which challenged entrenched societal attitudes towards the heavily gendered nature of caring, both unpaid and low-paid, and how this impacts on women in the workplace.

Conference further notes the development of an EU Care Strategy which calls on member states to provide high-quality, affordable and accessible care services with better working conditions and work-life balance for carers.

Conference recognises that the conversation on care is complex and multi-faceted. It includes both unpaid and paid care work, as well as formal and informal care arrangements.

Conference also recognises that care has a universality of impact on all citizens and people living in Ireland.

Conference re-affirms its commitment to the provision of formal care through high quality public services and notes in this regard the recent Fórsa/ICTU pay parity campaign for workers in the Irish Disability Services and the SIPTU Early Years campaign.

Conference calls on the incoming National Executive Committee to:

1. Conduct a survey of Fórsa members which will identify their current care responsibilities and needs as well as their care priorities.
2. Draft a position paper on care priorities from a public service perspective taking into account all aspects of the value of care and the care economy.
3. Continue to campaign for the provision of formal care through public services both at national and European level.

ACTION: The NEC established A Disability Matters NEC working group in October 2024 with a view to developing a strategy to give effect to Motion 76-79, 120, 129, 131 and 132. This working group presented its recommendations to the NEC in January 2025. Work in relation to the agreed recommendations is ongoing. This currently involves requesting information from sectoral employers and considering whether further research should be undertaken.

Motion 121 National Executive Committee

Conference notes the impact that the reproductive cycle can have throughout a woman's life journey. Many women suffer throughout often in silence and when seeking treatment are met with expensive medical bills. The Irish health service and its two-tier system is particularly unkind as social determinants and inequalities continue to determine access to healthcare.

Conference recognises that there has been much progress in the area of Women's Health over the last decade in Ireland. However, despite this progress there are still areas of significant concern, for example, limitations on the public IVF provision, limitations on the free contraceptives scheme, and lack of support for those going through the menopause.

Conference recognises there is a need for many of the initiatives included in the recent Women's Health Action Plan (2022 -2023) to be rolled out at greater pace across all areas of Ireland.

Conference calls on the incoming National Executive Committee to campaign for a new Women's Health Action Plan to be developed and implemented which would address the concerns outlined in this motion and which would seek additional funding for implementation of new/extended services.

ACTION: This motion is consistent with existing Fórsa policy on menstrual and menopause supports. The union has continued to pursue the issue as part of its equality and workplace health agenda. The General Secretary has also written to the Government seeking a new, adequately resourced Women's Health Action Plan that addresses menopause supports, workplace accommodations, access to reproductive healthcare and wider equality concerns.

Motion 122 SNA North Dublin/North Leinster

This Conference calls on Fórsa to engage with the government to abolish the current three day wait for those accessing abortion services. As per the repeal review, this wait can impose a physical and psychological burden on women as by its very existence is an infringement on a woman's right to choice and personal reproductive autonomy.

ACTION: The General Secretary wrote to the Minister for Health seeking Government engagement on abolishing the mandatory three-day waiting period for those accessing abortion services. The correspondence referred to the independent review of the Health (Regulation of Termination of Pregnancy) Act and argued for a more flexible, patient-centred approach. The issue remains one for continued monitoring and engagement.

Motion 123 SNA North Dublin/North Leinster

This Conference calls on Fórsa to engage with the government to implement legislation for abortion leave. No woman should be forced to take ordinary sick leave or unpaid leave and be at a financial loss when accessing this healthcare.

ACTION: This motion has been referred to the Civil Service division and a claim has been lodged at General Council.

Motion 124 SNA North Dublin/North Leinster

This Conference asks that Fórsa pursue a policy of requesting that the government provide funding for period products for refugees in direct provision and governmental accommodation for refugees. Period products are expensive and sometimes they are needed urgently or unexpectedly.

ACTION: The procurement framework launched in November 2023 that allows public sector bodies to easily purchase period products and no-cost vending machines, for use in public offices, buildings and facilities has led to improvements in this area. Furthermore, the HSE's Period Dignity scheme names "international protection applicants/refugees" explicitly among target groups. Fórsa continues to support the eradication of period poverty for all.

Motion 125 Westmeath Health & Welfare

The lack of affordable and adequate housing has become a pressing issue for the citizens of Ireland. The rising cost of rent, shortage of social housing, and lack of affordable home ownership options have left many individuals and families struggling to find suitable housing and increased the numbers experiencing homelessness. According to the latest reports, there are approximately 13,500 people homeless in Ireland, with more than 4,000 children in emergency accommodation.

This Conference calls on the incoming NEC to actively engage with government to advocate for a meaningful and workable resolution to the housing crisis in Ireland. We call on the union to fight for stricter regulations on landlords, developers, and Hedge/Vulture funds to ensure fair and affordable housing options for all. We also call on the union to work to increase funding for social housing and more support for those experiencing homelessness and dealing with Vulture funds.

ACTION: Fórsa is an integral part of the trade union-led campaign network, Raise the Roof, which comprises a wide range of civil society bodies and political parties working for a radical change of housing policy to ensure the delivery of secure and affordable homes for all. In the first instance, Forsa will use our involvement in this campaign to give effect to this motion. Fórsa participated in the Raise the Roof Rally that took place on June 17th 2025, ahead of a cross-party housing motion calling on the Government to address housing crisis through advancing emergency measures for addressing housing accommodation needs to provide secure and affordable homes for all – housing is a fundamental human right and must be as such.

In November 2025, Fórsa launched a new national campaign, A Better Deal. The campaign is about building our union's power by empowering workers ahead of the next national public service agreement. This campaign began with member engagement through the recent Amárach survey, in which over 14,000 Fórsa members told us what matters most to them with 73% stating they want to have a say on broader societal issues/common good demands including targeted investment in housing. Thus, the pledge that members are signing contains an explicit reference to housing.

Motion 126 Cork General Clerical

In regard to maintaining the quality and the continued delivery of public services – the lack of adequate and affordable accommodation for members of the civil and public services throughout the country is a serious issue that needs to be addressed. Members of the civil and public services are struggling with the high rent costs throughout the country. Also, members of the civil and public services are being forced to live further from their place of employment in order to find more affordable accommodation.

This is unacceptable and this Conference urge Fórsa to engage with the Government on finding solutions to the housing issue, such as, rent controls, the provision of affordable/subsidised housing or the acquisition of houses/apartments for civil and public sector workers in order to address this problem. This is an issue that affects all levels of the civil and public sector.

ACTION: Fórsa is an integral part of the trade union-led campaign network, Raise the Roof, which comprises a wide range of civil society bodies and political parties working for a radical change of housing policy to ensure the delivery of secure and affordable homes for all. In the first instance, Forsa will use our involvement in this campaign to give effect to this motion. Fórsa participated in the Raise the Roof Rally that took place on June 17th 2025, ahead of a cross-party housing motion calling on the Government to address housing crisis through advancing emergency measures for addressing housing accommodation needs to provide secure and affordable homes for all – housing is a fundamental human right and must be as such.

In November 2025, Fórsa launched a new national campaign, A Better Deal. The campaign is about building our union's power by empowering workers ahead of the next national public service agreement. This campaign began with member engagement through the recent Amárach survey, in which over 14,000 Fórsa members told us what matters most to them with 73% stating they want to have a say on broader societal issues/common good demands including targeted investment in housing. Thus, the pledge that members are signing contains an explicit reference to housing.

Motion 127 Municipal Employees' Branch

This Conference requests that the incoming National Executive of Fórsa Trade Union to actively campaign to try and abolish homelessness within the Republic of Ireland by lobbying, campaigning and actively pursuing a move back to public and social housing.

ACTION: Fórsa is an integral part of the trade union-led campaign network, Raise the Roof, which comprises a wide range of civil society bodies and political parties working for a radical change of housing policy to ensure the delivery of secure affordable homes for all. In the first instance, Fórsa will use our involvement in this campaign to give effect to this motion. Fórsa participated in a Raise the Roof Rally that took place on June 17th 2025, ahead of a cross-party housing motion calling on the Government to address housing crisis by provide emergency measures on housing accommodation needs in provide secure and affordable homes for all - housing is a fundamental human right and must be as such.

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Motion 128 Justice Executive Grades

That this Conference notes Fórsa's campaign work on housing and looking at different forms of organising in the community through its work with Jane Mc Alevey.

This Conference observes that prevailing housing policies have exacerbated the housing and cost of living crisis, resulting in exorbitant private rents, unattainable housing, homelessness, and lack of tenants' rights in Ireland.

Additionally, the Conference acknowledges that these housing and community issues disproportionately impact vulnerable groups, including workers, women, migrants, LGBT+ individuals, travellers, and others.

Furthermore, the Conference recognises the emergence of new organisational models inspired by the trade union movement, embracing principles such as membership, solidarity, and collective action. Examples include organisations addressing housing precarity and advocating for improved public services, like community and tenants' unions, such as CATU. CATU is a community union set up by tenants, mortgage holders, and individuals in precarious housing situations, aims to provide support to people in housing difficulties and build collective power within the community.

Acknowledging existing collaborations between other unions in Ireland such as Unite, and community or tenants' unions, this motion urges the Conference to establish working relationships with CATU across Ireland and advocate within ICTU for similar collaborations.

This Conference calls on Fórsa to actively support such organisations by:

- Conducting joint education sessions with unions like CATU on housing, workplace rights, and organising.
- Backing campaigns by these groups, including support for Universal Public Housing and Anti-Eviction efforts.
- Encouraging Fórsa members to join and actively participate in appropriate community or tenants' unions such as CATU.
- Directly collaborating on collective direct action, such as housing and community services agitation and workers' action.
- Collaborating with CATU to survey members on housing issues impacting them and publishing the report.
- Organising wider housing forums across Ireland in collaboration with CATU to address member concerns and launch campaigns based on these discussions.
- Providing resources to assist unions like CATU in mapping the housing situation in Ireland.

- Campaign within ICTU to get support from other unions in Ireland.
- Campaigning for more protection for tenants within the current Residential Tenancies Act.
- Support a ban on investment companies acquiring properties, contributing to the current housing crisis.
- Supporting campaigns against corporate landlords evicting tenants.

ACTION: Fórsa has been consistently active on the issue of housing in several areas. Fórsa is an actively contributing member of the Irish Congress of Trade Unions (ICTU) Raise the Roof housing campaign.

The union, through the campaign's unit, has supported, organised and attended housing demonstrations in the past two years and is spearheading the upcoming movement survey on housing, currently scheduled for 2026.

Fórsa has provided ongoing support to the Community Action and Tenants Union. The union advocated for CATU to obtain observer status in the Raise the Roof campaign. In July 2025, Fórsa co-ordinated a schedule of protests with CATU to maximise attendance at all events and organised a sizeable delegation at the CATU march in Dublin on 5th July 2025.

Fórsa has hosted a number of events for CATU, including the launch of their manifesto in summer 2025. Additionally, CATU have used the Nerney's Court venue for training and other events which have been facilitated by the campaign's unit.

Fórsa is also a member of 'Home for Good', which is a group campaigning to deliver a right to housing in Ireland.

Motion 129 Transport Executive Grades

This Conference instructs the NEC to proactively campaign for the government to ratify the optional protocol of the United Nations Convention on the Rights of Persons with Disabilities, at the earliest possible date. This would allow Ireland to be held accountable to the UN in the case of potential rights violations affecting people with disabilities. The campaign would include being a visible presence at rallies to support Ireland signing up to the optional protocol.

ACTION: Government ratified the optional protocol of the United Nations Convention on the Rights of Persons with Disabilities. The then Tánaiste and Minister for Foreign Affairs signed an instrument of accession on behalf of the Government which was deposited with the UN Office of Legal Affairs in New York on 31 October 2024.

Motion 130 Transport Executive Grades

This Conference calls on the NEC to pursue the adoption of human resource policies in the public sector that recognise the unique nature of communication-based disabilities, i.e., specific communication policies regarding Autism, ADHD and other forms of neurodivergence. These policies must be specific to the accommodation needs of employees with these disabilities and aim to introduce flexibility in the application of performance management, in order to work with the strengths of people with disabilities, rather than their perceived deficiencies. Actions may also include lobbying the Department of Public Expenditure, NDP Delivery and Reform to issue a circular on Equality, Diversity and Inclusion and for these principles to be included in corporate governance documents. The introduction of a neuro-affirmative model in public sector workplaces would promote increased recruitment and retention of people with disabilities. In many cases neurodivergent employees have unique skills and perspectives that are underutilised and underappreciated in professional environments.

ACTION: The NEC established A Disability Matters NEC working group in October 2024 with a view to developing a strategy to give effect to Motion 76- 79, 120,129,131 AND 132. This working group presented its recommendations to the NEC in January 2025. Work in relation to the agreed recommendations is ongoing. This currently involves requesting information from sectoral employers and considering whether further research should be undertaken.

Motion 131 Meath Health & Local Government

That this Conference calls upon the NEC to petition all public & civil service bodies to provide access to protected funding for the purchase of disability supports to include but not limited to the purchase of assistive technology for hearing loss.

