



Annual Delegate
Conference

Killyhevlin Hotel
Enniskillen

Agenda 2025

Tuesday 27 to Thursday 29 May

Timetable 2025

Tuesday 27 May

11.00 a.m. - 1.00 p.m. Opening of Conference
President's Address
Appointment of Scrutineer
Adoption of Standing Orders: Report No.1
Presentation and Adoption of Annual Report
Presentation and Adoption of Financial Report
Appointment of NIPSA Auditors
Protecting Public Services
Pay and Pensions

2.30 p.m. - 5.30 p.m. International Issues
Guest Speaker 1
Constitutional Amendment
Equality
Trade Union Issues

Wednesday 28 May

10.00 a.m. - 1.00 p.m. Organisation and Administration 1
Guest Speaker 2
Public Policy 1

2.30 p.m. - 5.30 p.m. Terms and Conditions 1
Guest Speaker 3
Public Policy 2
Organisation and Administration 2
Terms and Conditions 2

Thursday 29 May

10.00 a.m. - 12.00 p.m. Public Policy 3
Guillotined Motions
Close of Conference

Special Notice to Delegates

- The Standing Orders and Standing Orders Committee Report No.1 should be read in conjunction with the list of motions. In accordance with Standing Order 37, branches wishing to move reference back to Standing Orders Report No.1 or at any part of it, should notify their intention to do so in writing to the Secretary, NIPSA Standing Orders Committee, Harkin House, 54 Wellington Park, Belfast, BT9 6DP not later than **11.00 a.m. on Tuesday 20 May**.
- Those branches who have so notified their intention to move reference back of Report No.1 will be required to meet the Standing Orders Committee prior to Conference on **Friday 23 May**.

Only those branches who have complied with Standing Order 37 will be permitted to move reference back of Standing Orders Committee Report No.1.

Branches should note that reference back of Standing Orders 1 to 76, or any amendment to them, is not permissible. This rule does not apply to any additional Standing Orders included in Standing Orders Committee Report No.1.

Standing Orders for Conferences

1. These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference. If any such motion is adopted it shall not come into effect until the conclusion of the conference at which it is adopted.

Reports of Standing Orders Committee

2. Subject to the provisions of these standing orders, the Standing Orders Committee will draw up reports for each conference, setting out its recommendations on the timetable, agenda and such other matters as it considers necessary for the business of the conference. The reports of the Standing Orders Committee will be presented to the conference for consideration and decision.
3. The Standing Orders Committee may, if it considers it necessary recommend **additional standing orders** on matters not covered in these standing orders. Such additional standing orders shall apply only to the conference at which they are adopted.
4. The first report of the Standing Orders Committee to an Annual Conference hereinafter referred to as "**Report No.1**", shall comprise the agenda, which shall contain all the motions received in accordance with these standing orders and the Committee's recommendation on the timetable and other matters.

The Agenda

5. The Standing Orders Committee will include in a **primary agenda** those motions which require a decision by conference and will place the remaining motions in a secondary agenda.
6. In each section of the primary agenda any motions which relate to pay and conditions of service shall be placed at the beginning of the section.
7. The **secondary agenda** will include the following categories:
 - (a) Category A - motions which are covered by a composite or comprehensive motion on the primary agenda.
 - (b) Category B - motions which restate existing union policy.
 - (c) Category C - motions which can be dealt with by correspondence with Union Headquarters.

(d) Category D - motions which are competent to be dealt with by a body established under rule 6.9(a) of the rules of the Union and which are to be remitted to the General Council for reference to that body.

(e) Category X - motions which the President has ruled are out of order.

8. **Composite motions** will be used whenever possible to cover a number of motions directed at the same issue. The motion selected as a composite is the one which, in the opinion of the Standing Orders Committee, incorporates the points made in motions covered by it.
9. **Comprehensive motions** will whenever possible be constructed by the Standing Orders Committee to cover motions, when although directed on the same issue, contain a number of diverse points. The Standing Orders Committee will recommend who should move a comprehensive motion.
10. The passage of a **composite or comprehensive motion** does not imply acceptance of the detailed variants in the motions which they cover.
11. Motions which seek to **amend the rules of the Union or the annexes to them or which would require an amendment to the rules of the Union or the annexes to them** will be out of order, unless they are presented in a form which sets out clearly the wording of the amendment(s) necessary.
12. An emergency motion shall deal only with urgent business which has arisen since the final date for the submission of motions to conference and shall require a decision by conference. The Standing Orders Committee shall include in Report No.1, the procedure for dealing with emergency motions.
13. The Standing Orders Committee shall have the sole authority to decide whether or not a motion is competent for consideration as a matter of urgency. It shall publish those motions which it considers to be emergency motions in a report which shall also include provisions for their discussion.

The Timetable

14. The Standing Orders Committee will arrange motions in the primary agenda into sections and specify periods of time for the discussion of each section and for other conference business. If

alterations to the timetable become necessary during the course of a conference the Standing Orders Committee shall submit recommendations to the conference. For such an alteration it is not necessary to resort to the procedure set out in Standing Order No.35.

15. The time allotted to each section of the agenda shall be adhered to as far as possible.
16. The Standing Orders Committee may recommend an opportunity, before motions in a section of the agenda are discussed, for the General Council to place before the delegates any **factual material necessary to bring up-to-date the annual report** in respect of subjects to which the section relates. The time allocated for this purpose to a speaker for the General Council shall be limited to 4 minutes, subject to the President's discretion in exceptional circumstances.
17. Motions shall be taken in the order in which they appear on the agenda. The time allotted to each motion shall be at the discretion of the President.
18. In order to make the maximum use of conference time for the discussion of motions on which there may be differing opinions, the General Council will indicate which **motions, if any, on the primary agenda it is willing to have adopted without discussion**. These motions will be listed in a report of the Standing Orders Committee and by adopting the report the conference will carry the motions.
19. **Motions which are not taken because of lack of time** shall be dealt with as if they had been remitted by conference to the General Council.

Conduct of Debates

20. It shall **not be necessary to second motions** or emergency motions included in a Standing Orders Committee report which has been adopted by conference.
21. If the **mover of any motion is not present** when it is called, the President may invite a Branch or the General Council, to move the motion. If the motion is not moved, it will be deemed to have fallen.
22. Each **speaker shall announce his or her name** and Branch or, in the case of a person speaking on behalf of the General Council or the Standing Orders Committee, his or her name and office before speaking on any point.
23. Speeches by movers of motions shall be limited to **4 minutes** and other speeches to **3 minutes**, but these times may be varied at the discretion of the President.
24. The mover of a motion on the agenda shall have the **right of reply** at the close of the debate upon the motion, if anyone has expressed opposition to the motion.
25. Immediately before the mover of a motion on the agenda exercises his or her right of reply or before the vote is taken if there is no right of reply or it is waived, a **speaker on behalf of the General Council** will be afforded the opportunity of addressing conference.
26. A **motion may be withdrawn** only by the proposers with the approval of conference.
27. No one other than a delegate or a member of the Standing Orders Committee may address conference unless authorised by the General Council.
28. Speakers must on all occasions confine themselves strictly to the matter under discussion.
29. **Points of information** shall be allowed only at the discretion of the President.
30. If the President, rises **to call a member to order**, or for any purpose connected with the proceedings, the member speaking shall thereon resume his or her seat and no other member shall rise until the chair is resumed.
31. **The ruling of the President** on any question under standing orders or on points of order or explanation, shall be final unless challenged by not less than 10 delegates. In the event of such a challenge the President shall vacate the chair. The Vice-President, failing whom a member of the General Council, shall then take the chair and shall put it to the vote that the ruling of the President be upheld. Unless two-thirds of the delegates present and voting vote against the motion that the ruling of the President be upheld, the ruling of the President shall stand. When the result of the vote has been declared, the President shall resume the chair and proceed in accordance with the result of the vote.
32. Subject to the rules of the union, a **card vote** may be taken. Card votes for, against or abstaining on the motion under debate will be collected simultaneously.
33. No question which has not been included in Report No.1 of the Standing Orders Committee and no emergency motion shall be decided on a card vote.
34. Motions on procedural matters must be moved **and** seconded by delegates or members of the

Procedural Motions

General Council. The mover of a procedural motion may speak on the motion only once and no other speeches shall be allowed save as provided elsewhere in these standing orders.

35. **These standing orders** or any part of them or any provision of a Standing Orders Committee report made under them shall be **suspended** if a motion to that effect is supported by two-thirds of the delegates present and voting. The mover of such a motion shall be allowed by the President sufficient time to explain the purpose of the proposed suspension within the time limit for speeches then applying. If the motion is seconded the President shall similarly allow the Standing Orders Committee to reply before taking the vote.
36. When the motion to adopt a report of the Standing Orders Committee has been moved the President may call any Branch or the General Council, which wishes to move reference back to vary or delete a part of the report. The Standing Orders Committee may reply to such a **reference back** before it is voted upon. If subsequently the motion to adopt the report is carried, the report shall have effect as amended by any reference back accepted by the conference.
37. Reference back of Report No.1 of the Standing Orders Committee or any part of it, must be notified to the Committee in writing at least one week before the start of conference and should be discussed with the Committee before the conference. The Standing Orders Committee shall announce arrangements for such discussions.
38. A debate shall be closed if:
- (a) A motion **“that the vote now be taken”** is carried but such a motion cannot be put to Conference until the opportunity to oppose the motion under debate has been given. Then if such a motion is moved and seconded it shall be put to the vote without discussion. Such a motion shall not be moved or seconded by a delegate who has previously spoken in the debate. If such a motion is carried the mover of the motion under debate shall, before the motion is put exercise any right of reply that s/he may have but no other speeches shall be allowed.
- (b) A motion **“that conference proceed to next business”** is carried but such a motion cannot be put to Conference until the opportunity to oppose the motion under debate has been given. Then if such a motion is moved and seconded it shall not be moved or seconded by a delegate who has previously spoken in the debate. If such a motion is carried, conference shall proceed forthwith to the next item on the agenda.

39. A motion **“that this motion be remitted to the General Council”** may be moved and seconded by delegates or members of the General Council. The debate on the original motion may continue after the motion to remit it to the General Council has been proposed and seconded, unless the President decides otherwise. At the conclusion of the debate the mover of the original motion shall exercise his or her right of reply, following which the President shall immediately put to conference the proposal that the motion be remitted to the General Council. If the motion to remit is carried, conference shall proceed forthwith to the next item on the agenda, otherwise the original motion will be put to conference.

Miscellaneous

40. In the **absence of the President** the Vice-President shall preside at conference. In the absence of both the President and Vice-President, the General Council shall elect a member of the Council to preside. The use of the term “President” in these standing orders shall be construed to include the person, other than the President, who presides at conference in accordance with this standing order.
41. Delegates must give one week’s notice in writing to the General Secretary of their intention to ask any question on **the annual report** or the **financial statement**.
42. Delegates must give one week’s notice in writing to the General Secretary of their intention to move a **reference back** of part of the **annual report** and **financial statement** specifying which section(s) they propose to refer back. A motion to refer back the annual report or financial statement must be moved and seconded by delegates. The mover of the motion may speak on the motion only once and no other speeches shall be allowed, save that a speaker on behalf of the General Council will be afforded the opportunity of addressing Conference.
43. During conference **smoking** will not be permitted.

Standing Orders Report No.1

1. A Primary and Secondary Agenda have been devised in accordance with Standing Orders 5, 6 and 7.
2. Composite and Comprehensive Motions have been used in accordance with Standing Orders 8 and 9.
3. Delegates representing Branches whose motions are covered by Composite or Comprehensive Motions which their Branch is not due to propose shall be afforded an opportunity to speak to the relevant Composite or Comprehensive Motion.

The Composite and Comprehensive Motions which have been prepared and the Motions they cover are as follows:

Motions	Motions covered by it
Composite Motion No.30	73
Comprehensive Motion No.34	74, 75
Composite Motion No.35	76
Composite Motion No.47	77
Composite Motion No.48	78, 79
Comprehensive Motion No.67	80, 81,82

4. If Motion No. 20 is carried, Motion No. 21 falls.
5. In accordance with Rule 3 of the Standing Orders for Conferences, the Standing Orders Committee has created a new Category E.
6. In order to expedite Conference business, Standing Orders Committee recommend that delegates wishing to speak to a Motion once it has been moved, occupy seats reserved for such persons at the front of the Conference Hall. Only those delegates who comply with this procedure may be called upon to address Conference.
7. In accordance with Standing Order 12 Branches are hereby informed that Notice of Emergency Motions must be submitted in writing to the Standing Orders Committee at Harkin House not later than **11.00 a.m. on Tuesday 20 May 2025**. Such submission must be signed by two Branch Officers and indicate the date of the General Meeting at which the Emergency Motions were adopted by the Branch.

