



conference 2015

NIPSA
Annual Delegate
Conference

Millennium Forum
Derry

Agenda 2015
Wednesday 27th May 2015
to Friday 29th May 2015

Timetable

Wednesday 27th May 2015

10.30 a.m. - 12.00 p.m.	Opening of Conference President's Address Appointment of Scrutineers and Tellers Adoption of Standing Orders Presentation and Adoption of Annual Report Presentation and Adoption of Financial Statement
12.00 - 1.00 p.m.	Protection of Public Services
2.30 p.m. - 5.00 p.m.	Public Policy I Guest Speaker Organisation and Administration I Anti-Privatisation

Thursday 28th May 2015

10.00 a.m. - 1.00 p.m.	Employment Terms and Conditions Welfare Reform Organisation and Administration II Public Policy II Guest Speaker Human Rights
2.30 p.m. - 5.00 p.m.	Constitutional Amendments Guest Speaker Constitutional Amendments (<i>continued</i>) International Issues Anti Sectarianism/Anti Racism

Friday 29th May 2015

10.30 a.m. - 1.00 p.m.	Trade Union Issues Health and Safety Equality 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., Tuesday 19th May 2015.**

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 22nd May 2015.**

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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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

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

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** will not be permitted.

Standing Orders Report No.1

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

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

Motions	Motions covered by it
Composite Motion No.1	98, 99
Comprehensive Motion No.9	100, 101, 102, 103
Composite Motion No.11	104, 105
Composite Motion No.14	106
Composite Motion No.19	107
Composite Motion No.49	108
Comprehensive Motion No.53	109, 110
Comprehensive Motion No.54	111, 112
Composite Motion No.75	113
Composite Motion No.92	114

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 **12 noon on Thursday 21st May 2015**. 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: J McCloskey (Chairperson)
J Holmes
K Loughran
B White

Primary Agenda

Motions in this Agenda are due to be discussed.

● Protection of Public Services

Composite Motion No.1 (General Council)

Conference rejects the 2015/16 Northern Ireland Budget and the financial elements of the Stormont House Agreement and calls upon the General Council to campaign within the trade union movement and across the community for a halt to the devastating cuts in public expenditure that are being inflicted upon the people of Northern Ireland.

Conference welcomes the campaign being developed by the Irish Congress of Trade Unions and trades councils designed to mobilise maximum opposition from the community to these cuts.

Conference also welcomes the strike action, involving a range of unions in the public sector, which took place on the 13th March, as an important step in the building of a campaign of active opposition to the austerity policies being implemented by the NI Executive.

Conference recognises that while the austerity public expenditure allocations emanate from Westminster it is the NI Executive which is tasked with rolling out these cuts and that the trade unions and the community have no option but to resist the cuts.

Conference calls upon the General Council to work with all trade unions, through the Irish Congress of Trade Unions, to strengthen this campaign including consideration of how best the campaign of strike action and action short of strike action can be developed to increase the pressure on our politicians and on Westminster as the means of halting the destructive and extremist policy of austerity.

Motion No.2 (Branch 19)

Conference proposes that NIPSA should seek to further develop and consolidate the general public's understanding of what the attacks on the Public Sector mean not only for employees but also for the Northern Ireland public.

To this end we call on the General Council to use to their advantage all means possible to counter the more often than not, negative perception which the Government, NI Assembly, NI Executive, Ministers and the mainstream media seek to present of public sector workers.

This should include NIPSA exercising their legal right to ask questions in the public domain under the terms of the Freedom of Information Act and the use of www.whatdotheyknow.com thereby adding to a public repository of information. NIPSA can then expose the facts rather than the spin of the attacks on our members and ultimately, the public of Northern Ireland.

Motion No.3 (General Council)

Conference is appalled by the decision to cut almost £100m from the Education budget in 2015/16. Conference recognises the contradiction in the Minister's commitment to put children "front and centre" in education whilst at the same time cutting hundreds of teachers posts and making more than 1000 Support Staff redundant.

Conference congratulates the work to date by NIPSA, along with other unions and local activists in the Education Sector as they stand up for children and young people and workers. Conference recognises that this fight is not of our making but is one which NIPSA members will continue with to ensure that children and young people are fully protected.

Conference calls on the General Council to support the work of the Education Panel alongside the ongoing close collaboration with other Education Trade Unions as they maintain and escalate action in opposition to these cuts, until such times as the budget cuts in Education are reversed.

Motion No.4 (Branch 730)

Conference notes the Marshall Report published in October 2014 in relation to the sexual exploitation of children and notes the thematic report into children in residential care which is due to be published later this year. Conference believes the Marshall report runs the risk of being a missed opportunity as those with political and policy responsibility for the catalogue of failures highlighted in the report scramble to avoid and deflect responsibility for the (in) actions which have meant that the most vulnerable young people in society have been subjected to horrendous situations.

NIPSA generally believes that the Marshall report did not go far enough in prescribing both the nature and the level of services which are key to preventing CSE. Conference believes the public of Northern Ireland must have confidence that the PSNI, Youth Justice, Health and Education sectors have the necessary resources to effectively implement the Marshall Report recommendations. Given the slashing of services across the public sector Conference is concerned that the report's recommendations will be significantly diluted in its implementation to the point where they will have little impact. Conference therefore asks the incoming General Council to ensure:

- NIPSA raises its concerns in relation to public expenditure savings to the office of OFMDFM and how this will impact on public services to implement the Marshall report recommendations and what money has been set aside for its implementation
- NIPSA formally writes to and/or meets the PSNI, Dept. of Education and Department of Health and other relevant bodies asking when and how specific departments intend to ensure full implementation of the recommendations of the Marshall Report
- NIPSA takes whatever action is necessary to ensure that social workers, education welfare officers and PSNI Officers etc. working at the coal face in child protection/welfare are not scapegoated, when it is clear that institutional systemic failures and cuts across the public sector are the key blockages to protecting the welfare of children from sexual exploitation.