ACTION: The NEC established a Disability Matters NEC working group with a view to developing a strategy on disability matters to give effect to Motion 77, 78, 79, 129, 131 and 132. This working group presented a report to the January 2025 NEC. Work on implementing the recommendations contained in the report is ongoing. This currently involves requesting information from sectoral employers and considering whether further research should be undertaken.

Motion 132 SNA North Dublin/North Leinster

This Conference calls on Fórsa to advocate for those workers who have disabilities. This can be done in a range of ways to allow people with disabilities to remain in work, and to facilitate people with disabilities who wish to take up employment.

I further call on Fórsa to pursue a future Constitutional amendment to recognise the rights of people with disabilities to work and to support any future campaigns to protect from cuts to disability services.

ACTION: This motion consisted of two separate elements. The first part called on Fórsa to advocate for those workers who have disabilities stating this can be done in a range of ways to allow people with disabilities to remain in work, and to facilitate people with disabilities who wish to take up employment and to support any future campaigns to protect from cuts to disability services. This is already part of Fórsa policy.

The NEC working group in its report to the NEC in January 2025 stated that it considered that the second part of the motion which calls on Fórsa to pursue a future Constitutional amendment to recognise the rights of people with disabilities to work is not deliverable at this point in time.

Motion 133 National Executive Committee

Conference notes the significant impact climate change is currently having and will continue to have in the coming years.

Conference recognises that there will be significant changes to everyday life across the world as a result of the impact of climate change. These changes will have an enormous impact on people's everyday lives including their working lives.

Conference notes that there are increasing levels of demands to transition to a low carbon neutral society. This transition is critical and should be primarily focused on people, communities, and workers. Any transition must be a just-transition.

To ensure a just transition we must adequately equip our members, activists and staff with the right tools to respond to, and develop, just transition programmes in their workplaces and communities.

A just transition is not something that should happen to workers but something that should be led by them.

Conference mandates:

- The NEC to develop a just transition training programme for Fórsa members, activists and staff.
- The union to negotiate action plans with public sector employers that delivers on the employer responsibility to improve staff awareness and development around the just transition.
- The NEC to develop resources to make Fórsa trade union a leading and meaningful contributor to just transition campaigns, projects and, initiatives in Ireland.

ACTION: Progress on the 2024 climate motions has been limited, and the specific outcomes sought have not yet been achieved. However, the motions have informed Fórsa’s policy position on climate, just transition, sustainable work and climate-resilient public services. Fórsa has continued to argue that climate response must be based on social dialogue between Government, unions, employers, communities and civil society, and its General Election manifesto sought commitments on green jobs, upskilling and improved public transport for workers. The union has also continued to pursue blended and remote working frameworks where possible, which can contribute to emissions reduction and service continuity. In addition, Fórsa’s role in ICTU’s just transition agenda, and National Secretary Ryan McKinney’s appointment as the trade union pillar representative on the Government’s Just Transition Commission, provide important routes for influencing national policy.

Motion 134 Westmeath Health & Welfare

Following from a successful joint union Conference between Fórsa’s Health and Welfare division and UNISON NI, this Conference call on the incoming NEC to explore how this union can support the introduction of The Marmot Principles and Policy Objectives into Irish public policy. The Principles:

1. Give every child the best start in life
2. Enable all children, young people and adults to maximise their capabilities and have control over their lives
3. Create fair employment and good work for all
4. Ensure a healthy standard of living for all
5. Create and develop healthy and sustainable places and communities
6. Strengthen the role and impact of ill-health prevention

ACTION: The motion is consistent with Fórsa’s wider commitment to tackling inequality, strengthening public services and addressing the social determinants of health. The Marmot approach recognises that health outcomes are shaped not only by healthcare provision, but also by income, housing, education, employment, early years support and community wellbeing. The motion has informed Fórsa’s broader policy position that Government must address health inequality through properly funded, joined-up public services and measures to reduce poverty, insecurity and social exclusion. These objectives were reflected in Fórsa’s October 2024 General Election manifesto through commitments on public services, preventative health, housing, decent work, poverty reduction and tackling inequality, and continue to be reflected in Fórsa’s A Better Deal campaign. Launched in November 2025, the campaign was shaped by member engagement through the Amárach survey, in which over 14,000 members identified their priorities, with strong support for broader common-good demands including targeted investment in public healthcare. Fórsa will continue to promote these principles through the Health and Welfare division, public policy engagement and national campaigning.

Motion 135 Municipal Employees’ Branch

This Conference requests that the incoming National Executive of Fórsa Trade Union actively campaign to continue to oppose and take steps to reverse outsourced work in order to bring back direct labour, where it has been eroded, within the public sector.

ACTION: The NEC continues to support the More Power to You campaign in the Local Government and Local Services division. All divisions remain vigilant to attempts to outsource work and continue to utilise the protections contained within the Public Service Agreement 2024-2026.

Motion 136 DSP Executive Grades

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to campaign for an amendment to Article 40, Section 6, Sub-Section 1, part iii, of The Irish Constitution, whereby an Employer would have to recognise a Trade Union especially within the context of any envisioned unification of Ireland.

ACTION: This motion has informed the NEC's position in relation to the strengthening of workers' rights and trade union recognition, access and collective bargaining rights. Our General Election manifesto, called for stronger legal rights to union representation, protections against victimisation or penalisation for joining or organising through a union, workplace access for union representatives, and statutory rights for union reps to carry out their duties. The union has actively campaigned for stronger legal protections to give practical effect to the right of workers to be represented collectively by their union.

Motion 137 DSP Executive Grades

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek clarity from Government and Opposition Parties or Groups on plans to privatize the ESB and/or Eirgrid given that this would cause a loss to the taxpayer and increase living costs to the General Public and to advance instead an alternative plan to Nationalize electricity provision.

ACTION: The NEC will seek clarification on this issue through the General Secretary if the threat becomes active.

Motion 138 DSP Executive Grades

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek that any Defence Arrangements into which The Irish State enters into are subjected to Article 29, Sections 1, 2, and 4 part ix of The Irish Constitution given the potential cost to The Taxpayer and the Health and Safety of The General Public in the form of a referendum.

ACTION: The union continues to closely monitor the developing debate on security and defence and will take appropriate action if the state is considering entering a new agreement.

Motion 139 DSP Executive Grades

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek the formulation and implementation of a Strategic Industrial Strategy by the Government of Ireland as a matter of urgency given the radically changed and deteriorating Global situation.

ACTION: In the absence of social dialogue it is not straightforward to find a negotiating path for this motion. The union continues to support the 'New Economic model' developed by ICTU.

Motion 140 DSP Executive Grades

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek a Campaign against Fuel Poverty and Food insecurity in Ireland as a matter of urgency in the context of the 21st Century Shortage Economy.

ACTION: The cost of living remains a significant issue for Fórsa members and continues to be a central focus of the union's pay bargaining and public commentary. In negotiations on the 2024-2026 public service pay agreement, Fórsa made clear that any new agreement would have to address the rising cost of living, particularly for low- and middle-income earners. The union's response to Budget 2025, and its engagement with politicians in October 2025, also focused strongly on cost-of-living pressures. The General Secretary emphasised that the cost-of-living crisis remained a serious issue for many workers, and that Budget 2026 would have a significant bearing on the approach to future wage bargaining. The union has also supported campaigns seeking to address the cost of living, and the Campaigns Unit has organised delegations of Fórsa members to attend protests on the issue.

Motion 141 SNA North Dublin/North Leinster

This Conference calls on Fórsa to engage with the government to implement legislation to ensure automatic access to legal aid for those accessing divorce when there has been safety, protection orders or coercive control in the marriage/separation.

ACTION: The General Secretary wrote to the Minister for Justice, Home Affairs and Migration seeking legislation to provide automatic access to civil legal aid in divorce cases involving safety orders, protection orders or coercive control. The Minister's office responded outlining the current civil legal aid framework, the role of the Legal Aid Board, priority services in cases including domestic violence, the Civil Legal Aid Review Group, and additional Budget 2026 funding of €8m for the Legal Aid Board. The response also stated that the Minister has asked officials to examine the review recommendations and will revert to Government in due course with proposals to reform the scheme. The issue remains one for continued monitoring and engagement.

Motion 142 SNA North Dublin/North Leinster

This Conference calls on Fórsa to engage with the government to change the current timeframes for those seeking separation and divorce. The current period of two years causes undue stress and prolonging of difficult circumstances both personally and financially in particular for those who have experienced domestic violence or coercive control.

ACTION: The General Secretary wrote to the Minister for Justice, Home Affairs and Migration seeking changes to statutory timeframes for separation and divorce, particularly in cases involving domestic violence or coercive control. The Minister's office responded setting out the current legal position and confirming that there are currently no plans to amend the law in this area. The response also referred to wider family justice reforms, including the Family Courts Act 2024, the guiding principles for the family court system, and judicial training on coercive control and avoiding re-traumatisation. The issue remains one for continued monitoring and engagement.

Motion 143 Cavan Health & Local Government

That this Conference calls on the National Executive Committee to continue efforts to lobby government to enact legislation granting representation and negotiation rights to unions with respect to retired members.

ACTION: Fórsa's Retired Members' Association continues to pursue this issue through the Irish Senior Citizens Parliament and ICTU's Retired Workers Committee, ensuring that representation and negotiation rights for retired workers are advanced as part of a broader national campaign on pension and retiree issues. The cross-alliance Oireachtas engagement on 4 November 2025 formed part of this ongoing work. However, Government has indicated that it does not support the Industrial Relations (Provisions in Respect of Pension Entitlements of Retired Workers) Bill 2021 in its current form, viewing the proposals as inconsistent with existing industrial relations principles and more appropriately addressed through social protection policy. This signals clear resistance to the Bill as drafted. The NEC continues to support the Retired Members' Association and wider alliance efforts, while recognising that progress may require amendment of the current Bill or a reframed legislative approach.

Motion 144 Cavan Health & Local Government

That this Conference directs the incoming Executive Committee to seek to have legislation enacted that enable all organisation in receipt of Public Monies be held accountable to the Public Accounts Committee.

ACTION: The General Secretary wrote to the Minister for Finance seeking legislative measures to enable all organisations in receipt of public monies to be held accountable to the Committee of Public Accounts. The correspondence stated that such legislation would strengthen transparency, accountability and public confidence in the use of public funds. The issue remains one for continued monitoring and engagement.

Motion 145 Transport Executive Grades

This Conference requests that the NEC make representations to the Department of Social Protection on behalf of members who are currently excluded from the Wig Grant Treatment Benefit Scheme due to their class of PRSI.

It was announced in May 2023 that a new grant was now available to support women and men who suffer hair loss due to illness resulting from cancer and other forms of alopecia. However, the grant of €500 is only available to people, and their dependent spouse, civil partner or cohabitant who satisfy the medical requirements and have paid the relevant number of Class A, E, P, H or S PRSI contributions. Amongst others, this excludes civil servants paying Class B1 PRSI and public servants paying Class D. Pre-1995 civil servants, for example, have no choice but to pay B1 PRSI (which gives very limited entitlements) and are totally excluded from the wider Treatment Benefits Scheme.

The spirit and intention of this grant, which is to support people suffering from loss and trauma associated with sudden hair loss, is not met by linking its application to the Treatment Benefits Scheme. This Conference believes that the grant should be universal to all whether working or retired under equality legislation and should not be tied to PRSI contributions.

ACTION: The issue remains unresolved. The Department of Social Protection's current Treatment Benefit rules continue to limit the wig and hair replacement grant to people with Class A, E, P, H or S PRSI contributions, meaning members on modified PRSI classes such as B, C and D remain excluded. While a separate HSE allowance is available for hair loss linked to cancer treatment, this does not address the wider exclusion of members affected by other forms of alopecia or those excluded solely because of their PRSI class. The motion therefore remains a live equality and access issue for our members.

Motion 146 School Completion Programme

That this Conference recognises and affirms that education is a fundamental human right and calls on the NEC to commit to advocating for the continuous development of its members. As the modern workplace is rapidly evolving, with new technologies and processes emerging continuously, necessitating ongoing skill development and education for workers, Conference calls on the NEC to advocate for expanded access to Lifelong Learning, including literacy and numeracy supports, in the workplace. Lifelong learning in the workplace would contribute to personal and professional development, increase job satisfaction and enhance career progression prospects.

Conference notes that the lack of access to learning and upskilling opportunities disproportionately affects lower income workers, contributing to social and economic inequality. Conference therefore calls on employers to recognise the value of ensuring workers have access to fundamental skills and learning opportunities at work.

ACTION: This motion has informed the NEC's position on same. Furthermore, the principles underpinning the motion have been progressed through Fórsa's Training Skills Academy structures and broader advocacy for funded workplace learning and upskilling. The Education division has also pursued training and development through the SNA Workforce Development Plan.