Signed: E Donaghy *Chairperson*
G McVeigh
J Veighey

Primary Agenda

**Motions in this Agenda are
due to be discussed.**

● **Protecting Public Services**

Motion No.1 (General Council) GC2

Conference notes the ongoing challenges faced by public sector workers in Northern Ireland. These are, in part, due to a budgetary position that is still predicated on the Barnett Formula which is intentionally underfunding our public services. The UK government has accepted this and has already agreed to a new funding formula for NI based on public spending need but, in the meantime, spending pressures are increasing.

Conference calls on the General Council to:

- Challenge any attempts to cut back on essential public services.
- Maintain our opposition to stealth taxes such as water charges.
- Campaign for recurring multi-year, needs-based budgets that take account of the unique structural pressures we face here in order to provide stability for strategic investment in workers and public services.
- Continue to campaign in the broader trade union movement against the political decisions taken thus far by the Labour Government which has attacked older people, the sick and workers in general.
- Fight to ensure the Assembly does not become facilitators of the Westminster cuts agenda.

Conference calls for continued support for campaigns across the union that highlight the importance of adequately funding public services to underline that investment in public services is crucial for the long term social and economic wellbeing of Northern Ireland.

Motions No.2–No.3 unallocated

● **Pay and Pensions**

Motion No.4 (General Council) GC1

Conference congratulates members on the outcomes on pay and grading that have been won through recent struggles. While successive years of above-inflation pay awards are to be welcomed, Conference recognises that public sector workers have not been reimbursed for all the losses they experienced as a result of the economic crash followed by 14 years of Tory austerity.

Conference also recognises that public sector pay has not been prioritised by successive Assembly politicians, whilst noting that the block grant does not make sufficient provision for the unique structure and pay pressures of the public sector in Northern Ireland.

Conference calls on the General Council to:

- Demand needs-based budgets that recognise the unique structure of the public service here.
- Continue to highlight the critical role of civil and public service workers who deliver quality and essential services to our community.
- Highlight that fair pay is essential to attract and retain workers into the civil and public services

- Call on the NI Executive to engage in consultation with NIPSA to address pay issues and working conditions, including the many thousands of vacancies that currently exist across public services.
- Campaign on the need for fair pay for civil and public sector workers

Motions No.5–No.6 unallocated

● **International Issues**

Motion No.7 (Branch 731) 731.2

Conference notes with concern the ongoing humanitarian crisis in the Middle East and in particular the devastating impact the destruction and ethnic cleansing of Gaza has had on the innocent civilian population of Palestine, the ongoing conflict of the Syrian Civil war which is now in its 14th year and the invasion of Lebanon.

The Red Cross has quoted that there have been approximately 50,000 deaths and 125,000 injuries as a result of the Israeli military response to the October 2023 attack by Hamas. The Red Cross and Red Crescent have said that the almost complete destruction of the medical infrastructure and the denial of access to electricity, aid supplies and rebuilding materials, coupled with shortages of food and safe drinking water in Gaza, are now inevitably exacerbating matters that the people of Palestine are at risk of famine and facing total societal collapse.

Conference condemns this ongoing ethnic cleansing and the continuing and emboldened attacks by the Israeli Defence Forces and illegal settlers on the people of the Gaza strip and the West Bank, who have used the October attack as an excuse to further their right wing, ideological goals.

Conference further condemns the appalling sectarian conflict in Syria, which the UN has estimated has resulted in 16.7 million people requiring humanitarian aid, amounting to 70% of the population. We also condemn the invasion of Lebanon and the devastation wrought in the attacks on that country.

Conference is alarmed at the rise in attacks against peoples of all faiths as part of this conflict and the targeting of civilians and in particular, women and children, as a weapon of war.

Conference also condemns the continuing indifference of the Western governments to the plight of the civilian populations of the Middle East, who are the innocent victims in proxy wars.

Conference welcomes any genuine ceasefire and any legitimate call for peace in the Middle East.

Conference therefore calls on the incoming General Council to support efforts for peace in the Middle East by continuing to support humanitarian aid efforts; by reaffirming its support for the innocent people of Palestine; by lobbying and campaigning of politicians, political influencers and decision makers to seek a meaningful and lasting peace; by continuing to support ICTU and other Trade Union affiliated campaigns on the issue; and, through continuing to educate and inform members and the wider public of the true scale of the crisis afflicting the civilian population.

Motion No.8 (General Council) GC.7

Conference notes the outreach work that NIPSA has carried out with trade unions in Turkey and Kurdistan including attendance by remote link to the 'Peace' conference of the Turkish public service trade union federation, KESK. Conference salutes the efforts of comrades in those regions who are engaging in seeking peace and social and economic justice for working class people.

Conference instructs the incoming General Council to strengthen links with trade unions in the region who share our ethos.

Motion No.9 (Branch 15) 15.2

Conference notes the huge protests that broke out in Nigeria in July and August 2024 against rampant inflation and a food and energy price crisis. These were fundamentally protests of young, ordinary working people and trade unionists campaigning only for affordable food and energy and an end to unpopular government policies.

We condemn the reaction of security forces which resulted in the deaths of scores of protesters. Hundreds more were arrested including 11 #EndBadGovernance campaigners in Nigeria who were subsequently charged with Treason and Terror financing. These are the most serious of charges which can carry the death penalty and is a huge attack on the democratic right to protest in Nigeria.

This was an avoidable economic crisis, the result of current and previous government policies that have failed to deliver for ordinary Nigerians. Yet Nigeria's great natural and human resources should be the basis of decent living standards for all. The basic democratic right to protest must be protected and protesters cannot be subjected to draconian show trials designed to intimidate the whole population.

Conference calls on the General Council to support international campaigns to lift all charges against those arrested, consider what further support can be offered and to support campaigns defending the right to protest safely in Nigeria.

Motion No.10 (Branch 117) 117.2

Conference recognises that with his policies and actions the current US President Donald Trump has demonstrated a complete disregard for workers rights, human rights, global cooperation, and fair trade.

The threatened imposition of tariffs and other economic sanctions by the US administration threatens to undermine the financial stability and economic welfare of working-class citizens globally. This has already, and will continue to, directly impact global trade and industries.

It is essential that those who can do so, stand up for the rights of all vulnerable or oppressed people, including the Palestinian people who Donald Trump has threatened to displace.

Displacing people from their own land against their will is an act of injustice that Human Rights Watch believes, should it happen, would not only violate their fundamental human rights, but would be a War Crime.

It is time for NIPSA to once again reaffirm its commitment to human rights, justice, and solidarity with the oppressed. Standing shoulder to shoulder with people worldwide to show a solidarity that transcends borders and display a commitment to support all peoples effected by regressive economic policies and despotic politicians.

Conference therefore calls upon the incoming General Council

- To call on our local MLAs to actively challenge and seek the removal of these tariffs through diplomatic and trade negotiations.
- To encourage solidarity between unions, particularly those in the UK and the US, in advocating for fair trade policies that prioritise workers rights and economic justice.
- For the General Council to stand in firm opposition to any proposal that seeks to forcibly remove the Palestinian people from the Gaza Strip, including those put forward by President Donald Trump.

Motion No.11 (Branch 731) 731.1

Seven years ago NIPSA passed a motion calling for support for Rojava and for the release of Abdullah Ocalan from prison in Turkey so meaningful peace negotiations could commence.

Since then the autonomous administration of Rojava continues building a society based on principles of co-operation, equality and ecology.

They continue to have responsibility for the security of camps holding ex ISIS fighters and for camps for displaced families of ISIS fighters where their countries of origin refuse repatriation. This situation needs to be urgently addressed by the international community. There needs to be a legal process where appropriate and urgent rehabilitative support for those people who are not subject to legal proceedings.

At the same time, Rojava has to continue to defend itself against ongoing attacks from Islamist groups and militias and from military aggression from Turkey, especially in the border regions. This includes the ongoing illegal occupation of areas in Northern Syria by the Turkish military.

In Turkey, massive repression against Kurds and against civil organisations perceived to be working towards peace and democracy in the region continues.

In recent months Trade Unionists have been intimidated and arrested, particularly in Kurdish areas.

At the time of writing, Abdullah Ocalan continues to be imprisoned on Imrali Prison Island in near total isolation with limited contact to the outside world.

In recent weeks, he has called for a cessation of armed conflict in order to open up dialogue in which Kurdish voices can be heard and discussions can progress towards a democratic solution.

This has resulted in a unilateral ceasefire being called by the PKK on the 1st of March.

To aid a peaceful and democratic transition, Ocalan should be released from prison and conditions created for the PKK, Trade Unions and human rights bodies to meet legally without the fear of repression and discuss the way forward.

We ask the incoming General Council to work towards the establishment of a Trade Union Friends of Kurdistan group within ICTU to specifically highlight information about the situation in the area and to also establish links with groups and organisations in Turkey, Rojava and the diaspora.

Support the peace process in Kurdistan. Freedom for Abdullah Ocalan and all political prisoners.

Motions No.12–No.13 unallocated

● **Constitutional Amendment**

Motion No.14 (General Council) GC.3

Conference Paper No.1 proposes constitutional amendments to the Rule Book to remove references to the Public Officers Executive Committee and Public Officers Annual Conference.

The role of the Public Officers Executive Committee and Public Officers Annual Conference as previously defined in the Rule Book, are no longer functional. This change in functionality follows the revision of terms and conditions in Health, to Agenda for Change, rendering the existing references to the Public Officers Executive Committee obsolete as commonality of Terms and Conditions across the Public Officers Group no longer exists.

The continued inclusion of the Public Officers Executive Committee and Public Officers Conference in the Rule Book has resulted in a process whereby individuals are required to vote on issues that do not directly concern them. This practice undermines the democratic principle of informed and relevant participation, diluting the effectiveness of decision-making.

The historical role of the Public Officers Executive Committee and Public Officers Annual Conference no longer aligns with our current operational framework or democratic values.

With the change in terms and conditions, the Public Officers Executive's duties and influence have diminished, making its references in the Rule Book both redundant and a potential source of disenfranchisement. Removing these references, including the Public Officers Annual Conference will help streamline governance and ensure that all votes and decisions are pertinent to the core concerns of our membership.

The Rule Book should reflect the current operational structure and governance model.

Maintaining references to a non-functional Public Officers Executive Committee creates confusion and does not align with democratic accountability.

Decision-making should be limited to those directly affected by the issues in question. In appropriate places wording in the Rule Book will reflect the role of the Sectoral Panels.

Conference agrees:

To support the constitutional amendments outlined in Conference Paper No.1 which remove all references to the Public Officers Executive Committee, its functions and the Public Officers Annual Group Conference from the Rule Book, thereby ensuring future governance structures uphold democratic principles and transparency.

Motions No.15–No.16 unallocated

● **Equality**

Motion No.17 (Branch 14) 14.3

Conference notes the significant pressures on parents and carers at a time when the cost of living is soaring including the scarcity of affordable childcare options. In addition to the financial cost many social strategies designed and developed across the civil service note the important role parents and carers have in contributing to addressing a number of society wide issues.

Many civil servants work part time hours to manage these pressures, financial and otherwise, but the civil service has no clear promotion pathway for part time workers with no consideration of the blockage this places in the path of part time workers who make valuable contributions to the workforce. We also know that availability of part time work often contributes to a more diverse workforce and is beneficial to a wide range of groups.

Conference calls on NIPSA to campaign for equal promotion rights and pathways for part time workers which would encourage a more diverse workforce and progression prospects for all.

Motions No.18–No.19 unallocated

● **Trade Union Issues**

Motion No.20 (General Council) GC4

It is too early to know the potential impact of the Starmer government's AI Opportunities Action Plan, but Conference recognises that transformational projects and Artificial Intelligence (AI) technologies are having an increasing impact on workplaces across the Public Sector. We recognise transformation initiatives promise to substantially change our work tasks and workplaces. We also recognise that proponents for AI claim it has the potential to enhance productivity, create new opportunities and improve working conditions. Both, however, also bring a range of challenges and risks to workers including threats to jobs. Wider use of AI can also bring increased surveillance, inequality, and the erosion of workers' rights.

Conference acknowledges that while AI has the potential to streamline processes and deliver some mundane work tasks, it is essential that workers are not left behind in its use in workplaces or in similar transformational work and projects. Workers have the right to expect that new technologies will be introduced in a way that is fair, just and beneficial for all members of society rather than benefiting corporations.

Conference calls for the following to address the effect of new technology, transformation processes and AI in the workplace:

- The development and implementation of policies to prevent job losses due to introduction of new working processes and technology. This should include the introduction of a shorter working week without loss of pay and the reskilling and retraining of workers for roles developed and created by new technology. Digital literacy and traditional skills training should be complementary and supportive of both.
- Meaningful negotiation between employers and trade unions when implementing transformation projects, AI systems or automation in the workplace ensuring that workers' concerns are heard and addressed.
- The involvement of trade union representatives in the design and deployment of transformation systems and AI to ensure that these technologies are used ethically and with consideration for human dignity.
- New technologies in the workplace must respect workers' privacy, data security, and personal rights. There should be clear guidelines in place to regulate the collection and use of personal data. Similarly new systems should not be used to conduct surveillance on workers. Clear ethical guidelines must be established regarding AI's role in performance monitoring and decision-making processes.

