

RESOLUTIONS ADOPTED AND MOTIONS REMITTED/GUILLOTINED BY THE 2019 NIPSA GENERAL CONFERENCE

Resolution No 1: Calls on the General Council to take all possible measures to ensure that the actions of the Permanent Secretary, Department of Finance, do not go unchallenged and that all civil and public service trade unions are able to collectively bargain in an unfettered manner.

Referred to Executive Committees, raised with NIC ICTU and sought collective engagement with DoF Permanent Secretary on Public Sector Pay Policy. Meeting with DoF, Permanent Secretary held on 4 October 2019 on Public Sector pay. Raised with political parties. The issue moved to the Finance Minister following the restoration of the NI Assembly in January 2020. NIPSA met with the Finance Minister on 23 January 2020 and made it clear that he would have responsibility for public sector pay following the restoration of the NI Executive. NIC ICTU also met with the Finance Minister on 15 July 2020 to discuss Public Sector Pay, 2020 and beyond and pressed the Minister not to set a pay remit but to allow for unfettered collective bargaining. The Public Sector Pay Remit for 2020/21 was published on 2 September 2020.

Resolution No 2: Calls on the General Council to campaign for employers to offer maternity pay over the intended period of maternity leave.

Referred to Executive Committees. Wrote to NICS HR. Management Side advised that they agreed in principle to the proposal, but given the high cost of making this change by HR Connect this issue would be written into the new contract which was due for renewal in 2021. Continues to be raised in other employment areas.

Resolution No 5: Calls on the General Council to campaign for the basic right for housing, a building programme of social housing, rent controls, the Assembly Executive to get back to work and set no-cuts, needs-based budgets.

Referred to NIC ICTU. Referred to NIHE Central Panel, prepare leaflets and information to support a campaign. Commissioned Stewart Smyth and new literature published. The issue is now ready for engagement with the Department of Communities, NIHE and political representatives to put forward an alternative which is realistic and fully costed.

Resolution No 6: Calls on the General Council to ensure any discussion around the restoration of the political structures and the NI Assembly must include a thorough examination of the equality issues included in the Belfast/Good Friday Agreement.

Referred to NIC ICTU. Petition of Concern document forwarded to Hugh Widdis as the person chairing this element of the talks process. Implemented as policy.

Resolution No 7: Calls on the General Council to write to the Secretary of State condemning her responsibility for playing fast and loose with the livelihood of workers for political ends, for the cynicism that underpins this approach to a crucial daily living for members, for misuse of civil servants responsibilities. Also calls on the General Council to ensure that all of NIPSA's channels of communication are used to produce publicity around the correspondence.

Referred to GPC. Wrote to Secretary of State. Response awaited.

Resolution No 8: Calls on the General Council to campaign for the right of 16 and 17 year olds to vote in national and local elections including referendums and that changes to the law is accompanied by political and citizenship education.

Referred to GPC and NIC ICTU. NIPSA Youth Committee engaged in a range of events to promote lowering the voting age of 16 and 17 year olds including holding an event in NIPSA Headquarters which was filmed by Northern Vision TV. Letter issued to the 5 Party Leaders seeking to engage on the issue. To date one political party has responded and a meeting is being organised.

Resolution No 9: Calls on General Council to urgently establish links with organisations such as Housing Rights, Law Centre NI, Advice NI and elected representatives to work collectively to identify solutions to the current housing crisis.

Referred to GPC. Engage with Housing Rights, Law Centre NI, Advice NI and elected representatives. Establish a forum for dialogue with these organisations. Referred to NIHE Panel to take forward as part of the campaign on a range of housing issues supported by commissioned research.

Resolution No 102: Calls on General Council to ensure that the public inquiry into Muckamore Abbey Hospital has sufficient scale and rigour to restore public confidence in the high quality, ongoing care delivered by the workforce in this hospital to the most vulnerable and challenging people with complex needs in NI.

Referred to Health Panel and GPC. A public inquiry was announced by the Health Minister on 8 September 2020.