Motion No.5 (Branch 549)

Conference condemns the decision of the South Eastern Trust to deliver its meals on wheels service on a 14 day basis, not a daily service. This is yet another attack which will have a grave impact on the elderly and vulnerable people in the community. Conference calls on NIPSA to fight to defend the daily service applying pressure wherever possible to ensure the South Eastern Trust reverse their decision.

Motion No.6 (Branch 60)

Conference condemns the decision by the NI Assembly to reduce the number of Civil Service departments from 12 to 9. Conference recognises that the decision was taken for political expediency and simply to reduce the number of ministerial posts rather than to improve the workings of departments. Conference is concerned that the proposal, which could result in Employment Rights and the LRA moving from DEL to a re-formed Department for Business and Industry, may lead to a reduction in both funding and emphasis for work that provides protections and employment rights for workers. Conference calls upon the General Council to oppose the proposed reorganisation.

Motions No.7-8 unallocated

● Public Policy I

Comprehensive Motion No.9 (To be moved by General Council)

Conference is dismayed by the decision to devolve the power to set the rate of corporation tax to Northern Ireland as part of the Stormont House Agreement.

Conference notes that this decision has been made by the NI Executive and is the result of a consensus among the political parties which make up the Executive and that if a reduced rate of tax on business profits is introduced several million pounds of public expenditure will be forfeited which will add to the devastating cuts that are already being implemented. This would also lead to an immediate loss of demand in the wider economy with reduced consumer spending leading to a downward spiral of reduced profits and a consequential fall in corporation tax and income tax payable.

Conference recognises that the case for a reduction in corporation tax has been pursued by business interests over a period of years and that the main beneficiaries will be private business which will reap additional profits for owners and shareholders.

Conference calls upon the General Council to work with the Irish Congress of Trade Unions to reverse this unfair and unacceptable policy decision and to intensify the campaign to expose the fallacy that a reduction in tax on profits will lead to the creation of significant numbers of additional jobs in Northern Ireland.

Motion No.10 (Branch 15)

Conference notes that the NI Assembly has committed to a budget and an (apparent) agreement at Stormont House, which condemns us to a Neo-Liberal socio-economic model, for the foreseeable future. This is despite the fact it was that very experiment in deregulation and privatisation that led to the banking crash and world recession. In promoting this failed ideology some of the Assembly parties have perpetrated myths about our economy which NIPSA must challenge. One of these myths is the notion that the public sector here is “too big” and must be cut “to rebalance the economy”. This myth is challenged amongst other places, in the Department for Personnel, Public Sector Pay and Workforce Strategy for 2009-2010, in which it confirms that although the public sector here does account for a higher proportion of jobs than in the rest of the UK, “this is in part due to the lower employment rate in Northern Ireland and the greater need for public services due to demographic structure of the population and its socio-economic status.”

Conference agrees that shrinking the public sector will not in itself rebalance the economy and will in fact damage the private sector, which relies on government contracts and capital expenditure to sustain it. Conference instructs the General Council to highlight this concern and bring the terms of this motion to our MLA's and the business community.

Composite Motion No.11 (General Council)

Conference is extremely concerned at the real threat the Transatlantic Trade and Investment Partnership (TTIP), currently being negotiated in secret between the European Union (EU) and the United States (US), poses to jobs, labour rights, environmental standards and public services.

TTIP is anti-democratic, anti-consumer and anti-public sector. It will:

- (a) allow corporations to sue sovereign states, elected governments and other authorities legislating in the public interest where this curtails their ability to maximise their profits, by recourse to an Investor-State Dispute Settlement mechanism;**
- (b) threaten the future of our NHS and other key public services;**
- (c) risk job losses;**
- (d) undermine labour standards, pay, conditions and trade union rights as the US refuses to ratify core ILO conventions and operates anti-union “right to work” policies in half of its states;**
- (e) reverse years of European progress on environmental standards, food safety and control of dangerous chemicals, given US refusal to accept stricter EU regulation of substances long banned in the EU;**
- (f) deprive EU member states of billions of pounds in lost tariff revenue.**

Conference is totally opposed to TTIP and calls for the immediate cessation of the TTIP negotiations and agrees that all pending and future trade agreements entered into by the EU should be subject to a vigorous and transparent regime of scrutiny and consultation, ensuring that they are of benefit and acceptable to the millions of people affected by their content, in all countries covered by the agreement.

Motion No.12 (General Council)

Conference condemns the continuing failure of the UK Government to address the issue of tax avoidance, evasion and non-collection currently estimated as a cost to the Exchequer of over £120 billion per year. As our Statement to Members (“An Economy We Own, A Society We Shape”) earlier this year made clear a just economy has to gather resources from and for all citizens and ensure that there is no shelter for those who refuse to play their part in building a decent society.

The behaviour of the HSBC bank exemplified a corporate culture rooted in such a refusal whether allowing clients to withdraw “bricks of cash” in currencies of little use in Switzerland, marketing schemes that assisted its richest clients avoid European taxes, helping other clients hide “black” accounts from their domestic tax authorities as well as having no qualms about the provision of accounts to criminal and other corrupt individuals.

