



**FORSA**

Keep it Public  
Keep it Local

**2025**  
**AGENDA**

Local Government  
and Local Services  
Divisional Conference

14th - 16th May 2025

FÓRSA

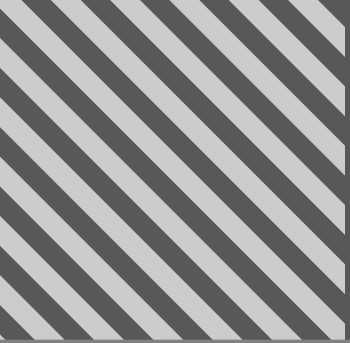


Keep it Public  
Keep it Local

**2025**  
**AGENDA**

Local Government  
and Local Services  
Divisional Conference

14th - 16th May 2025



# Contents

Conference timetable.....	4
Standing Orders Committee .....	7
General standing orders for conference .....	8
Voting procedures for elections.....	10
Standing Orders Committee Report No. 2.....	14
Motions .....	17
Appendix 1: Motions advisory to the National Executive Committee .....	29
Appendix 2: Motions reiterating existing policy not requiring a decision .....	31
Appendix 3: Amendments considered to be out of order .....	32
Appendix 4: Nominations received by the deadline set out in rule 21(v) .....	33
Appendix 5: Motion, amendment and nomination withdrawal form .....	36

# Conference timetable

## Wednesday 14th May

14.00	Registration opens
15:15	Registration closes
16.00	Conference opens
16.00	Video: Fórsa Local Government and Local Services Division in action
16.05	Opening address by Michael Whyms, Cathaoirleach
16.15	Remembering former colleagues
16.20	Address by local dignitaries: John McLaughlin, Chief Executive, Donegal County Council and Niamh Kennedy, Cathaoirleach, Donegal County Council Fraternal welcome: Catriona McElhinney, Fórsa Donegal Local Government Branch
16.35	Appointment of tellers and scrutineers
16.40	Adoption of general standing orders
16.45	Standing Orders Committee Report
16.55	Adoption of Minutes from Divisional Conference 2023
17.00	Biennial report
17.05	Video: Local bargaining
17.10	Pay/Public Service Stability Agreement: Motions: 15, 16, 17, 18, 19 and 20
18:10	Job evaluation: Motions 1 and 2
18.30	Outsourcing: Motion 26
18:40	Address by Fórsa President Martin Walsh, followed by the Distinguished Services Awards, presented by Fórsa Senior Vice-President Julie Flood and President Martin Walsh
19:00	Conference adjourns

# Conference timetable

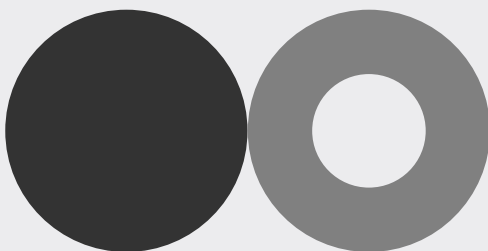
## Thursday 15th May

- 09.30 Conference resumes
- 09.30 Video: Fórsa International Solidarity
- 09.35 Panel discussion: The state of Local Government in Europe and globally and opportunities of remunicipalisation  
Guest speakers: Daria Cibrario, Public Services International and Pablo Sanchez-Centellas, European Public Services Union
- 10.15 Address by Fórsa National Secretary, Richy Carrothers
- 10.35 Empowering local government: Motion 24
- 10.45 Blended working/flexitime/leave: Motions 3, 4, 5, 6, 7, 8 and 9
- 11:50 Housing: Motions 10, 11, 12, 13 and 14
- 12:30 "Home Truths: defining the housing crisis" by guest speaker Dr. Lorcan Sirr, Senior Lecturer in Housing, TUD
- 13.00 Lunch
- 14.00 "Local authorities: Driving the change for community and social integration."  
Guest speaker: Lilian Seenoi-Barr, Mayor, Derry and Strabane District Council
- 14.30 Transfer policy and qualifications: Motions 21, 22 and 23
- 15:00 Policy and campaigns: Motions 27, 28, 29, 30, 31, 32, 33 and 34
- 16:15 Address by Kevin Callinan, Fórsa General Secretary
- 16.30 Library services: Motion 25
- 16.40 Video: Whilst They Offer Division, We Offer Hope  
Fórsa members Stand Up To The Far-Right
- 16.45 Panel discussion: Libraries the the far right  
Guest speakers: Edel Scally, Librarian, Michael Devine, Assistant Librarian, Faye Carrie, UCD. Facilitated by Aisling Cusack, Fórsa Policy & Research Officer
- 17.30 Conference adjourns
- 20.00 Conference dinner

