



Annual Delegate
Conference

Killyhevlin Hotel
Enniskillen

Agenda 2026

Tuesday 26 May to Thursday 28 May

Timetable 2026

Tuesday 26 May

11:00am to 1:00pm	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 Pay and Pensions
2.00pm to 5.30pm	Protecting Public Services 1 Organisation and Administration 1 Constitutional Amendments 1 Public Policy 1

Wednesday 27 May

10:00am to 1:00pm	Constitutional Amendment 2 Protecting Public Services 2 Public Policy 2 Trade Union Issues
2:00pm to 5:30pm	Health and Safety International Issues Organisation and Administration 2 Public Policy 3 Terms and Conditions

Thursday 28 May

10:00am to 1:00pm	Public Policy 4 Guillotined Motions Close of Conference
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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 19 May 2026**.
- 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 22 May 2026**.

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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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.

Procedural Motions

34. Motions on procedural matters must be moved **and** seconded by delegates or members of the 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, vaping, and the use of e-cigarettes or any electronic nicotine delivery devices 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
Comprehensive Motion No.10	73, 74,75
Composite Motion No.17	76
Composite Motion No.42	77
Composite Motion No.44	78
Composite Motion No.49	79, 80, 81, 82, 83
Composite Motion No.53	84
Composite Motion No.62	85

4. 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.
5. 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 19 May 2026**. 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: G McVeigh *Chairperson*

A Boal

E Donaghy

Primary Agenda

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

● **Pay and Pensions**

Motion No.1 (General Council)

Conference notes NIPSA's considerable success in placing public sector pay and members' living standards at the top of the political and industrial agenda. This focus has seen pay progression in all areas of the public sector including the Civil Service and Education. The ongoing struggle to achieve the Real Living Wage for low paid health workers is a further indication of our intention to achieve real long-term improvement.

Conference endorses a campaign strategy that maximises the use of all available tools to support members, including:

Legal action

Political engagement

Intelligent industrial action

Public campaigning

Engagement with the wider trade union movement

Conference calls on the incoming General Council to:

- seek all possible means to regain ground lost during pay erosion over the last 10 - 15 years
- focus on alleviating the position of the lowest paid; and
- seek to emulate the recent pay rise for Northern Ireland MLAs.

Motions No.2–No.3 unallocated

● **Protecting Public Services 1**

Motion No.4 (General Council)

Conference notes that public services across Northern Ireland including Health and Social Care, Education, the NI Civil Service, local government and wider community services, received significant additional funding as a consequence of the successful public service general strike in 2024. The general strike also contributed to political conditions where NI Assembly Ministers were prepared to break budget constraints. Those funding streams have now come to an end and Northern Ireland public services face a financial cliff edge.

Conference believes that a fair and sustainable economy requires high quality, properly funded public services and a workforce that is valued, respected and fairly paid. That funding must be based on objective need, taking full account of economic inequalities, demographic pressures, and the legacy of structural underinvestment.

Public services cannot function effectively without stable, needs-based funding and pay that can address pay restoration, recruitment, retention, and skills shortages. Public Sector workers across Northern Ireland deserve a budgeting approach that prioritises well-being, equality and long-term social and economic outcomes.

Conference calls on the NI Assembly to provide sustainable funding for all public services, enabling strategic planning that reflects the genuine need and to deliver a fully needs-based multi-year budget for 2026–29.

Conference instructs the General Council to:

- Campaign for a needs-based, multi-year budget and to continue to build alliances with community campaigns and other trade unions to defend and strengthen public services.
- Continue to support members in taking intelligent industrial action, where necessary, to secure fair pay and the funding required for safe, high quality public services.

Motions No.5–No.6 unallocated

● **Organisation and Administration 1**

Motion No.7 (Branch 730)

Conference applauds the dedication and resolve of NIPSA members across the public sector who have taken both strike action and Action Short of Strike Action (ASOSA) to defend pay, terms and conditions and the future of our public services.

Conference notes that while the recent period has seen a reduction in all out strike action, the systemic crises driving these disputes have not gone away. The past year has demonstrated that ASOSA is not a secondary tactic but a sustained and powerful industrial tool capable of exerting real pressure on employers.

Conference believes that strike action remains the most powerful weapon available to the organised working class. However, where conditions do not allow for all out strike action, robust and co-ordinated ASOSA becomes essential to maintaining leverage and resisting employer attempts to erode pay and conditions.

Conference further believes that ASOSA, when applied confidently and collectively, disrupts the routine reliance on goodwill, unpaid labour, and overstretch that props up many public services. For ASOSA to be effective, workplaces require strong, well supported trade union representatives who can organise locally, protect members from managerial overreach and ensure that action is implemented consistently.

Conference therefore calls on the incoming General Council to:

- Prioritise the recruitment, training, and support of workplace representatives, recognising that strong local structures are the foundation of effective industrial action.
- Develop and deliver a targeted, union-wide education and empowerment campaign on ASOSA, ensuring members understand the action available to them, feel confident in participating and are equipped to use ASOSA to apply maximum pressure on employers until our demands are met.

Motions No.8–No.9 unallocated

● **Constitutional Amendments 1**

Comprehensive Motion No.10

Conference recognises that several sections of the Rulebook relating to Branch Annual General Meetings (AGMs), branch committee tenure, data protection responsibilities, and the reporting of AGM outcomes no longer provide branches with the flexibility or clarity required to ensure compliance with UK General Data Protection Regulation (GDPR), the Data

Protection Act 2018, and recent rulings by the Certification Officer.

Current rules stipulate that:

Branch committees hold office for one year (Rule 4.7).

AGMs must be held in October (Rule 4.8a).

The first meeting of the newly elected branch committee must take place before 15 November (Rule 4.8c).

Branch Secretaries must submit the names of elected officers by 31 December, with no requirement to certify GDPR compliance (Rule 4.10).

Representation at Conferences is based solely on fully paid-up membership on 31 December (Rule 5.16).

Conference believes that these provisions collectively fail to provide adequate flexibility for branch operations, do not reflect GDPR obligations, and place NIPSA at legal, financial, and reputational risk.

Conference further recognises that AGM documentation and election records contain personal and special category data (trade union membership) and therefore must be processed lawfully, fairly, securely, and in a manner consistent with data protection legislation.

To ensure compliance, fairness, and operational practicality across all branches, Conference agrees to amend the Rulebook as follows:

Replace:

4.7 “A branch committee shall hold office for one year and shall retire at the annual general meeting, which shall be held in October of each year...”

With:

4.7 “A branch committee, dependent on the date an AGM is held, shall hold office for up to 14 months and shall retire at the Annual General Meeting, which shall be held between 1 September and 30 November each year, subject to the powers set out elsewhere in these rules of a general meeting of branch members to remove a member from a branch committee.”

Replace:

4.8(a) “At the Annual General Meeting in October.”

4.8(c) “The names of the new branch committee shall be announced and the first meeting fixed for a date before 15 November.”

With:

4.8 (a) In compliance with GDPR, the Branch Secretary shall obtain a current branch membership list from HQ Membership Services and shall invite all members on the branch list to the Annual General Meeting, which shall be held between 1 September and 30 November each year.

(b) The names of the new branch committee shall be announced and the first meeting fixed for a date before 15 December.

Replace:

4.10 “Not later than 31 December the Branch Secretary shall send to the General Secretary the names of the elected officers of the branch.”

With the following requirements:

4.10. Each Branch shall prepare an Annual General Meeting (AGM) Return confirming that all personal data arising from Branch activities—including AGM records, attendance lists, officer elections and minutes—has been processed in accordance with the UK GDPR and the Data Protection Act 2018, including lawful, fair, limited and secure processing of all personal and special category data (trade union membership), additionally:

The AGM Return shall be submitted to the General Secretary not later than 31 December each year in the form prescribed by the General Council.

Each AGM Return shall certify that:

personal data recorded during the AGM has been restricted to the information necessary for Branch administration;

appropriate measures have been taken to safeguard the security and confidentiality of personal data;

any disclosure of personal data outside the Branch has been lawful and consistent with the Union's legitimate trade union purposes.

Failure to submit the AGM Return by 31 December shall constitute a breach of Union rules, shall restrict the number of delegates to NIPSA Conferences to one member, and shall be referred to the General Council for corrective action.

Replace:

5.16 "Representation at General and Group Conferences shall be from branches on the basis of fully paid-up branch membership on 31 December preceding Conference."

With:

5.16 "Representation at General and Group Conferences shall be from branches on the basis of fully paid-up branch membership on 31 December preceding Conference and compliance with Rule 4.10."

Motion No.11 (General Council)

Conference notes that the use of inclusive language reflects the values of equality, respect and fairness within NIPSA and society. Conference further notes that the use of gender-specific pronouns such as "his" and "her" in documentation can unintentionally exclude or misrepresent individuals who do not identify within the gender binary.

Conference agrees that adopting gender-neutral language is a simple and effective way to ensure that all members feel recognised and included.

Conference therefore agrees to amend the NIPSA Rulebook where appropriate to:

1. Replace gender-specific pronouns such as "his/her" and "he/she" in Conference rules, motions, policies, and official publications with gender-neutral alternatives such as "they", "their" and "them."
2. Encourage all committees, branches, and affiliated bodies to adopt gender-neutral language in their communications and documentation.
3. Request that the relevant committee review existing materials and update them to reflect this change wherever practical.

Conference agrees to the changes and further agrees that future documents produced by NIPSA should, as standard practice, use gender-neutral language.

Motion No.12 (General Council)

Conference notes that Rule 21(d) in Annex C: Civil Service Group Constitution stipulates that nomination papers for the Conference shall be issued not later than 20 weeks, approximately 5 months, before the first day of the Conference.

Conference further notes that Rule 5.2 of the Constitution sets out the official notice period for Conference is at least 3 months, which is approximately 12 weeks.

Conference agrees that issuing nomination papers before the formal notice of Conference is illogical and creates unnecessary confusion for branches and members.

Conference further believes that nomination procedures should align with the constitutional timetable to ensure clarity, fairness, and good governance.

Conference therefore agrees that the current Rule 21(d) in Annex C: Civil Service Group Constitution which states:

“Official nomination papers shall be issued to all branches by the General Secretary not later than 20 weeks before the first day of the Annual Delegate Conference”

Shall be replaced with:

“Official nomination papers shall be issued to all branches by the General Secretary not later than 12 weeks before the first day of the Annual Delegate Conference”

This will ensure that the circulation of nomination papers occurs after formal notice of Conference has been issued, and in accordance with Rule 5.2 of the Constitution.

Motion No.13 (General Council)

Conference notes that the existing rules Rights and Duties of Members 2.17 requires members to ensure that the head office of the union is kept informed of their proper postal address.

Conference recognises that there have been ongoing discussions and proposals regarding the introduction of electronic balloting in trade unions and that future legislative changes may permit ballots to be conducted electronically.

Conference agrees that the union should take reasonable preparatory steps to ensure it is ready to adapt quickly and effectively should such legislative changes be introduced.

Conference agrees to amend the relevant rule for members to include and maintain a personal email address in addition to their postal address, while maintaining full compliance with current legislation governing postal balloting.

“2.17 (d) Members shall ensure that the head office of the union is kept informed of their proper address at all times. A member’s proper address shall be their home address by default. Some other address (including a workplace address) which they wish the union to treat as their postal address can be used if specifically requested in writing by the member.”

Replace With

“2.17 (d) Members shall ensure that the head office of the union is kept informed of their proper address at all times. A member’s proper address shall be their home address by default. Some other address (including a workplace address) which they wish the union to treat as their postal address can be used if specifically requested in writing by the member.”

Members shall also provide and keep updated a personal email address to assist the union with communication regarding ballots, legal cases and other official correspondence, while ensuring that all statutory requirements relating to postal balloting are fully complied with.”

Conference further agrees to amend Rules 13.1 a-f and paragraph 8 of “The Conditions for HQ Officials and Seconded Officers Assisting Members with Personal Cases” to comply with the change to Rights and Duties of Members Rule 2.17(d). This information will assist the union in improving communication with members and in preparing for any future legislative changes that may permit electronic balloting.

Current Rules

13.1 Any notice or order required to be given under these rules may - except where otherwise expressly provided - be given:

- a. To a member, by sending the same by ordinary pre-paid post to the last known address of the member or delivered personally or
- b. To the members of the Union, by notice published in the official journal of the Union or in circulars or other official publications to Branches and sent to the Branch Secretaries for publication to the members as provided in paragraph (c) of this rule, or
- c. To the member of any Branch, by notice circulated as provided in paragraph (a) of this rule or published as provided in paragraph (c) of this rule or by displaying such notice at the usual place of work of such members on the Union notice board, or
- d. To a Branch, Group, or other body of the Union, by sending the same by ordinary pre-paid post or by delivering it to any thereof at the officer’s last known address, or
- e. To the Union, by sending the same by ordinary pre-paid post, or to or delivered at the head office of the Union, or
- f. Where notices or orders as in (d) above require action to be taken by Branches, a minimum of 14 days’ notice shall be given to Branches to allow adequate time for any necessary meeting or consultation with the members to be arranged.

13.2 Any such notice shall be deemed to have been received, if sent by letter post, within 7 days of the date of despatch, or if personally delivered at the time when it was so delivered, and in the case of publication in the official journal 14 days after the same is despatched to the Branch Secretaries, or if published by display at place of work on the day following the first display of such notice.

Replace with:

13.1 Any notice or order required to be given under these rules may - except where otherwise expressly provided - be given:

- a. To a member, by sending the same by ordinary pre-paid post to the last known address of the member or delivered personally, or by personal email; or

- b.** To the members of the Union, by notice published in the official journal of the Union or in circulars or other official publications to Branches and sent to the Branch Secretaries for publication to the members as provided in paragraph (c) of this rule; or
- c.** To the member of any Branch, by notice circulated as provided in paragraph (a) of this rule or published as provided in paragraph (c) of this rule or by displaying such notice at the usual place of work of such members on the Union notice board; or
- d.** To a Branch, Group, or other body of the Union, by sending the same by ordinary pre-paid post or by delivering it to any officer, or by email to the appropriate officer/s, thereof at the officer's last known address; or
- e.** To the Union, by sending the same by ordinary pre-paid post or by email to the appropriate Official/s, or delivered at the head office of the Union; or
- f.** Where notices or orders as in (d) above require action to be taken by Branches, a minimum of 14 days' notice shall be given to Branches to allow adequate time for any necessary meeting or consultation with the members to be arranged.