- Employers should invest in education and training programs to enable workers to gain the necessary skills to work alongside new technologies.
- Democratically controlled regulatory bodies should be established to oversee and regulate the introduction and use of AI in workplaces.

In conclusion, while Conference acknowledges some potential benefits of new technology, including AI, we ask the incoming General Council to monitor and remain vigilant to ensure the introduction of such technology does not come at the expense of workers' rights, job security and dignity.

Motion No.21 (Branch 33) 33.1

If Motion No. 20 is carried, Motion No. 21 falls.

Conference, there has been a lot of discussion and press coverage in recent years about the development of Artificial Intelligence.

AI is here and seems to be developing at pace. It will have an inevitable impact on working people across all sectors including the public sector.

In the NICS, employers have spoken to managers seeking areas to consider for "proof of concept" schemes where the use of AI may be tested.

Early discussions with managers held by some reps indicate that Management Side see AI as a tool to aid public servants when going about their duties in providing services to citizens. Most members are likely to welcome such an approach, however we also need to be alive to the potential negative impacts of AI including making certain roles obsolete. While progress is inevitable, it must happen in a way that helps workers rather than hindering their prospects.

It is essential that our union understands what position our members want us to take when engaging with employers on the matter.

Conference calls on the incoming General Council to research this matter and to develop a positional paper that delegates can consider and debate in the 2026 Conference to allow NIPSA to take a position on how we engage with employers in the future.

Motion No.22 (Branch 7) 7.2

Conference commends the work done by NIPSA over the past year in remaining vigilant to the rise of the Far Right and opposing Racist protests.

We congratulate all trade union members and those others who joined the anti-hate protests to declare our streets are welcoming to all who wish to live here.

The attacks on some of our migrant workers, their workplaces and businesses was a disgrace and one that police were incapable of stopping or containing.

Trade Unions therefore had to consider the defence of our future demonstrations and our union successfully proposed the organising of Stewarding groups at the Conference of the Northern Ireland Committee of ICTU.

Now we have taken this step Conference calls on the General Council to consider how these can be supported, enhanced and built across our Trade Union movement.

Motion No.23 (Branch 516) 516.4

Conference we need to address the crucial issue of additional facility time for union representatives in Northern Ireland working in public services, which affects not only the well-being of employees but also the overall success and productivity of any organization.

Facility time allows union representatives to stay informed about changes in employment laws, health and safety regulations, and industry standards. This knowledge can be used proactively to address potential problems before they affect the workforce. For example, with the rise of remote and hybrid working, the union's ability to engage with employers on behalf of employees has become more crucial than ever. This is where having sufficient facility time can make all the difference – it ensures that reps have the capacity to stay ahead of emerging challenges and help both employees and employers adapt to changes in the workplace.

This motion is not made lightly, but with the understanding that investing in facility time yields long-term benefits, such as more harmonious workplaces, fewer disputes, and a stronger sense of community.

The absence of facility time often results in frustration, disengagement, and a lack of trust in management and unions by members.

The role of a union representative is demanding, and without adequate facility time, it becomes increasingly difficult to fulfill their responsibilities effectively. Negotiating proper facility time is, therefore, not just a request for more time, but a request for better outcomes for both the employer and the employees.

In Northern Ireland, we face unique challenges in terms of economic conditions, societal change, and ongoing political negotiations. Given these circumstances, it is even more important that employees have the opportunity to engage fully in the democratic processes of their unions and workplaces. By giving union representatives sufficient time to perform their duties, we can ensure that our workforce is empowered to advocate for fairness, equality, and the continued success of the organisation as a whole.

Employers in Northern Ireland need to recognize the value of facility time as an investment in the health and success of their workforce. It is not a luxury; it is an essential part of creating a productive, cooperative, and fair work environment.

NIPSA branches are growing in all areas and in Education there is only enough hours for four full time facility Reps given for over 7000 members which is less than in any other section of our union, we need to be demanding for more.

Conference we need more reps out there to defend and encourage our members not less. One of our branches within NIPSA has only 1 branch secretary with facility time delivering NIPSA support to over 3000 members. Conference this needs to change, and the employers need to be challenged by NIPSA on this matter.

Conference insists that the incoming General Council and NIPSA robustly campaigns, negotiates and demands that employers in our public services in Northern Ireland properly look at union representation and give more facility time to NIPSA to allow our members to be properly represented in all areas of our union.

Motions No.24–No.25 unallocated

● Organisation and Administration 1

Motion No.26 (Branch 119) 119.2

NIPSA has continued to make improvements in our wages and job roles, however with these improvements there continues to be a maximum amount that can be paid to NIPSA. With that in mind, is it fair that the higher earners in the public service contribute the same amount of money to NIPSA as someone who is equivalent to a Staff Officer?

Conference calls upon General Council to bring a paper to next year's Conference which will remove the cap for NIPSA fees so that there are better proportional payments made towards NIPSA. This means that all members are contributing equally to NIPSA, creating a fairer union for all by utilizing a progressive system of dues using 0.5% of your salary after pension contributions have been deducted, regardless of grade etc.

This will also increase income into NIPSA to better support workers in their ongoing provision of services and continuous betterment of NIPSA members.

Motion No.27 (Branch 119) 119.6

The promotion and development of NIPSA Youth is essential for the future of the Union.

That the future strength and success of NIPSA depends on engaging, developing, and empowering its younger members.

A renewed effort to support and develop NIPSA Youth will help nurture future leaders, increase active participation, and ensure the union remains relevant to younger workers.

Conference therefore instructs the incoming General Council to launch a new initiative aimed at promoting and developing NIPSA Youth through targeted training, mentoring, and opportunities for involvement at all levels of the union.

Motion No.28 (Branch 730) 730.4

Conference notes that there can be a disconnect between NIPSA as a trade union and members in the various campaigns NIPSA takes forward on behalf of the NIPSA membership.

Conference notes various campaigns of industrial action over the last 12 months may not have got the publicity they should have in terms of ensuring that the wider NIPSA membership is sighted on NIPSA's campaigning activity.

Conference believes it is important that NIPSA's membership sees the activity of the union across its constituent parts as it is that sense of solidarity that best demonstrates NIPSA as being a fighting, democratic, trade union.

To this end, Conference calls on the General Council to review communications to the broader NIPSA membership across media platforms to assess whether these communications can be improved. Conference also calls on the General Council to consider if NIPSA News should be reinstated, so that all of NIPSA's industrial campaigns and other important issues such as our campaigns against racism, the genocide in Palestine and on the range of Equality issues, can be best highlighted to the wider NIPSA membership.

Motion No.29 (Branch 733) 733.2

Conference acknowledges the need for a targeted recruitment strategy for engaging with young adults on entry to employment. The strategy should incorporate going into schools, regional colleges right up to universities to increase the knowledge of Trade Unions; the benefits of being in a Trade Union, and the support one would get from the trade union. It is important to collaborate with employers to ensure that union reps have an opportunity to be present at workplace inductions whether that be in person or virtually. This would allow young workers to be introduced to the benefits of union membership from the very beginning of their employment. Providing this information early on will help them understand the value of union representation in protecting their rights.

If we look at the statistics of age groups in a Trade Union, it is evident that union membership is lower among young workers compared to other age groups, which is concerning.

We urge the incoming General Council to develop a strategy for engaging with young adults before and on entry to employment, to educate them on their rights and protections. This is essential to ensuring the long-term strength and sustainability of NIPSA.

Composite Motion No.30 (to be moved by Branch 117) 117.5

We congratulate all those candidates successful in the recent General Council election and wish them well for the coming year.

Conference is however concerned at the continuing poor turnout in these elections and believe that steps must be taken to try to increase turnout in the future.

We believe that now as we move into the 2nd quarter of the 21st century more options to vote rather than a simple postal vote must be considered.

Conference therefore calls upon the incoming General Council to investigate options for and barriers to other voting methods for forthcoming General Council elections with a view to ensuring greater engagement with members and ultimately a greater turnout.

Motions No.31 – No.32 unallocated

● Public Policy 1

Motion No.33 (Branch 733) 733.7

Conference, we are all only too aware of the culture around drugs and addictions in our society affecting the mental health, of not only the users, but their family, friends and the wider community.

Death by suicide in young men over the last number of years has increased by an alarming level throughout the North of Ireland. In particular the Southern Trust area have a high level of death by suicide, and over the last number of months stats indicate that young men are predominately the at risk group.

Drugs, substance abuse and addictions are not the only cause of increasing poor mental health leading to suicide; but living conditions e.g. living in a deprived area, debt, relationship breakdowns, peer pressure and gambling are also key factors. Although there are many helplines available e.g. Lifeline, Samaritans, Papyrus and many more.

There are several charities who are able to provide free counselling services for a set period of 6-10 weeks, but the waiting lists are increasing. Funding for such charities can be difficult to obtain due to rigorous applications and criteria meaning they miss out on vital funds needed to continue running the services, which leave the charities relying on the goodwill of the public to help with donations.

Private counselling services is an option but only for those that can afford it, as an hourly rate can be anything from £40-£60, which is out of reach for a lot of people, especially those on low income. Being referred to mental health services within the health service due to extensive waiting lists and lack of services by the time those that need the service can unfortunately be too late.

We ask the incoming General Council to do everything in its power to lobby Government to ensure charitable organisations especially around mental health receive sufficient funding to keep up the good work they are already carrying out. Through a public campaign continue to raise the awareness on mental health and organisations that are out there to support those in need.

Comprehensive Motion No.34 **(to be moved by Branch 732) 732.2, 732.4**

Domestic abuse and violence affect both men and women in our society and the children who are often exposed to this in their homes. In the 12 months ending 30 June 2024 there were almost 32,000 incidents of domestic abuse in Northern Ireland.

Between 2019 and 2024, 30 women have been murdered by men in Northern Ireland, 8 in 2024 alone, mostly in their own homes.

The impact of domestic abuse on an individual means that they live in constant fear and helplessness with the trauma not ending even after they have left the abuser.

Conference calls on the incoming General Council to:

- work with organisations such as Women's Aid to help with funding for education in schools in Northern Ireland to help educate young people in positive relationships and to address the root cause of domestic abuse and violence.
- Lobby our government to address the root causes of domestic abuse
- Improve conviction rates as a deterrent
- Demand tougher sentencing of perpetrators
- Ensure that victims are given better support and protection

It is not an option to do nothing and by working in partnership with organisations who campaign directly on this issue we can deliver a reduction in domestic abuse cases and help protect our next generation.

Composite Motion No.35 **(to be moved by General Council) GC5/516.3**

Conference recognises that the state pension remains under threat from further cuts by Westminster whether through the abolition of the triple lock or further increases in the age at which citizens receive their pension. Until now, campaigns on pensions have been defensive in character aimed at fending off further attacks but have not campaigned for a reversal of the changes. Conference therefore calls upon the incoming General Council to begin to campaign for a reduction in the state pension age.

Motion No.36 (General Council) GC9

Conference notes with concern the rapid turn to militarisation and jingoism by the government in Westminster and big business governments internationally.

Conference notes the UK Government's intention to increase defence spending from 2.5% of GDP in April 2027, rising to 3% within the next five years. Significantly, unlike any debate about paying for public services, military spend is never discussed in terms of "affordability", questions of "how will we find this money?" or, more crucially, its lethal, long-term consequences.

The Labour Government has also decided to frame this increased spending as part of its "economic growth" plans i.e. instead of investing in civil manufacturing to achieve progressive goals, a "war economy" and this economic priority are presented as inseparable. Although the UK has left the European Union, this approach is in full co-operation with its re-armament ambitions as signalled by the EU Commission's White Paper "reArm Europe 2030" that proposes an increase in "defence" spending of €800 billion over the next four years.

Conference recognises that these developments are primarily driven by the multinational arms industry seeking ever increasing profits and the government's attempts to assert economic domination internationally.

Conference condemns the dangers inherent in these developments and the re-emergence of phrases such as the "coalition of the willing" that show a failure to learn the lessons of history, specifically the illegal invasions of Iraq and Afghanistan and the death and destruction in the "forever wars" that followed.

The Labour movement here is directly affected by these events in a number of ways: as citizens; by how public spending is altered by the Treasury and the EU's new priorities and by how, as members of the all-island Irish Congress of Trade Unions we react to the pressure this "world has changed" rhetoric exerts on the question of Irish neutrality.

Conference calls on the General Council to play its part in ensuring that internationalism, peace and disarmament are the key features of the Labour movement's response to these events and that this contribution is shaped by the post Second World War vision of turning "swords into ploughshares".