Motion 147 Dún Laoghaire Rathdown

That this Conference calls on the Irish Congress of Trade Unions through the NEC, to formulate a policy to ensure that workers are fully protected from any potential risks arising from the introduction of Artificial Intelligence, whilst also ensuring that workers are able to claim their fair share of any benefits that may result from the future use of Artificial Intelligence in the workplace.

ACTION: The NEC established an AI working group in October 2024 to develop Fórsa's approach to artificial intelligence and the future of work. This work includes workplace mapping, protections against job displacement, de-skilling and surveillance, collective bargaining safeguards, AI training and education for officials, representatives, activists and members, and the implications of AI for public service delivery. The union's approach is informed by the need for meaningful worker voice in AI deployment, human oversight of automated decision-making, equality and anti-discrimination protections, and access to paid, protected time for training and upskilling. The NEC is currently considering how AI-related productivity gains can be pursued for the benefit of workers, including improved work-life balance, reduced working time and reinvestment in quality public services.

Motion 150 Kildare Local Government

This Conference urges Government through the NEC to prioritise the holding of a referendum on the public ownership of our water system and management of our water services.

ACTION: This is an active policy of the Local Government and Local Services division.

Motion 148 Cavan Health & Local Government Branch

That this Conference calls on the NEC for a permanent end to the conflict in Gaza and urges trade unions to unite in support for peace and the provision of humanitarian assistance to the region and its peoples.

ACTION: The union has maintained a consistent role in the campaign to end the genocide in Gaza.

Motion 149 Revenue Executive Grades

That this Conference notes the ongoing conflict in Palestine. Conference condemns violence against non-combatants in Israel and Palestine. Conference calls on the Irish Government, through the NEC, to commit ministers and officials to action at national, EU and international coalition levels to boycott, divest from, and sanction Israel, and companies and individuals benefiting from the occupation of Palestine, until such time as:

- a) Israel withdraws its military, officials, intelligence services and assets from all Palestinian territory
- b) Israel permits the creation of an independent sovereign Palestinian state with complete administrative and security control over its own territories and waters in accordance with the aspirations of United Nations Security Council Resolution 242.

ACTION: The union has maintained a consistent role in the campaign to end the genocide in Gaza.

Motion 151 National Executive Committee

This Conference reaffirms support and solidarity with the people of Ukraine who have endured over 2 years of illegal war and occupation. At our Conference in 2022 our Union pledged to support the people of Ukraine and we agreed to stand with them against the illegal and unprovoked Russian invasion. We continue to stand with them today in their determination to maintain their own democracy and self-determination. The Irish Government must continue to abide by its legal obligations under the EU Temporary Protection Directive to provide Ukrainian refugees with housing, healthcare, education and access to the labour market. Ukrainian refugees fleeing war come to Ireland seeking safety and protection from the gross abuses of human rights and many war crimes committed by the Russian army. As long as the war continues civilians will need to find safety.

This Conference calls on the Irish Government, through the NEC, to maintain existing supports for all those forced to leave Ukraine who come here seeking safety. We commend the continuing work of our public services and public servants who have helped so many refugees at ports and airports, in schools, colleges and workplaces. Conference reaffirms supports for strong and united European and global action against Russia for as long as its illegal invasion continues.

ACTION: This motion was referred to the International Solidarity Committee to keep under review and to take appropriate action.

Motion 152 National Executive Committee

Conference welcomes the interim ruling against Israel by the International Court of Justice (ICJ), on the 26th January 2024 stating that there is plausible evidence that Israel is committing a genocide against the Palestinian people in Gaza. This important ruling creates a legal duty under the Genocide Convention for other states to ensure they are not complicit. Conference calls on the Irish Government, through the NEC, to join South Africa in the legal case at the International Court of Justice on the Application of the Convention on the Prevention and Punishment of the Crime of Genocide in the Gaza Strip. To date, over 28,000 Palestinians mostly woman and children have been killed and nearly 70,000 wounded in Gaza since the war commenced, following the attacks by Hamas on the 7th October 2023. Nearly 11,000 children have been killed and many thousands have suffered terrible injuries.

Many casualties have been treated without anaesthetic in operating theatres while exposed to live fire from the Israeli Defence Forces. Israel has indiscriminately bombarded Gaza using weapons supplied by the United States of America resulting in the destruction of homes, schools, hospitals, mosques and every vestige of civic society. Most of Gaza lies in rubble with no access to drinking water or the bare necessities of human life.

At the same time the repression of Palestinians in the Occupied West Bank has intensified through mass arrests and detention without trial, random killing of innocent civilians by the military and armed groups of settlers. We condemn these actions which amount to the collective punishment of the civilian population.

We call on Israel to put in place a permanent ceasefire, to withdraw its forces from Gaza, to allow humanitarian aid to reach the people of Gaza and to enter peace talks to secure a just and viable settlement.

ACTION: The union has maintained a consistent role in the campaign to end the genocide in Gaza.

Motion 153 Cork Health & Local Government

That this Conference calls on Fórsa to condemn the current attack on Gaza by Israel in the strongest possible terms. It notes that many thousands of people have been killed including a large number of children. This is the latest episode in the ongoing campaign by Israel to expand its territory and deny the rights of the Palestinian people.

We note that Israel has been condemned as an Apartheid State by many human rights bodies including Amnesty International and Human Rights Watch and now faces charges of genocide in the International Criminal Court. Israel's regime is one of apartheid, racism and oppression. We support the people of Palestine in their struggle to end this regime and establish their right to self determination.

We also note that an international campaign of boycott and sanctions was a key instrument in bringing down the Apartheid regime in South Africa and the important role played by the Dunnes Stores strike in Dublin in the 1980s in forcing the Irish government to ban the importation of South African goods.

The Cork Health & Local Government Branch calls on Conference to mandate the NEC to immediately implement the following:

- Full support of the international campaign of Boycott, Divestment and Sanctions (BDS) against Israel and the strongest pressure applied to ICTU to also endorse this campaign. Fórsa to call on its members and all trade unionists not to handle Israeli goods or cooperate with Israeli institutions. To fully support any members who are implementing BDS.
- Fórsa to refrain from using any business contracts the union might have with companies that are complicit in or profit from Israel's apartheid regime. Fórsa to apply the maximum pressure on the Government to immediately enact the Occupied Territories Bill. To fully support the ongoing demonstrations in support of Gaza and send a clear message to members that their presence on the marches is an essential act of trade union solidarity.
- To call on the Government to state its support for the action by South Africa to charge Israel before the International Criminal Court with genocide.

ACTION: The union has maintained a consistent role in the campaign to end the genocide in Gaza. Fórsa has been consistently active on the issue of Palestine and the ongoing genocide in Gaza throughout the last two years.

Fórsa, through the campaigns unit, has organised large delegations to attend Irish Palestine Solidarity Campaign national marches in Dublin and has supported regional events in Cork and Galway.

In addition to marches, the union has hosted several events on Palestine. The IPSC, Christian Aid, and Trade Union Friends of Palestine (TUFPP) have hosted events in Nerney's Court with the support of the campaign's unit.

Further, the union has been the driving force behind major public displays of solidarity, including the 4th June and 28th November solidarity events which saw Fórsa branches across the country participate in local acts of solidarity.

The Campaigns Unit has also organised a seminar on Palestine in November 2025 with a specific focus on the Boycott, Divestment and Sanctions (BDS) activities. The campaigns unit also supported the TUFPP seminar in Nerney's Court in January 2026.

Motion 154 Garda Executive Grades

This Conference calls upon Fórsa to support South Africa's case in the International Court of Justice in the Hague against Israel for its war crimes and genocide by offering its name, voice and resources in furtherance of that process.

ACTION: This motion was referred to the International Solidarity Committee.

Motion 155 DSP Executive Grades

That this 2024 National Conference of Fórsa instructs the incoming National Executive of Fórsa to seek that the Control of Economic Activity (Occupied Territories) Bill 2018 previously passed by Dáil Éireann is implemented immediately, particularly in light of the recent invasion of Gaza and illegal settlement of Palestinian territory in the west bank.

ACTION: The union continued to support the enactment of the Occupied Territories Bill.

Motion 156 An Post

This Conference condemns Israeli apartheid and its genocide of the besieged people of Gaza. Conference condemns our government for failing to expel the Israeli ambassador and for attending St. Patrick's Day in the White House with Joe Biden.

Conference will donate to Palestinian causes that are outside the scope and control of the Palestinian Authority and Hamas such as UNRWA, Medical Aid for Palestinians and the Red Crescent. This Conference will instruct the Fórsa Union to show our solidarity and actively campaign with the people of Palestine in their struggle for peace and freedom.

ACTION: The union has maintained a consistent role in the campaign to end the genocide in Gaza.

Motion 157 Justice Executive Grades

Fórsa has previously committed to supporting Boycott, Divestment, Sanctions (BDS), and this Conference calls on the National Executive Committee to continue to make that support keenly felt through practical action.

BDS is a Palestinian-led movement for freedom, justice and equality which seeks to undermine the material ability of the Israeli state to oppress the Palestinian people. It seeks to break economic links with companies linked to the Israeli state. Examples include Hewlart Packard, G4S, Siemens and Axa.

This Conference calls on the incoming National Executive Committee to support the BDS campaign objectives in the following ways:

- To adopt a procurement policy within Fórsa that excludes products or services from Israeli and international companies that are complicit in violations of Palestinian rights. Branches should also be directed by the National Executive Committee to adopt this policy locally.
- To use branch networks to identify contracts and services in workplaces which involve engagement with companies that have been identified as operating in Israel, are Israeli-owned, or hold other strong ties to the Israeli state and economy, helping and profiting from Israel's systematic occupation and destruction of , and oppression of the Palestinian people.
- To ensure that our members be afforded protection for engaging in BDS activities as a clause of all future collective agreements.
- To constitute a BDS Monitoring Group with the aim of helping to guide our members in having up-to-date information and research on how they can coordinate and direct their efforts to demand BDS compliance in their workplaces to maximum effect.

ACTION: Fórsa has been consistently active on the issue of Palestine and the ongoing genocide in Gaza throughout the last two years. Fórsa, through the Campaigns Unit, has organised large delegations to attend Irish Palestine Solidarity Campaign national marches in Dublin and has supported regional events in Cork and Galway. In addition to marches, the union has hosted several events on Palestine. The IPSC, Christian Aid, and Trade Union Friends of Palestine (TUFPP) have hosted events in Nerney's Court with the support of the campaign's unit. Further, the union have been the driving force behind major public displays of solidarity, including the 4th June and 28th November solidarity events which saw Fórsa branches across the country participate in local acts of solidarity. The campaigns unit has also organised a seminar on Palestine in November 2025 with a specific focus on the Boycott, Divestment and Sanctions (BDS) activities. The campaigns unit also supported the TUFPP seminar in Nerney's Court in January 2026.

Motion 160 Westmeath Health & Welfare

This Conference calls on the NEC to condemn the unprecedented terrorist attack and associated atrocities committed by Hamas on Israeli civilians on 07 October 2023.

ACTION: The General Secretary has previously condemned the events of 7th October 2023. There is no further action to be taken.

Motion 161 Connaught/Ulster SNA branch

Fórsa is affiliated to the BDS campaign but should do more to inform members on this issue, send out information listing products and companies that should be boycotted and should also ensure that all union investments including pension funds do not hold any stock in Israeli companies or equities.

This Conference seeks that Fórsa engage on an information campaign to raise awareness about the BDS campaign. This should include all resources at the union's disposal and should seek to educate members of the importance of this movement. Fórsa should also ensure that none of member's money is used to support Israelis continuing occupation. Including pension funds and investments. Fórsa should seek out every opportunity to highlight the plight of the people of Palestine.

ACTION: Fórsa has been consistently active on the issue of Palestine and the ongoing genocide in Gaza throughout the last two years.

Fórsa, through the Campaigns Unit, has organised large delegations to attend Irish Palestine Solidarity Campaign national marches in Dublin and has supported regional events in Cork and Galway.

In addition to marches, the union has hosted several events on Palestine. The IPSC, Christian Aid, and Trade Union Friends of Palestine (TUFFP) have hosted events in Nerney's Court with the support of the campaign's unit.

Further, the union have been the driving force behind major public displays of solidarity, including the 4th June and 28th November solidarity events which saw Fórsa branches across the country participate in local acts of solidarity.

The campaigns unit has also organised a seminar on Palestine in November 2025 with a specific focus on the Boycott, Divestment and Sanctions (BDS) activities. The campaigns unit also supported the TUFFP seminar in Nerney's Court in January 2026.

Motion 162 Boards & Voluntary Agencies

This Conference calls for Fórsa Trade Union to seek the release of Anas Abu Srour the Director of the Aida Youth Centres who was rounded up and arbitrarily detained by authorises in Israel when returning from taking an exam. We ask the Conference to note Fórsa's history of international solidarity and support this this motion showing our solidarity with the people of Palestine. We ask Conference to support this motion.

ACTION: Anas Abu Srour was released in August 2024 after 253 days in Israeli administrative detention. This case highlighted the wider use of administrative detention against Palestinians and the impact of detention on community, youth and civil society organisations in the occupied West Bank.