13.2 Any such notice shall be deemed to have been received, if sent by letter post, within 7 days of the date of despatch, or if personally delivered at the time when it was so delivered, or by email at the time it was delivered and in the case of publication in the official journal, 14 days after the same is despatched to the Branch Secretaries or if published on the union website on the day it was published, or if published by display at place of work on the day following the first display of such notice.

and

Conditions for HQ ~ Officials and Seconded Officers Assisting Members with Personal Cases

- 8. At all times, the member must co-operate with requests from the Headquarters Official or Seconded Officer for information and comments and for attendance at meetings, tribunal hearings, etc. In particular, he/she must not make false or misleading statements or engage in unreasonable conduct.

Replace with:

- 8. At all times, the member must co-operate with requests from the Headquarters Official or Seconded Officer for information and comments and for attendance at meetings, tribunal hearings etc. Members must provide and keep up to date a postal address and personal email address. In particular, he/she must not make false or misleading statements or engage in unreasonable conduct.

Motion No.14 (General Council)

Conference notes:

- a.** HQ and Branches handle personal data, including membership details, AGM records, attendance lists, meeting minutes, and officer election records.
- b.** The UK General Data Protection Regulations and the Data Protection Act 2018 require that this data is processed lawfully, fairly, and securely.

- c. There is currently no separate rule in the Union Rulebook explicitly ensuring GDPR compliance.

Conference agrees that a concise, dedicated rule on data protection will help ensure legal compliance and protect member information.

Conference agrees to insert a new section in the Rulebook titled “Section 11: Data Protection” after Section 10: Accounts and Audit. All subsequent sections will be renumbered accordingly.

The wording of the new Section and Rules will be:

Section 11: Data Protection

- 11.1 The Union, its Branches, officers and representatives shall process personal data, including information revealing trade union membership (special category data), only for legitimate trade union purposes, in accordance with UK GDPR and the Data Protection Act 2018 or any further legislation enacted, and shall ensure it is kept secure and confidential.
- 11.2 Branches shall ensure that records containing personal data, including membership records, correspondence, meeting minutes, AGM documentation, attendance lists and election records, are maintained and handled in accordance with data protection legislation.
- 11.3 The Union shall designate an officer or Data Protection Officer responsible for overseeing compliance with this Rule and responding to any member requests relating to personal data.

Motions No.15–No.16 unallocated

● **Public Policy 1**

Composite Motion No.17 (General Council)

Conference notes, with concern, the continued efforts of the Far Right to divide workers on the basis of race, ethnicity and religion. The trade union movement must continue to ensure that we always stand against these attempts to divide and weaken our ability to defend and improve living standards for our members and for society as a whole. NIPSA and our activists have been to the forefront and played a leading role in this resistance. We commend all those who have stepped forward to defend the vulnerable and isolated across our communities. The far right must never go unchallenged.

We must work to build the strongest resistance to racism and division and fight to secure adequate and affordable social housing, good jobs, properly funded public services and improved living standards for everyone in our communities.

As working-class people, we face identical problems regardless of community background, race or colour; the lack of decent jobs, unavailability of affordable social housing, inability to access prompt public healthcare, low pay and the general underfunding of public services. We must never allow the far right to paint these issues caused by capitalism as the fault of our brothers and sisters.

Conference therefore instructs the incoming General Council to:

Continue campaigning for properly funded public services and affordable housing for all.

Work with other unions and community groups to protect those in our communities who live in fear of attack.

Continue to highlight the real causes of division.

Engage actively with members and branch committees to highlight and oppose attempts to divide communities.

Include opposing the far right in our training packages.

Commit to building solidarity, the defence of migrant and vulnerable workers and their families and collective action to respond to the threat of the far right and racism.

Motions No.18–No.19 unallocated

● **Constitutional Amendment 2**

Motion No.20 (Branch 730)

Adoption of Political Fund

BALLOT RULES AND POLITICAL FUND RULES

It is hereby resolved, pursuant to Article 66 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended):

- (a) That the rules of NIPSA be altered by the addition of the rules, set out below, for a ballot on a resolution approving the furtherance of political objects within the meaning of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended) as an object of the union;
- (b) That, subject to the approval of those rules by the Certification Officer, a ballot be taken in accordance with them; and
- (c) That, if the resolution is passed by a majority of the members of the union voting in that ballot, the rules of the union be further altered by adding the rules for the NIPSA Political Fund, and that application then be made for the approval of such rules by the Certification Officer under the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended).

(PARTIAL ALTERATION OF THE RULES)

Add the following Section to the NIPSA Constitution

SECTION 17: POLITICAL FUND

17.1 The objects of NIPSA shall include the furtherance of the political objects to which Article 46 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended) hereinafter called (the Order) applies, that is to say the expenditure of money:

- (a) on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party;
- (b) on the provision of any service or property for use by or on behalf of any political party;
- (c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office;
- (d) on the maintenance of any holder of a political office;
- (e) on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
- (f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.

Where a person attends a conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with his attendance as such shall, for the purposes of paragraph (e) above, be taken to be expenditure incurred on the holding of the conference or meeting.

In determining, for the purposes of paragraphs (a) to (f) above, whether the trade union has incurred expenditure of a kind mentioned in those paragraphs no account shall be taken of the ordinary administrative expenses of the union.

In these objects:

“candidate” means a candidate for election to a political office and includes a prospective candidate;

“contribution”, in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;

“electors” means electors at any election to a political office;

“film” includes any record, however made, of a sequence of visual images, which is capable of being used as a means of showing that sequence as a moving picture; and

“political office” means the office of member of the Assembly, member of Parliament, member of the European Parliament or member of a district council or any position within a political party.

17.2 Any payments in the furtherance of such political objects shall be made out of a separate fund of NIPSA (hereinafter called the political fund).

17.3 As soon as is practicable after the passing of a resolution approving the furtherance of such political objects as an object of NIPSA the General Council shall ensure that a notice in the following form is given to all members of the union in accordance with this rule:

Trade Union and Labour Relations (Northern Ireland) Order 1995:

“A resolution approving the furtherance of political objects within the meaning of the above Order as an object of NIPSA has been adopted by a ballot under the Order. Any payments in the furtherance of any of those objects will be made out of a separate fund, the political fund of NIPSA.

A member who is willing to contribute to that fund must give the union notice in writing to that effect. No member is required to contribute to the fund unless he/she has given the union such notice.

A member who, having sent a notice that he/she wishes to contribute to the political fund, subsequently decides to cease contributing must send the union a written notice of withdrawal. A notice of withdrawal will take effect from the next 1st January after it is given.

Both a notice and a notice of withdrawal may be given by being delivered to NIPSA Headquarters personally or by an authorised agent or by post.”

The notice shall be published to members by such methods as are customarily used by NIPSA to publish notices of importance to members and shall include the following minimum requirements. The notice shall be published in NIPSA News which is circulated to members. A copy of the notice shall be posted up and kept posted up for at least 12 months in a conspicuous place, accessible to members, at the office or meeting place of each NIPSA Branch. Each Branch Secretary shall also take steps to secure that every member of the branch, so far as is reasonably practicable, receives a copy of the notice, and shall supply a copy to any member on request. The General Council shall provide the Branch Secretary with a number of copies of the notice sufficient for these purposes.

- 17.4 Under Article 59 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended), no member of NIPSA shall be required to make any contribution to the NIPSA Political Fund unless they have delivered, as provided in Rule 17.7 at NIPSA Headquarters, a notice in writing, in the form set out in Rule 17.5, of their willingness to contribute to that Fund, and have not withdrawn the notice in the manner provided in Rule 17.6. Every member of the Union who has not delivered such a notice or who, having delivered such a notice, has withdrawn it in the manner provided in Rule 17.6 is to be deemed for the purpose of these rules to be a member who is exempt from the obligation to contribute to the NIPSA Political Fund.
- 17.5 The form of willingness to contribute to the NIPSA Political Fund is as follows:

Political Fund Contribution Notice: Northern Ireland		
I HEREBY give notice that I am willing, and agree, to contribute to the Political Fund of the Northern Ireland Public Service Alliance, and I understand that I shall, in consequence, be liable to contribute to that Fund and shall continue to be so liable, unless I deliver to NIPSA Headquarters, a written notice of withdrawal. I also understand that after delivering such a notice of withdrawal I shall still continue to be liable to contribute to the Political Fund until the next following first day of January.		
Name		
Address		
Membership No.		
	day of	year

- 17.6 If at any time a member of NIPSA who has delivered such a notice as is provided in Rules 17.4 and 17.5, gives notice of withdrawal thereof, delivered, as provided in Rule 17.7, to NIPSA Headquarters, they shall be deemed to have withdrawn the notice as from the first day of January next after the delivery of the notice of withdrawal.
- 17.7 The notices referred to in Rules 17.4 and 17.6 may be delivered personally by the member or by any authorised agent of the member, and any notice shall be deemed to have been delivered to NIPSA Headquarters if it has been sent by post properly addressed to that office. The General Secretary shall send such member an acknowledgement of receipt of notification.
- 17.8 The General Council shall give effect to the statutory exemption of Northern Ireland members to contribute to the NIPSA Political Fund by making a separate levy of contributions to that fund from the members of NIPSA who are not exempt, namely 10p per month from all non-exempt members who pay their general subscription monthly. No levy shall come into force as respects a new member until the expiration of one month from that member being supplied with a copy of these rules.
- 17.9 Members who are statutorily exempt from the obligation to contribute to the NIPSA Political Fund shall not be excluded from any benefits of the Union, or placed in any respect either directly or indirectly under any disability or disadvantages as compared with other members of the Union (except in relation to the control or management of the Political Fund) by reason of their being exempt.
- 17.10 Contribution to the NIPSA Political Fund shall not be made a condition for admission to the Union.

- 17.11 If any member alleges that they are aggrieved by a breach of any of the rules made pursuant to Article 57 of the Trade Union and Labour Relations (Northern Ireland) Order 1995, they may complain to the Northern Ireland Certification Officer, 10-12 Gordon Street, Belfast, BT1 2LG, under Article 57(2) to (4) of that Order. If, after making such enquiries as he/she sees fit and after giving the applicant and a representative of the Union an opportunity to be heard, the Certification Officer considers that a breach has been committed, he/she may make an order for remedying it as he/she thinks just in the circumstances. Under Article 70, paragraph 4(b) of the Industrial Relations (Northern Ireland) Order 1992 (as amended) an appeal against any decision of the Certification Officer may be made to the Court of Appeal on a question of law.
- 17.12 Any member may withdraw his or her notice of exemption on notifying his or her desire to that effect to the General Secretary, who shall thereupon send such member an acknowledgement of receipt of the notification.
- 17.13 The General Council shall cause to be printed, as soon as practicable after the approval of these rules for the political fund, a number of copies thereof having at the end a copy of the certification of approval sufficient for the members of NIPSA and further number for new members. The General Secretary shall take steps to secure that every member of NIPSA so far as practicable, receives a copy of these rules. Any member shall be supplied with a copy of these rules by application either to the General Secretary or any Branch Secretary. A copy thereof shall also be supplied forthwith to every new member on admission to NIPSA.

RULE FOR A BALLOT TO ESTABLISH A POLITICAL FUND

PARTIAL ALTERATION OF RULES

Rules for a ballot under Article 48 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended).

General

- (1) The General Council shall be responsible to the union for securing that the ballot which is held to establish a political fund is conducted in accordance with these rules. This overall responsibility cannot be delegated, even where the responsibility for carrying out a particular duty falls upon a person not subject to the rules of the union. Administrative tasks for the conduct of such a ballot may be delegated in accordance with the rules or practice of the union.

Interpretation

- (2) In these ballot rules, unless the context otherwise requires:
- “the Order” means the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended); “the Certification Officer” means the Northern Ireland Certification Officer for Northern Ireland;
- “dispatch envelope” means the envelope (in the form required by these rules) in which the voting paper and return envelope are dispatched to the member;
- “General Council” means the principal committee of the union exercising executive functions;
- “independent person” means the person or persons appointed to act as the independent person or persons in respect of the ballot under the provisions of Article 52 of the Order and these rules;
- “person” in relation to the position of an independent person or a scrutineer, includes an unincorporated or incorporated body of persons;
- “proper address” in relation to any member means his/her home address or other address which he/she has requested the union in writing to treat as his/her postal address under Article 51 (4)(a) of the Order;

“return envelope” means an envelope in the form required by these rules;

“scrutineer” means the independent person appointed by the union to that position in relation to the ballot under Article 48 of the Order and these rules;

“the period specified as before disposal” means the end of the period of one year beginning with the day of the announcement by the union of the result of the ballot or, if within that period an application is made under Article 54 (complaint of failure to comply with the ballot rules) of the Order, until the Certification Officer or the High Court authorises disposal by the scrutineer;

“voting paper” or “ballot paper” means a voting paper in the form required by these rules.

Purpose of these Rules

- (3) These rules are adopted for the purposes of a ballot under Article 47 of the Order and apply only to such a ballot.

Copies of these Rules to be available to Members.

- (4) The General Council shall ensure that a copy of these rules is supplied, free of charge or on payment of a reasonable charge, to any member of the union who requests a copy.

Appointment of a Scrutineer where the Scrutineer acts as the independent person.

- (5) Before the ballot is held, a scrutineer shall be appointed to carry out the functions in relation to the ballot as are required under the Order, to act as the independent person both (under Article 49(1) of the Order) in relation to the ballot and to carry out such additional functions as are specified in the appointment.
- (6) A person is eligible for appointment as scrutineer if:
- (a) the person satisfies the conditions which are for the time being specified by the Department pursuant to Article 49(2) of the Order or is a person specified in an order made under that section.
 - (b) there are no grounds for believing that the person in question will carry out any function conferred on him/her in relation to the ballot otherwise than competently; or that his/her independence in relation to the union or in relation to the ballot might reasonably be called into question.