To that end, Conference further calls on the General Council to:

- Oppose militarisation and jingoism
- Campaign for the nationalisation of the arms industry under democratic control and management that will allow the industry to be transformed to provide new civil manufacturing capacity for renewable energy. This can accelerate progress towards a zero-carbon economy, provide skilled employment, including for displaced arms-industry workers with transferable skills, and help regenerate regions that have experienced de-industrialisation.

Motion No.37 (Branch 117) 117.4

Although people who have been diagnosed with Breast Cancer can now receive amazing help and support throughout their illness, Conference is saddened to learn that those diagnosed with Secondary Breast Cancer have not had access to same level of care and support, which in a supposedly modern and developed society is unacceptable.

Conference therefore calls on the incoming General Council to engage with the NI Executive and Assembly and Cancer Charities to bring about improved awareness of Secondary Breast Cancer and improved services and support for those diagnosed with it.

Motion No.38 (Branch 734) 734.1

Sex work takes place indoors, outdoors, and online.

Selling sex itself is not illegal, but many laws criminalise associated activities that leave sex workers vulnerable and deprived of basic rights. Sex workers working together from the same property for safety can be prosecuted for 'brothel keeping'. This law is disproportionately used against migrant sex workers.

When sex workers receive criminal records for offences relating to their work, it makes it even harder for them to find other employment, keeping them in the industry.

Sex workers are increasingly organising alongside other workers within the trade union movement.

A number of international human rights organisations support the full decriminalisation of sex work including Amnesty International, Global Alliance Against Traffic in Women; Human Rights Watch; UNAIDS; the UN Special Rapporteur on the Right to Health; Transgender Europe; ILGA-World and the World Health Organization.

In Belgium sex workers won labour rights, including pensions, maternity leave and the right to refuse clients – strengthening workers' hands to fight workplace exploitation.

Conference believes:

- Sex work is work. While it is gendered, stigmatised and often precarious work, it is work that pays the rent, bills, and puts food on the table for thousands of families.
- Criminalisation makes sex work dangerous. Current laws mean that sex workers are unable to legally work together to increase safety, and are discouraged from reporting crimes committed against them for fear of being arrested themselves.
- People have the right to work in the sex industry without threat of criminal sanctions or police harassment.
- Instead of attempting to eradicate the sex industry through further empowering the police and immigration enforcement, we need other workers to support sex workers in their demands for safety, labour rights and dignity at work.
- Decriminalisation means sex workers can report cases of rape, trafficking and other violence to police without self-incrimination.
- Decriminalisation allows sex workers to enter formal employment relationships or register as self-employed workers, and empowers them to assert their rights and advocate for fair and equal treatment.
- Decriminalisation removes legal barriers for sex workers seeking out essential healthcare.

Unions have historically protected the most vulnerable workers from discrimination, institutional abuse and harmful working conditions.

Therefore, Conference calls on the General Council:

- To support and campaign for the full decriminalisation of sex work.
- To support the unionisation of sex workers and to respect their demands for labour rights and to improve their working conditions, including occupational safety and health.

- To campaign for legislative reform to end the criminalisation of clients, often referred to as the Nordic Model, which was introduced to Northern Ireland in 2015.
- To oppose any proposed law criminalising the advertisement of sexual services (similar to the US laws, FOSTA/SESTA).

Motions No.39–No.40 unallocated

● **Terms and Conditions 1**

Motion No.41 (Branch 117) 117.8

Conference is concerned that women are still facing stigma, shame and taboo surrounding getting help during their periods. This is unacceptable and cannot be permitted to continue.

Although menstruation is not a disability it can have a debilitating effect on those affected making it harder to carry out their day-to-day activities including work. Other underlying factors such as Endometriosis, Adenomyosis, Polycystic Ovary Syndrome and Fibroids can go undiagnosed making matters even worse.

There also remains a shocking lack of awareness and understanding by males about what their female colleagues can experience for one week a month, 12 months a year, for the vast majority of their adult lives.

Conference therefore calls upon the incoming General Council to engage with employers to review existing Menopause Policies with a view to incorporating a section on Menstruation or to consider writing a stand-alone Menstruation policy.

Motion No.42 (Branch 119) 119.11

Blood donations are a vital element of our Health Care System. They are voluntary acts that serve the greater good of the community. They ensure that life saving, and life changing operations and treatments can be carried out.

All employers, but particularly Public Sector Employers, should have a moral imperative to promote and encourage those who are willing to donate to do so. But it is often the case that employers put up barriers, prioritising short term targets and goals ahead of this life giving venture. It is true that many employers will make a big deal about one day blood drives every few years, but this is performative at best. Red Blood is kept for 42 days while platelets can only be kept for 5 days. This means the need is for regular donations not one off showy ones.

The Northern Ireland Blood Transfusion Service (NIBTS) exists to fully supply the needs of all hospitals and clinical units in the province with safe and effective blood, blood products and other related services. The discharge of this function includes a commitment to the care and welfare of our voluntary donors.

Conference calls on the General Council to engage with all relevant employers and other parties to develop policies for paid time off for all staff who wish to donate blood with the NIBTS.

Motion No.43 (Branch 516) 516.2

We need to address a critical issue, one that affects not only the ability to perform our jobs but also workers' aspirations for professional growth. It is an issue that should concern every public sector worker, every leader, and every institution that values the work we do.

For too long, our public sector organisations have failed to provide the necessary training and access to higher learning that would allow us to perform at our best. We are asked to do more, to be more, and yet we are not given the tools to succeed. This is not just about fairness—it is about effectiveness. This is not acceptable!! How can we serve the public to the best of our ability if we are not given the chance to develop our skills?

The solution is clear, and it is within our reach. Northern Ireland is home to a wealth of educational institutions—Ulster University, Queen's University, Belfast Met, the Regional Colleges, and the Open University—all of which have the potential to become partners in our professional development.

Investing in training is an investment in the quality of public service delivery. When staff are skilled, knowledgeable, and empowered, everyone benefits — the departments, the public sector as a whole and ultimately, the people we serve.

Providing suitable training to existing staff who are willing to learn and succeed is far more cost-effective in the long term than hiring new staff with the required qualifications. Recruitment is expensive and lengthy. Upskilling the current workforce will retain experienced staff, boost morale, and foster a culture of growth and loyalty. Investing in current staff makes financial sense, enhances productivity, and ensures that institutional knowledge remains within the workforce.

Workers in Scandinavian countries such as Norway and Iceland receive a year-long grant from their unions to complete work-related courses – an investment in skills that benefits both the employers and the public services they provide. These countries recognise that continuous learning strengthens their workforce, improves efficiency, and fosters innovation.

We can do better!! We need to be challenging our Employers to do this!!

It is time to push for opportunities here, ensuring that our public sector workers are not left behind in an ever-evolving world.

We must make it clear that access to education is not a privilege—it is a necessity. If we want a stronger, more effective public sector, then we must invest in its people.

Empower our workforce and strengthen our public service!

So today, we ask the General Council to campaign for:

- Investment in further education for our public sector workers
- Including discounted/free or an annual allowance towards further training through our educational institutions.

Motions No.44–No.45 unallocated

● Public Policy 2

Motion No.46 (Branch 521) 521.1

The National Health Service came into being on 4th July 1948. It was the first time anywhere in the world that completely free healthcare was made available on the basis of citizenship, rather than the payment of fees or insurance premiums.

The NHS was built on a simple yet profound idea: that healthcare should be based on need, not wealth. When Aneurin Bevan established it in 1948, he did so with the belief that no one should have to choose between their health and their finances. That principle must not be eroded.

Under successive governments our NHS is being deliberately underfunded, dismantled, and sold off piece by piece. People are struggling to get GP appointments, waiting months in pain for dental care, and skipping eye tests because they can't afford them. This isn't neglect—it's political choice. A choice to push people toward private healthcare while the public system is bled dry.

But an NHS funded by taxation, where everyone pays into the system, is the fairest and most efficient way to deliver care. It pools risk and provides security for all.

Countries with private or insurance-based systems spend more on administration, create barriers to access and ultimately leave people behind. That is not the future we should accept.

A fully funded NHS isn't just a cost—it's an investment. An investment in our workforce, in our children's futures and in the dignity of our elderly.

We have a simple choice. Do we want a healthcare system that turns a profit or one that protects our people?

The NHS must remain free for all, at the point of access and must cover all aspects of health - from GPs to dentists to eye care to emergency medicine.

Conference therefore calls on the General Council to recommit to fighting for the NHS as free for everyone who needs it, to continue to fight for this life saving Health Service to be properly funded and fully in public ownership.

We call on the General Council to work with the wider Trade Union movement to ensure the NHS is still here in another 75+ years. To do so we must fight, using all means at our disposal, to make that happen.

Composite Motion No.47 (to be moved by General Council) GC6/119.8

Conference notes the role of NIPSA in campaigning against racism and the far right.

Conference recognises that the far right seeks to use misinformation to create division and conflict that undermines the ability of trade unions to successfully fight for high quality, jobs, homes, living standards and public services for all.

Conference further recognises that the far right seeks to divert energy away from the real issues impacting communities. In the final analysis, the far right acts in the interests of billionaires and big business.

Conference recognises that the far right remain a threat to the trade union movement and must be opposed by all necessary means.

Conference, therefore, calls on the incoming General Council to:

- Campaign for a positive socialist economic alternative to the blight of poverty and hopelessness that creates fertile ground for the far right.
- Organise and take part in protests against the far right.
- Ensure sufficient stewarding at all protests and demonstrations.

Composite Motion No.48 (to be moved by General Council) GC8

Conference condemns the current Labour Government's approach to Welfare State "reform" both in terms of the rationale given for these decisions and the harm that flows from such policies. The result of the 2024 UK General Election was a clear call for "change" - a chance to signal a break from years of austerity and the decades of failed policies that dismantled key features of what constitutes a decent society.

Despite being beneficiaries of this popular mood for change, the Labour Party is using its majority to signal "no change" in relation to the possibility of genuine social progress and is actually moving the debate on economic priorities to a more dangerous place. It does so by not only repeating the inaccurate and offensive language of an "over-generous welfare system" but frames this "unaffordability" as secondary to the prioritisation of an interventionist foreign policy that will lead to a significant increase in defence spending. This is wrong on every level – its failure to reassess the sort of society we need to establish in terms of post-pandemic social frameworks, the bogus economic framing of there being a "shortage of money" and the linkage of an "economic growth" agenda to that of a "war economy".

Social Security provision, however, is a devolved matter and just as the last significant "welfare reforms" of the Conservative/Liberal Democrat coalition were challenged by the trade union movement and our allies to the point that the NI Executive introduced mitigations to protect us from some of its worst aspects – such opposition is also required now.

Whether the threat comes from Westminster or Stormont, Conference calls on the incoming General Council to:

- Play its fullest part in opposing this latest assault on the essential safety nets our society needs.
- Argue for proper "social security" in-work or out of it.
- Challenge any militaristic re-framing of UK Government priorities

Motion No.49 (Branch 118) 118.1

Conference notes with alarm the increasingly prevalent use of drugs within our streets. We are concerned by the number of drug-related deaths in our towns and villages.

Conference acknowledges that there is a distinct lack of resources available to these vulnerable people who struggle with addiction on a daily and continuous basis.

We welcome the decision of Belfast City Council to pass a motion to set up a safe injecting facility to help prevent overdoses among drug users. We are, however, concerned at the lack of progress on this.

We call upon the incoming General Council to reach to, and liaise with, interested parties, statutory agencies, the Welcome centre and other Unions

to bring about the necessary legislative change to establish safe injecting facilities and help save the lives of the most vulnerable.

Motion No.50 (Branch 119) 119.1

We are calling upon General Council to ask the Education Authority to reconsider their decision to make all schools diverse schools.

This has been tried in many schools and it has shown itself to be a disservice to children and staff.

There are children being left behind because of this.

We have schools changing education systems to accommodate new children with different Special Education Needs (SEN) to the SEN that the school specialises in.

This has come at a loss to the long-term children, who many thought they would be doing certain subjects only to find out when they came back in September that this has changed and they shall no longer be allowed to study these subjects. This has been done without consultation to the parents/carers, with nothing mentioned in the annual reviews that take place every year.

We have staff in the schools with many years' experience that have suddenly found themselves being stretched to the limits having to deal with new challenges daily.

Staff are being made to work in very stressful and unhealthy conditions.

Staff are being sent on intense training courses, but this does not replace experience. Give proper terms and conditions to the employees and make the job more appealing. Instead of casual contracts.

Principals are being told take the children or there is a risk your school could close.

Parents/Carers are now fighting for services i.e. Occupational Therapy, Speech and Language Physiotherapy etc, as the resources are now stretched to accommodate the new intake.

We feel the children are being wrongly placed in schools so someone can stand up and say there are no children waiting on school places and while this may be the case, the children are being placed in environments that are not the right choice for them.

We feel the Education Authority are misleading parents and staff as part of money saving exercise and this has an effect on everyone involved.