Motion 163 Justice Executive Grades

That this Conference calls on the National Executive Committee of Fórsa to pursue a policy within Irish Congress of Trade Unions to campaign for the export of "dual-use" goods and services to become more transparent, by updating the provisions of the Control of Exports Act so that statistics collected on arms exports to Israel and other states are automatically de-anonymised and information on licences granted for export is in the public domain.

This Conference also calls on the National Executive Committee of Fórsa to lobby the government, through Irish Congress of Trade Unions, for the immediate cessation of dual-use exports to Israel, as any such exports be intended for military use in the war on Palestine.

ACTION: This motion informed the union's policy on the matter.

Motion 165 Dublin Central Clerical

BDC commends the work of General Secretary Kevin Callinan during in his Presidency of the ICTU which led to agreement by affiliate unions to support the Trade Union Renewal Project and in particular, the 'Better in a Trade Union' PR Campaign launched in January. That Campaign and the other elements of the Renewal Project are critical to growing our movement and improving membership density.

For too long Local Councils of Trade Unions, which have a historic place in the trade union movement, have been left behind with little or no support from the affiliates of the ICTU. These 20 or so Councils have the potential to co-ordinate local and regional inter-union activity giving real meaning to the hopes and aspirations set out in the Trade Union Commission Report adopted by the ICTU over 12 years ago. Almost alone, Fórsa is the success story of that Commission and there remains so much more work to be done to strengthen and unify our movement. The Local Councils of Trade Unions can play a huge part.

BDC calls on the Fórsa NEC to lead the way by nominating delegates across the country including full-time officials to take up leadership roles in the Local Councils of Trade Unions in regions where the union has significant numbers of branches and membership. In the same way as we have led in building the largest and strongest Public Service Trade Union, we can lead in building stronger Councils of Trades Unions to deliver increased membership recruitment and new union activists at local and regional centres across the country.

ACTION: This motion has been progressed through Fórsa's engagement with ICTU's Trade Union Renewal Project and the work to strengthen local Trades Councils. Following ICTU Executive Council endorsement of the roadmap for developing a stronger local trade union movement, affiliates were asked to nominate a full-time staff member to support the establishment of new Trades Councils and bolster existing ones. Fórsa nominated National Secretary Catherine Keogh to participate in the new National Committee for Local Development. This national structure is intended to support the rebuilding and development of the Trades Council network across the State and should provide the framework through which wider nomination of Fórsa delegates, including activists and officials in regions where the union has significant branch and membership density, can be identified and progressed. Fórsa's participation gives effect to the core objective of the motion by supporting local trade union renewal, inter-union cooperation and activist development.

Motion 166 National Executive Committee

Conference recognises the importance of defining the strategic direction of Fórsa, and the benefits of Fórsa's first strategic plan 2021-2025, in providing a central roadmap to help build a better, stronger union that futureproofs Fórsa for the challenges ahead.

The current strategic plan was developed through extensive engagement with members, activists, branches and staff and was adopted at Fórsa's 2020 Conference.

Key priorities identified included the development of a join online facility, a new membership system, a branch supports, development and membership engagement project, the standardisation of organising, mapping and density building, improving diversity in the union, a climate action and sustainability strategy, a comprehensive digital strategy and a human resources and staff development plan.

Conference notes that the current Strategic Plan covers other key objectives that are still underway, and a review is required in 2025 to update the plan for the next five-year period.

Conference instructs the National Executive Committee and the strategic plan implementation board to review and develop a successor strategic plan 2026-2030 aimed towards fulfilling the core objectives of the union. The new plan shall be endorsed by the National Executive Committee in 2025, and presented to BDC in 2026 for adoption.

ACTION: This motion was referred to the Head of Strategic Change for the development of a successor Strategic Plan 2026-2030. Following an extensive consultation key themes were identified and incorporated into the new Strategic Plan. The NEC accepted the Strategic Plan 2026-2030 at the March 2026 NEC meeting.

Motion 167 Kildare Health

This Conference calls on the National Executive Committee to continue to promote and support, the central tenets of social justice and trade union activism in the workplaces of all members; through the adoption and promotion of an agreed annual day of solidarity actions, in keeping with our ongoing fight for inclusion, equality and social justice.

This day which will be determined by the NEC shall become an annual event, the theme of which will be decided being cognisant of national and international solidarity campaigns.

This Fórsa Annual Day of Actions will allow for workplace actions to highlight social injustice, and for Fórsa members to collectively organise across the movement – at local and national level in the spirit of collectivism, fairness and equity for all by highlighting a single agreed issue each year

ACTION: There were a number of solidarity action days during the period since the last conference. An annual Fórsa Day of Action remains under consideration.

Motion 168 Justice Executive Grades

That this Conference instructs the Executive to establish an Anti-Racism Campaign Committee, inviting nominations to the Committee from the union membership. This committee will support local campaign groups organising protests against racist groups that target and scapegoat migrants for the housing and cost-of-living crises. In addition, to affiliate with the anti-racist group Le Cheile.

As part of this campaign, the Conference calls for the organisation of a public forum for Fórsa members to contribute insights on advancing the campaign. Through Fórsa's communication to members, counter conspiracy theories, misinformation (including racist, transphobic and homophobic narratives). Furthermore, to use Fórsa's position within ICTU to get support from other unions for the anti-racism campaign.

The Conference acknowledges recent instances of far-right harassment targeting library workers and commends Fórsa's efforts in supporting demonstrations in solidarity with these workers.

This Conference will continue to support ongoing efforts to counter the far right and to mobilise all Fórsa members in community demonstrations against them and against harassment of public sector workers.

ACTION: Fórsa has continued to act on the core objectives of this motion through practical anti-racism, solidarity and workplace safety work. The union formally joined Le Chéile and supported the #IrelandForAll rally, mobilising members, activists and staff from around the country in opposition to racism and far-right division. Fórsa has also taken concrete action to support library workers facing harassment, including demands for independent health and safety risk assessments, engagement with An Garda Síochána, support materials for members, online mass meetings and involvement in the UCD STARR project. Since 2024, Fórsa has continued to engage with ICTU's wider anti-racism work, including the Stronger Together conference, anti-racism training, research, leadership development and the workplace anti-racism toolkit. While the specific committee structure proposed in the motion has not been established in that form, the union has continued to support members, branches and wider trade union efforts to oppose racism, misinformation, far-right intimidation and harassment of public service workers.

Motion 169 Revenue Executive Grades

That this Conference instructs the National Executive Committee to request Fórsa to arrange more anti-racism training courses for Fórsa activists to help them deal with such challenges.

ACTION: Referred to the Director of Membership Training & Development. A large number of Fórsa staff and representatives completed the ICTU training programme.

Motion 170 DSP Executive Grades

This Conference instructs the National Executive Committee to seek that unconscious bias training be provided on a mandatory basis to all Fórsa DEC & NEC executive members.

ACTION: Work has commenced to develop a pilot training programme.

Motion 171 Transport Executive Grades

This Conference instructs the National Executive to adopt a policy instructing all branches to actively promote and encourage union involvement amongst members under the age of 35 at branch level and also as candidates for election on divisional and national executive committees.

This includes:

- (1) Nominating members to the Fórsa Youth Network and providing funding for travel and subsistence where possible to enable nominees to attend meetings.
- (2) Putting in place succession planning for branch executive committees, encouraging young members to take on leadership roles with the support of experienced activists.
- (3) Where applicable, ensuring that delegate spaces at Conferences are made available for young members who have shown an interest in getting more actively involved in the union.

ACTION: Fórsa's Youth Network is a vibrant, member-driven body within the union that empowers younger members to engage in campaigns, influence policy, build leadership skills, and raise their voice on issues such as housing, cost of living, and workplace rights – all with the broader goal of strengthening young workers' participation in union life and society. This motion is being actively worked on by Fórsa's Youth Network.

Motion 172 Dublin Central Clerical

BDC expresses grave concern at the impact of Covid 19 and greater remote working on the ability of our Branches to recruit new branch activists and to communicate effectively with our branch members. While we welcome the new options for remote working for our members it is critical that our branch structures and their operation should be revised to address the insufficient numbers of activists in the workplace to carry out the traditional role of the shop steward and branch representative.

BDC calls on the NEC to work with our branches to identify new ways to increase the numbers of voluntary activists coming forward and to devise new training courses to provide them with the communications skills needed to reach out to members working remotely several days a week, very often from their homes. These courses should include understanding and adapting to communications in a social media world, using the different types of social media platforms, recognising the implications of GDPR and filming and editing skills using smart phones etc.

ACTION: Motion 172 has been progressed through Fórsa's ongoing work to strengthen branch capacity, activist development and communications skills in a changing workplace. Much of what was sought in the motion has been incorporated into union training, including support for activists to communicate with members across remote, hybrid and dispersed workplaces. Training and guidance now place greater emphasis on digital communication, member engagement, appropriate use of online platforms and the responsibilities that arise when representing the union in digital spaces. In March 2026, Fórsa also launched a dedicated Social Media Policy for Branches, Lay Officials and Activists, designed to enable and enhance the use of social media to promote and support union activity while safeguarding activists, members, staff and the union as a whole. Taken together, these measures support the core objective of the motion: helping branches adapt their organising, recruitment and communication methods so they can continue to build activist networks and reach members effectively in modern working environments.

Motion 173 SNA North Dublin/North Leinster

This Conference calls for Fórsa to produce public information in an accessible format to make trade unionism accessible to the half a million people in Ireland who have literacy difficulties.

Trade unionism is open to everyone. However, current public information for example, website, is not currently accessible to all.

Figures from the National Adult Literacy Agency show that in Ireland 1 in 6 people have literacy difficulties. There are many reasons why people may have literacy difficulties, for instance, they did not learn to read well, English is not their first language or due to a disability or neurodiversity. Availability of accessible information is a fundamental human right.

People with literacy difficulties find reading information time consuming as they:

- Read every word, wading through lots of irrelevant information, and not fully understanding the big picture.
- Skipping information if they get stuck.
- Interpret words and sentences literally.
- Can become distracted from important information.
- Finish reading too soon

Information can be made accessible by using the following methods:

- Plain English: An approach to writing and speaking the English language that is easy to understand even when someone may not be familiar with the topic. This includes the use of short sentences, active verbs, the pronouns 'we' and 'you', words appropriate to the reader and avoiding acronyms.
- A good example of a Plain English website is:
<https://www.gov.uk/>,
<https://www.nala.ie/plain-english/>
- Easy Read: An approach specifically for people that have literacy difficulties. Sentences should include no more than ten to fifteen words, with each sentence containing one idea.

ACTION: We have worked on increasing the use of Plain English in union communications with members. The Skills Academy communications training course now includes a section on Plain English. A number of union staff have taken the National Adult Literacy Agency (NALA) Plain English course, and plans have been made to extend this to a wider group in the months ahead.

Motion 175 Galway Health and Local Government

That this Conference calls on the incoming National Executive committee to establish a LGBTI+ network to support all members and staff who identify as a member of the LGBTI+ community by instructing each branch to elect or employ, at their own discretion, a dedicated LGBTI+ Officer.

ACTION: Fórsa's LGBTQIA+ network was formally launched at the union's equality seminar in November 2024, where a member survey highlighted the continued need for the network, with 53% of respondents reporting direct harassment linked to their LGBTQIA+ identity.

In summer 2025, Fórsa members took part in four Pride marches in Dublin, Cork, Wicklow, and Galway. The Skills Academy also hosted a Lunch & Learn session with LGBT Ireland on the history of Pride and practical ways to make workplaces more inclusive.

Motion 176 Kildare Health

Conference calls on the incoming National Executive Committee to create a new NEC subcommittee focusing on climate action and a just transition.

ACTION: The NEC established a working group on Climate Change and the Just Transition to develop a strategy to give effect to motions 133 and 176, as well as guillotined motions 80 and 81.

Motion 178 Higher Education Branch

This Conference calls on Fórsa to commence an information and awareness campaign on bullying, breaches of dignity and respect, sexual harassment and sexual assault/violence for all its members.

ACTION: This motion has been referred to the Director of Member Communications and the Director of Membership Training & Development to collaborate on a proposal.

Motion 183 FGE Branch (as amended)

That this National Conference supports a review of all benefits made available to Fórsa members. To this end that it instructs the National Executive Committee of Fórsa to review the operation of all benefit schemes made available to Fórsa members as a matter of urgency. In particular, that it addresses difficulties which have been experienced by members in accessing these benefits when need arises.

ACTION: This motion has informed the NEC's position in relation to the continuing review of Fórsa member benefit schemes. This included the prioritisation of resolving any difficulties experienced by members in accessing benefits when need arises. Fórsa provides a range of benefit schemes to members, and the operation and value of these schemes are kept under ongoing review by the Membership Services Sub-Committee of the National Executive Committee, which meets regularly. The Sub-Committee considers both the practical operation of schemes and the value they provide to members, including issues such as eligibility, accessibility, communication, take-up, and engagement with providers. Where issues are identified, these are raised with the relevant providers or considered as part of future negotiations and renewal discussions.