Resolution No 12: Calls on the General Council investigate the background to and rationale for making ex-gratia payments and to publish a report of any investigation and to ensure that NIPSA's funds are used in ways which can help and benefit members as a whole and not individuals.

Referred to General Council. Agreed to engage an external trade union person to take forward the issue. Individual engaged and terms of reference provided to independent external trade union person.

Resolution No 13: Calls on the General Council to ensure that the amounts paid in compensation are published and any amounts paid specifically in compensation as a result of a decision by General Council going forward are published in the annual financial report.

Referred to General Council. As per Resolution 12.

Resolution No 14: Calls on the General Council to review how NIPSA recruits members, use the media to our advantage, to support and encourage participation, how NIPSA structures help support the role of branches and membership and to bring a report to 2020 Conference on how NIPSA will move forward into the future.

Referred to GPC.

Resolution No 89: Calls on General Council to draw up an urgent action plan in order to halt the decline in members registering a valid vote for the General Council election, address behavioural issues openly and honestly and spend more time on the ground assisting members.

Referred to GPC. Sub-Committee established in September 2020 and paper issued for General Council consideration at the October 2020 meeting.

Resolution No 100: Calls on the General Council to have an external independent investigation to be carried out by an appropriately qualified investigator to establish the rationale, reasoning and legal position behind payments that were made for compensation and to make available to the membership their findings and advice as to whether any such payments were unusual and/or irregular payments authorised by or lobbied for by the outgoing General Council and/or associated and officials.

Referred to the General Council. See action as per Resolution 12.

Resolution No 17: Calls on the General Council and ICTU to prepare for campaigning against any political introduction of the Trade Union Act 2016 to NI.

Referred to NIC ICTU. Kept under review and will raise as appropriate and implemented as policy. Engaged with People Before Profit as part of their consultation, via NIC ICTU, on a Trade Union Freedom Bill. Also NIC ICTU contacted by Sinn Fein regarding a proposed Trade Union Bill. However, as the People Before Profit Private Members' Bill was submitted the Bills Office at the NI Assembly has indicated that this is the Bill that will be progressed. Through NIC ICTU representations it has been proposed that amendments be made to the Bill to widen out the issues to including collective bargaining etc.

Resolution No 19: Calls on the General Council to look at the levels of abuse in public sector workplaces and escalate our concerns to departments. Calls on the General Council to ensure each department has a clear strategy for dealing with violence and aggression to its workers up to and including legal action or a withdrawal of services.

Referred to Health and Safety Committee and Executive Committees. The terms of the resolution were addressed as part of the 2019 NIPSA Health and Safety Conference programme. It was also agreed to revisit the NIPSA Guide 'Tackling Violence at Work' to determine if any changes were necessary to reflect the terms of the resolution. No amendments were necessary. The terms of this resolution were fully met.

Emergency Resolution No 1: Calls on the General Council to campaign to ensure that NIPSA becomes a bulwark against violent conflict and division and to continue to fight for the eradication of sectarianism, paramilitarism, repression, bigotry and poverty.

Referred to NIC ICTU and General Council. Raised as required whenever various issues arise in the community and elsewhere.

Resolution No 20: Calls on the General Council to increase its efforts into building unity across the trade union and community sector against government imposed cuts and imminent dangers to welfare. Calls on the General Council to campaign for the Government to revise their policies and legislation on welfare payments and sanctions processes.

Referred to NIC ICTU. Implemented as policy.

Resolution No 21: Calls on the General Council to reaffirm the position of NIPSA as a cross-community and non-sectarian trade union and to continue to promote that position within NIPSA and the wider Trade Union movement.

Implemented as policy. Communications issued at appropriate times either directly by NIPSA or NIC ICTU.

Resolution No 24: Calls on the General Council to use the statement of the United Nations Special Rapporteur on extreme poverty and human rights, as a source of information in any campaign focusing on the impact of austerity.

Implemented in various campaigns.

Resolution No 25: Calls on the General Council to actively campaign for the introduction of free, safe and legal abortion in the North of Ireland.