Motion No.51 (Branch 524) 524.7

Colleagues, it was trade unions who won the 5-day week and paid annual leave for ordinary workers. With increasing use of AI and automation, it is essential that the benefits of improved productivity also accrue to workers as well as employers.

One way to achieve this would be to secure another reduction in the working week and increase leisure time for workers. An important benefit that this would create would be to see an increase in pay for colleagues already working a four-day week, as they would no longer lose a day's salary. This would be a particular benefit to those who work a shorter week due to caring or parental reasons.

There is already a national campaign for a shorter working week led by the 4 Day Week Foundation. We ask that General Council set up a Working Group

or sub-Committee to examine the feasibility of aligning with this existing campaign, joining with other unions on this issue or establishing our own campaign to pursue a shorter working week with no loss of pay for all workers.

We would ask that this Group or sub-committee should provide recommendations to Conference next year.

Motion No.52 (Branch 733) 733.4

Conference is calling on General Council to support the A5 Enough is Enough campaign. Since 2006, 57 lives have been tragically lost on one of Northern Ireland's most dangerous roads. The long overdue A5 upgrade was first proposed in 2007, with the Northern Ireland Executive finally approving it in October 2024. Work was set to begin on the Strabane to Ballygawley stretch earlier this year but yet again, progress has been delayed.

NIPSA stands for safety and well-being of workers and communities. We urge everyone to stand in solidarity with the A5 Enough is Enough campaign and demand action before more lives are lost.

We urge the incoming General Council to get behind this campaign and lobby the NI Assembly to get this long overdue upgrade completed. It is time to make our voices heard – enough is enough.

Motions No.53–No.54 unallocated

● **Organisation and Administration 2**

Motion No.55 (Branch 118) 118.2

Conference notes that every year delegates to Conference are reminded of the behaviour expected of them at Conference. Additionally, all delegates and attendees are advised that no non-NIPSA authorised materials are to be displayed in the hall.

To that end, we are disappointed that, during Conference over the past few years, delegates from both Branch 118 and, indeed other Branches, have been subjected to unacceptable behaviour consisting of shouting and intemperate language. Conference acknowledges that this behaviour is not in keeping with the spirit of democratic debate and free speech.

Additionally, we note that, during last year's Conference, non-NIPSA authorised materials were placed on every seat in the hall in direct contradiction to the advice stated above.

We call upon the incoming General Council to vigorously ensure that acceptable behavioural standards are adhered to during Conference. We also call upon the incoming General Council to ensure that no non NIPSA authorised materials are displayed in the Conference hall and to actively prevent any attempt to circumvent this instruction.

Motion No.56 (Branch 119) 119.7

Conference notes that Meta (owners of Facebook, Instagram, Threads and WhatsApp) is ending its 3rd party fact checking program and moving to a community notes model similar to X (formerly known as Twitter).

Conference is fully aware of the dangers of disinformation on social media most recently last Summer leading to the anti immigration riots.

Conference calls on the incoming General Council to warn members about the danger of a lack of fact checking, the danger of trusting disinformation on social media and to only use reputable sources.

Motion No.57 (Branch 119) 119.10

Year after year we see some of the same motions being brought to General Conference. While we appreciate our comrades bringing these motions back to General Conference, we would also promote a change to how often failed motions may be brought back to Conference. We are not seeking to have these motions struck from being brought back up altogether. We are asking that options are brought forward to look at the possibilities of a moratorium for any motion that has been brought to General Conference on three previous, consecutive occasions and each time has been voted down, except where a fundamental change has occurred. The hope is that with this “breathing space” we will be able to address new issues our members face or provide the time during General Conference for other motions that would otherwise be guillotined due to time constraints. Moratoria have existed as an integral aspect of the mechanism of many organisations, governments, and Unions, our own included, as a measure of the validity of re-addressing the same topics repeatedly. As NIPSA grows and moves into its future this is an aspect we should be using ourselves as well.

Conference therefore instructs the incoming General Council to bring a paper to next year’s Conference outlining the options to change Standing Orders in order to exclude a motion which has fallen for three years in succession. This exclusion should be for the following three years with the exception that there has been a fundamental change to the motion. In the interest of clarity, the judgement of whether a motion is repeated or changed in substance shall lie with the Standing Orders Committee.

Motion No.58 (Branch 733) 733.1

Conference recognises the essential role that effective member engagement plays in maintaining a strong and active union. However, in light of evolving work patterns, increased remote working and shifting communication preferences, it is clear that traditional engagement methods are no longer fully sufficient to meet the needs of our members.

We are calling on the incoming General Council to look at investing in improved digital platforms to ensure that members feel more informed and empowered. Creating a union that is adaptable and responsive to the evolving landscape of work and communication.

Motion No.59 (Branch 119) 119.5

At Conference 2023 a motion was passed asking the General Council to “examine what process would need to be followed should NIPSA members wish to become part of 1st Class Credit Union, and report its findings to the membership for their consideration before Conference 2024.”

The General Secretary responded to advise that, following discussions with 1st Class, Civil service members could join, however members in the PO side of NIPSA would not be able to join unless NIPSA became part of their Common Bond.

While Conference agrees that members should be encouraged to join their local Credit Union, this does not mean that members cannot also be a part of a workplace Credit Union.

Conference now calls on the General Council to formally apply to join the Common Bond of 1st Class Credit Union in order that ALL Members of NIPSA, should they wish, might avail of the facilities and support currently on offer to members of unions such as CWU, our sister union PCS and others such as Royal Mail.

One of the oldest tenets of socialism is the principle of Mutual Aid. Participation in a Credit Union that has fellow workers as it's Common Bond is Mutual Aid in practice, not just in theory.

Motions No.60–No.61 unallocated

● **Terms and Conditions 2**

Motion No.62 (Branch 117) 117.9

Conference is concerned that members with urinary dysfunctions are facing stigma, shame and physical barriers around the understanding and support that is needed to manage their condition or disease. The lack of awareness, information and support is unacceptable and needs to change.

This can have a debilitating effect on those affected making it hard to carry out their day-to-day activities including work, when work has no tailored management approach to allow the member to manage their condition with dignity in the workplace. Management have little or no knowledge or understanding of the conditions of how fluid intake, toilet visits, side effects to medication and surgery and self-catheterisation impacts a member in the workplace.

Conference therefore calls upon the incoming General Council to engage with all public sector employers to review their existing disability policies with a view to incorporating a section on urinary dysfunctions or consider writing a stand-alone policy to deal with this emotive and deeply personal condition.

Motion No.63 (Branch 171) 171.1

Conference recognises that NIPSA produced guidance on breastfeeding in the workplace in March 2018. However, despite the statement to ensure that women who want to continue breastfeeding on returning to work are provided with appropriate working arrangements and facilities, there has been no evidence that would suggest this has occurred in all relevant workplaces. It is worthy to note that the World Health Organisation (WHO) recommend breastfeeding until 2 years of age.

Within many organisations, there remains a reluctance to talk about breastfeeding. The subject is still seen as taboo, and there are many women who do not consider approaching line management regarding breastfeeding on their return to work. This is especially pertinent in the case of male line management structures, or male premises officers, as it can be seen as a sensitive subject to broach.

Adequate facilities are not always provided. New mothers are not always informed of their rights, and many give up on breastfeeding before or when they return to work due to lack of support.

In today's social climate, breastfeeding can also reduce costs to family units by negating the purchase of extortionately priced substitute formula milk.

With many returning to work after 6 or 9 months maternity leave, we should be actively supporting and providing the opportunity to have facilities for any mother wishing to avail of them in their workplace.

Conference calls on the incoming General Council to raise awareness of the breastfeeding policy, and work to incorporate into New and Expectant Mother risk assessments, to ensure that members are supported in their decisions upon returning to work.

Motions No.64–No.65 unallocated

● **Public Policy 3**

Motion No.66 (Branch 733) 733.6

Conference asks that the General Council supports the retention of free travel passes for people aged 60 and over. In the face of the ongoing cost of living crisis, free travel passes are a crucial financial lifeline for older people, particularly in Northern Ireland, where many rely on public transport due to limited alternatives in rural and urban areas. This benefit helps alleviate financial pressures by reducing transport costs, enabling access to essential services, and supporting participation in community life. Free travel passes also play a vital role in tackling social isolation and loneliness by helping older people stay connected with family, friends and community activities. They encourage physical activity and independence, contributing to better health and well-being. Moreover, increased use of public transport reduces car dependency, cutting carbon emissions and supporting environmental sustainability.

We call on the incoming General Council to lobby Government and to campaign to vigorously to protect this essential benefit, highlighting its critical role in addressing the cost of living crisis, promoting social inclusion, and supporting a greener future for Northern Ireland.

Comprehensive Motion No.67 (to be moved by Branch 117) 33.2,117.3,117.7

Conference recognises that more and more NIPSA members, and a greater number of individuals within Northern Ireland as a whole, are living with ADHD, autism and other neurodiverse conditions, impacting not only on how they view and interact with society but how society views and interacts with them.

The failure to adequately fund adult health care services has contributed to a lack of provision, resulting in many staff with neurodivergent conditions being misdiagnosed with anxiety/depression by their GP, a lack of Health and Social Care diagnosis of a neurodiverse condition and an increase of private services being accessed to provide a formal diagnosis of a neurodiverse condition.

The Disability Discrimination Act is 30 years old, the Equality Act (which doesn't cover NI) is 15 years old. This legislation is outdated and no longer fit for purpose.

Conference calls on the General Council to:

- to engage with other ICTU affiliated unions and disability organisations to consider what additional protections we need to advocate for, in protection of our disabled colleagues.
- NIPSA to advocate for an ICTU supported campaign to update the Disability Discrimination Act to make it fit for the 21st century

- to develop a campaign to promote awareness and understanding of Neurodiversity in the workplace and in society in general.
- to engage with MLAs and the NI Executive to come up with a strategy to improve adult neurodiverse Health and Social Care Services.

Motion No.68 (Branch 516) 516.1

Education is not a privilege—it is a right. It is the foundation of a fair society, a tool for social mobility, and a great leveller for the working classes.

Yet, year after year, we see it under attack. Cuts, creeping privatization, and policies designed to entrench inequality rather than eliminate it.

Free education from early years to higher education should be available for all regardless of background.

We will not accept tuition fees, hidden costs, or underfunded schools that leave students behind. Education should be funded by progressive taxation, not by burdening young people with lifelong debt or asking overstretched parents to pay for basic materials like pens and paper.

Yet in one of the richest countries in the world, children are going hungry while billionaires hoard their wealth. Access to free school meals is being squeezed ever further and has culminated in the disgraceful removal of holiday hunger payments.

Free school meals must be a right for every child, not a postcode lottery or a means-tested handout. No child should be too hungry to learn.

Conference also believes there is no place for academic selection in secondary education - the SEAG, Transfer tests only segregate children based not on their potential but on their background. There is a better way.

Selection does not reward ability; it reinforces privilege. It is an outdated, elitist system that labels children as failures before they've even had a chance. The only test a child will take in school and never get a second chance at is the SEAG Transfer test. The simple fact is that this approach fails children and has been doing so for decades.

So today, we ask the General Council to campaign for:

- free education for all, fully funded and accessible.
- for universal free school meals—because no child should learn on an empty stomach.
- And for an end to academic selection, because education should lift people up, not divide them.

This is not just a fight for now, this is a fight for our future and for our children's future – the Education system provided for our young should be universal, based on equality and of the highest standard for all.

Motion No.69 (Branch 730) 730.1

Conference condemns the Northern Ireland Executive for its chronic failure in dealing with the crisis in Health and Social Care in Northern Ireland. In particular, chaos surrounding front door access to services in Emergency Departments, so evident in the our screens and media outlets, is completely unacceptable. Conference is appalled that up to 1600 deaths are being reported as being linked with delays in the provision of medical care.

Conference reaffirms its view that the Department of Health (DoH), as currently constituted, is not fit for purpose to deliver. Neither is the HSC it is charged with leading, adequately funded by the NI Executive.

Conference is of the view that the level of anxiety, pain and death caused by the ongoing failure to provide appropriate health care to the population of the North by the collective inaction of the Executive is insufferable.

Conference calls on the incoming General Council to call out this failure to address the basic needs of the population, that calls into question the effectiveness of the DoH and the NI Executive.

Conference calls for NIPSA to explicitly campaign for an urgent overhaul of the Department of Health, as it is not fit for purpose.

Conference further states that if this collective failure of the Northern Ireland Executive to fund the HSC continues, that the incoming General Council will begin preparations to ensure that this failure is a high profile campaigning matter in the next election.

Motion No.70 (Branch 118) 118.4

Conference notes that the week of 9th to 15th June has been designated as Loneliness Awareness Week.

Conference is concerned at the figures which indicate the increasing prevalence of the feeling of loneliness particularly among young males.

Conference is concerned that these young individuals are at exponential risk of being exploited by such nefarious persons as the likes of Andrew Tate, who will manipulate their sense of loneliness and isolation and potentially weaponise it to be used against women and young girls.