Motion 184 Health Executive Grades

That this Conference calls on the National Executive Committee to seek to have the age covered by the Salary Protection Scheme increased to age 70, in order to end age discrimination against Union members, and to ensure all members are treated equally.

ACTION: The Salary Protection Scheme has recently been the subject of a comprehensive review and negotiation process involving Cornmarket, insurers and the union. As part of that process, the NEC agreed to appoint Irish Life as underwriter of the scheme from 1st June 2025, on terms intended to maintain the value and sustainability of the scheme while limiting the scale of premium increases for members. The issue raised in this motion has informed, and will continue to inform, the NEC's position in relation to the ongoing review of Fórsa member benefit schemes. Any proposal to extend Salary Protection Scheme cover to age 70 will need to be considered in the context of scheme affordability, insurer terms, claims experience, sustainability, and value for the wider membership. All Fórsa members up to age 70 are separately covered for €5,000 under the union's Critical Illness scheme.

Motion 185 Kildare Health

This Conference calls on the N.E.C. to engage with Public Service management at national level, with the objective of encouraging the inclusion of union membership information, alongside other staff support options, as standard practice at entry or induction level.

This would help normalise and encourage union membership, while encouraging the creation of a more preventative culture around workplace risks. We believe that this would also, particularly in workplaces where stress, burnout, and low staff retention are common and rising, also serve to encourage increased participation of workers as union reps.

This would send a powerful message by the union, to both new and existing workers, that support is available, and that somebody cares.

ACTION: On foot of this motion, Fórsa raised the issue in its 2025 submission on Ireland's Action Plan on Collective Bargaining. In that submission, Fórsa argued for a legal right for trade unions to access workers physically and digitally, including access to all workplace locations, rosters and shifts. The submission also specifically identified access to employee induction processes as "a vital opportunity for trade union organising" and called for trade union representatives to be able to participate in induction meetings, introduce themselves to newly hired employees, and explain the benefits of union membership.

In addition to this national policy work, this is also happening on the ground. Access to new starters, induction processes and onboarding arrangements remains a priority for Fórsa, and branches, divisions and officials continue to take opportunities at workplace level to ensure that new employees in Fórsa-represented grades receive information about union membership and have access to union representatives at the outset of their employment.

Motion 186 Tipperary South Health & Community

This Conference direct Fórsa to seek an agreement with the employers that all Fórsa member grades be issued a Fórsa membership packet at the outset of their employment in the public sector.

ACTION: On foot of this motion, Fórsa raised the issue in its 2025 submission on Ireland's Action Plan on Collective Bargaining. In that submission, Fórsa argued for a legal right for trade unions to access workers physically and digitally, including access to all workplace locations, rosters and shifts. The submission also specifically identified access to employee induction processes as "a vital opportunity for trade union organising" and called for trade union representatives to be able to participate in induction meetings, introduce themselves to newly hired employees, and explain the benefits of union membership. In addition to this national policy work, this is also happening on the ground. Access to new starters, induction processes and onboarding arrangements remains a priority for Fórsa, and branches, divisions and officials continue to take opportunities at workplace level to ensure that new employees in Fórsa-represented grades receive information about union membership and have access to union representatives at the outset of their employment.

Motion 187 Leitrim Health & Local Government

That this Conference instructs the NEC that in light of the fact that the Bullying in the Workplace Survey carried out by Fórsa noted that 68% members reported they had personally experienced workplace bullying, 67% had witnessed a colleague experience workplace bullying and 54% stated they had witnessed a colleague being threatened or insulted, Fórsa Health and Local Government is proposing the motion that Fórsa engage with the Anti Bullying Unit in DCU to carry out a comprehensive, methodological project to examine and analyse Bullying in the Workplace across the divisions. This would be similar to that carried out already by them in relation to Bullying in the Higher Education Sector. Starkly 235 members reported feelings of suicide because of bullying and 3000 members reported psychological or physical symptoms because of same.

All research has established that bullying in the workplace is a major problem in the Irish workplace, and Fórsa should continue to demonstrate leadership in forensically examining its actual prevalence for our members and ensuring the Employer meets its obligations to protect staff.

ACTION: Work has commenced on developing a proposal for potential collaboration between Fórsa and the DCU Anti-Bullying Centre. The draft proposal envisages an independent, academically led research project examining the prevalence, forms and impacts of workplace bullying across Irish public service sectors, including comparative analysis across divisions and occupational groups, the psychosocial and health impacts of bullying, and evidence-based recommendations to support employer compliance with dignity-at-work and occupational health and safety obligations.

The issues raised in this motion continue to inform Fórsa's work in this area, including its ongoing efforts to examine bullying across divisions and ensure employers meet their obligations to protect staff.

Motion 190 Leitrim Health & Local Government

The new Protected Disclosures (Amendment) Act 2022 came into effect in Ireland. That this conference calls on the NEC to ensure the Employer is compliant with this Act, and ensure user-friendly whistleblower software is installed by the Employer; to protect case data in line with GDPR and local legislation; customisable to Employer's whistleblower policy while adhering to the EU Whistleblowing Directive. That this Conference requests that a designated officer is established in Fórsa to ensure the above and seek appeals processes (in conjunction with Legal personnel) when members are often penalised in the workplace due to their protected disclosures.

ACTION: Responsibility for protected disclosure procedures, including any software or reporting platform, rests with the employer. Fórsa cannot require employers to install a particular system, but will continue to raise compliance concerns and seek arrangements that are confidential, accessible, GDPR-compliant, user-friendly and consistent with the legislation. Forsa has progressed related work through ICTU. Its motion on strengthening the role of health and safety representatives, including protections, training and psychological and psychosocial safety at work, was adopted by the ICTU Biennial Delegate Conference 2025. This supports Fórsa's wider work to ensure members can raise workplace concerns without fear of penalisation. Where members believe they have been penalised for making a protected disclosure, Fórsa will continue to support them through the appropriate industrial relations, grievance and legal referral processes.

Motion 191 Cavan Health & Local Government

That this Conference mandates the National Executive Committee to provide dedicated and specialised resources, to support members that make protected disclosures.

ACTION: Responsibility for protected disclosure procedures, including any software or reporting platform, rests with the employer. Fórsa cannot require employers to install a particular system, but will continue to raise compliance concerns and seek arrangements that are confidential, accessible, GDPR-compliant, user-friendly and consistent with the legislation. Forsa has progressed related work through ICTU. Its motion on strengthening the role of health and safety representatives, including protections, training and psychological and psychosocial safety at work, was adopted by the ICTU Biennial Delegate Conference 2025. This supports Fórsa's wider work to ensure members can raise workplace concerns without fear of penalisation. Where members believe they have been penalised for making a protected disclosure, Fórsa will continue to support them through the appropriate industrial relations, grievance and legal referral processes.

Motion 192 National Executive Committee

That this Conference appoints Mary McPartlan, Gerry Monaghan and Tara Robertson as union trustees from the close of this 2024 National Conference until the close of Conference 2026, and appoints the following to the panel provided for in Rule 32 (iii); Gina O'Brien, Stephen Pilgrim, and Denis Rooney.

ACTION: As per the decision of Conference, carried motion 192 was actioned in May 2024.

Motion 196 Tipperary South Health & Community

This Conference instructs the incoming national executive to seek to ensure that Fórsa uses the weight of numbers of its members, to secure favourable reduction of Health insurance rates for members.

ACTION: This motion was taken into account in negotiations with providers of various Fórsa member benefit schemes.

Motion 197 Tipperary South Health & Community

That this Conference notes the wide range of member benefits and services which add value to the overall membership package for Fórsa members. Conference calls on the national executive to seek to negotiate further added benefits, which could add value to Fórsa membership through discounts for goods and services, such services which provide access to reduced bills and utilities costs.

Conference calls on the NEC to undertake to secure such additional benefits and report back to the next BDC in 2026.

ACTION: The Membership Services Committee meets regularly and keeps such matters under constant review.

Motion 201 Transport Executive Grades

This Conference agrees to adopt a new rule after Rule 25. Equivalent Grades Committees to read:

Rule 26. Fórsa Youth Network

- (i) There shall be a Fórsa Youth Network whose duty it shall be to:
 - a) Promote issues and campaigns that are of interest and relevance to members under the age of 35.
 - b) Organise, mobilise, strengthen and empower young members.
 - c) 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.
 - d) Serve as liaison between young members and the decision-making bodies of the Union.
 - e) Promote greater understanding of Fórsa and its collective endeavours, as well as the wider relevance of unions and trade unionism, amongst young people.
 - f) Work with other Union committees and affiliate bodies on campaigns to actively promote the interest of all workers.
- (ii) Fórsa Youth Network shall consist of members under the age of 35 nominated by the Branches. Each Branch shall be entitled to one voting member on the Fórsa Youth Network. Branches may nominate additional non-voting representatives to the Fórsa Youth Network.
- (iii) 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 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.
- (iv) The Steering Committee of Fórsa Youth Network, on behalf of its members, shall be entitled to:
 - (a) Make representations to the Union on matters relating to the salaries and conditions of members under the age of 35, and matters relating justice, equity and equality in the workplace and in society.
 - (b) Be informed and consulted by the Union on matters of interest to members under the age of 35.
 - (c) Participate in negotiations and the development of negotiating strategies affecting members under the age of 35.
- (v) Members of Fórsa Youth Network shall have speaking rights at Union Conference and at Divisional Conferences.
- (vi) Fórsa Youth Network shall be able to submit motions for consideration at Union Conference and at Divisional Conferences.
- (vii) Members of Fórsa Youth Network shall not have voting rights at Union Conference or at Divisional Conferences unless they are attending as delegates nominated by Branches from their members.

- (viii) Fórsa Youth Network shall conduct their business in accordance with such procedures as are approved by the National Executive.
- (ix) The General Secretary shall appoint a member or members of staff to assist Fórsa Youth Network in its activities.

ACTION: As per the decision of Conference, Rule 26 was duly added to the rulebook. The amended and updated Rule Book was uploaded to the Fórsa website in November 2025 and hard copies of the amended and updated Rule Book were printed for circulation.

Motion 202 CSO Executive Grades

Amendment to Rule 12(vi) - Branches: Conference notes that this rule currently states that branches are to make annual returns to Head Office "subject to such deadline not being earlier than 31st March of the year." This text should be deleted, bringing this rule into alignment with Fórsa's operational change to branches annual returns.

The existing text of Rule 12 (vi) reads:

"A Branch shall make an annual return of finances and membership for the preceding calendar year in such a form, and before any deadline, as may be set by the National Executive, subject to such deadline not being earlier than 31st March of the year. Exceptionally, following a written appeal from a branch, the National Executive may give an extension of this deadline in respect of that branch. Branch accounts may be subject to an audit at the discretion of the National Executive."

The text to delete:

"subject to such deadline not being earlier than 31st March of the year"

The amended text of Rule 12 (vi) to read:

"A Branch shall make an annual return of finances and membership for the preceding calendar year in such a form, and before any deadline, as may be set by the National Executive. Exceptionally, following a written appeal from a branch, the National Executive may give an extension of this deadline in respect of that branch. Branch accounts may be subject to an audit at the discretion of the National Executive."

ACTION: As per the decision of Conference, Rule 12 was duly amended. The amended and updated Rule Book was uploaded to the Fórsa website in November 2025 and hard copies of the amended and updated Rule Book were printed for circulation.

Motion 203 National Executive Committee

After Appendix C add: Appendix D: Retired members and the retired members professional committee.

To appear:

Appendix D

Retired Members and the Retired Members Professional Committee

1. Retired membership

- (i) Retired members shall be associated with the branch relevant to their former employment, where such a branch is operational; however, they shall not be entitled to vote on matters subject to consideration by the branch and shall only be entitled to speaking rights where such an entitlement has been agreed by a decision of the branch or if provided for within the relevant Standing Orders.
- (ii) In the event of any dispute arising around the association of a Retired Member with a particular branch, Rule 44 shall apply, and the decision of the National Executive shall be final.

2. Retired Members Professional Committee

- (i) The National Executive shall be responsible for organising Retired Members into the Retired Members Professional Committee.
- (ii) The Retired Members' Professional Committee shall exist to advance the aims and interests of Fórsa members, retired public servants and other retired workers.
- (iii) Retired Members who have paid their annual subscription, or have payment arrangements in place, and are not in arrears, shall be affiliated with the Retired Members Professional Committee.
- (iv) The management of the Retired Members Professional Committee shall be vested in a committee, elected in accordance with standing orders ratified by the National Executive.
- (v) Rule 25 shall apply to the governance of the Retired Members Professional Committee
- (vi) A Retired Member shall be entitled to participate in the activities of the Retired Members Professional Committee and may avail of such benefits as might be determined from time to time by the National Executive.
- (vii) The Retired Members Professional Committee may organise membership services and benefits specific to retired members, subject to ratification by the National Executive.
- (viii) The Retired Members Professional Committee may organise meetings and activities for Retired Members, provided that such meetings and activities do not conflict with the interests of the Union.