Individual cases of this nature also show the destructive influence of finance capital on democracy as for over forty years legislators have been captured by this sector allowing “light touch” and self-regulation that has been easily exploited and abused. Further damage is then done by the revolving door between the City of London and Whitehall – exemplified by the former Chief Executive and then Chairman of HSBC, Stephen Green, becoming the Minister for Trade and Investment under David Cameron.

Conference calls for an end to this corporate corruption and the indulgence this class has been granted by national and devolved Government – including the promise of a cut in corporation tax. We need strengthened regulation and a revenue and custom service staffed sufficiently to take on the threat to society posed by those who engage in or indulge the anti-social behaviour of tax avoidance.

Motion No.13 (Branch 503)

Conference condemns the continued increase in the use of agency staff within the public sector, instead of filling vacancies on a permanent basis.

Conference further condemns the use of umbrella companies by some recruitment agencies in the promotion and use of tax exemption schemes as a means of tax avoidance for employers as totally immoral and a total misuse of public spending.

Conference welcomes the good work carried out by UCATT in Wales in ensuring public works contracts are not given to such agencies.

Conference calls on the incoming General Council to make known to Public Sector employers and the NI Executive where recruitment agencies, which have public sector contracts, use exemption schemes to avoid employers tax contributions.

Composite Motion No.14 (Branch 121)

Conference notes with dismay that it has been over 7 years since Professor Sir George Bain was tasked to report on the location of public sector jobs in Northern Ireland and almost 7 years from the report was presented to the then Finance Minister Nigel Dodds, little has been achieved in acting to relocate approximately 5,000 jobs out of the Greater Belfast Area.

The full implementation of the recommendations will provide a much needed boost to the economy of the 6 preferred option areas, furthermore, reducing the congestion into Belfast, cutting the carbon footprint, lessening the daily commute, thus enhancing work life balance, and with the possibility of opportunities closer to home, encouraging members with caring responsibility (often females) to apply for Promotion Boards, in time helping to reduce the gender imbalance.

Conference calls for the incoming Civil Service Group Executive to lobby for the Bain Report recommendations to be fully implemented.

Motion No.15 (Branch 70)

Conference condemns management for the proposal to close eight courthouses. Conference calls on General Council to lobby the Justice Minister to ensure that courthouses remain open so that 'Faster Fairer Justice' is a reality and not simply a meaningless theme of the Department of Justice.

Motion No.16 (Branch 113)

Conference salutes the struggle against water charges in the South. Conference recognises that the outcome of this anti-austerity battle is critical for workers in Northern Ireland and that if workers in the South are victorious it will send a clear message to our austerity government in the NI Assembly that they should think twice before trying to implement water charges here. Conference therefore calls on the General Council to take all possible measures to support the campaign in the south and to publicise it to NIPSA members.

Motions No.17-18 unallocated

● Organisation and Administration I

Composite Motion No.19 (General Council)

Conference recognises the challenges to the financial stability of NIPSA arising from a range of developments, including reduced membership levels due to public expenditure cuts, the freeze on public sector recruitment as well as a reduced subscription income due to the impact of the additional employee pension contribution rates which reduce the salary level on which NIPSA subscriptions are based.

Conference appreciates the steps that have been taken to date to reduce expenditure by the union but accepts that there are limits to these measures beyond which the services delivered to members would be undermined and damaged.

Conference notes that NIPSA subscriptions are among the lowest of any trade union and significantly less in many cases to those of other public service unions.

As a consequence and in order to ensure that the union remains an effective defender of the terms, conditions and rights of members Conference calls upon the General Council to continue to examine cost controls and to bring proposals to the 2016 NIPSA Conference to give effect to a modest increase in NIPSA subscriptions that will safeguard the services the union provides to members and the union's capacity to promote the interests of public servants generally.

Motion No.20 (Branch 123)

Conference is concerned at the continued low turnout in NIPSA ballots and urges General Council to determine the reasons for member apathy which has led to the vast majority of the membership abstaining from elections and votes.

Conference directs the General Council to help increase its members' participation by assessing the viability of using electronic voting as an option in future ballots.

Motion No.21 (Branch 113)

Conference instructs the incoming General Council to bring forward to the next General Conference the necessary constitutional amendments to allow the submission of motions and nominations for elections by electronic mail.

Conference notes that this motion was brought forward at the 2012 Conference but guillotined and in the 2012 Annual Report noted as policy but never enacted. Conference now instructs the General Council to take this forward as a matter of priority bringing NIPSA into the 21st Century.

Motion No.22 (Branch 6)

Conference is appalled to note the misuse of the General Council Election addresses publication in 2015. Conference condemns anyone who seeks personal aggrandisement and financial gain via a publication that is central to the democratic processes of NIPSA. Conference demands that election candidates that seek to flog their tawdry vanity projects should be prevented in the future from doing so in serious election publications from NIPSA.

Motion No.23 (Branch 301)

Conference is concerned that correspondence sent to NIPSA HQ from some Branches is not being acknowledged or responded to in a timely manner.

This has resulted in members in the affected Branches feeling very frustrated in the service that they are receiving from NIPSA.

Conference calls on the incoming General Council to urgently address this issue which if not dealt with has the potential to demoralise members.