# Conference timetable

## Friday 16th May

10.00	Conference resumes
10:00	Local Authorities & Uisce Éireann: Water Transformation Update, by guest speaker Liam Berney, Senior Industrial Officer, ICTU
10.15	Guest speaker: Pauline Mulligan, Chief Executive, Local Government Management Agency
10.45	Emergency Motions
11.00	Video: It's Your Union, Your Power
11.05	Panel discussion: Organising for Power in Local Government Guest speakers: Will Mooney Ennis, Fingal Branch, Cliadhna Dinneen, Cork Health & Local Government Branch, Amy Moran, Industrial Officer. Facilitated by Hazel Nolan, Assistant General Secretary
12:05	Video: Organising for Equality
12:15	Campaigns update and reflections on the local government attitudes survey by Kevin Donoghue, Director of Campaigns
12:30	Closing ceremony



# Standing Orders Committee

---

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

---

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

# General standing orders for conference

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

---

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

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

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

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

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

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

## Ballot paper

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

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

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

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

## Returning Officer

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

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

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

## Valid ballot papers

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

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

### **First count**

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

### **The quota**

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

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

### **Distribute or eliminate?**

The biggest causes of confusion in the PR system are:

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

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

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

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

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

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

The order in which surpluses are distributed is as follows:

- The greatest surplus is distributed first;
- If there are two or more surpluses that are equal the first to be distributed is the surplus that arose on the earliest count;
- Where this is also equal the surplus to be first distributed is that of the candidate with the highest first preferences;
- If all of these are still equal, the first surplus to be distributed is that of the candidate who was first ahead of the other candidate at the first count at which they were unequal;
- If there was no such count (e.g. first count surplus only to be distributed) then the Returning Officer shall decide by lot\* which surplus to distribute first.

The order in which candidates are eliminated is as follows:

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

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

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

### **Physical transfer of ballot papers**

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

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

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

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

### **Elected without reaching the quota**

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

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

## **Result sheet**

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

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

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

## **Re-count**

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

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

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

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

## **Fórsa conference election procedures**

Rule 19 covers the Divisional Executive and its officers.

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

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

**30th April 2025**

# Standing Orders Report No. 2

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

## 1. Conference timetable

The foregoing timetable for conference is recommended.

## 2. General Standing Orders

The foregoing General Standing Orders are recommended with special attention to be made to Section 16 that reads as follows:

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

## 3. Motions received

43 motions were submitted by branches for consideration. In accordance with the notice issued and Rule 17, 43 were received by the deadline and no motions were received after the deadline.

All 43 motions are included in this preliminary agenda as follows:

- 34 of those motions are listed immediately following this report and are deemed to be in order.
- 7 of those motions are listed in Appendix 1 and are deemed to be advisory to the NEC. See note (4) below.
- 2 of those motions are listed in Appendix 2 and are deemed to reiterate existing policy. See note (5) below.

## 4. Motions appropriate to National Conference/Advisory to NEC

Appendix One contains seven (7) motions which are more appropriate for the National Conference and will have the status of advisory to the National Executive Committee.

## 5. Motions reiterating existing policy

Appendix Two contains two (2) motions that reiterate existing policy contained within the Divisional Policy Handbook and therefore do not require a decision at conference.

## 6. Motions considered to be out of order

No motions were considered as out of order.

## 7. Amendments received

A total of two (2) amendments were received by the deadline as set out under rule. One (1) amendment was deemed to be in order by SOC and Motion 24 with proposed amendment is included on the agenda.

## 8. Amendments considered out of order

One (1) amendment, set out in Appendix 3 is deemed to be out of order by SOC, due to the motion not having been submitted in the correct format.

## 9. Composite motions/amendments

There are no composite motions included on the agenda.

**10. Common debates**

There are no motions for common debate.

**11. Guillotined motions**

These will be taken at the end of each day of conference if time permits.

It is recommended that guillotined motions be taken in the order they were guillotined, with all guillotined motions in a section being completed before moving to the next set of guillotined motions.

**12. Emergency motions**

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

**13. Withdrawal of motions and nominations**

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

**14. Officer elections and votes**

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

**15. Standing Orders Committee**

---

Civil Service	Helen Lundy (Secretary)
Education	Eileen Coman (Returning Officer)
Local Government and Local Services	Michael Barry Rose Marie Conroy (Chairperson)
Municipal Employees' Division	Tommy Kavanagh

---

**16. SOC availability prior to conference**

Where branches or the DEC have queries, they are asked to raise these in writing by emailing soc@forsa.ie as soon as possible and in any event not later than one week prior to conference. The SOC are available in the designated room at the Conference hotel on Wednesday the 14th May between 3pm and 4pm.

**17. Nominations**

The nominations received by the deadline in Rule 17 (v) are set out in Appendix 4.