3. Elected positions

- (i) Retired Members shall not normally be entitled to hold Officer Positions outside of the Retired Members Professional Committee.
- (ii) Retired Members shall be entitled to be elected as Union Trustees.

4. Union conferences

Representatives of the Retired Members Professional Committee shall be entitled to attend Union Conferences but shall not be entitled to vote in any matter of business. They shall, however, at the discretion of the Chair, be entitled to speaking rights.

ACTION: As per the decision of Conference, Appendix D was duly added to the Rule Book. The amended and updated Rule Book was uploaded to the Fórsa website in November 2025 and hard copies of the amended and updated Rule Book were printed for circulation.

Motion 204 National Executive Committee

Existing rule:

7. Retired members

- (i) A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6.
- (ii) A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union Conference.

Proposed changes:

- 7(i) After: "in accordance with Rule 6." Add: "Such members will be known as Retired Members."
- 7(ii) Delete: "A member who is in retirement shall be entitled only to such rights and such benefits as may be determined from time to time by the Biennial Union Conference."

Replace with: "Retired Members shall be affiliated with the Retired Members Professional Committee, as shall be set out in Appendix D to these rules."

After 7 (ii) Add: 7 (iii): "A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Professional Committee."

To appear:

7. Retired members:
 1. A member of the Union who is in retirement from an appropriate employment may continue in membership of the Union, or reapply to join the Union in accordance with Rule 6. Such members will be known as Retired Members.
 2. Retired Members shall be affiliated with the Retired Members Professional Committee, as shall be set out in Appendix D to these rules.
 3. A Retired Member shall not be entitled to vote on the matter of any motion subject to consideration by a Union branch, Divisional Executive Committee, National Conference, or any other matter outside of the business of the Retired Members Association.

ACTION: As per the decision of Conference, Rule 7 was duly amended. The amended and updated Rule Book was uploaded to the Fórsa website in November 2025 and hard copies of the amended and updated Rule Book were printed for circulation.

Motion 205 National Executive Committee

Existing rule:

33. Membership subscription
 - (i) The Union subscription payable by members, including retired and trainee members, shall be as set out in Appendix B to these Rules.
 - (ii) 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.
 - (iii) Without prejudice to Rule 10, the National Executive may, following a recommendation from a branch, reduce, refund or waive subscriptions in the following circumstances: (a) where a member has had a prolonged absence from duty, or (b) where a member has suffered financial loss as a result of prolonged sick leave (c) on other grounds of hardship.

Proposed changes:

33 (i) After “payable by members, including”, Delete “retired and”.

Move 33 (ii) to 33 (iii).

Move 33 (iii) to 33 (iv).

Add 33 (ii): “The Union subscription payable by Retired Members shall be set by the National Executive. Where appropriate, the National Executive shall consult with the Retired Members Professional Committee before adjusting the Union subscription payable by retired members.”

To appear:

33. Membership subscription
 - (i) The Union subscription payable by members, including trainee members, shall be as set out in Appendix B to these Rules.
 - (ii) The Union subscription payable by Retired Members shall be set by the National Executive. Where appropriate, the National Executive shall consult with the Retired Members Professional Committee before adjusting the Union subscription payable by retired members.
 - (iii) 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.
 - (iv) Without prejudice to Rule 10, the National Executive may, following a recommendation from a branch, reduce, refund or waive subscriptions in the following circumstances: (a) where a member has had a prolonged absence from duty, or (b) where a member has suffered financial loss as a result of prolonged sick leave (c) on other grounds of hardship.

ACTION: As per the decision of Conference, Rule 33 was duly amended. The amended and updated Rule Book was uploaded to the Fórsa website in November 2025 and hard copies of the amended and updated Rule Book were printed for circulation.

Motion 226 Dublin City Local Government

That this Conference call on Fórsa to ensure, that where costs are paid by head office to a provider, that branches receive a detailed invoice outlining their specific charges, following any Conferences, meetings etc., within 1 calendar month of the event/meeting so that the costs can appear in branch expenses for the year in which they occurred. The current arrangement doesn't allow for this, capitation is reduced without a detailed breakdown for the actual expense and in some situations in the year post-dating the event.

ACTION: This motion was referred to the Director of Finance and its terms were put into effect as far as practicable.

Motion 245 Revenue Executive Grades

That this Conference calls on Fórsa to ensure that when branch funding is being paid to branches, that the branch receives the following information breakdown in relation to the payment:

- a. The number of members in the branch
- b. The total amount of subs collected from those members in the previous year
- c. A breakdown of how the branch funding was calculated

ACTION: Branch funding is calculated by reference to the branch membership figures provided by Solas (the union's membership system) and in accordance with the funding arrangements agreed under the Fórsa rule book. The practical issues raised in the motion, including the level of information that can be provided to branches in respect of membership numbers, subscriptions collected, and the calculation of branch funding has been addressed.

Motion 282 Tipperary South Health & Community

This Conference calls on Fórsa to implement a campaign of Boycott, Divestment and Sanctions against Israel for all Fórsa members. Furthermore, this campaign will be appropriately resourced to ensure that all Fórsa members are informed and supported that effective action by Fórsa members may be taken.

ACTION: Fórsa has continued to develop and resource its Palestinian solidarity work through national campaigning, member mobilisation, political lobbying and participation in wider trade union and civil society initiatives. Since the motion was passed, Fórsa has actively campaigned in support of the Occupied Territories Bill, including calling for services to be included alongside goods. Fórsa made a formal submission on the Occupied Territories Bill, supported a petition signed by over 8,000 members and supporters, and mobilised members to engage with political representatives.

In addition, Fórsa hosted a November 2025 seminar on "actions of economic solidarity with Palestine", designed to build members' skills and support the development of practical workplace and community actions. The seminar was built on this and other motions adopted at the 2024 national conference calling for decisive action on economic engagement with Israel and the Occupied Territories.

Fórsa has also supported national demonstrations, ICTU workplace actions, and member participation in wider solidarity initiatives. The call for Boycott, Divestment and Sanctions continues to inform Fórsa's international solidarity work, with further activity to be developed.

Motion 287 DSP Executive Grades

This Conference calls that the NEC ensures that Motion 20 passed at Conference 2022 is enacted.

ACTION: The update adopted by Conference 2024 is sufficient action for this motion. This update along with the text of Motion 20 is restated below.

Motion 20 - DSP Executive Grades

That this Conference instructs the National Executive Committee that, as part of any follow-on national agreement to Building Momentum, 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 the 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.

UPDATE: While it was not possible to achieve this specific change, the Public Service Agreement 2024 - 2026 contains a simplified dispute resolution process compared to Building Momentum, with clearer roles for the Workplace Relations Commission and the Labour Court or Conciliation and Arbitration schemes (where appropriate).

Motions remitted

Motions annotated with * were remitted due to being guillotined

Motion 6 Defence Executive Grades

This Conference requests the National Executive Committee to seek agreement with the Department of Public Expenditure, National Development Plan Delivery and Reform under the Local Bargaining Clause of the Public Sector Pay Agreement 2024-2026 or as core part of the successor deal to the Public Sector Pay Agreement 2024-2026, if either agreement is ratified, that public servants in receipt of parents leave be entitled to normal pay for the duration of such leave.

ACTION: This was remitted on the grounds that whilst Conference was supportive of Parent's Leave being "topped up" by employers in a similar way to Maternity Leave the motion calls, in part, for the NEC to use the local bargaining clause of the Public Service Pay Agreement 2024 -2026 to give it effect. This was too prescriptive and tied the hands of those formulating claims for the, as then, yet to be established Local Bargaining units. The motion was to the Civil Service division and a claim was recently lodged to General Council following the submission of local bargaining claims.

Motion 13 DSP Executive Grades

This Conference instructs the incoming Executive to raise and highlight the issue of the unfairness of the number of increments and years it takes to reach the maximum of a pay scale. It takes from 16 years for the CO and 14 years for the EO to reach the maximum of their pay scales while it takes 8 years for an A.P. and 7 years for a P.O., 4 years for an Assistant Secretary and a Secretary General has only one pay scale. We believe no grade should take more than 10 years to reach the maximum of their pay scale. We request our union make the reduction in the number of increments part of its policy and prioritize it in any and all future talks on pay and conditions with DPER and the Government.

ACTION: The terms of the motion were reflected in the claim lodged under the local bargaining clause of the Public Service Agreement 2024-2026.

Motion 14 Donegal Health & Welfare

That this Conference Seek to improve the starting pay for Clerical Officer (Code 0409, P36 on Supporting Doc) to reflect the Skills Criteria for the position, presently the starting Point on the Scale is €27895 on a 14 Point scale with Max of €44863

(As a reference we note that Storeperson Grade (Code 4201, P23 on Supporting Doc) where the Skills Criteria is much lower starts at €37697 and is a 7 point scale with Max 44507).

ACTION: The union continues to argue that the government should reverse the austerity era decision to introduce lower entry points.

Motion 15 FGE Branch

In light of the dedication, support and commitment shown by the CO grade and that sometimes it can be the most difficult grade to get promotion from, Conference instructs the NEC to seek an additional long service increment to the CO scale. COs are the backbone of the civil service. We are a Jack of all trades, master of none and at times the buck stops with us. The commitment to of this grade should be recognised with a further LSI for those who, through no fault of their own, find themselves "stuck".

ACTION: The terms of the motion were considered in the formulation of a claim for the grade under the local bargaining clause of the Public Service Agreement 2024-2026.

Motion 16 Higher Education Branch

That this Conference calls on the NEC to remove the first 3 points and 3 mid-points of the clerical/grade III scale across the public and civil service to support our lower paid workers.

ACTION: The terms of the motion were considered in the formulation of a claim for the grade under the local bargaining clause of the Public Service Agreement 2024-2026..

Motion 18 Waterford Civil Service Clerical

This Conference instructs the incoming executive to negotiate the compression of the clerical scale to 11 points from its present 16 points over a 3 year period.

ACTION: The terms of the motion were considered in the formulation of a claim for the grade under the local bargaining clause of the Public Service Agreement 2024-2026.

Motion 19 Waterford Civil Service Clerical

This Conference instructs the incoming executive to negotiate the CO scale upwards to keep the differential the same from point 1 on the CO and EO scales. Through to point 16 on the CO and EO scales. IE the gap shouldn't widen as CO'S AND EO's progress along the scales.

ACTION: The terms of the motion were considered in the formulation of a claim for the grade under the local bargaining clause of the Public Service Agreement 2024-2026.

Motion 20 Monaghan Health & Local Government

That this Conference instructs the incoming National Executive Committee to campaign for additional long service pay increments for Clerical Officer and Assistant Officer grades to encourage staff retention and improve living standards for lower paid staff.

ACTION: The terms of the motion were considered in the formulation of a claim for the grade under the local bargaining clause of the Public Service Agreement 2024-2026.

Motion 21 Community Employment Supervisors

That this Conference recognise that there are some members in certain roles who have reached the top of limited scales and have no opportunity for progression, we call on the union to support in these cases the extension of scales and introduction of long service payments.

ACTION: The terms of the motion were considered in the formulation of a claim for the grade under the local bargaining clause of the Public Service Agreement 2024-2026.

Motion 26 Dún Laoghaire Rathdown

That this Conference agrees that Fórsa should pursue the introduction of an urban living allowance, the exact parameters of which shall be agreed by the NEC.

ACTION: The union officers oversaw an approach aimed at setting the agenda for the next public service negotiations. This involved a membership survey conducted by Amárach Research and a pledge campaign informed by the findings. The issues of cost of living and housing are foremost.

The NEC will now establish a working group to advance union strategy in this area, and the matter has been placed on the NEC agenda.

Motion 32* Central Statistics Office Professional

The right to accrue flexi-leave was withdrawn from Assistant Principals (APs) and their equivalents in the Civil Service, except for those who already had access to the arrangement, under the Haddington Road Agreement in 2013. Accrual of flexi-leave is a family-friendly policy which we believe should be available to the Statistician and other AP-equivalent grades, in particular in Departments and Organisations where clocking in and out is required for these grades. This Conference calls on the National Executive Committee to pursue the reintroduction of the right to accrue flexi-leave for Statisticians and other AP-equivalent grades through all available mechanisms.

ACTION: Referred to the Civil Service division for progression and is currently awaiting arbitration.

Motion 34* Probation Officers

That this Conference directs Fórsa to campaign for the Introduction of meaningful and robust

'Right to Disconnect' legislation. Recent Research by Cornell University has indicated that remote working can boost workers' wellbeing and work engagement, but only if their work is restricted to regular hours. In order to maintain a positive work/life balance and to offset increased employee stress and burnout, new employment standards and management practices need to be put in place and legislated for. France are the pioneers in this area and a review of their legislation, along with for example, Kenya's 'The Employment (Amendment) Bill 2022 can act as a starting point for Fórsa/ICTU in addressing this issue.'