Motions No.24-25 unallocated

● **Anti-Privatisation**

Motion No.26 (General Council)

Conference commends the Water Group of Trade Unions on its effective campaign of industrial action to protect the NI Water Pension Scheme and the living standards of water workers. The leadership provided by Branch 200 during the dispute was invaluable as was the co-operation and solidarity shown by all three unions and across grades and disciplines.

The settlement reached as a consequence of the industrial action exceeded the arbitrary limits of the NI Executive's public sector pay limit and ensures every NIPSA member employed by NI Water will be financially better off when the full application of the increased pension contributions is considered. The Water Group of Trade Unions also secured additional pension protection and improved phasing providing ample proof of the value of industrial action as a method of securing gains for workers.

Conference is disappointed, though not surprised, that most media outlets chose to demonise water workers and focus on the impact of the action on the public. However the significant media coverage ultimately laid bare the critical importance of a well-staffed and resourced public water utility and ensured that workers all over NI witnessed the value of strong trade union organisation and representation. The dispute provided an outstanding example of the power of workers when they choose to take a decisive stand.

The dispute was used by some commentators as an opportunity to push a pro-privatisation agenda and Conference therefore reiterates its support for a fully nationalised water service and opposition to additional water charges. Conference calls upon the incoming General Council to support the efforts of the Water Group of Trade Unions in representing the interests of NI Water staff and reaffirms its commitment to opposing a privatisation agenda.

Motion No.27 (General Council)

Conference is concerned that one of the elements of the Stormont House Agreement involves securing the proceeds for the sale of publicly owned assets for use for a combination of capital and resource spending in order to compensate for the reduction in financial allocations arising from the 2015/16 NI Budget.

Conference recognises that these proposals contain little detail and as a result is concerned that this element of the Agreement could open the way for the privatisation of public services such as Belfast Harbour, NI Water, Translink and other public owned functions and assets.

Conference also expresses its concern that the NI Executive has invited the Organisation of Economic Cooperation and Development (OECD) to carry out a major piece of work examining public services in Northern Ireland and to make comparisons with other jurisdictions.

Conference is aware that the OECD has in the past been used to champion and force through privatisations of public services in many European countries and calls upon the General Council to monitor the work being carried out by the OECD to ensure that NIPSA and the other public sector trade unions are well positioned to oppose any attempted privatisations of publicly owned functions in Northern Ireland.

Motions No.28-29 unallocated

● **Employment Terms and Conditions**

Motion No.30 (Branch 312)

Conference condemns the increased use of fixed term contracts and agency staff across the public sector. Conference notes that the use of such measures is leading to the casualisation of public sector work by replacing permanent posts. As these are likely to become more common Conference calls on the General Council to investigate and publicise their use by public sector employers. Conference also instructs the General Council to consider engaging expert legal advice to establish the rights of these temporary workers to equal pay and more permanent employment in the public sector. The General Council should also consider how best these workers can be unionised and represented.

Motion No.31 (Branch 560)

Conference notes the recent significant loss of agency workers when their jobs were summarily axed in the recent budget cuts in Libraries NI. This has deprived a number of our members of an income at a time of economic hardship and austerity.

Conference calls on the General Council to highlight the plight of agency workers who are suffering as a result of the public sector cuts.

Motion No.32 (Branch 27)

Conference congratulates NIPSA members in Northern Ireland Water on the successful conclusion to their recent industrial action. Conference recognises that it is only through sustained industrial action that success can be achieved.

Conference instructs the General Council to call a vote for an all-out General Strike to force the Stormont Executive to implement a fair and equitable pay rise for all civil servants and public sector workers.

Motion No.33 (Branch 70)

Conference condemns management for imposing Government policies affecting workers' terms and conditions, in particular, raising the retirement age for men and women to 68 years and calls on General Council to enter into negotiations to seek a reduction of the state retirement age for men and women.

Motions No.34-35 unallocated

● **Welfare Reform**

Motion No.36 (General Council)

Conference congratulates the General Council in its ongoing opposition to the introduction of the Welfare Reform Bill. As part of this campaign NIPSA, together with the NIC ICTU joined with the wider community and voluntary sector in seeking to build widespread opposition. While it is acknowledged

that it was difficult to engage and mobilise at grass roots level it is accepted that without the campaign of opposition lead by NIPSA that the Welfare Reform Bill would have been introduced to Northern Ireland many months ago.

Given the current political crisis, with the eleventh hour petition of concern lodged by Sinn Fein, SDLP, Green Party and others NIPSA, together with NIC ICTU will continue to lobby for the Bill to be scrapped in its totality.

During the past 6 months and in order to protect jobs and services Trade Union Side suspended involvement in the negotiating framework established to deal with the introduction of Universal Credit.

Conference calls on the incoming General Council to continue to lobby and campaign for opposition to the Bill and ensure the issue continues to be highlighted at every opportunity both through the media and with information directed at NIPSA members and wider society. In addition, Conference further calls on the General Council to take all steps necessary to protect jobs if Universal Credit is introduced to Northern Ireland.

Motion No.37 (Branch 15)

Conference is horrified to learn that in Great Britain, more than 100 people per day, with mental health problems, are having their benefits sanctioned. This revelation comes from work undertaken by the Methodist Church, working with the Church of Scotland, the Church in Wales and mental health charity MIND, using the Freedom of Information Act (Fol). DWP confirmed that the most common reason for sanction was that a person had been late or had failed to turn up for a Work Programme appointment. The Public Issues Policy Advisor for the Methodist Church, Paul Morrison, noted the real figure is likely to be much higher and said – “sanctioning someone with a mental health problem for being late for a meeting is like sanctioning someone with a broken leg for limping.” Conference shares the concern expressed by the policy advisor that – “the implementation of Universal Credit will extend the sanctions system to many working people. We do not believe the system should be escalated while there are significant questions about its effectiveness and appropriateness.”