We call upon the incoming General Council to engage with MLAs, men's advocacy groups and independent bodies such as PIPS to begin to develop a coherent strategy to tackle this scourge of loneliness.

Motions No.71–No.72 unallocated

Secondary Agenda

**Motions in this Agenda are
not to be discussed.**

Category A

Motions covered by composite and comprehensive motions contained in the Primary Agenda.

Composite Motion No.30

Motion No.73 (Branch 119) 119.9

Conference notes, with great consternation, the continued decline in turnout, in terms of both over numbers and percentage of membership, in the recent General Council elections.

This is a trend which has been raised again and again at Conference, but unfortunately no successful actions have been taken to reverse, or even slow it.

It may be that this obvious disassociation between membership and General Council is based on a lack of knowledge amongst the members of the role of General Council.

Conference calls on the General Council to produce and distribute to all members a document, detailing the duties and responsibilities of General Council, and reminding them of the importance that they use their vote.

Comprehensive Motion No.34

Motion No.74 (Branch 732) 732.2

It has been reported between 2019 and 2024, 30 females have been murdered by men in Northern Ireland. 8 women murdered in 2024 alone, mostly in their own homes.

Whilst experiencing domestic abuse and violence, women and children continue to live in fear, even after they have escaped the perpetrator.

Conference calls on the incoming General Council to work with the local organisations such as Women's Aid, help with funding for education in secondary schools in Northern Ireland to help educate young people in positive relationships and addressing root causes of domestic abuse and violence.

Motion No.75 (Branch 732) 732.4

Domestic abuse and violence affects both men and women in our society, along with children. In 12 months from 1 July 2023 to 30 June 2024, there were 31,931 domestic abuse incidents in Northern Ireland.

When an individual experiences domestic abuse, they live in constant fear, helplessness and trauma even after they have left the abuser.

Conference calls upon the incoming General Council to lobby our government to address root causes of domestic abuse, improve conviction rates as a deterrent, bring tougher sentencing for perpetrators and give greater support and protection for victims, all in the hope to bring domestic abuse cases down and help protect our next generation.

Composite Motion No.35

Motion No.76 (Branch 516) 516.3

Conference believes the incoming General Council should campaign for a fair retirement age of 60 for all workers.

Under new state pension rules, anyone born after 1951 needs to have 35 years worth of contributions in order to claim a full state pension. This means that if you started work aged 18, and did the full 35 years, your pension pot is complete and you would be 53 years old.

However, despite not being able to top that pension up any further and having maxed it out, current regulations say you cannot claim that pension until you are 66 currently or rising to 67 in a few years.

However the pay for 35 but work for 48 – the simple fact is that 66 is too old and 67 is clearly worse.

In Italy, if you have made contributions for 42 years, you can retire regardless of age. In France, you can retire at 62, assuming 40 years of contributions.

In countries across the world, technological improvements in work have meant that average working weeks are being reduced and moves towards a 4 day working week are gaining momentum yet people are still being required to carry out that work until they drop.

Studies undertaken by the World Health Organization and the US National Bureau of Economic Research show that health declines rapidly after 70, with a dramatic drop off in both physical and mental fitness.

Yet pension ages across the UK are due to increase to 67, giving just 3 years on average to be able to enjoy retirement with any level of fitness.

We salute the valiant campaign fought by the WASPI women to gain their right to retirement at 60 and we rightly applaud their action. But we should make that a fight for every worker across the country. Every worker deserves to enjoy a long and healthy retirement.

While life expectancy is rising, age isn't the measure that matters. Quality of life is much more important. People who have worked for 35 years or more should be able to retire and enjoy the benefits of having contributed financially and practically to society for so many years, not have to spend their retirement in a state of ill-health and decline.

Conference therefore calls on the incoming General Council to campaign to lower the retirement age to 60, to fight by any means necessary to ensure that pensioners maintain financial stability and security in their retirement and to fight for a fair deal for workers to be able to retire at an age that allows them to enjoy the fruits of their labour. We also call on the General Council to campaign within the wider trade union movement and for ICTU to adopt this policy too.

Composite Motion No.47

Motion No.77 (Branch 119) 119.8

Conference remembers the senseless killings of Bebe King, aged 6, Elsie Dot Stancombe, aged 7, and Alice da Silva Aguiar, aged 9, by Axel Rudakubana in Southport on July 29th 2024.

Conference remembers the Social Media posts by the far right blaming these killings on Muslim asylum seekers, organising anti immigration protests which lead to riots across the country from 30th July to 5th August.

Conference commends NIPSA for the prompt action taken by attending the counter protest in Belfast and sending mass SMS to members saying they are against racism. Conference calls upon the incoming General Council to keep attending counter protests against the far right and to reiterate NIPSA's anti racism stance.

Composite Motion No.48

Motion No.78 (Branch 15) 15.1

Conference opposes all cuts to the welfare system under the current Labour government.

Labour have already disgracefully taken the winter fuel allowance off pensioners and kept the two-child benefit cap in place, attacking simultaneously both the young and old who relied on these previously.

They are continuing the attacks of the previous Tory government on our social security system and are now adopting and extending Tory plans to cut disability benefits.

Conference is alarmed that Labour will deliver a programme of Austerity on current benefits – and limit those who can apply and receive them – to achieve targets of £5bn cuts. They should be looking at those corporations who avoid paying their due taxes and the billionaires who can afford to pay more tax. Instead the chronically ill and disabled will bear the brunt of welfare cuts delivered by a Labour government. This must be opposed.

Conference calls on the General Council to campaign against the attacks on our welfare system. We call for joint campaigns with trade unions, disabled groups and those who want to oppose this new developing Austerity and fight instead for above inflation increases to wages and benefits.

Motion No.79 (Branch 118) 118.3

Conference condemns the recent announcement from the Labour government that they intend to attack the most vulnerable in society by targeting such benefits as PIP.

This unwarranted onslaught on society's most marginalised and vulnerable is another nail in the cohesion of the social construct. Demonising the sick and infirm is merely the out-workings of a neo-liberal agenda.

Conference calls upon the incoming General Council to join with other sister unions, politicians and civic society to campaign vigorously against the implementation of these cuts dressed up as "reforms".

Comprehensive Motion No.67

Motion No.80 (Branch 33) 33.2

Conference, The Disability Discrimination Act is now 30 years old.

This vital piece of legislation has provided protections for disabled people in the services they use (like every other citizen) and in the world of work.

While there is no doubt that this legislation has helped to change how our disabled colleagues are protected, it is also true that our understanding of disability and what further protections are needed has also evolved.

For example, neurodiversity is a phrase that wasn't used in 1995. Today it is likely that every delegate here will be aware of a colleague, friend or loved one, or maybe even yourself, that is neurodiverse. Yet the consideration of how reasonable adjustments are implemented to assist neurodiverse people hasn't evolved to match our understanding.

In GB the Equality Act 2010 was enacted. While this piece of legislation itself is now 15 years old, it provides some further protections that aren't available in this jurisdiction.

Conference calls on the incoming General Council to engage with other ICTU affiliated unions and disability organisations to consider what additional protections we need to advocate for, in protection of our disabled colleagues.

Conference further calls for NIPSA to advocate for an ICTU supported campaign to update the Disability Discrimination Act to make it fit for the 21st century.

Motion No.81 (Branch 117) 117.3

Conference recognises that more and more NIPSA members and a greater number of individuals, within Northern Ireland as a whole are living with ADHD, Autism and other Neurodiverse conditions.

This impacts not only on how they view and interact with society but how society views and interacts with them.

It is important that our members within the Neurodiverse community feel supported within the workplace and society so they are able to perform to their full potential.

Conference therefore calls upon the incoming General Council to develop a campaign to promote awareness and understanding of Neurodiversity in the workplace and in society in general.

Motion No.82 (Branch 117) 117.7

Conference will be aware that there are increasing numbers of people living with Neurodiverse conditions within society. What you may not be aware of is the shocking lack of Adult Neurodiverse Health and Social Care Services within Northern Ireland.

This lack of HSC provision is resulting in many staff with Neurodivergent conditions being misdiagnosed with Anxiety/Depression by their GP, a lack of Health and Social Care diagnosis of a Neurodiverse condition and an increase of Private services being accessed to provide a formal diagnosis of a Neurodiverse condition.

Conference is concerned that this will adversely affect our members as they may have an undiagnosed Neurodiverse condition themselves or come across someone who might or indeed may impact their ability to achieve reasonable workplace adjustments.

Conference calls upon the incoming General Council to engage with MLAs and the NI Executive to come up with a strategy to improve Adult Neurodiverse Health and Social Care Services.

Category B

Motions which restate NIPSA policy, and therefore do not require a Conference decision.

Motion No.83 (Branch 117) 117.10

Conference notes that agency workers are a growing and significant part of the public sector workforce. These workers are employed on precarious contracts with poor terms and conditions. This growing casualisation of employment is a threat to terms and conditions and the effectiveness of our public services.

But this is obviously not the fault of Agency Workers themselves, it's the fault of government public sector cuts and the lack of recruitment for permanent jobs. Most workers want stability and basic workers rights but permanent jobs are not easy to come by.

This is why it is crucial to recruit and involve agency workers as much as possible. Organising this younger and growing layer is essential not just in the fight to bring the workers in house on permanent contracts but in the effectiveness of any future industrial action that we take.

Conference calls on the incoming General Council to:

- Launch a Campaign to engage agency workers on agency-specific issues as well as general union issues such as the point of industrial action, picket lines, etc. These things are not just automatically known, especially by younger generations.
- Prioritise the recruitment of agency workers in all workplaces that NIPSA represents, particularly those with large amounts of agency or temporary staff, with the intention of fighting for them to be brought in-house.
- Mobilise and involve existing agency members in union activism as much as possible despite the barriers in place due to contracts (e.g. lack of facility time, etc.).
- Find a way for Agency Workers to be represented in the structures of the union.

Motion No.84 (Branch 501) 501.2

Conference, housing is fundamental to everyone in society, yet the N.I. Housing Executive which remains the only Publicly owned housing in Northern Ireland is still under threat of Privatisation. The NIHE is not only the largest landlord, with over 80,000 dwellings, but is also the Strategic Housing Authority, delivering for example, the Supporting People Programme, Home Improvement Grants, Housing Benefits and of course, Homelessness assessment with a “duty of care” to the most vulnerable in our society. The NIHE responded to assist the victims of the abhorrent racial hate incidents we experienced last August and were there again when Storm Eoghan hit countless households, to make their homes safe.

NIPSA Representatives in the NIHE accept that change is required to respond to the continued failure by government to adequately fund the NIHE to deliver its statutory housing and contractual obligations. Therefore, in May 2022, NIPSA published the “Spectre of Privatisation” policy document in response to the Ministerial announcement that the Housing Executive should be “Revitalised”, or I should say, privatised by the back door. The report made 8 recommendations, most of which are under consideration by the Executive

but most importantly, the recommendation that the ONS classification of the NIHE should be changed by Treasury to allow the NIHE to borrow adequate funding to improve and maintain over 80,000 properties plus build new homes to address the ever-growing demand for social housing.

With the shortfall in the Assembly's funding allocation, the NIHE is ripe for picking and the threat of privatisation remains.

Conference calls on the incoming General Council to campaign with sister unions, ICTU and the TUC where possible to use all means at our disposal to ensure that the NIHE remains in public ownership and is adequately funded, based on need; to maintain and extend the vital housing services it delivers on a daily basis to the most vulnerable in our society.

Motion No.85 (Branch 524) 524.1

Colleagues, at Conference in 2024 there was some language used by speakers when they took the podium in support of, or against, Motions that could be seen to be aggressive or inflammatory.

One speaker on the day noted use of rhetoric when speaking against Motion 17, and highlighted that NI is a post-conflict society and speakers should be mindful of that.

Conference, Branch 524 calls on the General Council to agree to ensure that we do not create a hostile environment in our use of language, and we request that language at Conference be moderated going forward.

Motion No.86 (Branch 730) 730.3

Conference reaffirms the democratic right of NIPSA Branches to make decisions, elect its representatives, campaign for its members and exercise their choice on what motions are submitted to Conference on behalf of the members in their Branch. As long as this is in accordance with established NIPSA guidelines and the NIPSA Rule Book.

Conference also respects and supports the role of the President with the advice of Standing Orders, to decide the suitability of all submitted motions to the Conference Agenda. Conference supports the right of Branches to challenge decisions on their motion where that motion is not on the Primary Agenda of Conference, as appropriate.

In particular, Conference emphasises the importance of fraternal debates on all motions at Annual Delegate NIPSA Conference. The battle of ideas and the cut and thrust of debate and persuasion are a central tenet of NIPSA democracy.

Conference believes that the principles and rules as described above are central to the relevance of NIPSA as a trade union and should be respected by all, and calls on the incoming General Council to ensure these principles are protected.