ACTION: This motion has been aligned with Fórsa's work on remote and blended working, the right to disconnect and protections against inappropriate monitoring. Member survey evidence confirmed strong demand for the protection and expansion of hybrid and remote working arrangements. The issue will continue to inform Fórsa's national policy engagement, public service negotiations and the work of the NEC AI working group where technology and workplace monitoring overlap.

Motion 39* Offaly Health and Local Government Branch

That this Conference calls upon the incoming NEC to negotiate with Corporate Employee Services across all divisions to establish rolling recruitment panels for all of the grades that Fórsa represents. To do this, Recruitment would hold continuous competitions at all grades and establish panels, which can be then used to fill vacancies as they arise. This will reduce the reliance on recruitment agencies to provide staff to the Public Service.

ACTION: There is no one central employee services for the National Executive to negotiate with in relation to this issue. However, in the spirit of the motion, and as recruitment practices differ both across and within the six divisions of Fórsa, this motion is being dealt with in the divisions in the first instance. The matter is also being progressed at General Council through the Civil Service division.

Motion 41 Marine (New)

This Conference instructs the incoming National Executive to call on DPER to reduce probationary periods in the public service from 12 months to 6 months, in line with the civil service and EU Directive 2019/1152. There is a clause within SI 686/2022 applying 12 months' probation to new and promoted roles for public servants, but this clause does not include civil servants and is outside the national and European norms of 6 months.

Background:

SI 686/2022 The European Union (Transparent and Predictable Working Conditions) Regulations 2022 became law on 16 December 2022. The Regulations transpose the EU Directive 2019/1152 on Transparent and Predictable Working Conditions

ACTION: This matter was referred to the Civil Service division for progression. The new probation policy has been agreed and is awaiting ministerial sign off. The new policy is the result of extensive engagement with the staff panel of unions, which followed a claim brought forward by Fórsa in 2023, further supported by this motion in 2024.

Motion 49* Revenue Executive Grades

That this Conference recognises that many of our members have caring responsibilities (“carer”) for immediate family members (“dependant”), who are attending non-routine hospital appointments due to serious medical conditions. This Conference requests that Fórsa negotiate with DPENDR, in order to seek a period of Special Leave with Pay to be granted to a “carer” of a “dependent” in circumstances where the “carer” is required to attend medical appointments with the “dependant” with a serious medical condition.

ACTION: This motion was referred to the Civil Service division for progression through the General Council. The claim was originally rejected but is in the process of being resubmitted following discussions.

Motion 52* Dublin City Centre EASP Clerical

The 2024 National Conference instructs the incoming National Executive Committee of Fórsa to seek that, as a matter of equality, recipients of widows/widowers/surviving civil partners contributory pension can also receive illness benefit when they are sick particularly as they pay P.R.S.I.

ACTION: This motion was referred to the Civil Service division for consideration. A claim has been lodged to General Council.

Motion 55: Boards and Voluntary Agencies

This Conference calls on Forsa Trade Union to work towards ensuring that the Critical Illness Protocol (CIP) includes the provision for line managers to have the discretion to approve employees use of CIP to facilitate a graded return to full-time work hours.

ACTION: Changes to sick leave entitlements are precluded under the Public Service Agreement 2024-2026. However, the union remains supportive of the principle that members recovering from critical illness should be facilitated to return to work safely and sustainably. As the current public service pay deal nears expiration it is timely to reconsider this motion with a view to making progress.

Motion 56* SNA North Dublin/North Leinster

This Conference calls on Fórsa to engage with the government to increase the amount of days currently provided through domestic violence legislation. Under the legislation employees can avail of 5 days over a 12-month period. Submissions from both Women’s aid and advisory working groups recommendation 10 days leave as a minimum. We therefore call on Fórsa to engage with the government to see this increase to 10 days with an agreement to review again in the future.

ACTION: This is the current policy of the NEC which has previously committed to continue to work with other unions and to collectively bargain to provide for ten days paid leave in line with best practice.

Motion 62* Revenue Executive Grades

That this Conference instructs the Fórsa National Executive Committee to seek to provide for specific leave for persons experiencing fertility related issues and going through treatments for same.

ACTION: The action called for in this motion is being pursued by the Civil Service division as an expansion of their current claim in relation to pregnancy related illnesses. A claim has been lodged to General Council. Referred to the Civil Service division for consideration and progression of a claim through the General Council.

Motion 63 * Revenue Executive Grades

That this Conference instructs the Fórsa National Executive Committee to seek to provide for specific leave for persons experiencing the loss of miscarriage and other related losses during pregnancy to reduce the need for use of sick leave.

ACTION: The action called for in this motion is being pursued by the Civil Service division in conjunction with their current claim in relation to pregnancy related illnesses. A claim has been lodged to General Council.

Motion 70* Clare Health and Local Government

This Conference calls on the incoming National executive committee of Fórsa to seek the extension of the time period during which Parental Leave for a child can be taken. At the moment parental leave can be taken up until a child turns 16. Extension of access to Parental leave over the full age range of a child's life to their 18th birthday is recommended.

ACTION: This motion was referred to the Civil Service division in the first instance for progression of a claim through the General Council. This claim has been lodged and if successful claims will be lodged in other sectors.

Motion 72* National Education & Training Board (NETB)

This Conference calls on the incoming National Executive Committee that Pilot Projects so necessary for the potential to generate new work and innovation to be given a defined platform in the public sector regarding the finite duration, attaching to an existing salary scale and clearly defined provision for the post-pilot phase where required.

ACTION: Further information was sought from the branch in the first instance to enable the NEC to take appropriate action. The branch confirmed that there is not currently a specific pilot project that is a source of concern. However it continues to be Fórsa's position that pilots should be operated in the manner described by the branch in their motion.

Motion 80* Waterford Civil Service Clerical

This Conference instructs the incoming executive to negotiate a Walk to work scheme similar to the Cycle to work scheme.

ACTION: The NEC established a working group on Climate Change and the Just Transition to develop a strategy to give effect to motions 133 and 176 and guillotined motions 80 and 81. This working group is looking at developing a proposal on a Walk to Work scheme based on its benefit to the environment and potential to contribute to the reduction of carbon emissions.

Motion 81* SNA North Dublin/North Leinster

As the impacts of climate change continues to impact Ireland. This Conference request that Fórsa Union implement a policy for staff that maximum and minimum temperatures in our place of work be addressed immediately. For example, last year temperatures reached thirty degrees in workplaces throughout the country in September. Heat and cold stress have a direct impact on life expectancy.

ACTION: Whilst Fórsa can only implement a policy on temperatures at work for its own staff, in keeping with the spirit of the motion, this motion has been referred to the Climate Change and the Just Transition working group.

Motion 82* Dublin South Health & Welfare

That this Conference calls on the National Executive Committee to seek the establishment of a body, comprising representatives of the public sector employers and the Unions in order to undertake a full examination and evaluation of all public sector positions comparing salaries and responsibilities with those of equivalent positions in the private sector.

ACTION: This motion effectively called for a benchmarking exercise which is precluded under the current Public Service Agreement as it is cost increasing. However, the spirit of the motion was used by the NEC as part of its consideration of an approach to the Local Bargaining clause of the Public Service Agreement 2024-2026.

Motion 83* Tipperary South Health & Community

This Conference calls on the incoming National Executive committee to conduct a review/analysis, of the pros and cons, of seeking to equalize the length of the working week for all public servants. This review/analysis should ensure that any future claim will not end up disimproving any members' current length of the working week.

ACTION: The objective of this motion is not achievable as the matter has been concluded with agreement on the approach to the restoration of the Haddington Road hours.

Motion 86 Sligo PSO Clerical

A recent recruitment campaign by the Department of Social Protection to recruit Clerical Officers as Deciding Officers who will automatically be promoted to Executive Officers after 2 years completed service has caused outrage among Fórsa Clerical Officers in the SWSO Sligo. This Conference instructs the NEC to lodge a claim for all clerical officers in the Civil and Public Service who have completed over two years' service to be treated equally and fairly. This decision by DSP will have a knock-on effect throughout the Civil and Public Service.

ACTION: This was an industrial relations matter specific to the Department of Social Protection and was dealt with by the Civil Service division.

Motion 87* Marine (New)

This Conference instructs the incoming National Executive to call on DPER to revise the current T&S rates for the civil and public service. While they were updated recently in December 2023, the updates were woefully inadequate.

1. There is no facilities for milage rates for electric or hybrid car owners.
2. The overnight rate of €197 still leaves travelling colleagues mostly out of pocket, apart from budget accommodation in off seasons.

October 2023 *€155.84 (€131.21 for 3 star)

September 2023 €176.09 (€144.99 for 3 star)

August 2023 €195.18 (160.23 for 3 star)

June 2023 €186.14 (154.72 for 3 star)

*Figures taken from Fáilté Ireland's Accommodation reports

ACTION: A review of travel expenses was completed in December 2025. Based on the matrix of motoring cost no adjustment was made to mileage rates. There have been two upward adjustments to subsistence rates. Temporary remedial measures have also been sought to alleviate the current pressure on workers arising from the fuel crisis.

Motion 88* Higher Education Branch

This Conference calls on the incoming National Executive Committee to seek a review of the foreign travel circular to reflect the increased costs in accommodation and travel for staff whose positions include the necessity to travel abroad.

ACTION: This matter is being dealt with by the Civil Service division through the General Council where a sub group has been established to examine the issue.

Motion 89* SNA South Dublin/South Leinster

That this Conference calls on the national executive to engage with the relevant government departments to seek to have appointments with occupational health made more accessible to members who live outside of major urban areas.

ACTION: This motion was initially referred to the Civil Service division for consideration and potential progression through General Council. When the matter was discussed at General Council, no specific examples or locations where members were experiencing difficulties accessing occupational health appointments could be identified. Should specific areas or access issues be brought to the union's attention, these can be examined further and raised with the appropriate employer or department as necessary.

Motion 90* Cavan Health & Local Government

That this Conference directs the incoming Executive Committee seek to establish national policy and protocols for public sector employers regarding maintaining a "Status Quo", with regard to their work role and status, where industrial relation issues exist. This is in order to seek to protect workers, from having their work roles or locations changed, without their consent, where they are the subject of a workplace complaint.

ACTION: The NEC is supportive of the spirit of the motion, namely that workers who are involved in workplace complaints or industrial relations processes should not have their role, status, reporting relationship, roster or work location altered to their detriment whilst the matter is ongoing. Given the different procedures and industrial relations structures that apply across the public service, the union considers that the most appropriate route is to seek to have this matter included as a cross sectoral issue in the next round of public service talks, with a view to establishing a common public service principle on non-penalisation, fair procedure and the use of interim measures where complaints or disputes are ongoing.

Motion 92* Eir Executive Grades

That this Conference instructs the NEC to ask government to give workers both in the public and the private sector the option to decide on a personal basis to remain in employment beyond the company/public sector designated retirement age. Provided that the individual is fit and well to continue in their role. If a medical is required to support this then the individual should be willing to comply.

ACTION: The motion calls on the NEC to ask Government to give workers the option to remain in employment beyond their contractual retirement age. Since the motion was submitted, the Employment (Contractual Retirement Ages) Act 2025 has been enacted. The Act provides that employees whose contract specifies a retirement age below the State pension age may notify their employer that they do not consent to retire at that contractual age. However, the Act has not yet commenced and will require a commencement order before it takes effect. It is also limited in scope, as it applies only where the contractual retirement age is below pensionable age, and does not necessarily assist workers whose contract, pension scheme rules or statutory terms provide for retirement at or above pensionable age. The NEC will continue to monitor commencement and implementation of the Act.

Motion 93* Limerick Health & Welfare

This Conference instructs the incoming Fórsa NEC to negotiate full repeal of FEMPI* measures relating to “working hours” in effect (including Appendix 9 of HRA**) to restore for those members previously in employment with “working hours” as ‘returned’ for payroll purposes and reflected in hourly rate of pay on payslips.

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

**HRA=Haddington Road Agreement.

ACTION: The NEC has already deemed this motion to be unachievable as the Independent Body report on the HRA hours effectively concluded any further negotiations to restore pay and other conditions of employment.

Motion 94* Revenue Executive Grades

That this Conference requests that Fórsa seek statutory leave for employees who are in the process of a marital separation/divorce. Staff are entitled to marriage leave however if a marriage breaks down, staff have to use Annual leave to attend solicitors/courts. This adds additional strain on individuals with Annual leave being used up very quickly.

ACTION: This motion was referred to the Civil Service division for initial consideration and potential progression of a claim through the General Council. Whilst a claim has been lodged at General Council it should be noted that it falls into the category of a cost increasing claim and thus is unlikely to be conceded.

Motion 95* Revenue Clerical Branch

This Conference calls on the incoming National Executive Committee to work on a policy to increase paid leave to two weeks for all staff to avail of if they are going through a divorce or separation.

ACTION: This motion was referred to the Civil Service division for initial consideration and potential progression of a claim through the General Council. Whilst a claim has been lodged at General Council it should be noted that it falls into the category of a cost increasing claim and thus is unlikely to be conceded.