**18. Typographical errors**

In order to preserve the integrity of what was submitted, typographical errors within motions are not corrected, they are left and displayed as submitted by the Branch. These will be corrected in the final agenda.

## 19. Legend on acronyms

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

<b>Acronym/ Abbreviation</b>	<b>Explanation</b>
DEC	Divisional Executive Committee
EU	European Union
LGBTQ+	Lesbian, gay, bisexual, transgender, queer and others
LG&LS	Local Government & Local Services
LGMA	Local Government Management Agency
NEC	National Executive Committee
SOC	Standing Orders Committee
WRC	Workplace Relations Commission

**Rose Marie Conroy**  
Chairperson  
Standing Orders Committee

30th April 2025

# Motions

## Job evaluation

### Motion 1:

Conference commends members for their desire to achieve a job evaluation by engaging in action since the conference in Cork in May 2023.

Conference welcomes that the issue of local authority job evaluation was included in The Public Service Agreement 2024-2026, section 4.4.2, which states:

*The parties agree to re-engage to progress the scoping exercise on options for a job evaluation arrangement in the Local Authority sector.*

Conference notes that we are currently engaged in a conciliation process under the auspices of the Workplace Relations Commission.

The incoming DEC is instructed to pursue a job evaluation scheme for the local government sector.

**Divisional Executive Committee**

Withdrawn  Amended  Carried  Not Carried  Remitted

### Motion 2:

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to continue to actively engage with LGMA through the auspices of the WRC to scope a job evaluation scheme for the Division and pursue its speedy implementation.

**Dublin City Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

## Blended working/flexitime/leave

### Motion 3:

Conference notes the decision in May 2023 instructing the incoming the [SIC] DEC to trigger the review clause of the interim Framework on Blended Working to:

- Establish blended working across all local authorities.
- Embed blended working into the sector.
- Ensure that it is available to members to the greatest extent possible.
- Underpin any agreed policy with a fair, transparent and equitable appeals mechanism.

Following intense work of the union, Fórsa has now normalised blended working in the local government sector. The revised policy for the sector that issued in May 2024 has ensured that decision making is fairer, more open, transparent and accountable. Blended working is now available across all local authorities, with more members now in a position to apply for such arrangements.

Conference mandates the incoming DEC to engage with local government and local services employers about the application of flexible arrangements in the context of the Blended Working Policy and Procedure.

**Divisional Executive Committee**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 4:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to pursue access for our members to accrue time whilst remote working.

**Dublin City Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 5:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to lodge a claim with the LGMA that provides for entitlement to Flexi-Time Leave for all grades represented by Fórsa. Lack of access to Flexi-Time may be a contributory factor to the gender imbalance at senior grades due to family commitments. The National Secretary to provide a progress report on this at the Bi-Annual Delegate Conference 2027.

**Tipperary Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 6:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to examine leave entitlements across the sector and compare with entitlements in other areas of the public sector.

Where entitlements are less favourable within local government, this conference directs the DEC to engage with local government management to address this.

**Dun Laoghaire Rathdown Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 7:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to pursue the introduction of trials of a four-day working week, without any reduction in pay, within local government. That this conference agrees that an update will be provided to members within six months of this Conference.

**Dun Laoghaire Rathdown Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 8:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to negotiate with Government and employers to seek provision for a four-day working week in the Local Government sector.

**Cavan Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 9:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to engage with Local Authority employers to ensure a sector wide common approach to time and attendance requirements for the duration and aftermath of red weather alerts.

**Mayo Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

## Social issues: Housing

**Motion 10:**

Conference notes that despite government declaring the housing crisis a “national emergency” in March 2018, on every single metric the housing situation has grown immeasurably worse over that timeframe. Government housing statistics confirmed a new record of 15,199 people were homeless in November 2024, however, those figures do not count people considered the “hidden homeless”, such as those couch-surfing, living in overcrowded or inappropriate accommodation, lacking security of tenure, those living in institutional settings or those who are rough-sleeping.

Conference believes that:

The scale and gravity of the crisis is most graphically illustrated in the private rental sector, where a lack of secure, affordable tenancies has resulted in record levels of evictions and homelessness. This situation was exacerbated by the indefensible decision to end the moratorium on evictions - without first putting in place the protections required to ensure that no family or individual is forced into homelessness, when a tenancy is ended.