Motion No.87 (Branch 732) 732.5

Each year across the globe, countries are experiencing harsher weather conditions and natural disasters. This then leads to having a detrimental impact on peoples lives, both locally and globally where they have lost their family members, their homes and jobs.

Conference requests the incoming General Council to act speedily in lobbying our government to do all in protecting our local environment in Northern Ireland, protecting our sea, land, Lough Neagh and other areas of environmental natural beauty for the protection of our children and future generations, so that they can have a world in which they can live.

Motion No.88 (Branch 733) 733.3

Conference expresses deep concern over the current state of housing in Northern Ireland, where rising rents from private landlords, a shortage of affordable homes and long waiting lists for social housing continue to impact many people. In particular, public-sector workers – especially young people, key workers and those on low wages. Families are struggling to find suitable accommodation that is both affordable and secure.

Conference calls on the incoming General Council to lobby the Northern Ireland Executive to implement policies that effectively address the ongoing housing crisis by investing in both social and affordable housing.

Motion No.89 (Branch 733) 733.5

Conference wants to convey its support for the environmental recovery and conservation of Lough Neagh. Lough Neagh is the biggest freshwater lake in the British Isles and is of cultural, ecological and economic significance to both islands but particularly Northern Ireland. Urgent action needs to be taken now. It needs developed sustainably, considering the multifaceted dependencies of the lough, especially that it is a major source of drinking water. The despoliation of such a huge area of Northern Ireland would be catastrophic for us for generations.

We ask the incoming General Council to do all it can in the form of lobbying and holding the Government to account in addressing the urgent need to save Lough Neagh while we still have time to save it.

Category D

Motions which are competent to be dealt with by a body established under Rule 6.9(c) of the Rules of the Union which are remitted to the General Council for reference to that body.

Motion No.90 (Branch 1) 1.1

Conference is concerned by the apparent two-tier approach by senior management and NIPSA HQ towards staff who avail of the hybrid working policy and those who through no fault of their own must be in the office 5 days week. The area of concern is sickness policy, and travel expenses.

If a person who works from home is unwell, they can stay at home and work through the illness until they get better whereas a person who must be in 5 days a week has to come in or if they can't it is recorded as a sick absence. This is an unfair practice which discriminates between staff, in practise staff should all have the terms and conditions and have process/procedures applied equally. Conference calls on the General Council to engage with management side and come up with revised sickness policy to address the two-tier approach.

Conference call on the incoming General Council to engage with management to come up with travel reimbursement scheme for grades EO1 and below for those staff who must be in the office 5 days a week, these staff are out considerable expense when it come to public transport. For example one member who is an AA has had their Translink Travel card cost up by £400, whereas the higher grades who work from home do not have these expenses. It can be argued that staff working from home have to pay extra energy costs, but the higher grades can absorb this additional cost compared to the lower

grades. Conference calls on the General Council undertake a data analysis to determine if lower grades who come in 5 days week are financially worse off than those working from home.

Motion No.91 (Branch 1) 1.2

Conference is concerned about the lack of recruitment for Professional and Technical staff within Department of Finance, it recognised that Senior Management are doing they level best to recruit staff, however the issues are:

- That HR Connect do not have the capacity to run competitions efficiently
- That staff are being poached by outside bodies who provide better salaries
- That NICS pay scales for Professional staff cannot match the private sector in broad terms
- Conference calls on the General Council to engage with Management to have Departments run their own competitions and not use HR Connect
- That Professional and Technical staff have own specific pay-scales similar to other specialist posts within the NICS

Motion No.92 (Branch 13) 13.1

Conference, our branch has become aware of a possible anomaly which may act as a blocker in preventing members in certain work areas taking up posts within the union; namely, the ability for NICS ICT grades to take up NIPSA Seconded Officer posts without losing out financially.

In this particular case the anomaly exists due to the payroll mechanism currently used to remunerate NICS ICT staff, whereby salaries are paid via a combination of Basic Salary and an 'allowance', rather than via separate scales as is done for other specialist professional staff such as Staff Officer Accountants, Forest Officers, Fisheries Officers, Agriculture Inspectors etc.

While this 'allowance' is paid automatically and unconditionally to all ICT grade staff and is therefore considered to be an element of salary, there is a complete lack of clarity as to whether it could, should or would be removed if these staff took up a seconded post within the union. Therefore, members are unable to know specifically what they might be signing up to when they apply for such vacancies.

Surely it should not be case that any member would need to agree to take a pay cut in order to move into a NIPSA Seconded Officer post, or indeed lose out financially in any way compared with other staff in relation to the Seconded Officer Allowance.

Conference wishes to affirm the basic principle that no member should be required to be at a financial detriment when applying for or serving in NIPSA Seconded Officer posts. Conference also asks for the incoming General Council to review whether similar examples of this issue exist elsewhere within other areas of the union. And, if so, that the remit is afforded for the relevant Trade Union Side to seek to address these with the relevant management sides. No member should be faced with taking a pay cut in order to work in the service of their Trade Union.

Motion No.93 (Branch 14) 14.1

There is NO time limit on the NICS as the employer to complete their obligations to employees under the Grievance Policy 6.04. NIPSA know of straightforward cases that are not dealt with quickly, with cases unresolved and not investigated up to 4 years after the complaint date despite assurances to the contrary. It is clear that the informal Grievance Policy process is broken and is not fit for purpose.

The NICS Grievance Policy 6.04 states 'This procedure aims to promote good employee relations and deliver fair and equal treatment of all employees. The policy requires complaints via the Formal Grievance Procedure to follow the stipulated time limits. Any grievances which are not raised within 3 months of the event occurring, or final event where there is a sequence of events, will be considered out of time.'

The NICS failure shows senior management's complete lack of respect for employees which NIPSA find unacceptable. It causes serious reputational damage to departments and the NICS more widely, and on a local level significantly damages trust in line and senior management, and impacts productivity. On a personal basis, members are subjected to additional anxiety and stress by those employed to investigate grievances.

This motion calls on the NICS to:

- Change their Grievance Policy so that all complaints MUST be completed within a 3 month period; and
- To proactively measure each department against the time to complete the investigations; and
- To publish on a quarterly basis each department's statistics: number of cases, dates per case of when it was lodged and completed, average time to complete investigation, a classification of the type of case, indication of who the case is against, case outcome.

Motion No.94 (Branch 14) 14.2

Conference notes the enormous financial pressure on parents when they have a child, particularly on women as they take their maternity leave to recover from birth and to look after baby. Women in the NICS are unfairly disadvantaged as the full rate of pay is only for 18 weeks of Maternity Leave, with Statutory Maternity Pay for a further 21 weeks. By comparison, Civil Servants in the rest of the UK receive 26 weeks full pay, and in some departments in the UK, 39 weeks. This 8 week disparity in pay has huge implications on mothers in NICS, often forcing them to return to work before they are ready or placing them under a tremendous financial strain. Currently within the NICS, there is more time awarded on full pay leave when sick than when having a baby.

Conference calls on NIPSA to campaign for contractual maternity pay to be in line with the rest of the UK and improved benefits for mothers and families within the NICS.

Motion No.95 (Branch 126) 126.1

We welcome the recent change from External competition to Internal promotion board of the recent Grade 6 and 7 competitions and look forward to seeing more internal promotion boards in the future. However, if the trend towards external competitions continues our members remain at a disadvantage, not only because of the issues outlined in Motion No.8 moved by Conference in 2022 relating to career development. When a member takes

part in an external competition and is successfully placed on a merit list, they are treated like every other person on that list without regard that they are in the Service already and are at risk of losing out on being placed if a list expires. If this was an internal competition candidates can be 'carried forward to a second promotion board list and will continue to retain the right to be promoted, until the findings of the second promotion board cease to be valid...'. With the length of competitions stretching over years we would like to see the guidelines for internal promotion boards extended to include members already in the service who apply for and are successful in external competitions. We would ask the incoming General Council to negotiate for this in any future discussions on competition terms.

Motion No.96 (Branch 524) 524.3

Conference, the cost of living crisis may not be talked about in the way that it was in 2023 and 2024, but that does not mean that our Members and the wider public are seeing any change to how far their salaries will go.

We call upon General Council to create a policy of championing pay deals to be not based on what others have agreed (which keeps pay deals low across sectors), but what is appropriate for individual Organisations, based on their own pay award history and whether these have failed to meet inflation, and/or have been years apart.

Motion No.97 (Branch 730) 730.2

Conference applauds the actions of Social Workers in Children Services in taking strike action in defence of services to children in a number of Health and Social Care Trusts (HSC) in 2024.

This action, has been driven by the ongoing workforce planning failures of the Department of Health (DoH), which is highlighted in a children's social care workforce across NI that is being broken, due to their incompetence.

Conference is appalled by the Department of Health's ongoing determination to ignore the data from HSC Trusts showing more and more families struggling to care for their children, post pandemic.

Conference condemns the widespread breaches of the Children (NI) Order 1995 this incompetence is leading to, and is appalled that the actions of Department of Health which increasingly put the practice of large numbers of NIPSA members outside the law in relation to such issues as non-discharge of statutory responsibilities.

Urgent measures to recruit and retain staff and to put in place basic workforce stabilisation measures to ensure the legal duties Department of Health is charged with to protect children and support families can be delivered are needed.

Conference believes that the protection of children from harm and risk is a foundational duty of the State. Conference therefore condemns the wilful vandalism of Department of Health to the ability of our overwhelmed members to so do.

Conference calls on the incoming General Council to continue to support this industrial action and support Branches in moving to a model of safe and doable jobs that allow our members to protect the families they serve.

Motion No.98 (Branch 732) 732.1

Conference asks that consideration be given to looking at the reduction of hours worked within the public sector from 37.5 hours to 37 hours with the same rate of pay.

This is for equality and in line with what has been put in place in Scotland from April 2024 with a 3 year trajectory. The initial plan by NHS Scotland was a reduction of 30 minutes to the working week to reduce it to 37 hours, with a further plan for full-time hours to be reduced to 36 hours by April 2026.

Huge advantages for reduction e.g. recruitment, retention, productivity of staff and flexibility for employees with caring responsibilities for young and old. The huge and life enhancing part of this is caring costs. Reducing those costs are huge for working families. This means a small pay lift but reducing days means reducing huge childcare costs.

Conference instructs the incoming General Council to lobby government to look at the options to reduce the hours worked per week from 37.5 to 37 hours.

Motion No.99 (Branch 732) 732.3

Conference, getting the opportunity to progress in your career is always welcome but sometimes it comes at a cost, no matter what public sector area you work in, it has a different title. In the Health Service, it is called an EOI. There are policies in place regarding utilizing the vacant post.

What is the cost? Simply as everybody moves into a temporary post their substantive post is unable to be filled. This brings us back to what we have been campaigning for – safe staffing and staff retention.

Conference calls on the incoming General Council to bring forward a comprehensive report regarding the effectiveness of utilizing EOI/TP and how these impact on staffing levels.

Category E

Motions which are competent to be dealt with by the Joint Negotiating Consultative Committee (JNCC) which has been established pursuant to rules 6.9(f), 7.5 and 7.6.

Motion No.100 (Branch 119) 119.3

NIPSA, as a union representing a diverse and dynamic membership, should uphold and promote democratic values at every level of its structure.

The election of union officials can enhance transparency, accountability, and member engagement.

Promoting democracy within the union will ensure the leadership reflects the membership's material needs and aspirations in the moment.

Our members believe:

- That introducing a process for the democratic election of NIPSA officials would strengthen the union's connection with its members.
- That term limits for officials could promote fresh perspectives while ensuring experienced leadership remains accessible.
- That a structured, clear, and fair process for elections and term limits can be beneficial without disrupting the union's operations.

Conference therefore calls on General Council to bring a paper to next year's Conference proposing the necessary Constitutional Amendments required for all future NIPSA posts from Deputy General Secretary upward to be filled via elections by the membership.

Category X

Motions which the President has ruled out of order.

Motion No.101 (Branch 7) 7.1

This motion has been ruled out of order as it is insufficient as a means of determining policy.

Social Media Fake News

Conference believes in 2025 we are witnessing the provision of false and misleading information on an industrial scale. This has been accelerated by the growth of the internet and digital platforms.

This deliberate misinformation is targeted to permeate into all aspects of people's lives on social media. Much of it is misogynistic. It is no coincidence that these platforms are owned by billionaires, who benefit from the misinformation and targeting of information that they promote on their sites.

These rich technocrats exploit workers across the world for their own gain and it is again no coincidence that their wealth has grown significantly, particularly during the covid lockdown period, while the living standards of the rest of the world have stagnated and even reversed.

Oxfam published research in 2023 that showed that if the ten richest men were to lose 99.999 percent of their combined wealth tomorrow, they would still be richer than 99 percent of people on the planet and their wealth is six times more than that of the poorest 3.1 billion people.

The print media was already hugely unequal, with just 3 companies, Reach Plc (formerly Trinity Mirror), Rupert Murdoch's News UK and Viscount Rothmere's Daily Mirror Group Media owning 90% of the newspapers. But their influence was waning.