Accordingly conference asserts that NIPSA should similarly use the Fol to examine whether or not such sanctions are a feature of our benefits system and that our union will lend its full legal support for members who invoke “Whistle blowing” protection under the Public Interest Disclosure Order, in circumstances where they reasonably believe such unacceptable sanctions are being imposed here.

Motion No.38 (Branch 8)

Within the last number of years there have been many changes within public sector bodies due to ongoing reforms. There is Welfare Reform which is making major changes to our welfare system, staff having to deal with new computer systems and changes in legislation. There are similar changes within CMS where a new child maintenance scheme has been launched with a new computer system. There are proposed changes on the cards regarding the number of departments reducing and areas of the departments to go being subsumed into others. There have been plans to privatise the Housing Executive, changes to introduce super councils and also changes within the health sector such as Transforming Your Care.

All of this change has had an impact on the staff working in the areas going through change and also on the public affected by the changes. This impact in many ways has been detrimental to existing staff with changes in ways of working, while at the same time having to deal with changes to terms and conditions of work. Staff and members have not been given adequate support through these changes are expected to just ‘get on with it’ in many areas. Staff are not given the needed support in dealing with the public either when changes are ongoing. This is not acceptable.

Conference therefore calls on the incoming General Council to raise awareness among public sector employers and amongst members of the impact that programmes of reform and changes to public services have on the staff working within the areas affected. Conference also asks that management are persuaded to provide relevant training and support to staff who work in areas affected in helping them through these changes.

Motions No.39-40 unallocated

● **Organisation and Administration II**

Motion No.41 (General Council)

Conference endorses the content of Conference Paper Number 1, in respect of the establishment of a Union Learning Committee.

Motion No.42 (Branch 730)

Conference congratulates NIPSA members who voted for strike action and action short of strike action in defence of public services. Conference believes all NIPSA Branches must now develop a strategy that seeks to maximise the mandate given to NIPSA to protect members and services. To this end Conference asks the incoming General Council to seek regular updates from the different sections of NIPSA's membership about specifically how industrial action is being implemented as well as develop a written strategy as a guide for Branches that can be applied consistently across the public sector.

Motion No.43 (Branch 77)

Conference is concerned at the abuse of NIPSA and its resources by people who time and time again join our union for their own needs and as soon as those needs are met they resign. Further down the line we see these same people reapply and their membership accepted. This is disheartening for local Branches.

Whilst it would be unconstitutional to ask that this type of member is denied access to NIPSA resources, Conference asks the incoming General Council to introduce a minimum commitment, payable in advance, for any lapsed members wishing to re-join the Union.

Those who have previously left NIPSA, whilst remaining in employment in the Public Sector, should only be allowed to come back to the Union if they are willing to demonstrate, by way of an advance payment, that they intend to remain as members for the foreseeable future.

Motion No.44 (Branch 8)

Conference calls on the incoming General council to look at conference debating and bring forward a paper/proposal to the 2016 NIPSA Annual Conference which would limit the debate on all motions where no opposition is expressed to a set number of speakers. Limiting the amount of speakers in support of a motion if no opposition is raised will allow further time for debate on motions where there is opposition and time for other motions to be debated, considering how many motions are quillotined every year.

Motion No.45 (Branch 77)

Conference is concerned at the speed of which information is relayed to Branches from General Council and its associated committees regarding decisions on outstanding motions from Conferences past. Branches are not being made aware of the status of these motions, instead only finding out where they are upon reading the Annual Report which is published almost a year after motions have been submitted.

Conference therefore asks the incoming General Council to inform Branches of where their motions are and what decision has been made in relation to them, on a more expedient basis, rather than being left in a state of limbo wondering what has happened.

Motions No.46-47 unallocated

● **Public Policy II**

Motion No.48 (General Council)

Conference notes that one of the statutory duties of the new Education Authority, established earlier this year, is “to encourage, facilitate and promote shared education”. The term “shared education” has subsequently been defined in the recent draft Bill as educating together “those of different religious belief or political opinion and those who are experiencing significant socio-economic deprivation and those who are not”

Conference recognises that the segregated society in which most of the community live has contributed to the highly segregated education system which is prevalent today. Conference further acknowledges that NIPSA has a proud history of challenging sectarianism in all its forms in the workplace and in the wider community and recognises that shared education could play its part in breaking down sectarian barriers. Conference also accepts that NIPSA has an important role to play in developing and redefining its position on concepts such as “a shared future”.

Recognising that the educational outcomes of children and young people are intrinsically linked to socio economic issues as well as community background, Conference asserts that equality of opportunity, but more importantly equality of outcome should be to the fore.

Whilst accepting that all of our children should be treated equally Conference agrees that we need to consider shared education in the context of a wider vision for a genuinely shared society. To that end Conference calls on the General Council to prepare a discussion paper for Annual Delegate Conference 2016 to set out NIPSA’s view of how shared education can become a catalyst for change towards a shared society which treats all its citizens equally and also promotes equality of outcome in education for all its children and young people.