Terms of Appointment

- (7) The terms of the appointment shall require the scrutineer:
- (a) to supervise the production of the voting papers and to undertake the storage and distribution of the voting papers and the counting of votes cast;
 - (b) to be the person to whom the voting papers are returned by those voting;
 - (c) to inspect the register of names and addresses of members of the union or to examine the copy of the register as at the relevant date which is supplied to him/her in accordance with Article 49(9)(a) of the Order whenever it appears to him/her appropriate to do so and in particular, where the conditions specified in Article 49(4) of the Order are satisfied;
 - (d) take such steps as appear to be appropriate to the scrutineer for the purpose of enabling him/her to make a report under these rules;
 - (e) to make that report to the union as soon as is reasonably practicable after the last date for the return of voting papers.

- (f) to retain custody of and keep secure in a safe place all voting papers returned for the purposes of the ballot together with the relevant copy of the register of names and addresses of members entitled to vote and supplied to him/her by the union for the period specified before disposal, as defined in Rule 17.14(2);
- (g) to carry out such other functions in relation to the ballot as are required of him/her under these rules or otherwise, as the General Council considers appropriate;
- (h) to store in a secure place any unused voting papers or voting papers which are returned undelivered until disposal;
- (i) to respect the duty of confidentiality in respect of the register; and
- (j) to carry out these tasks in a manner which minimises the risk of any contravention of requirements imposed by or under any enactment or these rules or the occurrence of any unfairness or malpractice.

Notice of Appointment

- (8) Before the scrutineer begins to carry out any of these functions either:
 - (a) a notice stating the name of the scrutineer shall be sent to every member of the union to whom it is reasonably practicable to send such a notice; or
 - (b) all such other steps shall be taken for notifying members of the union of the name of the scrutineer as it is the practice of the union to take when matters of general interest to all its members need to be brought to their attention. Such notice or notification may invite members to inform the union of any change of address and advise members of the dates between which the ballot will be held.

Union's Duty Towards the Scrutineer

- (9) Nothing in the terms of the scrutineer's appointment (including any additional functions specified in the appointment) shall be such as to make it reasonable for any person to call into question the scrutineer's independence in relation to the union.
- (10) The union shall ensure that there is no interference with the scrutineer in carrying out the functions imposed on him/her by the terms of the appointment which would make it reasonable for any person to call into question the scrutineer's independence in relation to the union.
- (11) All reasonable requests made to the union by the scrutineer for the purpose of or in connection with the carrying out of the functions of the scrutineer shall be complied with.

Dispatch Envelopes

- (12) The dispatch envelope:
 - (a) shall be addressed to the member entitled to vote;
 - (b) shall state that if the envelope is undelivered to the member it should be returned to the scrutineer and give his/her name and address;
 - (c) shall bear a postage stamp or other stamp or mark allowing it to be delivered at no cost to the member; and
 - (d) in the event of the envelope containing material other than the material relating to the ballot, the envelope shall have printed on it prominently the words "ballot paper" or "voting paper".

Voting Papers

- (13) Every voting paper shall be in or substantially in accordance with the form set out in appendix 1 to these rules and;
 - (a) shall clearly specify the name of the scrutineer, the address to which, and the date by which, it is to be returned;

- (b) shall be marked with one of a series of consecutive whole numbers, every one of which is used in giving a different number (in that series) to each voting paper printed or otherwise produced for the purposes of the ballot;
- (c) may have printed on it the logo or emblem of the union;
- (d) may have printed on it or attached to it an explanatory statement.

Return Envelopes

- (14) Every return envelope:
 - (a) shall be capable of being sealed;
 - (b) shall be addressed to the scrutineer;
 - (c) shall bear a postage stamp or other stamp or mark showing that the envelope may be returned to the scrutineer by post without direct cost to the voter; and
 - (d) may have printed on it:
 - (e) the name of the union;
 - (i) the logo or emblem of the union; and
 - (ii) the words "voting paper" or "ballot paper".

Date of Ballot

- (15) The General Council shall determine the date:
 - (a) by which the voting papers shall be sent to members, which shall be a date not less than three weeks before the last date on which voting papers may be returned to the scrutineer;
 - (b) of the last date for receipt of completed voting papers by the scrutineer; and
 - (c) on which the counting of votes is to commence.

Conduct of the Ballot

- (16) Entitlement to vote in the ballot shall be accorded equally to all members.
- (17) The ballot shall be conducted so as to secure that, so far as is reasonably practicable, those voting do so in secret.
- (18) So far as is reasonably practicable, every member who is entitled to vote in the ballot shall, in accordance with these rules:
 - (a) be sent a voting paper by post in such time as to be received on or before the opening day of the ballot; and
 - (b) be given a convenient opportunity to vote by post.
- (19) Every member who is entitled to vote in the ballot shall:
 - (a) be allowed to vote without interference from, or constraint imposed by, the union or any of its members, officials or employees; and
 - (b) so far as is reasonably practicable be able to do so without incurring any direct cost to the member.
- (20) Every member who is entitled to vote in the ballot shall have sent to him/her in a sealed dispatch envelope, at his/her proper address, by post:
 - (c) a voting paper; and
 - (d) a return envelope addressed to the scrutineer.
- (21) When it is not practicable for a particular member to be sent a voting paper and return envelope by the date determined in accordance with these rules, a voting paper and return envelope may be sent to that member as soon as is reasonably practicable after that date, so as to give that member a convenient opportunity to vote by post.

- (22) The name of each member to whom a voting paper is sent shall be recorded in some form or record of members but not so as to make it reasonable for any person to call into question the secrecy of the ballot. This record shall be kept by the scrutineer for the period specified before disposal, as defined in rule 17.14 (2).

Manner of Voting

- (23) Every member who wishes to vote must return his/her voting paper to arrive at the address of the scrutineer on or before the date determined in accordance with these rules.
- (24) The scrutineer shall store in a secure place any voting papers returned to him/her undelivered and shall keep a record of any voting paper so returned.
- (25) The scrutineer shall be responsible for the safe custody and security of all returned envelopes and voting papers during the period of the ballot and for the period specified before disposal, as defined in rule 17.14(2). The scrutineer shall at all times take all reasonable steps to secure their safe custody so as to minimise the risk of any contravention of the requirements imposed by or under any enactment or these rules or the occurrence of any unfairness or malpractice.

Counting of the Ballot

- (26) The ballot shall be conducted so as to secure that the votes are fairly and accurately counted by the scrutineer. Any inaccuracy in counting is to be disregarded for the purpose of this rule if it is accidental or on a scale which could not affect the results of the ballot.
- (27) The scrutineer shall, before counting begins:
- (a) place the unused voting papers in a secure place; and
 - (b) keep a record of the number of voting papers so stored and a record of any voting papers issued under rule 17.14(21).
- (28) No person may be present at the count other than:
- (a) the scrutineer;
 - (b) those acting under the supervision of the scrutineer; and
 - (c) those present with the consent of the scrutineer.
- (29) At the date appointed for the commencement of the counting of the votes, the scrutineer shall undertake the opening of the return envelopes received and the counting of votes.
- (30) The scrutineer or if more than one of them the majority of them shall decide whether any voting paper shall be rejected as being invalid and shall mark each such voting paper "rejected".
- (31) Those voting papers which are not rejected shall be counted.
- (32) After the count, the scrutineer shall retain custody of all of the voting papers returned for the purpose of the ballot for the period specified before disposal, as defined in rule 17.14(2).

Scrutineer's Report

- (33) As soon as is reasonably practicable after the last date for the return of voting papers, the scrutineer shall make a report ("the scrutineer's report") to the union in accordance with these rules. The scrutineer's report shall state:
- (a) the number of voting papers distributed for the purposes of the ballot;
 - (b) the number of voting papers returned to the scrutineer by the members;
 - (c) the number of valid votes cast in the ballot for and the number of valid votes cast against the resolution;

- (d) the number of spoiled or otherwise invalid voting papers returned;
 - (e) the fact that the scrutineer was appointed as the independent person or persons;
 - (f) whether the scrutineer:
 - (i) is satisfied that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment or these rules in relation to the ballot;
 - (ii) is satisfied that the arrangements made (whether by him/her or another person) with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for counting the votes, included all such security arrangements as were reasonably practicable for the purpose of minimising the risk that any interference or malpractice might occur;
 - (iii) is satisfied that he/she has been able to carry out his/her functions without any interference as would make it reasonable for any person to call his/her independence in relation to the union into question; and
 - (iv) has inspected the register of names and addresses of members of the union or has examined a copy of the register supplied to him/her under these rules.
- (34) If the scrutineer has inspected the register in accordance with these rules or has been requested to do so by a member, the report shall state:
- (a) whether the register has been inspected; in the case of each inspection whether it was at the request of a member of the union or at his/her own instance, and say, if appropriate, whether he/she declined to act on such a request; and
 - (b) whether any inspection of the register to any examination or copy of the register reveals any matters which he/she considers should be drawn to the attention of the union in order to assist in securing that the register is accurate and up-to-date, but shall not state the name of any member who has requested this inspection or examination.

Copy of the Scrutineer's Report to be sent to the Certification Officer

- (35) A copy of the scrutineer's report shall be sent by the union to the Certification Officer as soon as is reasonably practicable.

Publicising the Result of the Ballot

- (36) The result of the ballot shall not be published until the union has received the scrutineer's report.
- (37) Within three months from the date on which the union receives the scrutineer's report the General Council shall:
- (a) send a copy of the report to every member to whom it is reasonably practicable to send such a copy; or
 - (b) take all such other steps for notifying the contents of the report to the members whether by publishing the report or otherwise as it is the practice of the union to take when matters of general interest to all its members need to be brought to their attention.
- (38) The union shall ensure that any notification given under rule 17.14(3)(b) is accompanied by a statement that the union will on request supply the member with a copy of the report either:
- (a) free of charge; or
 - (b) on payment of such reasonable fee as may be specified in the notification, and ensure that a member who makes such a request

to the union is supplied with a copy on payment of such a fee (if any) as has been notified to him/her.

Appendix 1

VOTING PAPER ON ESTABLISHMENT OF POLITICAL FUND

Ballot paper number:[]

NIPSA

THE RESOLUTION is that the political objects set out in Article 46 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended) (reproduced overleaf) be approved as an object of the Union

Do you vote in favour of the Resolution?

YES

NO

You must place a cross on one, and only one, of the boxes provided.

Place the voting paper in the addressed envelope (no stamp required) and return it to the Scrutineer to arrive before the A voting paper received after this date will not be counted.

Please do not sign or make any other mark on the paper [or include anything else with your voting paper] Name of Scrutineer: Civica Election Services

Address to which voting paper is to be sent: London, N81 1ER.

Appendix 1 (reverse of the voting paper)

Article 46 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended): This section applies to the following political objects:

The expenditure of money -

- (a) on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party;
- (b) on the provision of any service or property for use by or on behalf of any political party;
- (c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office;
- (d) on the maintenance of any holder of a political office;
- (e) on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
- (f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or Candidate.

Where a person attends a Conference or meeting as a delegate or otherwise as a participator in the proceedings, any expenditure incurred in connection with his attendance as such shall, for the purposes of paragraph (e) above, be taken to be expenditure incurred on the holding of the Conference or meeting.

In determining, for the purposes of paragraphs (a) to (f) above, whether the trade union has incurred expenditure of a kind mentioned in those paragraphs no account shall be taken of the ordinary administrative expenses of the union.

In these objects -

“candidate” means a candidate for election to a political office and includes a prospective candidate;

“contribution”, in relation to the funds of a political party, includes any fee payable for affiliation to, or membership of, the party and any loan made to the party;

“electors” means electors at any election to a political office;

“film” includes any record, however made, of a sequence of visual images, which is capable of being used as a means of showing that sequence as a moving picture; and

“political office” means the office of member of the Assembly, member of Parliament, member of the European Parliament or member of a district council or any position within a political party.

Motions No.21 – No.22 unallocated

● **Protecting Public Services 2**

Motion No.23 (General Council)

Conference recognises the role played by NIPSA’s Public Service Defence Campaign in highlighting the value of public services and resisting austerity policies over many years.

Conference further recognises the work undertaken across the union under this banner, including working alongside campaigning organisations such as Disabled People Against Cuts (DPAC), support for campaigns defending health provision such as Save Our Acute Services (SOAS), and the ongoing work of members and activists across the union in defending jobs, pay and services.

Conference notes that significant pressures on public services continue to emerge. Budget constraints, attempts to present cuts as “reform” or “modernisation” and continued battles around public sector pay and funding demonstrate that the defence of public services remains a central responsibility for the trade union movement.

Conference believes that the Public Service Defence Campaign provides an important framework through which NIPSA can continue to co-ordinate opposition to policies that undermine public services and the workers who deliver them.

Conference instructs the General Council to:

- Continue to develop and build the Public Service Defence Campaign across the union.
- Work with trade unions, community organisations and campaigning groups to highlight the social impact of cuts and austerity measures.
- Support campaigns defending vital public services, including health, education and welfare provision.
- Promote the message that properly funded public services are essential to the social and economic wellbeing of all.

In this centenary year of the historic 1926 General Strike, Conference instructs the General Council to redouble efforts to build cross-community campaigning that unites workers in defence of public services for a better life for all.

Motions No.24 – No.25 unallocated

● **Public Policy 2**

Motion No.26 (Branch 733)

Conference recognises the rising levels of staff assaults across public services and the inconsistent employer responses that leave workers unsafe and unsupported. We urge a union wide commitment to zero tolerance policies, proper reporting, robust risk assessments and trauma informed support so that no worker is left to face violence or intimidation alone.

Conference instructs the incoming General Council to give a commitment that must include:

- Clear and accessible reporting mechanisms for all incidents;
- Robust and consistent risk assessments to protect workers;
- A trauma-informed approach to supporting those affected;
- Practical measures to ensure no worker is left to face violence or intimidation alone.

Motion No.27 (Branch 113)

Conference will be aware that the rapid spread of Artificial Intelligence (AI) is having major changes in many, if not most, places of work.

This is likely to lead to large-scale job losses in both the private and public sector and with this, a large increase of unemployment and/or under employment.

To ensure that this does not lead to even further imbalances in the economy between the wealthy and the rest, the way of working will have to change.

One such avenue that has been discussed is a Universal Basic Income (UBI), to replace the current Welfare System.

With a UBI, there will no longer be a requirement for as many staff to administer the Benefits system, potentially leading to the loss of jobs for many of our members.