However, the explosion of social media, with its instant reach and intelligent algorithms, means news is now available in seconds and at your fingertips, and so that influence is increasing.

It can and is being used by foreign governments to fight a proxy war with the US, China and Russia all proven to be engaging in exerting influence to produce censorship of information they don't agree with and using bot farms and targeted spam to provide the propaganda they do.

Motion No.102 (Branch 117) 117.1

This motion has been ruled out of order as it conflicts with the objects of the union. Rule 1.3 and Rule 2.1.

Conference believes that although we are continuing to recruit large numbers of agency staff throughout the public sector who are vital in delivering the day to day services required to the ranks of NIPSA, we do not have adequate (or indeed in many cases any) arrangements in place with their employer allowing us to fully support and represent them. Accordingly they are not receiving the full benefits and support offered to other directly employed members.

Conference calls on the incoming General Council to establish and develop industrial relations with the various different recruitment and employment agencies that supply workers to the public service with a view to agreeing Memorandums of Understanding or making other such arrangements that would allow NIPSA to more fully represent these vital members of the public service and prevent a two-tier level of representation becoming embedded within NIPSA.

Motion No.103 (Branch 117) 117.6

This motion has been ruled out of order as it conflicts with rules 6.9(g) and 7.4 (f).

Conference is rightly proud of NIPSA's place as the largest Public Sector Union in Northern Ireland and the staff that work for NIPSA do an incredible job for which we are all grateful.

However, we have noticed over recent years that while NIPSA has continued to grow our membership to over 47,000 there are now fewer staff employed by NIPSA than there were just a few years ago.

As the number of members increase so must have the workloads of the staff working for NIPSA. Conference therefore calls upon the incoming General Council to look urgently at staffing levels within NIPSA with a view to increasing employee levels back to 2019 levels as a minimum.

Motion No.104 (Branch 118) 118.5

This motion has been ruled out of order as it is insufficient as a means of determining policy.

Conference welcomes the decision of Mr Justice Humphreys on 17 December 2024 to compel the Secretary of State for NI to hold a public enquiry into the murder of Sean Brown.

For too long the families of Sean Brown and other victims of the conflict have been denied justice.

Justice delayed is justice denied.

We call upon the incoming General Council to engage with the families of Sean Brown, victims of the conflict, politicians, sister unions and victim support groups to bring pressure to bear to ensure that such public enquiries are held.

Motion No.105 (Branch 119) 119.4

This motion was ruled out of order because it conflicts with rules 6.9(g), 7.4f, 7.5 and 7.6.

An important part of growth is the ability to learn from the past, and an important way for senior staff to grow is to help them set clear objectives on a regular basis. Effective performance management policies should focus on strategic alignment, continuous feedback, development opportunities, and a culture of accountability, moving beyond traditional annual reviews to foster ongoing growth and high performance. There should be a structure in place for appraisal reviews with reward and recognition. There should be transparency, accountability, and a focus on people. We propose to General Council that such a structure be investigated for NIPSA senior staff.

Motion No.106 (Branch 501) 501.1

This motion was ruled out of order as it is factually inaccurate.

Conference, Branch 501 of the N.I. Housing Executive are seeking your support to challenge the annual delays in our staff receiving their fully entitled NJC Pay Rises promptly. Every year, when the National Pay Award is agreed, NIHE staff must await approval from two Executive Departments (Department for Communities and Department of Finance) before we receive our pay rises.

The NIHE and Education are the only two Public Sector Services required to submit Pay Remits to their respective departments for approval before payments are made.

The NJC Pay Agreement was settled in October 2024. In January, NIPSA Trade Union Side issued a circular advising staff to email their MLA's to complain about this undue delay and the response was immediate. NIHE staff were paid the monthly increase for February 2025 but will only receive their backdated payments in April. Whilst this lump sum payment is very welcome to many staff who are struggling financially on a daily basis, they had to wait 4 months to receive money they are legally entitled to. Many NIHE staff rely on Family Tax Credits, and this delayed payment detrimentally impacts their Tax Credit entitlements at renewal time, which is often in April.

Conference, we seek your support to end this draconian, bureaucratic nonsense and ask that the incoming General Council puts pressure on the Assembly to pay NIHE staff their legally entitled pay rises promptly.

Motion No.107 (Branch 501) 501.3

This motion has been ruled out of order as it is insufficient as a means of determining policy.

Conference, thankfully some of you attending today truly believe that “The Troubles” is part of Irish History and long may it stay there. Other more senior representatives in the audience were not so lucky and have had different experiences.

I wish to move this motion on behalf of Branch 501 to seek your support to challenge an immoral injustice of Public Policy implementation in respect of the Victims Payment Board Assessment Procedures and determinations known as the Victims’ Payment Regulations, S.I. 202.

Why am I seeking your support?

The Victims Payment Board Regulations state:

the purposes of this Scheme are to -

- (a) acknowledge the harm suffered by those injured in the Troubles, and
- (b) promote reconciliation between people in connection with Northern Ireland’s troubled past.

Although, how the policy actually defines who is “eligible” restricts the majority of the True Victims and Survivors of the Troubles! For example:

Regulation 7 (1) For the purpose of these Regulations, a person’s injury may only be considered to be caused by a Troubles-related incident if it is suffered by that person when –

- (a) Present at a Troubles-related incident;
- (b) Present in the immediate aftermath of a Troubles-related incident in which a loved one died or suffered an injury;
- (c) Responding in the course of employment.

This appears straightforward enough, however,

Regulation 7 (2) In this Regulation “immediate aftermath” includes any time when a loved one is in the same condition as they would have been at the scene of the Troubles-related incident.

So, this Regulation insists that a family member **MUST SEE** their family member / loved one with their bloody injuries, as if the family member arrived at the scene of the Troubles Related Incident.

Now here is the injustice.

If you consider that many Victims of the Troubles were abducted, murdered then dumped in a lay-by, or killed by a bomb, what really happened in N. Ireland was that:

1. Family members would NOT BE PERMITTED ACCESS to the scene of the “Incident” for security reasons etc.
2. The injured, dying and dead were taken away by ambulance from the scene of the incident before any family could see their loved one, and
3. Family members could only see their loved one after hospital staff had “cleaned up and made them presentable”.

Therefore, can I ask Conference, “Why would a government insist in order to be eligible for compensation, that a surviving family member’s last vision of their loved one must be their mutilated body?”

Conference I seek your support for this motion and ask that the incoming General Council take the lead on highlighting this barbaric injustice and stop the suffering caused to the Real Survivors of The Troubles by the cruel interpretation and implementation of the Victims Payment Board assessments.

Motion No.108 Branch 524) 524.2

This motion has been ruled out of order as it conflicts with the Annex E: Rule 8.

Conference, a number of Motions were discussed last year which appeared to be duplications.

We note that NIPSA policy on Conference states that “Composite motions will be used whenever possible to cover a number of motions directed at the same issue.”.

It appeared last year that a number of Motions which could have been composite, were dealt with individually, increasing the time taken to deal with the same issues.

Conference, we respectfully request that more be done on creating composite motions where able, prior to agreeing the Agenda

Motion No.109 (Branch 524) 524.4

This motion has been ruled out of order as it is outwith Annex E; Standing Orders for Conferences.

Conference, when reading some Motions it was hard to identify what Branches and their Delegates were being asked to vote on; with the nuance of the Motion only becoming apparent when Delegates take to the podium. This was then too late for our Branch Members to make an informed decision on how Delegates should vote on Motions.

We would ask that General Council agree to return Motions to Branches for amendment where they do not make clear the question being voted on; and we would further ask that General Council support Speakers to help ensure that their speeches to Conference match the Motion proposed

Motion No.110 (Branch 524) 524.5

This motion was ruled out of order as it conflicts with the role of president as outlined in Annex E rule 28.

Conference, last year there were some Motions made where the Delegates appeared to be speaking on a different Motion than that which was being proposed.

We would therefore ask that General Council support Delegates, particularly first time attendees, in ensuring that speeches add additional value to the Motion submitted to reduce the risk of non-alignment.

Motion No.111 (Branch 524) 524.6

This motion has been ruled out of order as it is insufficient as a means of determining policy.

Conference, we noted last year that a Member of General Council advised of their belief that Members who won't strike without pay do not have an interest in participating in strike action.

Conference, we strongly refute this. We are a Union of lower paid Members. When our Members have to make a choice to put food on the table and not vote to strike, we support their decision. However, if our Members can't afford to strike for better working conditions, then they can't fully engage in Union action and we lose momentum on engagement. Worryingly, we also lose our Members to Unions who do provide strike pay.

With over 45,000 Members, even a small increase to fees would see a strike fund of reasonable value. Our fees have not increased for many years.

Conference, we would like to see a commitment by General Council to undertake analysis in this year of what fees would be needed to raise monies to create a fund to support our Members when the only step left to take is strike action, with a commitment to rolling out the findings within the next three years.

Motion No.112 (Branch 731) 731.3

This motion has been ruled out of order as it is insufficient as a means of determining policy.

Until quite recently it was widely assumed that neurodevelopmental differences such as ADHD and ASD are primarily affecting males.

Only in recent years has it become evident that this may not be true – it is simply a case that girls and women present very differently and are much less visible.

Girls tend to be much better at masking and mimicking and at simply hiding or reframing their differences.

Simply put, where an early indication of ASD in boys may be the obsessive lining up of toy cars or trains which is quite a noticeable difference from their intended use in play, traditional girls toys that are often based around dolls houses and/or shops lend themselves to endless arranging and rearranging without anyone noticing the absence of actual social play.

Girls are also better at observing and mimicking social interaction by peers so again they would present as much more “normal”.

Girls with ADHD tend to present with inattentive ADHD, so rather than displaying loud and disruptive behaviour they would tend to be withdrawn and easily distracted.

Both ASD and ADHD have an impact on executive functions which frequently is dealt with at school as issues around discipline.

All this comes at a high price. Pretending to be someone you are not is stressful and as girls get older and the rules of social interaction become ever more complex anxiety and stress levels become intolerable, frequently manifesting themselves as mental health issues and often lead to self-harm, school refusal etc.

Services have recently become better at picking up on neurodiversity in girls of secondary school age but there is still a long way to go.

Very few adult women have a formal diagnosis. Most have decades of practice in mimicking and masking and may have a history of diffuse mental health problems and/or a diagnosis of other mental health conditions.

Getting an adult diagnosis through the NHS is quite difficult as it appears that Trusts are reluctant to diagnose people who appear to have adapted to functioning at least superficially and who can hold down jobs, have relationships and possibly kids.

As a Trade Union Rep, I sometimes represent members who are quite likely neurodivergent and who often have not the faintest idea that this is at the root of struggling with the environment at work.

In addition, it is not uncommon that members do understand that they might be neurodivergent but cannot access NHS diagnosis and do not have the funds to go for private diagnosis.

This means it is difficult to access reasonable adjustments from the employers such as adequate office environments that minimise distraction or flexible working patterns.

Northern Ireland Public Service Alliance

Annual Delegate Conference 2025

The following candidates have been nominated for election at Annual Delegate Conference 2025:

Candidate's Name

President (1 Vote)

Killen, T

McKee, M

Vice President (1 Vote)

Dale, P*

Honorary Treasurer (1 Vote)

McCorry, S

Scott, J

Standing Orders Committee (1 Vote)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Boal, A	121	O'Neill, B	118

Equality Committee (12 votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.	Candidate's Name	Branch No.
Antal, S	731	Donaghy, E	119	McGeehan, B	96
Barlow, D	732	Garland, H	117	McLeish, T	145
Coates, J	732	Glass, L	47	McQuillan, R	33
Collins, L	127	Jameson, J	171	Millar, A	127
Creaney, T	127	Massey, G	732	Rea, N	517
Dale, P	10	McAtamney, E	7	Uprichard, H	117
Davidson, J	92	McCartney, G	145		

NIPSA News Editorial Committee (5 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Barlow, D	732	McErlean, D	33
Davidson, J	92	McGeehan, B	96
Feeney, J	733	McSherry, H	521
Maguire, D	730	O'Sandair, R	137
Martin, J	733	Scott, J	516

Global Solidarity Committee (6 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.	Candidate's Name	Branch No.
Antal, S	731	Collins, L	127	O'Sandair, R	137
Bailie, C	47	Creaney, T	127	Potts, R	117
Brooks, W	114	Massey, G	732	Rice, T	145
Coates, J	732	McQuillan, R	33	Scott, J	516
Coghlan, K	92	Morgan, J	171		

ICTU Biennial Conference Delegate (11 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Anderson, F	731	McAtamney, E	7
Antal, S	731	McConville, S	508
Brooks, W	114	McGeehan, B	96
Coates, J	732	McVeigh, G	733
Lowry, D	13	Morgan, J	171
Martin, J	733	O'Sandair, R	137
Massey, G	732	Taylor, A	732



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