Conference calls on the incoming DEC to:

- Lobby the Minister for a fundamental reset of housing policy to ensure the delivery of secure, affordable homes.
- Put the establishment of local authority-led cost rental public housing at the centre of the divisional policy on housing.
- Commit to pressing for local authority direct labour for the delivery of home energy upgrades, preventative maintenance, and effective void management.
- Campaign with the other trade unions, Raise the Roof, non-for-profit providers and broader civic society for a referendum which would establish the constitutional right to housing.
- Campaign for Government to act immediately with tangible and effective emergency measures to deal with the housing and homeless crisis.
- Demand that Government reintroduce ‘no fault’ evictions property.
- Ensure that the State meets all its human rights obligations under the International Covenant on Economic, Social & Cultural Rights and the European Social Charter.

**Divisional Executive Committee**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 11:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to do all in its power to address the current housing crisis. This should include lobbying the Department of Housing, Local Government and Heritage to implement policies that will commit resources to local authorities to respond to the current housing crisis. These policies must include: the resourcing of local authorities to directly provide social housing and the resourcing of staff to deal with the increased numbers of homeless people.

Our members working in Housing in Local Government are directly impacted by the failure of successive Governments to address this crisis. Housing is a local issue and as such Local Government should have a much greater role in the provision of local housing.

Fórsa members see every day the reality of the housing and homeless crisis. This housing emergency can no longer continue, and the Local Government Division has a key role in demanding polices from the Department of Housing, Local Government and Heritage, that end this crisis.

**Cork Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 12:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to ensure that there is proper oversight and monitoring by local authorities of any so called modular "granny flats" constructed in the rear gardens of private residential properties. Local authorities to be properly resourced to carry out this work to ensure that any legislative changes in this area does not result in an opportunity for unscrupulous landlords to accommodate desperate people in unlicensed expensive units.

**Donegal Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 13:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to seek to ensure that central government adequately resources local authorities to increase the provision of affordable and public housing and to move away from the over reliance on the private sector to provide housing to those in need. This would go towards ending the cycle of ever-increasing numbers being added to the housing waiting list and reduce the pressure on currently over-stretched local authority homelessness services.

**Donegal Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 14:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to actively advocate for central government to engage directly with Local Government Housing Departments and to provide the necessary funding to address the urgent remedial works required for Social Housing affected by Defective Concrete Products.

**Donegal Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

# Terms and conditions: Pay/Public Service Stability Agreement

## Motion 15:

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

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

This Conference calls on the Divisional Executive Committee to advance local bargaining claims for members within Local Government and Local Services employments and utilise our industrial strength to achieve the best deal for members.

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

**Divisional Executive Committee**

Withdrawn  Amended  Carried  Not Carried  Remitted

## Motion 16:

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to seek the immediate removal of the anomalies in the payment for overtime in the Local Government Sector by ensuring that :

1. Employees are paid for all hours worked
2. Overtime is paid at the employees current pay rate
3. The divisor shall be the current standard working week and this should will be applied from the date of the most recent reduction in hours.

**Kerry Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

## Motion 17:

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to engage with employer organisations to seek to address the unequal status of branch librarians and to strive to obtain equal employment terms for them, similar to Clerical Officer grade 3, or equivalent positions. Branch librarians are classified as grade 3 and yet do not have access to similar sick leave cover and have had to fight for years to achieve pension entitlements. This Conference calls on Fórsa to work to have these and other inequalities redressed.

**Cavan Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 18:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to seek to negotiate a provision for local bargaining rights to be used as a means to assist in achieving equality of pay and working conditions nationwide, for branch librarians, equivalent to those afforded to their contemporary library assistants.

**Cavan Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 19:**

[That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to seek to have recognised the income earned by employees working on the compilation of the Register of Electors as core Taxable, Pensionable earnings and therefore is not treated as an allowance and subject to buy out.

**Cavan Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 20:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to ensure that opportunities for our Technician members are maximised to the greatest extent possible addressing the current pay scale and access to a professional career structure.

**Kildare Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

## Terms and conditions: Transfer policy

**Motion 21:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to implement a formal and transparent transfer system within local authorities in Ireland.

**Fingal Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 22:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to campaign for the implementation of local internal transfer panels in local government councils. Currently there are no indications of time frames, department choice, transparency or fairness relating to transfers within local government. We are asking for a similar setup to that of the Tusla transfer panel.

**Louth Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

# Terms and conditions: Qualifications

## Motion 23:

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to formally establish, within the Local Authority sector, a joint working group with management that must be consulted whenever new qualification requirements are introduced that affect the LG&LS sector. This working group shall ensure:

- A full review of any new qualifications and their implications for staff terms and conditions.
- No implementation of revised requirements without Fórsa's agreement on appropriate adjustments to pay, grading, or other conditions of employment.
- Fair treatment and clear pathways for existing staff who do not meet newly introduced qualifications, ensuring they are neither disadvantaged nor unfairly treated.

This Conference further mandates that the incoming LG&LS Divisional Executive Committee escalate any refusal by management to engage meaningfully in this process through all available industrial relations channels to protect members' interests.