For NIPSA to fully understand all aspects of UBI, Conference therefore calls on the incoming General Council to prepare a paper outlining all costs and risks involved and bring it before Conference in 2027 to enable NIPSA to arrive at an informed policy decision.

Conference, support the motion

Motion No.28 (Branch 117)

According to NISRA, as of March 2025, there were 49083 people on the NIHE waiting list with 37,635 of these in “housing stress”, with some 2000 being classed as involuntarily homeless. Some of these applicants have been waiting for more than 5 years.

As of March 2025, there were only 667 completed dwellings (built) during the 24/25 year.

The situation of both those on the NIHE waiting list and those simply trying to find affordable accommodation is no longer tenable.

Due to the consistent increased demand for social housing each year, we are calling on General Council to engage urgently with the NI Assembly, NI Executive and DfC Minister to ensure that the NI Housing

Executive does all that it can to increase the stock of homes it owns. Conference also calls on General Council to press on the NI Assembly, NI Executive and DfC minister the importance of ensuring that the target for new-build social housing is not only met, but exceeded year on year.

Motion No.29 (Branch 119)

Conference notes that the Stormont Assembly has accepted a 27% pay increase for MLAs. This at a time when inflation is potentially skyrocketing and when these same MLAs have not agreed a budget which would allow for pay negotiations to begin in earnest for public sector workers. These public sector workers are our members, and many of them are struggling to get by following years of mostly below inflation pay deals. These same workers are being stretched to breaking point, in many cases due to under resourcing of their areas of work.

Conference calls on General Council to challenge the Stormont Assembly on their decision to accept this wage increase before they ensured the public sector was properly funded and resourced.

Motion No.30 (Branch 119)

Conference notes that thousands of families across Northern Ireland experience a sudden reduction in household income when a young person turns 16, 18, or 19, despite them remaining in full-time secondary or further education.

The specific benefit “cliff edges” affecting young people in education, include:

- a.** The reduction or cessation of Child Benefit once a young person reaches 16, even if they are studying for A-Levels or at a Further Education College. While Child Benefit can be extended for young people in “approved education” until age 19, the administrative burden falls on parents and the young person, and many are unaware of the need to reconfirm eligibility.
- b.** The exclusion of young people over 16 from Free School Meal eligibility in some post-primary settings, or the complex transition to Further Education discretionary support.
- c.** The removal of younger dependents from Universal Credit or other social security claims once they reach the age limit, despite still being in the family home and financially dependent.

The rising cost of living disproportionately impacts households with older teenagers who require more expensive food, higher transport costs to school/college, and continued financial support for educational materials.

Conference believes that a child in full-time education remains a financial dependent of their parents, regardless of whether they have passed their 16th or 18th birthday and that the current system creates an arbitrary and unfair “cliff edge” that penalises families for keeping their children in education, contrary to the Executive’s stated goals of raising educational attainment and reducing NEET (Not in Education, Employment, or Training) numbers.

The administrative complexity of extending benefits (such as the Child Benefit extension form) results in unnecessary hardship for families who simply miss the paperwork deadline. NIPSA, as a public service union rooted in social justice, has a duty to challenge policies that entrench child poverty and undermine the welfare of the communities our members serve.

Conference therefore resolves to instruct the NIPSA General Council to:

1. Commission an “Education Dependency” Report: Gather evidence from members on how benefit “cliff edges” are affecting family incomes and, consequently, the wellbeing and educational outcomes of young people in Northern Ireland.
2. Lobby the Department for Communities: Urge the Minister to conduct an urgent review of benefit regulations to ensure that all means-tested support (including elements of Universal Credit and rates relief) remains in place for families with young people in full-time education until the end of the academic year in which the young person turns 19.
3. Campaign for Alignment with Free School Meals: Call for a consistent definition of “dependency” across all benefits and education supports, ensuring that if a young person qualifies for Free School Meals due to their parents’ income, they should also be recognised as a dependent for wider social security purposes.
4. Simplify Child Benefit Extensions: Lobby HMRC and the Department for Communities to introduce an automatic, data-sharing system that extends Child Benefit for verified full-time students without the need for parents to submit paper forms.
5. Raise Awareness: Work with the Education Authority and schools to promote awareness among NIPSA members and the public about the current rules, ensuring families claim what they are entitled to while the campaign for long-term change continues.

Motion No.31 (Branch 119)

The cost of school uniforms places a significant financial burden on families across Northern Ireland, with previous research indicating annual costs of up to £422 for secondary school pupils.

Education support staff, classroom assistants, and school administrators - many of whom are NIPSA members - are often on the front line of this crisis, witnessing first-hand the stress, stigma, and exclusion faced by pupils unable to afford correct uniform items.

Conference notes that the introduction of the School Uniforms (Guidelines and Allowances) Act (Northern Ireland) 2026 and the subsequent statutory guidelines issued to schools for the 2026/27 academic year is a welcome step forward, specifically requiring schools to minimise branded items, prioritise a generic PE kit, and justify costs.

However, it has notable limitations. It lacks a specific financial price cap on uniforms and does not mandate that schools offer girls a choice between skirts and trousers, despite affordability and practicality guidance.

We must also note that the current School Uniform Allowance rates (eg £61.20 for secondary pupils) fall far short of the actual cost of outfitting a child, and many families just above the threshold for Free School Meals (FSM) still struggle significantly. School support staff and parents have reported instances where expensive branded uniform requirements create unnecessary barriers to participation in education and sports.

Conference believes:

1. That access to education should not be contingent on a family’s ability to pay for specific branded clothing.
2. That NIPSA, as a union representing education workers, has a duty to campaign not only for fair pay for its members, but also for the fair treatment of the families and communities they serve.

3. That the new statutory guidelines are only effective if they are properly enforced and monitored by the Department of Education and the Education Authority.
4. That the current clothing allowance is inadequate and must be increased in line with the true cost of living.

Conference therefore resolves to instruct the NIPSA General Council to:

1. Launch a “Cost of the Classroom” Survey: Conduct a survey of NIPSA members working in schools (including secretaries, classroom assistants, and lunchtime supervisors) to gather evidence on how uniform costs and related policies impact pupil welfare, behaviour, and staff workload.
2. Campaign for Full Enforcement: Lobby the Department of Education to ensure robust monitoring of the 2026 Guidelines, specifically regarding the requirement that schools “minimise branded items” and ensure uniforms can be bought from multiple retailers, including supermarkets.
3. Push for an Increased Uniform Grant: Campaign for an immediate review of the School Uniform Allowance to reflect real-world costs, and for the eligibility criteria to be extended to support working families just above the FSM threshold.
4. Support Gender Equity: Support calls to strengthen the guidance so that all schools are required to offer pupils a choice of trousers, regardless of gender, to ensure comfort and practicality as outlined in the Act.

Motion No.32 (Branch 730)

Conference notes that front line public sector workers in Northern Ireland are required to adhere to rigorous, evidence-based practice and are routinely audited to ensure compliance. These standards are rightly expected of staff delivering essential public services.

Conference is increasingly concerned that these same standards are not being applied by Ministers and government departments when making major policy decisions. This has been starkly illustrated in the Department of Health’s approach to transgender healthcare for under 18s, where contested and methodologically disputed findings have been used to justify restricting access to care and halting clinical research. Conference believes that decisions affecting young people must be grounded in robust, transparent and scientifically credible evidence.

Conference further notes that similarly weak evidential foundations have been used to draw sweeping conclusions about workplace culture within large public bodies, despite relying on extremely small and anecdotal samples. Conference is alarmed that this pattern is emerging across other departments, where significant policy decisions have been taken contrary to expert advice or without a sound evidential basis.

Conference believes that:

- Evidence-based practice must apply equally to Ministers and departments as it does to the workforce they oversee.
- Policy decisions that affect healthcare access, public services, or the reputation of large workforces must be grounded in rigorous, transparent and scientifically defensible evidence.
- The use of anecdotal, statistically weak, or highly contested reports to justify major policy changes is unacceptable and represents a serious failure of governance.

Conference therefore calls on the incoming General Council to:

- Challenge Ministers and departments on the inconsistent and selective use of evidence in policymaking.
- Demand that all government departments apply the same rigorous evidential standards to their decisions and commissioned reports that they require of front line workers.
- Campaign against the growing trend of dismissing expert consensus or relying on weak evidence in the development of public policy, highlighting the risks this poses to service users, staff, and public trust.

Motion No.33 (Branch 730)

Conference notes the introduction of the Right Care Right Person (RCRP) model in England and Wales, which aims to ensure that individuals experiencing a mental health crisis receive support from the most appropriate agency and to reduce police involvement in non-crime health-related incidents. Conference recognises the validity of this principle and acknowledges that police services currently spend significant time responding to mental health and welfare calls that would be more appropriately responded to by health and social care professionals.

However, Conference is deeply concerned that the infrastructure and funding required to safely implement RCRP in Northern Ireland is not yet in place. Evidence indicates that crisis services remain inconsistent across regions, 24/7 provision is limited, and health and social care services are already operating under extreme pressure. Conference is of the view that the model does not reduce demand for mental health support, it redistributes it, and Northern Ireland's health and social care system is presently not equipped to absorb this shift safely, either for people experiencing acute mental health crises or for the staff supporting them.

Conference also notes that Scotland has not adopted the RCRP model used in England and Wales, with Police Scotland and the Scottish Government choosing not to implement the associated policing thresholds for response. This demonstrates that RCRP is not an inevitable or universally accepted approach, and that caution has been exercised where infrastructure and safeguarding arrangements may be insufficient.

Conference further notes that in England, RCRP is formally framed as a policing and health initiative, but, in practice, the police thresholds apply to all welfare-related calls regardless of the originating sector. As a result, education, children's services, housing, probation and other public services have already experienced reduced police attendance in situations previously treated as safeguarding or welfare concerns. Conference believes that given these issues, NIPSA must similarly establish a clear union policy position now, so that NIPSA is prepared should RCRP thresholds be extended, formalised, or applied across wider public sector areas in the future.

Conference therefore calls on the incoming General Council to:

- Develop a policy position on RCRP, setting out the union's expectations for safe implementation.
- Demand full trade union involvement in all planning, governance and operational discussions relating to RCRP.
- Press the Department of Health, PSNI, and all relevant departments to undertake comprehensive cross-sector impact assessments before any rollout of the policy.
- Insist that no additional responsibilities are placed on NIPSA members without appropriate staffing, training, legal clarity and risk management structures.

- Campaign for investment in crisis services, 24/7 response capacity, and multi- agency co-ordination to ensure that RCRP can be delivered safely and effectively.

Motions No.34–No.35 unallocated

● Trade Union Issues

Motion No.36 (Branch 119)

Recent years have shown the importance of local collaboration amongst Trade Unions. Trades Councils have historically played, and continue to play, a crucial role in linking workplace struggles with wider community issues, including the defence of public services, the fight against racism and the campaign for decent social housing.

There is a renewed interest in building working-class political alternatives and community defence, as demonstrated by recent initiatives involving NIPSA and other trade unionists to organise against far-right agitators and defend local communities.

NIPSA is already affiliated to several Trades Councils across the region, but the potential for these bodies to act as co-ordinating hubs for campaigning and solidarity remains underutilised.

Conference believes strong Trades Councils are essential for building a united trade union movement that can effectively challenge austerity, defend workers terms and conditions and offer a political alternative to sectarianism and division. The trade union movement must be at the heart of our communities. By strengthening Trades Councils, we can better connect our members' workplace issues with the struggles for quality public services and affordable housing in the areas where they live.

A vibrant network of Trades Councils can assist NIPSA in campaigns, from defending against the creation of two-tier workforce agreements in local authorities to supporting fair pay for all public service workers.

Conference resolves to:

1. Reaffirm NIPSA's commitment to the Trades Council movement and encourage all NIPSA branches to consider affiliating to local Trades Councils.
2. Instruct the incoming General Council to work with ICTU to identify areas where representation can be increased.
3. Promote best practice by encouraging NIPSA delegates on Trades Councils to bring reports back to their branches and other committees, ensuring a flow of information between the workplace, the community, and the union.
4. Call on the General Council to work with ICTU to organise a workshop or similar for NIPSA activists on the role and function of Trades Councils, with the aim of increasing active participation in Trades Councils.
5. Call on General Council to issue to all branch secretaries, on at least a quarterly basis, a list of points of contacts for all Trades Councils in the region.

Motions No.37–No.38 unallocated

● **Health and Safety**

Motion No.39 (Branch 733)

Conference notes that reps across the public services are increasingly dealing with highly complex and distressing cases. These include supporting members who are experiencing suicidal thoughts, serious illnesses such as cancer, and significant personal and family trauma. This emotional labour is carried out daily, often without formal support, guidance, or regular check-ins from NIPSA management.

Many representatives do not have professional training in handling such sensitive and high-risk situations. At the same time, they may also be managing similar challenges in their own personal lives. This creates a significant risk to their own mental health and wellbeing.

Conference calls on General Council to urgently develop and implement a comprehensive strategy to support the mental health and wellbeing of all representatives working on the ground.

Motions No.40–No.41 unallocated

● **International Issues**

Composite Motion No.42 (General Council)

Conference condemns the unprovoked attack on Iran by the US military and the Israeli state. Surveys show the majority of people in the UK, Europe, the US and across the world oppose this war.

The war has led to thousands of deaths of civilians and injuries and mass displacement of hundreds of thousands of people in Iran, Lebanon and elsewhere. The conflict rapidly and dangerously escalated across the Middle East, and as far as the Indian Ocean.

Conference rejects the US and Israeli propaganda that this war is in the interests of the Iranian people in their striving for real democratic rights and in their struggle against theocratic state repression.

The war has nothing to do with democracy in Iran or elsewhere in the region. The US and other powers, like Britain, support dictatorial “allies” among the Gulf states, such as the Saudi regime, which does not even pretend to hold elections or allow free speech.

It is for the Iranian people, mainly made up of the working class and poor, to decide for themselves their future and to act to change their government. There have been heroic mass protests and strikes in recent months that have shaken the Iranian regime, which replied with bloody repression. Trade unions internationally should support the struggles of the Iranian workers and youth for their democratic, economic and social demands, and make links with independent trade unions in Iran.