Composite Motion No.49 (General Council)

Conference reiterates its campaign of opposition to the abolition of the NI Housing Executive and reaffirms its commitment to the retention of the Northern Ireland Housing Executive as a single overarching housing body with responsibility for both strategy and landlord functions.

Conference rejects the proposals that Northern Ireland should press ahead with a large scale programme of Voluntary Stock Transfer as the only model which is suitable for the provision of social housing.

Conference therefore calls on the General Council to engage in a campaign of opposition to the new proposed model of estate-based Voluntary Stock Transfer which has been agreed by the Social Development Minister. In doing so the General Council should continue to engage with other interested organisations, including tenants and tenant representatives, community groups and other key stakeholders to build a grass roots based opposition to the estate based approach.

Conference further calls on the General Council to lobby MLAs and other political representatives to continue to build opposition to the transfer of housing and jobs out of the public sector. In doing so NIPSA should

articulate the alternative models of funding and approach as outlined in the NIPSA commissioned research “Keep Our Housing Public”.

Motion No.50 (Branch 15)

Conference is concerned that the cuts in public services and staff numbers proposed by the Assembly, will actually harm the private sector. We know this not least because the consequences of such cuts have been previously outlined in a report by Oxford Economics, commissioned by the then DOE Minister to examine the consequences of the closure of our local vehicle licensing offices. Commenting on the loss of jobs that would follow, the report noted, “It will not only affect the public sector, it could also have an impact on the private sector, given the multiplier effects, this is likely to be severely damaging to businesses in NI, particularly given the current economic landscape. Given how relatively weak the local labour market is, the timing of this proposal could not be worse and will be extremely damaging to the NI economy.” The “multiplier effect”, they explained, meant that for every sector job cut, 1.5 jobs would be lost in the private sector.

In this light, the Assembly’s intention to reallocate borrowing for capital and infrastructure development under the Reinvestment and Reform Initiative, to fund “Exit Schemes” to reduce the size of the civil and public services, must be seen as reckless and contrary to any interest of the private sector, who will by this account suffer consequent job losses and reduced profitability.

Accordingly, Conference instructs the incoming General Council to bring the terms of this motion to the attention of all of our MLAs and MPs and to the CBI and ICTU for their consideration and response.

Motion No.51 (Branch 15)

Conference is concerned that despite the NI Assembly’s declared aim of growing the private sector and helping to rebalance the local economy, it has determined to make public expenditure cuts in areas critical to the sustainability and development of the local economy. One of these areas is in scientific research and development in agriculture, where the Assembly has agreed cuts to funding in AFBI that will affect veterinary laboratories, plant and horticultural research, as well as farm fertility and animal husbandry work. Given that the Republic of Ireland has recently determined to increase its investment in this important area for its economy, it is surely foolhardy for the NI Assembly to undermine our capacity to compete in this key industry and at the same time, to propose a reduction in corporation tax that will reduce further our ability to support the public services, including state funded R&D across the sectors, that support our local economy and promote it abroad. Without suggesting that DARD should be particularly or uniquely protected from the brutal cuts made to our services, conference nonetheless agrees that the terms of this motion and the likely consequences of these cuts should be brought to the attention of the Assembly.

Motion No.52 (Branch 15)

Conference is concerned to note that Norman Lamb, the Minister for Care and Support has described suspected minimum wage breaches at 100 care firms in Great Britain as the “tip of the iceberg”. One care provider was found to have underpaid 184 workers £37,500 in minimum wage arrears. The Minister has declared “We are absolutely committed to getting back the wages people have worked so hard for and will continue to name, shame and fine these employers until every care provider gets the message,”

Colin Angel, policy and campaigns director at the UK Homecare Association, said: “It is never acceptable that workers are paid less than the minimum wage. We continue to be gravely concerned, however, that underpayment is a symptom of the low value that society, including statutory sector purchasers, places on care services.”

Conference calls on the General Council to seek a similar investigation into pay levels in care homes in Northern Ireland.

Comprehensive Motion No.53 (To be moved by Branch 560)

Conference is appalled at the ongoing growth of global warming and the complete failure of Governments worldwide to address this issue. Global warming has been proven and accepted by 99% of the world's scientists as man made. If not tackled, it will lead to crop failures, desertification, famine and rising sea levels which will devastate communities and lead to millions of deaths

Conference therefore calls on the incoming General Council to:

- raise awareness amongst members of the impact of climate change, of the dangers we face if we don't act now, and advise what measures can be taken by all members to reduce their carbon footprint;
- Promote the building of a global campaign against global warming via the international trade union movement.

Comprehensive Motion No.54 (To be moved by Branch 516)

Conference considers that the health and environmental risks posed by hydraulic fracking are a serious threat to the local population and environment. Conference welcomes the victory by anti-fracking campaigners in Fermanagh and recognises that although this victory may be temporary it shows what can be achieved when communities work together.

Conference calls on the General Council to renew its support for anti-fracking campaigns and consider affiliating to and offer support to appropriate anti-fracking campaign groups.

Conference also calls on the General Council to consider producing material outlining the arguments for sustainable energy alternatives which could provide job creation opportunities.

Motion No.55 (Branch 560)

Conference notes the lack of widespread re-cycling of waste in Public Sector Departments and Arms Length Bodies. This is something that needs to change for the protection of the environment. We need to recycle more types of materials and in larger quantities. Too many Government Departments and A.L.B's quote the increased costs of recycling as prohibitive. Conference calls on General Council to lobby all Government Departments and their Arms Length Bodies to actively recycle waste within the workplace.