Referred to the Equality Committee. Continued to support Alliance for Choice Trust Women Campaign and supported the Rally for Choice. Responded to the NIO Consultation on a new legal framework for abortion services in NI and associated Equality Screening Exercise. The terms of this resolution were fully met.

Resolution No 26: Calls on the General Council to campaign to make management provide the necessary awareness training for dealing with staff with disabilities.

Referred to Executive Committees. Raised at various negotiating fora across NIPSA.

Resolution No 27: Calls on the General Council to launch a campaign against the sexual assault and harassment of LGBTQ+ workers and to promote appropriate behaviour in workplaces of mutual respect, tolerance and solidarity towards their fellow workers regardless of sexuality and gender.

Referred to LGB&T Group. A new sexual harassment poster and leaflet campaign '*# Reclaiming Boundaries – Respect, Tolerance and Solidarity towards Workers*' was issued to branches to coincide with LGB&T Awareness Week. It was noted branches were asked to raise awareness of the campaign via social media, display the posters on branch noticeboards and use the various social media platforms to post and tweet messages during the week.

Resolution No 28: Calls on the General Council to formally condemn the apparent practice by the UK Government to strip people of their British nationality.

Referred to Equality Committee. A working group was established to organise an event to coincide with Refugee Week (15-21 June 2020). Incorporate work which had commenced on Resolution No 28 and Motion No 29 into the work programme for 2020/21.

Resolution No 29: Calls on General Council to campaign for public service policies to be put in place to protect workers who have a disability that affect their mobility therefore requiring them to park in close proximity to their workplace.

Referred to Equality Committee to examine best practice models with a view to providing guidance to NIPSA negotiating forums. To contact Welsh, Scottish and London TUCs. See Resolution No 28.

Resolution No 30: Calls on the General Council to reaffirm its policy and to campaign against threats to workers and to call for an end to paramilitarism, sectarianism and repression and to provide resources and materials necessary to support branches who are dealing with these issues.

Implemented as policy.

Resolution No 31: Calls on the General Council to advocate for those, such as Ballymurphy Massacre victims, for whom justice has been denied so that they and others like them can find closure.

Implemented as policy.

Resolution No 32: Calls on General Council to campaign in urging management on the implementation of a secondary system which considers the rights of members with disabilities, which promotes a more equitable work environment and can be implemented alongside the Bradford Factor Absence Management System.

Refer to Executive Committees. The Bradford Factor Absence Management System is only used in Radius Housing Association and no other areas of the public sector. This issue is therefore a matter to be pursued via the relevant branch and the employer. Issue ongoing and challenged on a regular basis.

Resolution No 33 (Guillotined): Calls on the General Council to drive the creation and distribution to all reps and branches of an information pamphlet on the unique issues, concerns and discrimination of transgender and gender non-conforming people in the workplace.

Referred to LGB&T Group. A working group was established to take forward the terms of this motion. It has been agreed to arrange a date, via doodle poll, for a meeting of the working group.

Resolution No 36: Calls on the General Council to examine the involvement of the SIB within public services and to work with union colleagues to challenge SIB involvement with public sector management ensuring both financial efficiency and management accountability mechanisms are in place and to argue for work currently done by SIB to be retained within the public sector.

Referred to GPC and Executive Committees. Met with SIB via NIC ICTU and challenge when the opportunity arises. Ongoing and implemented as policy.

Resolution No 37: Calls on the General Council to provide support to the Cliff Edge NI campaigns for additional welfare mitigation protections to be extended beyond

March 2020 and to reinvigorate NIPSA's own campaign against welfare reform and the detrimental impact this will have on our members and wider society.

Donation made to Cliff Edge NI and NIPSA represented on the group. Produced article in NIPSA News and NIC ICTU engaged and provides ongoing support for the campaign.

Resolution No 38: Calls on the General Council to engage with trade union colleagues across education and under the auspices of ICTU to ensure workers are properly consulted with during projects such as DE Transformation Programme, and that any outcomes have been properly negotiated on and ensure members will not suffer detriment.