It is clear that the war unleashed by Trump and Netanyahu is an aggressive, imperialist offensive, in the interests of big business, and for their selfish geo-strategic and economic ends. The US and Israeli governments have blood on their hands by conducting an increasing list of military attacks and wars against, for example, the Gaza Strip, the West Bank, Lebanon, and Venezuela, and now Iran and Trump are also threatening to attack Cuba and annex Greenland.

Conference also condemns the hypocrisy of Starmer’s Labour government which has effectively backed the aggression of Trump and Netanyahu.

The Starmer government's claim that it supports defence against Iranian attacks is a propaganda trick aimed at covering up its refusal to criticise the US and Israeli state for starting this war. It is similar to the attempts to justify the genocidal attack on Gaza. Moreover, Starmer's government has allowed the US military to use British bases in the UK and Middle East to launch attacks against Iran.

Conference calls on the General Council to:

Make a clear public statement against the war and oppose Starmer and the Labour government's warmongering, and effective support for the US and Israeli state attack.

Make links with trade unions in Iran and across the region, who share our ethos, to foster solidarity action.

Motion No.43 (Branch 15)

Last year's NIPSA Conference rightly condemned the Nigerian security forces' repression of the #EndBadGovernance countrywide protests of 2024. These were protests by young workers and trade unionists campaigning for affordable food, energy and opposed to the government's economic policies.

The economic crisis was avoidable in a country of huge natural and human resources which should guarantee decent living standards for all in Nigeria.

The reaction of security forces led to the deaths of scores of protesters, the arrest of hundreds and the charging of 11 campaigners on Treason and Terror financing charges.

Conference salutes the quashing of these Treason and Terror financing charges against Michael Lenin and the 10 other #EndBadGovernance campaigners in December 2025 and recommits to defending the right to protest in Nigeria and wherever it is attacked.

Conference commends the General Council in supporting the campaigns to defend the accused workers and calls on the General Council to remain vigilant in defending the right of workers to protest and to extend international solidarity to those in similar situations in the future.

Composite Motion No.44 (Branch 47)

Conference notes with deep alarm the escalating global conflicts which threaten to draw the world into a devastating broader conflict.

Conference believes that the "world war machine" thrives on the labour of working-class people, while those same people pay the price through unstable supply chains and a deepening cost-of-living crisis. We saw during the COVID-19 pandemic how quickly "just-in-time" systems collapse; a sustained world war would make those shortages permanent.

Conference further believes that NIPSA has the blueprint for organising and coordinating mass movements, as seen in the historic campaign against water charges. We must move beyond committee rooms and into our communities to build a popular front for peace.

Conference therefore instructs the General Council to:

- Engage with other trade unions and community organisations to help organise and co-ordinate a new collective anti-war movement.

Motion No.45 (Branch 130)

This motion is a declaration that NIPSA and its members recognise the enduring socio-economic struggles of the Cuban people, exacerbated by the Trump regime's intervention in Venezuela and the subsequent loss of essential supplies and assistance.

It is worth noting just how little this humanitarian crisis is covered by mainstream media outlets and, as a result, we and the wider Trade Union movement, have a duty to use our collective strength to raise awareness.

Conference calls for a complete lift of the blockade restricting much needed aid from reaching communities becoming increasingly desperate and demands a new future for the people of Cuba, one free from colonial overreach and the bullying politics of its larger neighbour.

Motion No.46 (Branch 730)

Conference notes the profound political, economic and social crisis in Venezuela, which continues to inflict severe hardship on ordinary working class people. This crisis has been deepened by sustained US interference, including punitive sanctions and coercive foreign policy, which have had a devastating impact on the Venezuelan population.

Conference believes that neither the current Maduro administration nor the US-backed right wing opposition, offers a path to genuine democratic or social progress. The only viable route forward lies in the independent organisation and empowerment of the Venezuelan working class to build a democratic, socialist society free from authoritarianism and foreign domination.

Conference further notes that the escalating use of unilateral sanctions, economic coercion and political interference by powerful states reflects a dangerous shift in global geopolitics. The erosion of even the nominal constraints of the so called "rules- based international order" in favour of a "might is right" approach represents a profound threat to international solidarity, workers' rights and global peace.

Conference believes that:

- The normalisation of unilateral aggression abroad inevitably strengthens authoritarian tendencies at home.
- The same logic that allows powerful states to subjugate weaker nations will be used domestically to undermine trade unions, erode labour rights, and suppress working class resistance.
- Imperialist interventions and foreign conflicts serve as deliberate distractions from domestic crises, while fuelling inflation, economic instability and hardship for ordinary people.
- It is always working class people - both internationally and at home - who bear the human and economic cost of these geopolitical power plays.

Conference therefore calls on the incoming General Council to:

- Send a message of solidarity to the working people and independent trade unionists of Venezuela, who are caught between a failing government, a reactionary opposition and destructive foreign intervention.
- Publicly condemn US sanctions and interference in Venezuela, recognising that these measures disproportionately harm the poorest and most vulnerable.

- Campaign within the wider trade union movement to highlight the dangers of the emerging “might is right” geopolitical doctrine, and the threat it poses to international solidarity, workers’ rights, and global peace.

Motions No.47–No.48 unallocated

● **Organisation and Administration 2**

Composite Motion No.49 (Branch 13)

Conference acknowledges serious human rights abuses occurring across the world including, but not limited to, the Ukraine/Russia conflict, genocide in Gaza, crimes against humanity in Occupied Palestinian Territories, conflicts in Yemen and South Sudan, and occupation in Western Sahara.

Conference acknowledges that a powerful tool in challenging those directly or indirectly supporting these abuses is through Boycott, Divestment & Sanction; and that it is also critically important that NIPSA has its own house in order before engaging public and private sector organisations on their procurement, banks, and pension schemes.

Conference therefore calls on General Council to:

1. Carry out a review of NIPSA’s current procured services, banks and staff pension scheme, to ensure these are in line with international human rights standards and the BDS list of complicit companies.
2. Produce an ethical procurement policy including the highest operational standards that is compliant with the ELSC ethical procurement toolkit.
3. Produce a comprehensive review paper setting out the actions taken, companies currently used by NIPSA, and what steps (if any) still need to be taken to fully comply with human rights standards and the ethical procurement policy, making this paper available to members.
4. Consider training in ethical procurement and international law, to provide senior negotiators and leading union activists with the necessary skills and information to challenge employers to review and update their respective procurement policies to meet the standards set out in the ELSC procurement toolkit.

Motion No.50 (Branch 47)

Conference notes with deep concern the turnout of 5.7% in the recent General Council elections. This is the lowest turnout in NIPSA’s history and represents a serious disconnect between the union’s structures and the 46,000 members we represent.

Conference believes that our strength at the negotiating table depends on a clear mandate. A gap between the leadership and the shop floor weakens our collective bargaining power and leaves our members vulnerable.

Conference further believes that we must return to the grassroots model that made NIPSA a leading force during the water charges campaign - moving beyond committee rooms and back into the workplaces and communities.

Conference therefore instructs the incoming General Council to:

1. Establish a “Back to Basics” Working Group to develop a comprehensive strategy to re-engage the membership.
2. Ensure this group’s remit includes:
 - Demystifying Structures: Producing simple, plain-English resources that explain the roles of branches, the General Council, and the Annual Delegate Conference.
 - Workplace-First Strategy: Creating a plan for increased face-to-face engagement and listening exercises.
 - Active Inquiry: Training reps to use inquiry-based communication to help members connect workplace issues to the wider union mission.
 - Material Focus: Framing communications around shared interests like pay, housing and dignity at work.
3. Implement the resulting action plan across all NIPSA sectors and branches, providing the necessary resources and staffing to ensure its success.
4. Provide a progress report to all branches every six months on the impact of these engagement measures.

Motion No.51 (Branch 119)

Conference recognises the challenges faced by many of our members as a consequence of rampant inflation, and stagnant wages. Many members have been forced to access credit from companies who charge exorbitant interest rates and, as a result, they are having to cope with mounting debts. Other trade unions including CWU, Royal Mail and our sister Union PCS, have combined to form a Credit Union called 1st Class Credit Union. Membership is open to all members of these Unions and in addition to family members who reside at the same address as the member.

Many delegates will be familiar with the services that local Credit Unions provide and the important role that they play in local communities. Many workers are members of their local Branch whilst also availing of the services of Occupational Credit Unions such as 1st Class. The whole concept of Credit Unions is based on the principle of Mutual Aid. What better way to help our fellow workers than to be able to extend to them risk free credit and help those who are struggling to avoid those who would seek to profit from their difficulty.

Conference directs the incoming General Council to make contact with 1st Class Credit Union and begin the process of affiliating NIPSA to it, thereby allowing all of our members to have access to affordable credit and the benefits that accrue from membership of a workplace Credit Union.

Motion No.52 (Branch 117)

NIPSA is a fully inclusive organisation that aims to not only include all its members but also give all members the same opportunities including those with a disability. While proud that NIPSA does provide many online training courses, there are still those that require in-person attendance only. Conference believes there should always be either a hybrid training course or a separate dedicated online version for those unable to attend in person due to their disability.

For years during and immediately after the COVID pandemic, ICTU offered the majority of their courses online and Conference believes that going forward, they should be able to offer courses either as hybrid or with an on-line option.

Conference, wants NIPSA to continue to be at the forefront of promoting access for all. Therefore, Conference calls on the incoming General Council to ensure that NIPSA continues to provide accessible courses which can be completed both in person or remotely and to engage with ICTU to encourage them to provide accessible courses as the norm.

Composite Motion No.53 (Branch 119)

Conference commends delegates at last year's Annual Delegate Conference for passing all motions regarding racism.

However, Conference notes with concern that all these motions were not passed unanimously. Racism has no place in our movement.

Conference therefore calls on the incoming General Council to reiterate the anti-racism stance at all times.

Motion No.54 (Branch 733)

Conference notes that strengthening our rep network is essential to protecting members, building collective power and ensuring every workplace has confident, capable NIPSA Reps.

Therefore, Conference calls on the incoming General Council to address the urgent need for more workplace representatives by supporting a structured recruitment drive, accessible training and mentoring pathways.

Motion No.55 (Branch 33)

Conference welcomes that we have been able to return to the last few years to a hybrid model for the Annual Delegate Conference and that delegates are able to enjoy fraternal/sororal debates and discussions and the building of networks and solidarity that "real world" interactions bring.

Unfortunately, since the return to in-person/hybrid conferences, post the COVID pandemic, there has not been an opportunity for branches to nominate trainee delegates.

Trainees to conference were a real opportunity for new activists to attend and "dip their toes" in the cut and thrust of conference and to help them gain experience and build their own networks.

At a time when we need to encourage as many new activists and reps to make themselves available as possible, conference believes that trainee delegates would be another means to attract the fresh blood that our union and our movement needs.

Conference therefore calls on the incoming General Council to ensure that trainee delegate places are made available for the 2027 ADC.

Motions No.56–No.57 unallocated

● Public Policy 3

Motion No.58 (General Council)

Conference notes the proposals within the Good Jobs Employment Rights Bill, which seeks to regulate workplace rights, including trade union access.

Conference believes these changes are a useful first step to addressing workers' rights and collective bargaining.

Conference believes that the proposed introduction of electronic balloting is essential to ensuring ballots can be conducted efficiently, securely and in a manner that reflects how workers communicate today.

Conference calls on the General Council to:

- Campaign publicly for the early and full implementation of all measures that improve workers' rights.
- Oppose any attempts to dilute or delay the introduction of electronic balloting and prepare organisationally for its implementation.
- Further enhance protections for workers engaged in official industrial action and extended trade union access rights.
- Continue to engage through the NIC ICTU Engagement Forum to achieve further meaningful protections for workers and their union representatives.
- Report progress to members and branches as the Bill advances through its legislative stages.

Motions No.59–No.60 unallocated

● **Terms and Conditions**

Motion No.61 (Branch 119)

Conference notes that a properly funded and resourced public transport system is the only viable long-term solution to parking and congestion problems within our towns and cities.

In the meantime, however, our members are being forced to pay huge parking costs.

Conference therefore instructs the General Council to liaise with all relevant bodies with a view to getting free, or at least subsidised parking, for all Public Sector workers.

Composite Motion No.62 (Branch 516)

Conference notes:

HMRC mileage rates have not been updated since 2017, when the cost of a litre of petrol was £1.07, despite substantial increases in fuel costs, insurance, maintenance and overall motoring expenses.

Inflation over the past nine years has significantly eroded the real value of travel reimbursement, leaving staff across the whole public sector increasingly subsidising work-related travel from their own pockets.

Many NIPSA members in all areas of the public sector, ie health, civil service, education, local government, housing executive etc, rely on their personal vehicles to carry out essential duties, including home visits, school support, inspections and community-based work.

The Education Authority (EA) has recently removed Essential Car User (ECU) status from large numbers of staff, despite their roles still requiring regular travel.

EA has further reduced mileage rates to 45p per mile for non-essential car users and 32p per mile for essential car users; pushing staff even further into financial hardship. Also, any member who uses their own vehicle for work purposes must have additional business insurance on their policy to cover using cars for work.

- These reductions, combined with outdated HMRC rates, amount to a real-terms pay cut and disproportionately impact lower paid staff and those in rural areas who must travel greater distances.

Many managers across the public services are also imposing that staff return to their office incurring further implications for parking, travel etc even though no business need has been established to have the staff physically sitting in an office environment. Conference, we know that some staff do want to be in the office, but others can do their work just as efficiently from their home base.

Conference believes:

- No worker should be financially disadvantaged for using their personal vehicle to deliver essential public services.
- Mileage and subsistence rates must reflect the true cost of travel, especially in the context of rising fuel prices and sustained inflation.
- The removal of ECU status by the EA, alongside reduced mileage rates, is unfair, unjustified and risks undermining service delivery, recruitment and retention.
- Employers should not be allowed to shift operational costs onto staff, nor should HMRC's outdated rates be used as justification for doing so.