Motion No.56 (Branch 8)

It is disheartening to members that after pension increases over the last number of years we are now facing an increase in National Insurance contributions by 1.4% from 1st April 2016. We are also facing the end of 'contracting out' for civil and public servants. The coalition government is also changing the rules to qualify for the state old age pension. If these changes go ahead, public sector workers will not qualify to receive the full state pension unless they have paid national insurance contributions at the higher level for 35 years. This means many current public servants will not receive the full state pension and will be in the 55% denied the full amount.

The same legislation also paves the way to push up the age of the state pension to 67 from 2016. This is a further disgraceful attack by the coalition government on our already dwindling terms and conditions.

Conference therefore calls on the incoming General Council to fully advertise via Branch Circulars and other means to make the members in all public sector areas aware of this coming change, its impact on them and to take steps to initiate action to prevent this detrimental change being brought in.

Motions No.57-58 unallocated

● **Human Rights**

Motion No.59 (Branch 521)

Conference notes that Lord Morrow's Human Trafficking and Exploitation Bill becomes law in full this year. Conference is reminded that there had been a prolonged debate and concerns raised about certain clauses contained within the Bill.

While recognising NIPSA had broad support for the sentiment of the Bill there were concerns raised that the Bill didn't have sufficient regard to the safety of certain vulnerable groups.

Conference calls on the incoming General Council to monitor closely the out workings of this Bill, and if any of the issues of concern come to fruition that NIPSA should review its position and where necessary join with legitimate groupings to campaign for amendments to the law.

Motions 60-61 unallocated

● **Constitutional Amendments**

Motion No.62 (Branch 303)

This conference is concerned that NIPSA continues to operate an inequality policy with regards to its employees. Currently under Rule 2.4, Honorary Membership of NIPSA is restricted to those grades of Executive Officer and above. This clearly implies that those below this grade aren't deemed suitable for Honorary Membership.

This conference therefore proposes the following constitutional amendment to Rule 2.4:

Honorary Membership

2.4 Officials employed by NIPSA at the level of Executive Officer or above shall be honorary members of NIPSA from the date of appointment to the level of Executive Officer or above and until such times as they are no longer employed at Executive Level or above.

To

Honorary Membership

2.4 All employees of NIPSA shall be honorary members of NIPSA from the date of appointment and until such times as they are no longer employed.

Motion No.63 (Branch 303)

NIPSA has a longstanding reputation for promoting diversity in public life, in order to promote diversity within NIPSA the following constitutional amendment is proposed to Section 6 General Council:

6.34 is changed to

6.34 Nominations may only be made by Branches and then only for members of the nominating Branch

With the addition of a new 6.35

6.35 Nominations will be limited to one member from each Branch

The remainder of Section 6 will be renumbered accordingly.

Motion No.64 (General Council)

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

17.14

- (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, everyone 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:
 - (i) the name of the union;
 - (ii) the logo or emblem of the union; and
 - (iii) 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:

(a) a voting paper; and

(b) 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: Electoral Reform Ballot Services Ltd

Address to which voting paper is to be sent 33 Clarendon Road, London N8 0NW.

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.

Motion No.65 (Branch 730)

Constitutional Amendment:

Insert in Rule 1.3 (f) the following

“To promote the development of a Democratic Socialist Economy. The existing Rule 1.3 (f) would accordingly become Rule 1.3 (g)

Motion No.66 (Branch 303)

Too many motions to conference are currently being guillotined because speakers are taking beyond their allotted time. A constitutional amendment to Annex E (Standing Orders for Conferences) para 23 will help ensure that many more motions are debated. We therefore move that the following change is made:

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.

To

23. Speeches by movers of motions will be limited to 4 minutes and other speeches to 3 minutes.

Motions No.67-68 unallocated

● **International Issues**

Motion No.69 (Branch 8)

A division of Hewlett Packard (HP) enterprise shared services is responsible for developing and maintaining the BASEL system. A system which is used in checkpoints within the West Bank, checkpoints which limit and control parts of the west bank Palestinians can access. As such HP is complicit in the breach of article 13 of the universal declaration of human rights, which states that: ‘everyone has the right to freedom of movement... within the borders of each state.’

Furthermore, HP is contracted to provide the Israeli navy’s IT infrastructure. The Israeli navy is used to enforce the illegal blockade of Gaza from the sea, preventing Palestinian fishermen from carrying out their trade and bombarding Gaza during the last major assault last summer. Israel’s blockade of Gaza constitutes collective punishment. Article 33 of the fourth Geneva Convention prohibits collective punishment and designates it as a war crime. By contracting with the Israeli navy, HP becomes complicit in the Israeli states war crimes against Gaza.

NIPSA have passed previous motions supporting the BDS movement

<http://www.stopthewall.org/es/node/4530>

Conference therefore calls on the incoming General Council to leverage pressure on the NICS and all public bodies to not use HP as a provider of IT systems, hardware or software; as HP have contravened the above articles.

The NICS and other public sector bodies should not support or have contracts with companies that are complicit in the breach of such articles.

Motion No.70 (Branch 517)

Conference notes that NIPSA played a significant role in opposing the conflict involving Palestine/Israel in 2014. Conference congratulates the General Council for maintaining a balanced approach to the conflict and particularly for resisting attempts that were made to sectarianize the issue and turn it into a proxy conflict in Northern Ireland. Conference notes that the physical devastation caused by the conflict continues to cause misery to millions. We call upon the General Council to maintain support for the people of the region by supporting humanitarian efforts, opposing repression and supporting the greatest possible unity of the working class and where possible helping to develop trade union organisation.