**Fingal Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

# Empowering local government

## Motion 24:

Conference believes:

- Fórsa has a vision for enhanced provision of local services and strengthened local democracy in Ireland. Strong local government can provide localised, efficient, and effective public services as the cornerstone of a healthy democracy.
- That there should be an enhanced role of local government in effective service provision, in decision-making, and in rebuilding public confidence in democracy.
- Local government is our greatest and most underused resource. It touches every aspect of our daily lives and impacts upon everyone who lives and works in Ireland. It is in our schools, our homes, our public parks. It's in our work, our play and our recreation.
- It is also the first point of contact that many people in Ireland will have with public services and democratic structures.

Conference acknowledges that the nature of our society is rapidly changing. How and where we live our lives is constantly evolving. The rigid, centralised system of government and service provision no longer fits the changing face of Ireland. All over Europe societies are realising that the reality of life in the 21st century requires a new, flexible, responsive, and locally based system of government. Strengthening Ireland's local government offers us the unique opportunity to create the solid foundation upon which we can continue to grow, develop, and embrace the changes that lie ahead.

Conference instructs the incoming DEC to focus on the following five policy pillars for the sector:

### **Housing**

- Support the establishment of local authority-led cost rental public housing.
- Commit to increasing local authority direct labour for the delivery of home energy upgrades, preventative maintenance, and effective void management.
- Endorse the holding of a referendum which would establish the constitutional right to housing.

### **Water**

- Endorse the holding of a constitutional referendum to ensure public water ownership.

### **Waste**

- Support legislative changes to the Waste Management Act, 1996 which would provide for the return of waste collection services to local authorities.
- Support the development of initiatives within local authorities for the remunicipalisation of waste collection services.

### **Democracy**

- Provide adequate investment and independent funding powers for local authorities.
- Fully implement the EU Charter on Local Self-Government, inclusive of the additional protocol
- Commit to promoting a culture that is free from hate-speech and intolerance, and not to work with representatives who are contrary to this.
- Support initiatives to establish directly elected mayors in each local authority.

### **Energy and climate**

- Support local authorities to lead micro-generation and community ownership of renewable energy projects.

### **Divisional Executive Committee**

Withdrawn  Amended  Carried  Not Carried  Remitted

### **Amendment to Motion 24:**

Paragraph 4 Housing: add the following line in section dealing with Housing. The added text reads as follows: *Commit to utilizing local authority direct labour for the construction of public housing.*

Paragraph 6 Democracy: add the following text in the 4th bullet point. "Support initiatives to establish directly elected mayors in each local authority", guided by the recommendations of the Dublin Citizens Assembly.

### **Amended Motion to read:**

Conference believes: -

- Fórsa has a vision for enhanced provision of local services and strengthened local democracy in Ireland. Strong local government can provide localised, efficient, and effective public services as the cornerstone of a healthy democracy.
- That there should be an enhanced role of local government in effective service provision, in decision-making, and in rebuilding public confidence in democracy.
- Local government is our greatest and most underused resource. It touches every aspect of our daily lives and impacts upon everyone who lives and works in Ireland. It is in our schools, our homes, our public parks. It's in our work, our play and our recreation.
- It is also the first point of contact that many people in Ireland will have with public services and democratic structures.

Conference acknowledges that the nature of our society is rapidly changing. How and where we live our

lives is constantly evolving. The rigid, centralised system of government and service provision no longer fits the changing face of Ireland. All over Europe societies are realising that the reality of life in the 21st century requires a new, flexible, responsive, and locally based system of government. Strengthening Ireland's local government offers us the unique opportunity to create the solid foundation upon which we can continue to grow, develop, and embrace the changes that lie ahead.

Conference instructs the incoming DEC to focus on the following five policy pillars for the sector:

### **Housing**

- Support the establishment of local authority-led cost rental public housing.
- Commit to utilizing local authority direct labour for the construction of public housing.
- Commit to increasing local authority direct labour for the delivery of home energy upgrades, preventative maintenance, and effective void management.
- Endorse the holding of a referendum which would establish the constitutional right to housing.

### **Water**

- Endorse the holding of a constitutional referendum to ensure public water ownership.

### **Waste**

- Support legislative changes to the Waste Management Act, 1996 which would provide for the return of waste collection services to local authorities.
- Support the development of initiatives within local authorities for the remunicipalisation of waste collection services.

### **Democracy**

- Provide adequate investment and independent funding powers for local authorities.
- Fully implement the EU Charter on Local Self-Government, inclusive of the additional protocol
- Commit to promoting a culture that is free from hate-speech and intolerance, and not to work with representatives who are contrary to this.
- Support initiatives to establish directly elected mayors in each local authority, guided by the recommendations of the Dublin Citizens Assembly.