Conference therefore instructs the General Council to:

1. Lobby HMRC to urgently review and update the Approved Mileage Allowance Payments (AMAP) and subsistence rates to reflect current economic realities.
2. Support and strengthen the ongoing industrial action strategy within the Education Authority, including the current action of members, in response to the removal of Essential Car User status and the reduction of mileage rates, and continue to challenge these detrimental changes to members' terms and conditions through all appropriate industrial and negotiating channels.
3. Engage with public sector employers, political representatives and relevant committees to highlight the financial impact of outdated and reduced travel rates.
4. Campaign publicly to raise awareness of the issue, using evidence from members to demonstrate the real world consequences for staff and service users across the public sectors.

Motions No.63–No.64 unallocated

● **Public Policy 4**

Motion No.65 (Branch 733)

Conference, to acknowledge the severe impact of chronic understaffing and unsafe workloads across the public services, where persistent vacancies, escalating demand and reliance on temporary staff are placing both workers and service users at risk. Staff are being pushed to breaking point, experiencing burnout, moral injury and unmanageable pressure as they struggle to deliver safe, dignified care in environments that are stretched beyond capacity. Conference therefore calls on General Council to hold the employer to account and demand safe staffing levels, sustainable workforce planning and employer accountability to ensure that all public workers are protected, supported and able to provide the standard of care the public deserves.

Motion No.66 (Branch 119)

Conference notes the present system of Free School Meal (FSM) entitlement in Northern Ireland is based on a restrictive means tested model that limits access to those meeting specific qualifying criteria. Conference further notes that this model does not reflect the reality faced by many working families who are struggling with increasing costs for food, energy, transport and housing, regardless of their eligibility status.

Conference believes that it is contrary to principles of fairness and equality that any child should face hardship or disadvantage in school when so many families across our society are experiencing rising financial pressures. The current means tested approach does not adequately support the wellbeing of children in households where incomes are being stretched further every month due to ongoing economic conditions. Our members consider that expanding FSM entitlement is a necessary and socially responsible intervention which would provide vital support to a wide range of families, not only those currently captured by the existing criteria.

Conference concludes that widening or moving toward universal FSM provision would help reduce child hunger, remove the stigma associated with selective eligibility and support better health, wellbeing and educational outcomes. These objectives reflect the core values of NIPSA in promoting fairness, equality and accessible high quality public services.

Conference calls on General Council to:

- Support lobbying the Northern Ireland Executive and the Department of Education to implement the administrative or legislative reforms required to expand FSM entitlement, with a long-term aim of moving toward universal provision.
- Engage in public campaigning to highlight how the current restrictive model fails to reflect the lived experience of working families who are facing significant financial pressures.
- Work collaboratively with other trade unions, community organisations and anti-poverty groups where appropriate to promote a rights-based approach that ensures no child is disadvantaged because of household income.

Our members ask you to endorse this motion and support the expansion of Free School Meal provision for the children of working people.

Motion No.67 (Branch 730)

Conference is alarmed by the persistent trend of transferring massive sums of public wealth into the private sector across Northern Ireland's public services. While public sector workers face intense scrutiny over every penny spent on frontline delivery, private companies continue to receive multi-million pound contracts with minimal accountability when they fail to deliver.

The Department of Health provides stark examples: the £100m Belfast Maternity Hospital that remains unopened due to fundamental construction failures; the £600m Children's Hospital which will provide fewer services than the site it replaces, and the costly Encompass IT rollout which continues to frustrate front line staff. These failures sit within a wider pattern of private sector waste and impunity, reflected in the catastrophic RHI scheme, the millions spent on consultants for stalled projects such as the A5 and Casement Park, and the replacement of faulty contractor supplied MOT equipment.

Conference further notes that tens of millions are routinely spent across the Civil Service on private consultants to undertake work that should be carried out by skilled, in-house staff.

Conference affirms that:

- Public money must be used to deliver high quality public services, not to subsidise private sector failure.
- The absence of meaningful consequences for private companies who mishandle public funds encourages further waste and insults the public sector workers who keep services running on minimal resources.

Motion No.68 (Branch 730)

Conference declares that poverty pay is not an accident, not an oversight, and not an unfortunate by-product of austerity – it is a deliberate political choice that has kept public-sector workers in Northern Ireland undervalued for decades. Every year, Conference has condemned this injustice. Every year, NIPSA members have demanded action. And every year, too many employers have continued to endorse poverty wages.

Conference asserts that no worker should be forced into the benefits system to survive. The idea that an honest day's work still leaves thousands of public-sector workers unable to heat their homes, feed their families, or live with dignity is a national disgrace.

Conference further condemns the behaviour of private-sector providers who deliberately underpay staff and then rely on taxpayers to subsidise workers through in-work benefits. This is exploitation funded by the public purse. But, even worse is the fact that public sector employers themselves continue to employ workers on wages so low that they are pushed into the same benefit trap. This is not just unacceptable - it is scandalous.

Conference commends NIPSA for dragging this issue into the light, refusing to accept the empty “the economy will suffer” platitudes that have allowed poverty pay to fester. The union's stance in the HSC pay round shows what is possible when we stop apologising for demanding basic fairness.

But words are no longer enough.

Stormont must fund it. Employers must implement it. NIPSA must fight for it.

Conference therefore calls on the incoming General Council to:

1. Make the eradication of poverty pay a core NIPSA priority.
2. Develop and launch a militant, sustained Living Wage campaign, demanding that every public-sector employer - and every contractor delivering public services - pays at least the Real Living Wage.
3. Expose, confront and challenge all employers who continue to rely on poverty wages, including through coordinated industrial, political, and public pressure.
4. Work with other trade unions to build a united front of solidarity, ensuring that no employer can divide or isolate low-paid workers.
5. Prepare branches for escalation, including industrial action where employers refuse to implement the Living Wage.
6. Make it clear that poverty pay is incompatible with dignity, equality, and the values of public service, and that NIPSA will not tolerate its continuation.

Conference states plainly:

Poverty pay is exploitation.

Poverty pay is a political choice.

Poverty pay must end and NIPSA will organise to end it!

Motion No.69 (Branch 732)

From the age of sixteen, we enter into the world of work. We pay our National Insurance for entitlement to State Pension, which also helps to fund our public services such as our Health and Social Care System (NHS). We pay our taxes to also fund public services such as Health Care, Education and Social Care. By retirement at a generous age of 65, we the workers, have been paying into the tax system for 50 years.

Once retired and in need of care by the state, we receive free care when we need assistance within our own homes.

However, if and when the time comes that a working class person requires residential or nursing care, their hard earned assets such as their pension, savings and home are seized by the state and used as a payment for their care.

Conference calls upon the new General Council to lobby the government to protect the working class people of Northern Ireland in older age and make all care for our working class people free, equal to that of the Scottish model.

Motion No.70 (Branch 734)

Conference notes:

That Health and Social Care (HSC) services in Northern Ireland are facing unprecedented pressures, with severe and worsening delays in access to essential treatments. In particular, waiting times for hip and knee surgeries within the Western Health and Social Care Trust have increased dramatically - from approximately one year to as long as fourteen years in under a decade.

This is having a profound impact on our communities as a whole. People waiting on such surgeries are often unable to attend work which causes significant financial burden but they are also restricted in regard to having full access of their homes. This knock-on effect leads to NIHE number of homeless skyrocketing as people can no longer manage stairs and the property is therefore unsuitable.

This would no longer be a problem if they could access the services they have paid in their whole lives for.

I have heard stories of families having to club together to pay for a parent's surgery or worse, taking out loans to go privately resulting in a spider web of debt for something that they are entitled to and should not be denied.

Conference further notes:

- The profound impact that such delays have on patients' quality of life, mobility, mental health, and ability to work.
- The significant public concern regarding how public funds allocated to health services are being spent and prioritised.
- The lack of clear, accessible, and detailed reporting on expenditure decisions within HSC Trusts, including the Western Trust.

Conference believes:

- That the public has a right to full transparency regarding the allocation and use of public funds, particularly in critical services such as health care.
- That greater openness and accountability are essential to restoring trust, improving outcomes, and ensuring that resources are directed where they are most needed.

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.

Comprehensive Motion No.10

Motion No.73 (General Council)

Constitutional Amendment to The Rulebook

Conference recognises that, to allow branches sufficient time to hold their Annual General Meetings (AGMs) each year in accordance with the requirements of the Rulebook and UK General Data Protection Regulations, it is necessary to amend Rule 4.7.

Currently, Rule 4.7 requires branches to hold office for 1 year, which may not provide all branches with adequate flexibility to organise AGMs while ensuring compliance with data protection obligations.

Conference believes that amending Rule 4.7 will ensure fairness in tenure across all branches and provide sufficient time for branches to carry out their AGM responsibilities, including processing personal data in accordance with GDPR.

Conference therefore agrees to replace Section 4, Rule 4.7

“A branch committee shall hold office for one year and shall retire at the annual general meeting, which shall be held in October of each year, subject to the powers, set out elsewhere in these rules, of a general meeting of branch members to remove a member from the branch committee.”

with the following:

“A branch committee, dependent on the date an AGM is held, shall hold office for 10-12 months and shall retire at the annual general meeting, which shall be held between 1st September and 31st November each year, subject to the powers set out elsewhere in these rules, of a general meeting of branch members to remove a member from a branch committee.”

Motion No.74 (General Council)

Conference agrees that in light of recent Certification Officer rulings and GDPR Compliance, there is a necessity to amend the rulebook. Branch Annual General Meeting (AGM) returns currently do not explicitly require confirmation of compliance with the UK General Data Protection Regulation and Data Protection Act 2018. Failure to comply has grave consequences financially and reputationally for NIPSA.

Branch AGM records include personal data, including special category data revealing trade union membership, which must be handled in accordance with data protection law.

Conference agrees that all Branch AGM returns should certify that personal data has been processed in accordance with GDPR and the Data Protection Act 2018. Conference further agrees that failure to submit a compliant AGM return to NIPSA HQ by 31st December each year should have a clear consequence to ensure adherence.

Conference agrees to replace Section 4 Branches 4.10

“Not later than 31 December the Branch Secretary shall send to the General Secretary the names of the elected officers of the branch”.

Replace with:

1. Each Branch shall prepare an Annual General Meeting (AGM) Return to confirm that all personal data arising from Branch activities including AGM records, attendance lists, officer elections and minutes, has been processed in accordance with the UK General Data Protection Regulation; and the Data Protection Act 2018, including the lawful, fair, limited and secure processing of personal and special category data (trade union membership).
2. The AGM Return shall be submitted to the General Secretary not later than 31 December each year in the form prescribed by the General Council.
3. Each AGM Return shall certify that:
 - a. personal data recorded during the AGM has been restricted to information necessary for Branch administration;
 - b. appropriate measures have been taken to safeguard the security and confidentiality of personal data; and
 - c. any disclosure of personal data outside the Branch has been lawful and consistent with the Union’s legitimate trade union purposes.
 - d. Failure to submit the AGM Return by the deadline of 31st December will constitute a breach of Union rules, will restrict the number of delegates to NIPSA conferences to one member and will be referred to General Council for corrective action.

Motion No.75 (General Council)

Conference is aware that rulebook 4.8a states that AGMs are to be held in October each year and rule 4.8c states that the first meeting of the new branch committee will be held before 15th November. Recent Certification Officer rulings require NIPSA to comply with the rulebook, but Conference accepts this tight window for AGMs cannot always be achieved. Conference therefore agrees to change the Constitution to give more flexibility for branches to hold AGMs, allowing a 3-month window. Conference agrees Constitutional Amendment No.3 replacing 4.8a and 4.8c

“The selection of a branch committee shall be carried out as follows:

- a. At the Annual General Meeting in October.
- b. Nominations will be made at the Annual General Meeting. Voting will be in accordance with the wishes of the members present.
- c. The names of the new branch committee shall be announced and the first meeting fixed for a date before 15 November.

With

- a. **In compliance with GDPR, the Branch Secretary will obtain an up-to-date branch list from HQ Membership Services and will invite all members on the branch list to the Annual General Meeting to be held between 1st September and 31st November each year.**
- b. **The names of the new branch committee shall be announced and the first meeting fixed for a date before 15th December.**

Conference further agrees to amend rule 5.16 to comply with GDPR legislation replacing.

“Representation at General and Group Conferences shall be from branches on the basis of fully paid up branch membership on 31 December preceding Conference.”

With

“Representation at General and Group Conferences shall be from branches on the basis of fully paid up branch membership on 31 December preceding Conference and compliance with rule 4.10.”

Composite Motion No.17

Motion No.76 (Branch 516)

Conference recognises that the far-right is a serious threat to our working-class communities across this jurisdiction and beyond. It notes the ferocity and determination of grassroots fascism – and observes the political pandering that increasingly hands them agenda-setting power; and is alarmed to see a clear bridge opening up between these grassroots and mainstream political actors.

Conference is deeply concerned to know of the level of cross-border and cross-regional co-ordination between hate groups and influencers – and worries that the trade union movement is not well enough connected and co-ordinated in our response.

Conference is proud that NIPSA has shown courage and leadership in standing against fascism on our streets in the past year – as organisers; as stewards; as speakers and marchers holding the line in anti-racist rallies and in counter-demos against anti-immigrant gatherings from Newry to Belfast to the North Coast and Derry.

Conference commends the skilled and committed work that is put in behind the scenes to battle the multi-pronged threat faced by vulnerable and minoritised communities here from violent, misinformed, discriminatory actors determined to return our communities to a state of misdirected, futile rage, blame and despair. Conference acknowledges that if the trade union movement joins together, purposefully, to refocus minds on a message of fair work, housing, healthcare, education and human rights for all – and to meet misinformation and hate with clarity and solidarity – we will multiply our present effect beyond measure.

Conference applauds and takes heart from the skilled, generous and vital work of our NIPSA activists to build broad anti-racist alliances and to sustain trust and solidarity across diverse segments of our civil society towards ensuring that the far-right is shamed, out-numbered and out-voiced at every turn: towards securing their defeat.

Conference believes that NIPSA must play a sustained, conscientious role in ensuring that the far-right does not gain further ground in our communities; and that they are thwarted in any further targeting of minorities or erosion of our rights.

Conference calls on General Council to:

- Continue to work and build anti-racist alliances and consider the establishing of committees or working groups to co-ordinate action to resist the far-right – a body to engage with and empower activists; seek expertise and allies; and develop support within communities at greatest risk from far-right action. Such a committee should report as necessary to the membership; and have mechanisms to facilitate a number of member-led initiatives.