Motion 96* Architectural Engineering & Heritage Services Branch

That this Conference calls on Fórsa to strongly oppose any Government proposals which, if implemented, would allow public servants to be dismissed without such dismissal having been considered and approved at top level within the public service body in question.

ACTION: Following the adoption of this motion instructing the union to strongly oppose any Government proposals that would allow public servants to be dismissed without approval at the highest organisational level, the union intensified its campaign against the emerging Civil Service Regulation (Amendment) Bill, which seeks to delegate dismissal authority to lower management grades. In the period after the national conference, this position was reinforced at the Civil Service Divisional Conference, where further motions mandated continued resistance to any erosion of established dismissal safeguards. Since then, the union has consistently reiterated its opposition in publications and member updates, worked closely with other unions on the Civil Service staff panel, and engaged political and industrial relations channels to challenge the Bill's progression. Through submissions, member mobilisation, and ongoing preparations for a broader campaign, the union has reaffirmed that any reform of dismissal procedures must preserve due process, accountability, and negotiated employment protections.

Motion 97* Dept. of Enterprise, Trade & Employment Executive Grades

That this Conference calls on Fórsa national executive committee to resist all attempts by the government to amend parking arrangements for civil and public servants. This motion instructs Fórsa to engage with government on behalf of all Fórsa members to counteract the proposal to charge civil and public servants for parking at their offices where these parking spaces were previously at no cost to our members. It further calls on Fórsa national executive committee to construct a campaign of protest if required.

ACTION: The NEC recognises members' concerns about any unilateral changes to existing parking arrangements and will ensure that any proposals are subject to consultation and negotiation.

Motion 99 * Transport Executive Grades

The National Executive Committee is requested by Conference to engage with the Department of Public Expenditure, NDP Delivery and Reform and the NSSO with a view to restoring services to civil service and public service employees regarding deductions from salaries for long established civil and public service charities, all union subscriptions, health insurance premia and related salary deductions while staff are serving, and when retired, having their pension paid and deductions made through the NSSO agreements. The NEC is requested to agree and secure a binding Memorandum of Understanding between the Unions/Representative Associations and the NSSO to ensure service levels are maintained while remuneration/pensions are being paid to staff and retirees.

ACTION: This motion was referred to the Civil Service division for action. The issue remains a high priority. A process of structured engagement on all NSSO processes commenced in September 2025, and the matter remains under review.

Motion 100* Revenue Executive Grades

That this Conference instructs the Fórsa National Executive Committee to call on the NSSO to put in place a dedicated team to deal with staff who work on a Shift roster.

ACTION: This motion was referred to the Civil Service division for action. The issue remains a high priority. A process of structured engagement on all NSSO processes commenced in September 2025, and the matter remains under review.

The following update is a consolidated one and covers the action on Pension Policy Motions 101 to 111:

The National Executive Committee established a working group on pension policy to consider motions 101 to 111, as per the General Secretary's letter to branches dated 21st May 2024. This group reported back to the NEC in March 2025 and the report was circulated to all branches in April 2025. The working group identified practical actions and issues requiring wider engagement with Government, ICTU and public service employers. The union has raised pension payment delays through the Health Sector National Joint Council, where improvements have been reported in HSE processing times, and will continue to monitor the issue across divisions. The union has identified the impact of work-sharing on pension outcomes, particularly for women and carers, as an important equality issue and is developing awareness and policy work in this area. The union is also represented on the recently re-established ICTU Public Services Committee Pensions Group and on the Labour Employer Engagement Forum Pensions Sub-Group which met for the first time in a year in April 2026.

Motion 101* Dublin Hospitals

That this Conference calls on Fórsa to ensure that Pension Entitlements and Lump Sums are paid in full on retirement dates.

Motion 102* Sligo PSO Clerical

This Conference instructs the incoming NEC to seek work-sharer pension entitlements. Worksharing patterns are mainly availed of for caring purposes, either to care for children or elderly relatives. This time is not recognised for pension purposes which results in very low pension entitlements. We were asking that time taken for work-sharing to care for family be recognised for pension purposes.

Motion 104* Laois Health & Local Government

In January 2024, the supreme court delivered its judgment in relation to the entitlement of an unmarried cohabiting parent to a widows, widowers or surviving civil partners contributory pension. Given this judgment the Laois Branch Health and local government call on the incoming National Executive Committee to actively pursue a equivalent recognition relation to the spouse and children formerly (widows and orphans) entitlement.

Motion 105* DSP Executive Grades

That this 2024 National Conference of Fórsa instructs the incoming National Executive Committee of Fórsa to seek to protect State Pension Provision and arrangements for all Workers so as to maintain control of monies already paid in by workers over the years.

Motion 106* Kildare Local Government

That this Conference instructs the National Executive Committee to negotiate the removal of the Additional Superannuation Contribution (ASC). The Additional Superannuation Contribution (ASC) has remained as an unfair deduction in the pay of civil and public servants to this day, despite the improved financial landscape.

Motion 107* Revenue Executive Grades

That this Conference instructs the incoming NEC to seek to have the Additional Superannuation Contribution (ASC), introduced under FEMPI, abolished without any corresponding diminution in pension terms and conditions for Public Servants.

Motion 108* Limerick Health & Welfare

This Conference instructs the incoming Fórsa NEC to negotiate full repeal of FEMPI* application relating to the implementation of the so-called "Pension Levy" 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.

Motion 109* DSP Executive Grades

That this Conference calls on the NEC to seek to change the refunding of employee pension contributions order after 40 years of service from contributions paid earliest to a refund of those paid most recently.

Motion 110* Dublin South Health & Welfare

That this Conference calls on the incoming NEC to ensure that no Fórsa member working in a civil and public service role is excluded from relevant civil and public service pension scheme. Currently there are members who have worked for over twenty years across the civil and public service but without access to the relevant pension.

Motion 111* School Completion Programme

That this Conference calls on the NEC to highlight the disparity between the workers who have access to the public service pension schemes and those who do not, despite being employed at the service and direction of the State. Conference instructs the NEC to seek to end this two-tiered workforce and protect those workers across our 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.

Motion 164 Justice Executive Grades

That this Conference calls on the National Executive Committee of Fórsa to make it known through a media campaign that Fórsa is opposed to the use of Shannon Airport by the US military given the continued US complicity in the transfer of munitions and weapons of war to Israel for the slaughter of Palestinian civilians.

Conference calls on the National Executive Committee of Fórsa to adopt a policy of supporting members who choose to refuse to allow or participate in any work-related activity which aids the utilisation of Shannon Airport for these violent and nefarious purposes. The National Executive of Fórsa should also endeavour to make members aware that this support is there by informing members about the supports available in sections of the union where it is likely to be relevant.

Conference calls on the National Executive Committee of Fórsa to seek protection from workplace disciplinary action for members who refuse to engage with these activities as an act of moral conscience.

ACTION: This motion was referred to the Services and Enterprises division for consideration as branches comprehended by (but not parties to) this motion reside in that division.

Motion 179 Westmeath Health & Welfare

Branch officers, as volunteers, are often under pressure due to employer demands for efficiencies and increased productivity. This Conference calls on the incoming NEC to negotiate with employers to seek paid release for branch officers to carry out union work.

ACTION: This motion is being dealt with as part of the union's broader approach to the issue of release for staff carrying out union roles.

Motion 180 Galway Health & Local Government

That this Conference recognises the dedication shown by many workplace reps and calls on the incoming National Executive committee to negotiate that the hours spent at monthly BEC meetings can be calculated as hours of work.

ACTION: This motion is being considered as part of the union's broader approach to the issue of full-time release and release for members in general.

Motion 181* Dublin Hospitals

That this Conference calls on Fórsa to initiate the installation of a Chatbot System.

ACTION: This motion formed part of the work of the NEC AI working group.

Motion 182* Connaught/Ulster SNA branch

This Conference seeks that Fórsa trade union develop a dedicated mediation process that is an in-house service available to volunteers. Where conflict or miscommunication arise between any parties, between volunteers and or volunteers and staff prior to beginning any complaints procedure, this service can be utilised. We seek that in addition to this services, there be a complementary advisory element which helps volunteers navigate any grievance procedure that may wish to engage in or find themselves a party to. The idea of this service is to triage conflicts that arise and prevent them escalating and resulting in lack of services to members. Where conflict arises between volunteers and staff, they will also be able to use this service.

ACTION: The NEC is supportive of the underlying objective of this motion of resolving conflict, miscommunication or inappropriate behaviour at the earliest possible stage. The union notes that support for volunteers already takes place in an informal and ad hoc manner, with efforts made to assist volunteers, provide guidance and resolve difficulties before matters escalate into formal procedures. In addition, the union has recently launched its Policy on Harassment, Bullying and General Behaviour at Fórsa Conferences, Meetings and Events, which provides a clear framework for expected conduct, informal resolution where appropriate, nominated support persons, and escalation where necessary.

Motion 188* Leitrim Health & Local Government

That this Conference calls on the NEC to re-iterate the Employer is bound by law to ensure compliance with the Safety, Health and Welfare Act 2005, which 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. Forsa Health and Local Government is proposing this Motion to actively implement training for Union personnel on implementation of the "Psychosocial Safety Climate" programme and protocols as it describes the extent to which policies, practice and procedures within an organisation value and support psychological health. PSC actively examines contexts whereby professional contributions from members at basic and senior levels are not valued or respected by Line

Management, and regularly ignored. This is acknowledged in the research as the "breeding" ground for dissatisfaction. Our Union colleagues in other EU countries are leading out on PSC and Fórsa Ireland must be regarded as being a leading force in implementation of PSC nationally.

ACTION: This motion has informed the union's wider policy and campaigning work on psychosocial safety. The issues raised were progressed at a national trade union level through the Fórsa motion to the ICTU Biennial Delegate Conference in July 2025, which called for stronger legal protections, improved training, formal recognition of health and safety representatives, and a workplace organising programme centred on psychological and psychosocial safety. The union will continue to pursue this agenda through ICTU structures and through engagement with employers on their statutory obligations to assess and address psychosocial hazards in the workplace.

Motion 193* Tipperary South Health & Community

This Conference notes the success of recent targeted strike action affecting Section 39, Section 56 and Section 10 organisations and commends Fórsa on this approach. This Conference states that members taking active part in targeted strike action be considered for higher rate of strike pay; where a targeted cohort of staff within an employment sector is selected to run a strike picket as a result of which all employees in an employment sector will benefit. This Conference instructs the incoming NEC, Financial committee, Disputes committee will give consideration to supplemented strike pay to as close as that members normal daily rate of pay as possible. This would ensure that members, our colleagues out on strike are not financially disadvantaged, particularly when the purpose of their action has broader benefits for their colleagues and the wider membership.

ACTION: This motion informed the NEC's position in relation to recent industrial action and the approach to strike pay.

Motion 194* Cavan Health & Local Government

That this Conference endorses the NEC to research and implement a scheme of membership fees for former members rejoining, where membership has lapsed, with a break in membership and no dues paid, for a period of six months or more, according to the following:

- Payment of a membership contribution of 1.2% of salary for a period of six months, reducing to the standard membership fee of 0.8% thereafter.
- The scheme to provide for exclusions such as career breaks and where the member applies to rejoin within three months of resuming employment.

ACTION: The NEC consider that this motion would require a rule change as it is seeking to alter, albeit temporarily, the rate of subscription which is set out in the union rule book.

Motion 198* Education & Skills Executive Grades

This Conference instructs the National Executive Committee to increase Fórsa T&S Rates in line with Circular 19/2023 and all future Civil Service T&S Circulars.

ACTION: This motion has been implemented.

Motion 199* Tipperary South Health & Community

This Conference acknowledges the work done by Fórsa activists to increase membership and union density in the workplace. This Conference calls for increased supports for Branches nationwide to ensure that existing members' needs are met.

ACTION: The NEC acknowledges the work of activists in increasing membership and union density across workplaces. The union continues to support this work through increased workplace recruitment activity, improved membership data, and ongoing support from the Membership Unit to branches, divisions and activists. Workplaces receiving direct recruitment engagement have recorded significantly higher levels of new joiners, underlining the importance of coordinated, on the ground support. This work is being further supported through the Skills Academy, including expanded workplace representative training and branch skills courses. The union will continue to build on these supports to ensure branches are equipped to recruit, organise, represent and meet the needs of existing members.

Motion 200* Cavan Health & Local Government

That this Conference mandates the incoming Executive Committee, to take a position on findings from media, or other investigations, where considered appropriate, particularly where such findings highlight mismanagement by Public Representatives and/or Senior Management and where the reputation of public service organisations are tarnished, as a result. This is in order to allow our representative organisation, to defend the reputation and integrity of public service provision and public sector workers.

ACTION: The terms of the motion were considered and have informed the Communications and Campaigns Team's approach to media reports, investigations and public controversies involving public service organisations. The union responds, where appropriate, to defend the reputation and integrity of public services and public service workers.



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