### **Energy and climate**

- Support local authorities to lead micro-generation and community ownership of renewable energy projects.

### **Cork Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

# Library services

## Motion 25:

Since the last divisional conference in May 2023, we have witnessed widespread intimidation and harassment of library workers by small groups of far-right agitators seeking the removal of certain LGBTQ+ books. Only Fórsa has been the consistent voice of workers ensuring that the sector and individual local authorities undertook health and safety risk assessment of public libraries and the threat posed by the actions of agitators. Furthermore, we engaged with An Garda Síochána to highlight this threat and ensure emergency measures to protect staff, users, public buildings, books and property.

Conference congratulates library workers for the unity in standing together to demand safe workplaces and for promoting libraries as places for critical connection for many in our communities; ensuring libraries act as community hubs for social integration and serving as centres of cultural, educational, and academic learning.

Conferences acknowledges the support and solidarity of Fórsa members and branches to campaign against the rise of homophobia and transphobia, standing in support and solidarity with LGBTQ+ people.

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to explore all ways to continue to support and advocate for our members working in libraries using health and safety legislation and all industrial relation processes deemed appropriate and necessary. Fórsa must continue to lead the fight to ensure that libraries are places free from harassment and intimidation for both staff and users. The DEC should also explore ways to work collaboratively with community groups and civic organisations in opposing homophobia and transphobia.

**Divisional Executive Committee**

Withdrawn  Amended  Carried  Not Carried  Remitted

# Outsourcing

## Motion 26:

Conference believes that Fórsa must be vigilant to the threat of outsourcing of local authority services. We must ensure that local authorities do not exploit the recruitment and retention crisis to outsource council services. We demand full transparency in the decision-making processes regarding outsourcing. Employers must be compelled to adhere to the provisions of the national agreements regarding outsourcing and privatisation. We demand full disclose of how outsourcing decisions are made, the potential impacts on workers, the long-term effects on the local authority services and all costings.

Conference calls on the incoming DEC to work with branches to monitor and oppose the outsourcing of council services. The DEC is requested to review the supports to members and branches by developing a toolkit for campaigning against outsourcing and to seize opportunities for insourcing of council services.

**Divisional Executive Committee**

Withdrawn  Amended  Carried  Not Carried  Remitted

# Policies and campaigns

## Motion 27:

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to seek the introduction of a Workplace Neurodiversity Policy in the sector.

**Dun Laoghaire Rathdown Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

## Motion 28:

That this Conference welcomes efforts within the sector to promote the Irish language, noting positive initiatives undertaken by some local authorities that encourage wider use of the language.

This Conference notes with concern however the requirement for local authorities to ensure that 20 per cent of staff recruited from 2030 are proficient in the Irish language. This conference notes the potential negative consequences in restricting access to local authority employment and promotions among people who for a variety of reasons do not have proficiency in the language.

This Conference directs the incoming Local Government and Local Services Divisional Executive Committee to engage with the relevant bodies to ensure that those who do not have sufficient Irish language skills are not negatively impacted in terms of access to local government jobs and promotional opportunities by the implementation of the Official Languages Act.

**Dun Laoghaire Rathdown Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

## Motion 29:

That this Conference notes that members who are on probation or non-permanent contracts do not enjoy the same protections as permanent employees in the sector.

This Conference notes that recent events elsewhere, and previous experience during periods of austerity, have shown that precarious employment arrangements can allow employers to summarily end employment.

This Conference resolves that the incoming Divisional Executive Committee will defend the jobs of all members in the sector in the event of any unpredicted economic or political shocks.

**Dun Laoghaire Rathdown Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

## Motion 30:

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to lobby through the appropriate channels to have the work on updating the Register of Electors in each Local Authority adequately resourced and that those resources be ringfenced for their specific purpose, in order to produce a truly accurate Register of Electors that is fit for purpose and adequately reflects the correct number of eligible voters in each constituency, free from duplications or deceased electors as far as practicable.

**Galway Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 31:**

Fórsa and the general public recognise the value of the work of the Creative Communities Engagement Officers in increasing access to, engagement with and enjoyment of culture and creativity. This conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to support the integration of this role into Local Authorities with the appropriate budgets beyond 2027.

**Galway Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 32:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to open dialogue with trade unions in Northern Ireland to construct a working paper to note disparities in working benefits of employees North and South in the Local Government sector.

**Cavan Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 33:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to seek to have legislation enacted that enables Local Authorities to be held accountable to the Public Accounts Committee.

**Cavan Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

**Motion 34:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to review the existing “spheres of influence” representation arrangements within the Local Government Sector given the many new roles and changes in the sector with a view to broadening our representation amongst Local Government Employees.