- To develop a strategy that contributes to forging a co-ordinated anti-racist response across the jurisdiction and around the island, with sustained organising and an approach to coalition-building that favours the public good.

Composite Motion No.42

Motion No.77 (Branch 7)

Conference condemns the horrific military action launched on Iran by the armed forces of America and Israel on 27th February 2026.

On the first day alone, a girls' primary school was targeted by US missiles timed to cause maximum destruction and massacred over 160 young girls. Since that day, the might of the huge military war machine has wrought untold destruction and death on the peoples of Iran, Lebanon and other Middle Eastern countries.

By mid-March, the US and Israeli attacks have caused the deaths of thousands of ordinary Iranian and Lebanese people and the conflict sees no sign of reducing.

The indefensible attacks on centres of populations were accompanied by the bombing of energy facilities which saw oil terminals and fuel storage centres ablaze. The ecological damage is unquantifiable and the attacks have led to the sinking of oil tankers in retaliation and the closing of the Strait of Hormuz.

The horror on the ground has been accompanied by huge inflationary pressures on world economies.

The repercussions of a war-hungry US President have caused huge hikes in heating oil, gas and petrol prices that are fuelling inflation and even shortages on petrol forecourts. US imperialism appears to have made yet another huge miscalculation and could now be embroiled in a prolonged conflict where workers in Iran, Lebanon and across the world will pay the costs of this military action.

- Conference condemns the inaction of western Governments in standing up to these horrific US and Israeli military attacks.
- We call for humanitarian efforts to be extended to those affected in Iran and Lebanon and for assistance for workers in N Ireland now struggling with inflation and substantial price rises in heating and travel costs.
- Conference calls on the General Council to work with NIC ICTU and other unions to bring pressure on the NI Executive to introduce assistance and schemes to minimise the effect on workers and their families across the public sector including those who use their vehicles for travel to work and to carry out official duties.

Composite Motion No.44

Motion No.78 (Branch 731)

At the time of writing this motion, the current escalation of war in the middle east has been ongoing for just under 2 weeks. Thousands have been killed and injured, mainly civilians. Many more have been forced to leave their homes and become displaced. Brutal attacks against Lebanon and Iran are ongoing.

Many of us are old enough to remember multiple wars, invasions, massacres and counter-intelligence operations - usually with devastating consequences for the population and always fuelled by the west's need for control over oil and other resources as well as power and domination over the region.

The current attacks perpetrated by the US and Israel are the naked and unashamed face of imperialism and neo-colonialism - there is no longer even any real effort to pretend that they are acting within international law.

Their allies in the gulf, essentially dictatorships propped up by US support, slave labour and exploitation, are trying to remain somewhat neutral.

At last year's conference we had a speaker from Kurdistan, Havin Gunesser from the Freedom for Abdullah Ocalan campaign. Her thoughts remain acutely relevant.

"Fascism is on the rise and to assist it there is increasing poverty and unemployment, the loss of moral foundation and a robot-like alienated existence."

Having referenced "existential threats to humanity and urged conference delegates to grapple with the roots of our problems, unite in our struggles and devise effective strategies to stop this war machine."

"Nothing is tying down the governments and states, they are roaming free to ethically cleanse lands, free to keep people in prison, free to pillage soil, values and natural resources".

We must be the force that holds these states to principles. We must be that force to use words and actions to show that freedom shall prevail - chains of oppression can be broken, and that moment is now."

We would like conference to reaffirm the following:

- solidarity with Rojava
- Freedom for Abdullah Ocalan and all other political prisoners
- Solidarity with the Palestinian people
- support BDS
- No to imperialism and war
- fight fascism

Composite Motion No.49

Motion No.79 (Branch 53)

Conference acknowledges serious human rights abuses occurring across the world including, but not limited to, the Ukraine/Russia conflict, genocide in Gaza, crimes against humanity in Occupied Palestinian Territories, conflicts in Yemen and South Sudan and occupation in Western Sahara.

Conference acknowledges that a powerful tool in challenging those directly or indirectly supporting these abuses is through Boycott, Divestment & Sanction; and that it is also critically important that NIPSA has its own house in order before engaging public and private sector organisations on their procurement, banks, and pension schemes.

Conference therefore calls on General Council to:

1. Carry out a review of NIPSA's current procured services, banks and staff pension scheme, to ensure these are in line with international human rights standards and the BDS list of complicit companies.
2. Produce an ethical procurement policy including the highest operational standards that is compliant with the ELSC ethical procurement toolkit.
3. Produce a comprehensive review paper setting out the actions taken, companies currently used by NIPSA, and what steps (if any) still need

taken to fully comply with human rights standards and the ethical procurement policy, making this paper available to members.

4. Consider training in ethical procurement and international law, to provide senior negotiators and leading union activists with the necessary skills and information to challenge employers to review and update their respective procurement policies to meet the standards set out in the ELSC procurement toolkit.

Motion No.80 (Branch 119)

Conference is alarmed at the joint air attacks on Iran by Israel and the United States of America starting on the 28th of February and the travel chaos by the Iranian retaliatory strikes on the UAE, Qatar, Bahrain, Saudi Arabia and Kuwait. Conference is further alarmed that Iran has blockaded the Strait of Hormuz, disrupting global oil and gas shipments and attacking any that are sailing through the Strait causing fuel prices to skyrocket.

Conference calls on the incoming General Council to condemn all attacks, but to also take solid action in this respect. Conference further acknowledges the serious human rights abuses occurring across the world including, but not limited to, the Ukraine/Russia conflict, genocide in Gaza, crimes against humanity in Occupied Palestinian Territories, conflicts in Yemen and South Sudan and occupation in Western Sahara.

Conference acknowledges that a powerful tool in challenging those directly or indirectly supporting these abuses is through Boycott, Divestment & Sanction and that it is critically important that NIPSA gets its own house in order before engaging both public and private sector organisations on procurement, banks and pension schemes.

Conference therefore calls on General Council to:

1. Carry out a review of all its current procured services, banks and staff pension scheme to ensure these are in line with international human rights standards and the BDS list of complicit companies.
2. To produce a new Ethical Procurement Policy that includes the highest operational standards and is compliant with the ELSC ethical procurement toolkit.
3. Produce a comprehensive review paper setting out the actions taken, companies currently used by NIPSA and what steps, if any, need taken to comply with necessary human rights standards along with a new Ethical Procurement Policy and to publish these papers with members.
4. To consider training in ethical procurement and international law to provide senior negotiators and leading union activists with the necessary skills and information to challenge employers to review and update their procurement policies to meet the high standards set out in ESLC procurement toolkit.

Motion No.81 (Branch 133)

Conference acknowledges the serious human rights abuses occurring across the world including, but not limited to, the Ukraine/Russia conflict, genocide in Gaza, crimes against humanity in Occupied Palestinian Territories, conflicts in Yemen and South Sudan, and occupation in Western Sahara.

Conference acknowledges that a powerful tool in challenging those directly or indirectly supporting these abuses is through Boycott, Divestment & Sanction, and that it is also critically important that NIPSA has its own house in order before engaging both public and private sector organisations on procurement, banks, and pension schemes.

Conference therefore calls on General Council to:

1. Carry out a review of all NIPSA's current procured services, banks and staff pension scheme, to ensure these are in line with international human rights standards and the BDS list of complicit companies.
2. Produce an ethical procurement policy including the highest operational standards that is compliant with the ELSC ethical procurement toolkit.
3. Produce a comprehensive review paper setting out the actions taken, companies currently used by NIPSA, and what steps (if any) still need taken to fully comply with human rights standards and the ethical procurement policy; and make this paper available to members.
4. Consider training in ethical procurement and international law, to provide senior negotiators and leading union activists with the necessary skills and information to challenge employers to review and update their respective procurement policies to meet the standards set out in the ELSC procurement toolkit.

Motion No.82 (Branch 734)

Conference acknowledges serious human rights abuses occurring across the world including, but not limited to, the Ukraine/Russia conflict, genocide in Gaza, crimes against humanity in Occupied Palestinian Territories, conflicts in Yemen and South Sudan, and occupation in Western Sahara.

Conference acknowledges that a powerful tool in challenging those directly or indirectly supporting these abuses is through Boycott, Divestment & Sanction; and that it is also critically important that NIPSA has its own house in order before engaging public and private sector organisations on their procurement, banks, and pension schemes.

Conference therefore calls on General Council to:

- Carry out a review of NIPSA's current procured services, banks and staff pension scheme, to ensure these are in line with international human rights standards and the BDS list of complicit companies.
- Produce an ethical procurement policy including the highest operational standards that is compliant with the ELSC ethical procurement toolkit.
- Produce a comprehensive review paper setting out the actions taken, companies currently used by NIPSA, and what steps (if any) still need taken to fully comply with human rights standards and the ethical procurement policy, making this paper available to members.
- Consider training in ethical procurement and international law, to provide senior negotiators and leading union activists with the necessary skills and information to challenge employers to review and update their respective procurement policies to meet the standards set out in the ELSC procurement toolkit.

Motion No.83 (Branch 33)

Conference acknowledges the serious human right abuses occurring across the world including but not limited to the Ukraine/Russia conflict, genocide in Gaza, crimes against humanity in Occupied Palestinian Territories, conflicts in Yemen and South Sudan, and occupation in Western Sahara.

Conference acknowledges that a powerful tool in challenging those directly or indirectly supporting these abuses is through Boycott, Divestment & Sanction, and that it is also critically important that NIPSA has its own house in order before engaging both public and private sector organisations on procurement, banks, and pension schemes.

Conference therefore calls on General Council to:

1. Carry out a review of all NIPSA's current procured services, banks, and staff pension scheme, to ensure these are in line with international human rights standards and the BDS list of complicit companies.
2. Produce an ethical procurement policy including the highest operational standards that is compliant with the ELSC ethical procurement toolkit.
3. Produce a comprehensive review paper setting out the actions taken, companies currently used by NIPSA, and what steps (if any) still need to be taken to fully comply with human rights standards and the ethical procurement policy; and make this paper available to members.
4. Consider training in ethical procurement and international law, to provide senior negotiators and leading union activists with the necessary skills and information to challenge employers to review and update their respective procurement policies to meet the standards set out in the ESLC procurement toolkit.

Composite Motion No.53

Motion No.84 (Branch 119)

Conference is appalled with the statement from the Prime Minister Keir Starmer in May 2025 claiming that due to the lack of social cohesion from high immigration levels, that we are now an island of strangers and Conference is further appalled with the statement from Jim Ratcliffe, Chief Executive of INEOS and part owner of Manchester United Football club (especially when only 5 of the 18 players were from the UK), claiming that the UK has been colonised by immigrants.

Conference calls on the incoming General Council to call out these and further racist comments, no matter how powerful or important the speakers are.

Composite Motion No.62

Motion No.85 (Branch 560)

Conference calls on the General Council to dispense appropriate resources across the public sector membership to begin a campaign to improve NIPSA members out of pocket travelling expenses.

The recent huge increases to petrol and diesel costs owing to a global economic crisis and the impact of wars and political uncertainty across Europe and the Middle East is impacting all our citizens.

We note here today there are greater impacts of fuel increases for those of our members who are essential car users and undertake to use their own private vehicles in conjunction with their day-to-day work activities.

The cost of fuel has risen so much that expenses claimed may no longer cover the expense of running a vehicle which, in many cases, is to facilitate delivery of a statutory service. Regardless of your work location or employment - whether it be in the voluntary sector, education, health, libraries or housing, it is claimed by our members that essential car users are on the cusp of subsidising employers to deliver statutory services as their outlay no longer matches expenses paid in lieu of costs.

Conference instructs the incoming General Council to ensure that measures are implemented to protect our members from suffering any financial detriment by virtue of being essential car users.

Conference instructs the incoming General Council to initiate a joint campaign with the other trade unions to negotiate directly with employers a fair payment of expenses to ensure our members are not out of pocket.

Conference directs the incoming General Council to confirm to our membership that the other unions who negotiate on our behalf at the National Joint Council are indeed raising our travel expenses concerns during this year's pay negotiations and continue to be stringently lobbied by NIPSA to do so.

Conference instructs the incoming General Council to report in a monthly bulletin to the NIPSA membership what actions are being undertaken in each of our members' employment areas and report any developments or failures that may occur. Conference instructs the incoming General Council to provide a report to next year's NIPSA Annual Delegate Conference 2027 which explains all undertakings taken by the incoming General Council as directed by this year's Conference motion 2026.

Conference, we as a trade union are in a struggle to ensure we protect all our members and that struggle continues today and I urge you on behalf of Branch 560 to support this motion. Thank you.

Category B

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

Motion No.86 (Branch 117)

Conference, each year at General Conference we discuss and vote on numerous motions with those that are carried/remitted going on to set NIPSA Policy for coming years. We feel that it is becoming increasingly difficult to keep on top of all NIPSA carried motions. Whilst copies of previous agendas are available, there is no easy way to check which motions are carried and what any resulting NIPSA policy is.

We believe it appropriate to ask for an almanac of sorts to be compiled which lists Carried/Remitted motions to be published prior to yearly Conferences to ensure that branches do not submit motions already considered NIPSA policies. This leads to motions being ruled out for restating policy and means any time branches spent planning and writing these motions is wasted.

We therefore call upon the General Council to produce a document that details all motions that have been carried at previous Conferences which have subsequently gone on to become NIPSA policy which can be updated each year; and for this document to be updated and republished each year at the same time as notification of Conference is sent to branches.

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.87 (Branch 13)

Conference, a possible anomaly exists which has the potential to 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 pensionable “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 a member of 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 the 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 TUS 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.88 Branch 14)

We call upon Conference to support this motion to challenge the quality of feedback currently provided to applicants during promotion and trawl exercises.

The current process amounts to little more than repeating the original criteria and simply adding that “the candidate did not demonstrate” the required standard.

This practice falls short of providing clear and constructive guidance to candidates.

It fails to explain precisely how or why a candidate did not meet the criteria, nor does it offer actionable advice on what was missing or how they might improve their application in the future. Instead, applicants are given a generic statement that they did not meet the criteria, with no supporting detail or direction. This approach leaves candidates unable to learn or develop from the experience, making the feedback process largely ineffective.