Referred to Executive Committees and Education Panel.

Resolution No 39: Calls on General Council to ensure that workers rights are protected in a time of economic and political uncertainty through engagement with employers and the wider political system in any future trade deals irrespective of the outcome of the EU Exit debate.

Referred to NIC ICTU. NIC ICTU engaged at various levels such as NI Assembly, Irish Government and European Trade Union Congress level to seek to influence future trade deals.

Resolution No 84: Calls on General Council to maintain and campaign for free car parking across all public sector buildings in NI.

Referred to GPC. Challenge on an ongoing basis. Campaign instigated in Health in summer of 2020 on foot of proposals to reintroduce car parking charges following their suspension during the early part of the covid pandemic.

Resolution No 42: Calls on the General Council to ensure that our stance of anti-sectarian, anti-racist trade union is maintained particularly in the current heightened situation around the Brexit debate and political manoeuvring.

Implemented as policy.

Composite Resolution No 43: Calls on the General Council to campaign for NI to remain in/re-join the EU given your unique economic circumstances and in the meantime, build a movement to lessen the worst effects of Brexit through support for access to the single market and the customs union while outside the EU.

Engage on an ongoing basis via ICTU Executive Council and ETUC.

Composite Resolution No 44: Calls on the General Council to implement Conference Motions on Brexit previously Comprehensive Motion No 72. Calls on the General Council to work collaboratively with other affiliate unions to support public sector workers impacted by Brexit and to keep members up to date, to support representatives across information which may assist EU nationals argue rights to residency, protection for Irish Citizens, to initiate a joint trade union campaign through ICTU to mobilise public interest to support foreign nationals right to continue living, working and contributing to society, to commence discussions with public sector employers to assess what workplace adjustments and support can be put in place to help mitigate any anticipated difficulties of cross border controls for staff travelling to work.

Referred to NIC ICTU. Advice issued to branches giving advice and links to the Migrant Support Centre on the issue of Settled Status.

Resolution No 45: Calls on the General Council to bring the concern about the EU rules on state aid in the transitional period and the prevention of necessary protections being applied to developing the manufacturing and other value added sectors of the NI economy after we leave the EU, to ICTU and the Secretary of State.

Referred to NIC ICTU. Wrote to Secretary of State.

Resolution No 46: Calls on the General Council to work collaboratively with ICTU to protect the Good Friday Agreement.

Referred to NIC ICTU work ongoing. Worked collaboratively with CAJ and the Equality Coalition to seek to deliver the terms of this motion.

Resolution No 47: Calls on the General Council to provide an explanation as to why actions referred to GPC, in respect of a Brexit motion in 2017 Conference, have not been enacted, instructs the General Council to issue a statement explaining how they intend to assist members impacted by Brexit and to work in collaboration with other affiliate unions through ICTU to develop proper guidance for staff as a result of Brexit.

Set up a European Exit Working Group.

Resolution No 48: Calls on the General Council to set up a Brexit Working Group to include and be representative of foreign nationals who are NIPSA members.

Set up a European Exit Working Group.

Resolution No 51: Calls on the General Council to promote, campaign and develop the green agenda across all trade union activity and to ensure that responses to the environmental crisis are a central part of NIPSA's Global Solidarity work and to urge ICTU to develop a trade union strategy based on democratic green plans of production as a central plan in the fight for a major shift to socialist green alternatives.

Referred to Global Solidarity Committee and NIC ICTU. Responded to the Department for Economy consultation on Petroleum Licence application to Tamboran to carry out fracking in Fermanagh. Also agreed to support War-on-Want's new Global Green Deal campaign.

Resolution No 52: Calls on the General Council to pursue the issue of climate change and ensure that NIPSA plays its full part in ensuring the UK Government lives up to its commitments to secure the future of the planet.

Referred to NIC ICTU and implemented as policy.

Resolution No 55: Calls on the General Council to ensure adequate training and induction processes are in place for all new staff across the public sector regardless of employment status.

Referred to Executive Committees and raised via various negotiating bodies.