**Mayo Health & Local Government Branch**

Withdrawn  Amended  Carried  Not Carried  Remitted

# Appendix 1:

## Motions deemed advisory to the National Executive Committee

### **Motion 35:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to liaise with Government to allow flexitime to be worked up (or used) when working from home or if called into the office on days that would normally be blended working.

**Roscommon Health & Local Government Branch**

### **Motion 36:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to formulate and lodge a claim that provides for at least 1.5 days flexi-leave per flexi-leave period for all Fórsa members. 1.5 days flexi-leave per flexi-leave period already exists in the Civil Service. The National Secretary to provide a progress report on this at the Bi-Annual Delegate Conference 2027

**Tipperary Local Government Branch**

### **Motion 37:**

That this Conference notes measures which have been introduced in Canada and Spain that allow access to climate leave for workers in the event of serious weather emergencies.

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to seek the introduction of special paid climate leave of up to three days to apply to members in the sector who cannot avail of home working, to ensure that they do not have to travel to work during dangerous weather events.

**Dun Laoghaire Rathdown Local Government Branch**

### **Motion 38:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to negotiate on the revised annual leave entitlements for new entrants and promotees that were introduced in 2014 under austerity and seek removal of the cap on annual leave at 30 days and restoration of the lost leave days.

**Longford Health & Local Government Branch**

### **Motion 39:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to engage with local government management to introduce measures which will compensate members appropriately for on-call arrangements, including compensation for situations where members are available on-call outside of working hours.

**Dun Laoghaire Rathdown Local Government Branch**

**Motion 40:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to reaffirm Fórsa's commitment to supporting national and international efforts to achieve a permanent end to the conflict in Gaza, Palestine and Israel and to advocate for a two-state solution, to bring an enduring peace for all people in the region.

**Cavan Health & Local Government Branch**

**Motion 41:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to establish national policy, protections and protocols across all the public sector regarding "Status Quo" for employees, where workplace industrial relations matters exist.

**Cavan Health & Local Government Branch**

# Appendix 2:

## Motions deemed to be already policy of the Division

### **Motion 42:**

[That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to re-engage with Government to organise a campaign to seek the restoration of tax relief on union fees for members.

**Cavan Health & Local Government Branch**

### **Motion 43:**

That this Conference calls on the Local Government & Local Services Divisional Executive Committee (DEC) to initiate a campaign to ensure the Government confirm a date for a constitutional referendum on the public ownership of water services so that Irish Water Services may be protected from any attempt at privatisation by providing a constitutional guarantee of public ownership.

**Sligo Health & Local Government Branch**

# Appendix 3:

## Amendments considered to be out of order

### Proposed amendment to Motion 28

That this Conference welcomes efforts within the sector to promote the Irish language, noting positive initiatives undertaken by some local authorities that encourage wider use of the language.

This Conference notes with concern however the requirement for local authorities to ensure that 20 per cent of staff recruited from 2030 are proficient in the Irish language. This conference notes the potential negative consequences in restricting access to local authority employment and promotions among people who for a variety of reasons do not have proficiency in the language.

This Conference directs the incoming Local Government and Local Services Divisional Executive Committee to engage with the relevant bodies to ensure that those who do not have sufficient Irish language skills are not negatively impacted in terms of access to local government jobs and promotional opportunities by the implementation of the Official Languages Act.

**Dun Laoghaire Rathdown Local Government Branch**

### Amendment

This Conference notes with concern however the requirement for local authorities to ensure that 20 per cent of staff recruited from 2030 are proficient in the Irish language. This conference notes the potential negative consequences in restricting access to local authority employment and promotions among people who for a variety of reasons do not have proficiency in the language *while there are currently no sector wide initiatives to aid Local Government employees in improving their level of Irish.*

*To offset any potential negative impact on members, this conference directs the incoming Local Government and Local Services Divisional Executive Committee to engage with the relevant bodies to ensure that those who do not have sufficient Irish language skills are provided with free Irish language classes and other workplace initiatives aimed at improving their proficiency of the language ahead of the implementation of the Official Languages Act.*

**Cork Health & Local Government Branch**

### Proposed Amended Motion to read:

That this Conference welcomes efforts within the sector to promote the Irish language, noting positive initiatives undertaken by some local authorities that encourage wider use of the language.

This Conference notes with concern however the requirement for local authorities to ensure that 20 per cent of staff recruited from 2030 are proficient in the Irish language. This conference notes the potential negative consequences in restricting access to local authority employment and promotions among people who for a variety of reasons do not have proficiency in the language while there are currently no sector wide initiatives to aid Local Government employees in improving their level of Irish.

To offset any potential negative impact on members, this conference directs the incoming Local Government and Local Services Divisional Executive Committee to engage with the relevant bodies to ensure that those who do not have sufficient Irish language skills are provided with free Irish language classes and other workplace initiatives aimed at improving their proficiency of the language ahead of the implementation of the Official Languages Act.