For the process to be fair, transparent, and genuinely constructive, feedback must do more than highlight shortcomings, it should clearly identify specific areas for improvement and provide tangible suggestions that candidates can act upon. Otherwise, the purpose of offering feedback is lost, as it does not empower applicants to progress or strengthen future applications.

Furthermore, the lack of detail and actionable guidance undermines confidence in the fairness and openness of the process. Candidates are left uncertain whether their applications were evaluated objectively, and the absence of transparency creates opportunities for inconsistency or misuse.

Motion No.89 (Branch 31)

Conference believes that the current operation of the Accountancy Allowance, which applies only up to Staff Officer (SO) level, creates an unjustified cliff edge for professionally qualified accountants and fails to recognise the continued requirement for professional qualification, accountability and complexity of work at higher grades.

Conference further believes that this limitation is contributing to recruitment and retention difficulties for professionally qualified accountants, particularly in a competitive labour market where comparator organisations provide more consistent recognition of professional status across grades.

Conference notes that there is awareness and support at Head of Profession level for exploring how this issue might be addressed, and that raising it through formal pay negotiations is an important step in ensuring the sustainability and resilience of the finance profession.

Conference therefore calls on NIPSA to raise, as part of forthcoming pay negotiations, the operation of the Accountancy Allowance with a view to extending appropriate recognition to professionally qualified accountants above SO level.

Category X

Motions which the President has ruled out of order.

Motion No.90 (Branch 14)

Not proper motion form would require a Constitutional Amendment.

We call on Conference to establish AI and Digital Representatives at Branch Level.

We note that rapid developments in Artificial Intelligence (AI), digital technologies, and algorithmic systems are already reshaping workplaces across the public sector. We note that workers increasingly face issues such as automated decision making, digital surveillance, cyber incidents, data misuse, and emerging forms of digital harm - often without the support or expertise required to navigate these challenges. NIPSA's existing representative structures (Equality; Health & Safety; LGBTQI+ and others) have historically ensured workers receive specialised support in areas where technical knowledge and training are essential.

Digital technologies are evolving faster than organisational structures and regulatory frameworks can respond, leaving workers exposed and branches under-resourced to deal with these issues.

Conference believes that ensuring members' rights, health, dignity and safety now requires dedicated expertise in AI and digital matters. We note that structured support is essential to protect workers from emerging psychological, professional and technological harms. Specialised training and clearly defined roles will ensure consistent, informed support for members across all branches.

We resolve to call on the General Council to review NIPSA's Representative and Branch Organisation structures with a view to establishing AI & Digital Representatives at Branch level; we develop appropriate training, accreditation and guidance for these representatives, ensuring they can support members with issues such as algorithmic management, digital rights, cyber-related harms and ethical use of workplace technologies; we bring forward any required amendments to the NIPSA Charter or Rule Book to formally recognise AI & Digital Representatives as part of the union's representative framework.

Motion No.91 (Branch 33)

Motion conflicts with the objects of the Union.

Conference notes that Lough Neagh is the largest freshwater lake in these islands and a vital ecological, cultural, and economic resource. The lough is currently in ecological crisis, suffering from pollution, algal blooms, and mismanagement. Legal personhood has been granted to natural entities in other jurisdictions (e.g. the Whanganui River in Aotearoa/New Zealand, the Magie River in Quebec, and Mar Menor in Spain) as a means of protecting their rights and ensuring sustainable stewardship. The concept of legal personhood for nature recognises that ecosystems have intrinsic rights to exist, flourish, and be restored. NIPSA has a proud tradition of environmental advocacy and defending the public good. Conference believes that Lough Neagh should be recognised as a living entity with legal rights. Legal personhood would provide a framework for protecting the lough from further degradation and ensuring its long-term health. NIPSA, as a democratic and progressive trade union rooted in public service, is well-placed to act as a guardian or co-guardian of Lough Neagh, representing the interests of both the environment and the communities who depend on it.

Conference calls on the incoming General Council to campaign for Lough Neagh to be granted legal personhood through appropriate legislative or legal means. To advocate for NIPSA to be recognised as a guardian of Lough Neagh, alongside other community, environmental, and indigenous stakeholders. To work with environmental organisations, legal experts, and local communities to develop a Rights of Nature framework for the lough. To raise awareness among members and the wider public about the ecological importance of Lough Neagh and the potential of legal personhood as a tool for environmental justice.

Motion No.92 (Branch 51)

Not proper motion form.

Motion: Ring-Fenced Government Funding for Domestic Abuse and Sexual Violence Perpetrator Programmes

Domestic abuse and sexual violence cause profound and long-lasting harm to victims, families and communities.

Evidence-based perpetrator programmes are an essential part of a whole-system response to reducing re-offending and preventing future harm.

Many statutory services responsible for managing high-risk individuals are expected to deliver intervention programmes without dedicated or sustainable funding.

Without adequate resourcing, organisations are unable to meet treatment needs, effectively manage risk, or provide timely interventions.

Investment in structured behaviour-change programmes is proven to reduce repeat offending and enhance public protection.

Motion No.93 (Branch 91)

The motion is unclear as a means of determining policy and contradictory.

Conference asks that NIPSA improve their strategies and their unified methods of negotiation when it comes to improving pay for all public sector workers within Northern Ireland. Northern Ireland public sector workers are the lowest paid across the UK and in the Republic of Ireland.

Conference believes that pay parity with our counterparts in GB and in the South of Ireland is a good start to improving our staff's wellbeing and improve their lives by improving their pay, especially as our MLAs have just accepted a 27% pay rise, despite their continuing inability to do their job for the people of Northern Ireland.

1. The ongoing cost of living crisis has significantly reduced the real-terms income of public sector workers, with rising prices in housing, energy, food, and transportation placing sustained pressure on household finances.
2. Public sector staff - including those in healthcare, education, emergency services and local government - play a vital role in maintaining the functioning and wellbeing of society.
3. Current pay negotiation mechanisms are very slow, incredibly fragmented, and insufficiently responsive to rapid economic changes, leaving many workers struggling to keep pace with inflation and for some relying on the charity and goodwill of others so that they can survive.

4. Recruitment and retention across key public services are being adversely affected by uncompetitive pay and declining morale.

Conference calls for:

1. Fair and timely pay, which is essential, not only for the wellbeing of public sector staff, but also for the effective delivery of public services.
2. Pay review processes must be transparent, evidence-based, and responsive to current economic conditions that are happening in the year of negotiations, not on what the previous year's inflation may have been.
3. Strengthening collective bargaining and negotiation frameworks will lead to more equitable and sustainable outcomes for workers and employers alike.

Therefore Conference calls for:

1. The establishment of a more dynamic and responsive pay review system that incorporates real-time economic indicators, including inflation and regional cost variations, particularly given the current political climate within the world which has seen fuel and energy costs rising so quickly, similar to the Covid years.
2. Greater independence and authority for pay review bodies, ensuring their recommendations are implemented without undue political delay. If MLAs are entitled to this and have seen their pay increase by 27%, then the same can be done for us who do the hard graft for the MLAs in every public sector industry.
3. Enhanced mechanisms for collective bargaining, including stronger representation for public sector unions in pay negotiations.
4. The introduction of interim cost-of-living adjustments where inflation outpaces agreed pay settlements, particularly for our lower staffing grades who usually see them paid lower than minimum wage, until the pay negotiations are completed and the reward implemented. They often see sanctions on the benefits they need to uplift their pay.
5. Improve on the transparency in how pay decisions are made, including providing clear communication of the rationale behind settlements. To note: if we have money to send to war/conflicts, then we can afford to have the people of the UK, particularly us in Northern Ireland, see a fair and decent pay rise which we desperately need.
6. We need a long-term strategy to restore and maintain the real-terms value of public sector wages and to prevent public sector workers being punished if government decide to bring in cruel austerity measures again.

Conference believes that no person should ever have to decide whether they should choose between eating and heating, or paying for fuel to get to work.

Motion No.94 (Branch 94)

Not proper motion form would require a Constitutional Amendment.

Conference recognises the continued need to strengthen youth participation and leadership within NIPSA, ensuring young activists are

Conference notes that this proposal builds on Motion 27 (ADC 2025), which highlighted ongoing concerns about youth engagement. Conference also acknowledges NIPSA's strong activist tradition but also the barriers faced by young workers including precarious work. Conference believes a Youth Observer Role to the General Council will:

- Build on Motion 27 (ADC 2025);
- Provide structured mentoring and leadership development;
- Ensure young members' voices at the highest level;
- Strengthen long-term organisational capacity;
- Align NIPSA with best practice across the movement

Conference therefore calls on the General Council to:

1. Establish a Youth Observer Role with speaking rights on the General Council.
2. Permit the NIPSA Youth Committee to nominate a delegate for the incoming General Council, while developing an election process for this role
3. Create a formal mentoring and development programme to support the Youth Observer.
4. Report to ADC 2027 on the implementation, impact and future recommendations relating to this role.

Conference requests that this work commence immediately following ADC 2026 and that youth participation be treated as a strategic priority for NIPSA's ongoing organisational development.

Motion No.95 (Branch 94)

Motion contains inaccurate information.

Conference notes that current mileage and subsistence rates no longer reflect the real costs incurred by NIPSA Representatives. To ensure fairness, remove financial barriers to participation, and align with NIPSA's wider policy of protecting members living standards.

Mileage Rates

Cars: 45p per mile

- Motorcycles: 24p per mile
- Pedal cycle: 20p per mile
- Public Transport: Actual cost incurred (receipt-based)

Subsistence Rates

- More than 5 hours: £6.50
- More than 10 hours: £10.00
- More than 12 hours: £16.50

Conference believes these increases are necessary to ensure representatives are not financially disadvantaged for undertaking vital union activity and instructs the Executive to review these rates annually.

Motion No.96 (Branch 117)

Not proper motion form would require constitutional amendment.

There are many varied roles within local branch committees; Chairperson, Branch Secretary, Branch Organiser, Health and Safety Officers, Vice Chairperson, Union Learning Rep to name but a few. But there is, to our mind, one glaring omission. There is no Deputy Branch Secretary. Whilst there is a Vice Chairperson who can assist the Chair in their duties or deputise in their place if required, there is no such support for the Branch Secretary.

Conference therefore calls for a change in NIPSA rules to have the role of Deputy Branch Secretary included as one of the officially named roles within Branch Committees.

We call upon General Council to make the appropriate changes to NIPSA Rule book to include the role of Deputy Branch Secretary as a named position within Branch Committees at the earliest possible opportunity.

Motion No.97 (Branch 119)

Motion outside the competence of General Council due to law governing elections.

NIPSA's General Council is the primary executive body of the union, responsible for leading campaigns, overseeing policy implementation, and representing the interests of members between Annual Conferences.

Conference notes, with concern, the trend of low voter turnout in recent elections for the General Council, falling to 5.7% this year from an already very low mark of 10%, which risks undermining the democratic mandate and representativeness of our union leadership. Higher levels of participation would also strengthen the union's bargaining position by demonstrating a clear and active mandate from the membership.

Many members report a lack of awareness regarding the role of the General Council, the timing of elections, and the identity of candidates.

The continued reliance on traditional paper-ballot methods, which may not reflect the working patterns of members who are not based in traditional office environments or who have limited access to internal postal systems, is certainly one of the causes of this. However, it is not the only one.

This Conference believes:

1. That a vibrant and participatory democracy is essential to a strong trade union.
2. That every NIPSA member should have easy and accessible means to exercise their right to vote.
3. That the current barriers to voting - whether practical, technological, or informational - must be identified and removed to ensure the General Council accurately reflects the diversity and views of the entire NIPSA membership.

This Conference resolves to instruct the General Council to:

1. Launch a "Get the Vote Out" Campaign: Develop and implement a specific communications strategy ahead of the next General Council election cycle, utilising social media, branch newsletters and workplace reps to explain why the election matters and what the General Council does.
2. Commission a review of current voting methods, including proposals for the removal of the legal barriers to the introduction of secure electronic and online voting options for members.

3. Candidate Visibility: Work with branches to facilitate better access for all candidates to produce digital profiles or manifestos that can be shared with members across the service, rather than relying solely on brief citations on a ballot paper.
4. Report Back: Present a report to the next Annual Conference detailing the steps taken and providing a comparative analysis of the turnout figures, including any required constitutional amendments to the NIPSA Rulebook to implement required changes.

Motion No.98 (Branch 119)

Not in keeping with objects of the Union.

Conference is alarmed that a large number of retailer and other establishments in Belfast and beyond which have now turned to a cashless mode of operation. This can result in card charges of 1.5% to 3.4%. Many small businesses cannot sustain this and many larger ones will not have it eating into their profit margins. Either way, this extra cost is often passed on to our members and the public at large.

There are certainly benefits of having the option to pay by card in some instances, but Conference is aware that some members prefer to use cash. The choice should belong to them. However, it is slowly being eroded. When we combine this with the various issues banking and card system have, it has the potential to leave people, especially the most vulnerable, isolated and unable at times to purchase what they need. Conference calls on the incoming General Council to make a list of cash taking venues and issue these to members.

Northern Ireland Public Service Alliance

Annual Delegate Conference 2026

The following candidates have been nominated for election at Annual Delegate Conference 2026:

Candidate's Name

President (1 Vote)

Dale, P*

Vice President (1 Vote)

McKee, M

Mulholland, B

Honorary Treasurer (1 Vote)

Scott, J*

Standing Orders Committee (1 Vote)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Eaton, B	94	Millar, A	145

Equality Committee (12 votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Antal, S	731	Glass, L	47
Collins, L	127	McAtamney, E	7
Creaney, T	127	McGeehan, B	96
Dale, P	10	McLeish, T	145
Davidson, J	92	Millar, A	145
Donaghy, E	119	Rea, N	517
Eaton, B	94	Rush, D	70
Garland, H	117	Uprichard, H	117

NIPSA News Editorial Committee (5 Votes)

Candidate's Name	Branch No.
Davidson, J*	92
Maguire, D*	730
McGeehan, B*	96
McSherry, H*	521
O'Sandair, R*	137

Global Solidarity Committee (6 Votes)

Candidate's Name	Branch No.
Antal, S	731
Brooks, W	114
Coghlan, K	92
Collins, L	127
O'Reilly, B	119
O'Sandair, R	137
Scott, J	516



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