Resolution No 57: Calls on the General Council to explore all options to allow members to attend a seminar similar to the Pre-Retirement Seminar in the years leading up to their planned retirement, and members with medical conditions, at any time they feel would be advantageous.

Referred to GPC. Pre-Retirement Seminars organised. Large number of attendees and the policy continues to date that those closest to retirement age are prioritised. In light of Covid 19 pandemic on-line Pre Retirement Seminars being piloted which may allow for extension of the current closest to retirement method of selection. In addition mid-career seminars were launched for members between 35-50 to be held in November 2020. These seminars will cover the issue of pension planning, mortgage advice, mortgage protection planning and financial wellbeing check. Terms of motion fully implemented.

Resolution No 58: Calls on the General Council to look at the issue around the details of members held by NIPSA Headquarters and seek feedback from branches on how it can be addressed.

Referred to GPC. Further information sought from Branch which submitted motion.

Resolution No 59: Calls on the General Council to produce a paper for 2020 Conference with proposals on how a review process on NIPSA's current rules and constitution could be established.

Referred to GPC.

Resolution No 101: Calls on the General Council to fully consider, in consultation with the Branch 725 Committee, its letter of appeal against the decision to fragment the branch into 5 separate branches.

Referred to GPC. Sub-Group established to consider the terms of this motion.

Resolution No 68: Calls on the General Council to support the rights of Syrian refugees and to call for the release of the additional funding for jobs in education, health and throughout our support services for families, this will ensure resources can be made available to enable these children and their families to reach their full potential.

Referred to GPC. Engaged with Amnesty International and Belfast City of Sanctuary and made donation to Belfast City of Sanctuary to support Picnic in the Park.

Resolution No 69: Calls on the General Council to continue working to ensure that the Far Right are not allowed to dominate the agenda and that we work with other left thinking organisations and individuals to ensure that all are welcome.

Continued on an ongoing basis with anti-racism work.

Resolution No 70: Calls on the General Council to engage with others in the trade union movement, government agencies and partners in the public and voluntary sectors to work towards introducing legislation, strategies and properly funded person centred services to end the scourge of drug deaths in our society.

Referred to GPC. Referred to NIC ICTU.

Resolution No 71: Calls on the General Council to ensure that NIPSA plays its full part in continued campaigns of opposition to Universal Credit and the wider social security cuts programme.

Implemented as policy. Worked through NIC ICTU and other organisations to press for positive outcome regarding mitigation package. Mitigation package extended following extensive lobbying via NIC ICTU and other organisations including NI Cliff Edge Coalition.

Resolution No 72: Calls on General Council to reaffirm its opposition to the creation of “super schools”.

Referred to the Education Panel.

Resolution No 75: Calls on the General Council to produce a clear policy and support structures specifically for reps in order to deal with the added stress that they incur in that role.

Referred to NIPSA Health and Safety Committee. A leaflet was produced and issued during Mental Health Awareness Week (18-24 May 2020). The terms of the resolution were fully met.

Resolution No 76: Calls on the General Council to support the work of the NI Blood Transfusion Service and to encourage members who are able to do so, to donate blood by advertising and promoting blood donation in NIPSA News and through its social media postings.

Engaged with NIBTS and agreed to circulate letter to all branches in January 2020 as part of the New Year Resolution, ongoing circulate Blood Transfusion Sessions on social media etc, invited NIBTS to take a stand at the NIPSA Conference and invited NIBTS to write articles for NIPSA News. Improved links made with NITBS.

Resolution No 77: Calls on the General Council to campaign with groups such as Sling the Mesh NI and demand a permanent end to mesh implants and for those who are already suffering from mesh complications to be put on patient pathways which are fit for purpose to treat the serious issues involved.

Referred to the Equality Committee. Continued to support the Sling the Mesh Campaign and contacted them to obtain advice on how best to progress the terms of this resolution. Letter sent to the Campaign Group and currently await the outcome of the report by Baroness Cumberlege due to be released in 2020. The terms of the resolution were fully met.