# Appendix 4: Nominations

---

## Cathaoirleach/Chairperson (1)

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Michael Whyms	Fingal	Cavan H&LG Clare H&LG Cork H&LG Donegal LG Dublin City LG Dun Laoghaire Rathdown LG Fingal Kildare LG Leitrim H&LG Longford H&LG Offaly H&LG Roscommon H&LG Sligo H&LG

---

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

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Bernard McNeely	Donegal LG	Cavan H&LG Cork H&LG Donegal LG Dublin City LG Dun Laoghaire Rathdown LG Fingal Kildare LG Leitrim H&LG Longford H&LG Offaly H&LG Roscommon H&LG Sligo H&LG

---

**Divisional Executive Committee (13)**

---

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Fiona Baskett	Longford H&LG	Longford H&LG
Mairéad Costelloe	Kerry H&LG	Kerry H&LG
Cliadhna Dinneen	Cork H&LG	Cork H&LG Donegal LG Dublin City LG
Florie Hickey	Roscommon H&LG	Cavan H&LG Donegal LG Dublin City LG Fingal Leitrim H&LG Longford H&LG Roscommon H&LG Sligo H&LG
Ray Kennedy	Offaly H&LG	Cavan H&LG Longford H&LG Offaly H&LG
Audrey Lambert	Dublin City LG	Cavan H&LG Donegal LG Dublin City LG Dun Laoghaire Rathdown LG Fingal Roscommon H&LG
Noel McCarthy	South Dublin	Cavan H&LG Donegal LG Dublin City LG Dun Laoghaire Rathdown LG Fingal
Padraig McGivney	Cavan H&LG	Cavan H&LG Donegal LG Dublin City LG Kildare LG Longford H&LG Louth H&LG Meath H&LG Monaghan H&LG Roscommon H&LG Sligo H&LG
Brian Madden	Galway H&LG	Donegal LG Galway H&LG
Ann Marie Maher	Laois LG	Donegal LG Laois H&LG
Margaret O'Dwyer	Kildare LG	Cavan H&LG Donegal LG Dublin City LG Dun Laoghaire Rathdown LG Kildare LG

---

**Divisional Executive Committee (13) continued**

---

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Gerry O'Quigley	Dun Laoghaire Rathdown LG	Cavan H&LG Donegal LG Dublin City LG Dun Laoghaire Rathdown LG Fingal
Margaret Tuohy	Clare H&LG	Cavan H&LG Clare H&LG Donegal LG

---

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

---

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Padraig McGivney	Cavan H&LG	Cavan H&LG Clare H&LG Cork H&LG Donegal LG Dublin City LG Dun Laoghaire Rathdown LG Fingal Leitrim H&LG Longford H&LG Louth H&LG Meath H&LG Monaghan H&LG Offaly H&LG Roscommon H&LG Sligo H&LG
Margaret O'Dwyer	Kildare LG	Kildare LG

---

**Standing Orders Committee (2)**

---

<i>Nominee</i>	<i>Branch</i>	<i>Nominating Branch</i>
Rose Marie Conroy	Fingal	Fingal
Liam O'Briain	Cork H&LG	Cork H&LG Donegal LG
Kevin O'Malley	Kerry H&LG	Kerry H&LG

---

# Appendix 5: Fórsa local government and local services divisional conference 2025

## Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Name of principal delegate .....

Signature of principal delegate .....

Date ..... Time .....

SOC signature ..... Date ..... Time .....



# Appendix 5: Fórsa local government and local services divisional conference 2025

## Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Name of principal delegate .....

Signature of principal delegate .....

Date ..... Time .....

SOC signature ..... Date ..... Time .....



# Appendix 5: Fórsa local government and local services divisional conference 2025

## Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Name of principal delegate .....

Signature of principal delegate .....

Date ..... Time .....

SOC signature ..... Date ..... Time .....



# Appendix 5: Fórsa local government and local services divisional conference 2025

## Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

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

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Name of principal delegate .....

Signature of principal delegate .....

Date ..... Time .....

SOC signature ..... Date ..... Time .....



# Appendix 5: Fórsa local government and local services divisional conference 2025

## Motion, amendment and nomination withdrawal form

.....Branch wishes to withdraw:

[Please use BLOCK capitals]

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Motion number

Amendment to motion

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Election ..... Nomination .....

Name of principal delegate .....

Signature of principal delegate .....

Date ..... Time .....

SOC signature ..... Date ..... Time .....





**FORSA**

Keep it Public  
Keep it Local



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

**#ForsaLocalAuthorities**  
**#KeepitPublicKeepitLocal**