Motion No.71 (Branch 560)

Conference condemns the horrific murders in Paris, both in the Charlie Hebdo Offices and in the Jewish Supermarket. These murders were viewed worldwide as an attack on freedom of speech. The trade union workers movement internationally has a key role in defending freedom of speech for all. In the past, many organisations have been prevented from speaking freely and in many parts of the world still are. The right to freedom of speech is a fundamental human right which we defend.

Conference calls on the General Council to support and assist trade unions in those countries where human rights and freedom of speech are denied.

Motion No.72 (Branch 113)

Conference notes the ongoing repression, lack of democracy and poverty that afflicts people in Sri Lanka following the horrors of the civil war. Conference notes that 'Free economic zones' are being opened up; allowing overseas multinationals to further exploit sweatshop labour. The driving through of privatisation, job losses and cut-backs in public services are hitting working people and the poor hardest. Conference calls on the General Council to support the campaign by workers and young people for an end to oppression and exploitation by affiliation to the Tamil Solidarity Campaign.

Motions No.73-74 unallocated

● **Anti-Sectarianism/Anti-Racism**

Composite Motion No.75 (General Council)

Conference recognises that, despite the peace agreement and the significant reduction in the levels of violence, sectarianism remains a divisive and negative feature which pervades all aspects of society in Northern Ireland and that the trade union movement must continue to espouse its anti-sectarian ethos and philosophy and challenge and confront sectarianism.

Conference therefore welcomes the publication by NIPSA of the Anti-Sectarian Charter and the anti-sectarian training programme that has been developed and rolled out in cooperation with Trademark, the ICTU anti-sectarian training body.

Conference recognises that challenging sectarianism in our society remains a difficult task and calls on the General Council to continue with this initiative and to ensure that effective anti-sectarian training is provided to all NIPSA representatives.

Motion No.76 (Branch 123)

Conference wishes to stand in Solidarity with the Jewish People standing against Anti-Semitism, Conference is DISGUSTED with the action of a few radicals who believe that murder and terrorism will scare Jewish people away. Jews have been taking the brunt of these attacks for thousands of years.

It is never too late to stand with those in France, Brussels, USA and here in Northern Ireland who are facing Anti-Semitic attacks. Here in Northern Ireland, we face a different types of Racism, sectarianism. Orange against Green, Catholic against Protestant. It has amazed me that these factions are using the war in the Middle East to continue to separate their communities as we can always see Palestinian and Israeli flags next to the Union Jack and tri-colour separating communities.

Conference, this is aiding in the perpetuating of HATRED and it must STOP!!

Conference is proposing an anti-Semitic/anti sectarianism educational campaign.

To consist of a leaflets and posters, a campaign of educating and informing our members and possibly the greater public with a gripping photos and bullet points of what it is and how to stop it.

We must take a stand and we must take it now!

Motions No.77-78 unallocated

● **Trade Union Issues**

Motion No.79 (General Council)

Conference is concerned at the trends over the last 30 years which have resulted in workers receiving a reduced share of the wealth created in most countries across the world. Conference is further concerned that zero hours contracts and other precarious employment arrangements have contributed to increasing economic inequality between working class people and the wealthy.

Conference is aware of the well researched evidence base such as that contained in the publication "The Spirit Level" which demonstrates that societies tend to be more equal where there are strong trade unions which are unfettered by anti-trade union legislation.

Conference is concerned that further attacks on trade union rights which would weaken the right to strike are being considered and planned by the UK Government.

In light of this and the fact that in the UK legal restrictions on trade unions are the most coercive in Europe, Conference, bearing in mind that trade union legislation is now a devolved matter, calls on the General Council, through the Irish Congress of Trade Unions, to develop a campaign in Northern Ireland for the repeal of the anti-trade union legislation introduced by the Thatcher Government.

Motion No.80 (Branch 59)

Conference notes with dismay a reduction in the rate of trade union membership and level of activism in young people. It is our belief that a large proportion of this stems from a lack of education in trade unionism.

Due in no small part to Thatcherite anti-trade union legislation and its impact on how we as a movement operate, the trade union movement has lost its place as a topic of discussion in our homes. Therefore we believe it should be reintroduced into the lives of our young people via our schools.

Our young people are educated in every aspect of the world of work throughout their secondary education by participation in career classes. These classes deal with issues such as finding a job, behaviour in work, job suitability and even retirement. Why therefore is one of the most important aspect of working (Trade Union Membership) removed from this area of our young people's education.

Conference notes the success of the Youth Connect scheme in the Rep of Ireland and the STUC's 'Union in Schools' project. In both these programmes representatives of the trade union movement enter schools to discuss the union's role in the workplace and educate young people on Trade Union issues. The induction of these programmes has seen an increase in youth membership throughout the movement in these areas.

Conference therefore instructs the incoming General Council to encourage the NIC-ICTU to roll out a similar scheme to schools in Northern Ireland.

Motion No.81 (Branch 53)

Conference is concerned about the ongoing attacks on our sister union PCS. Conference believes that the Tory/Lib Dem Government's determination to break PCS is a response to PCS's resistance to cuts. Conference recognises that a weakened PCS makes every trade union more vulnerable and calls on the General Council to send a message of solidarity to PCS and to provide all possible support to them in their struggle.

Motion No.82 (Branch 733)

Conference notes with concern, the sustained attacks on facility time for TU representatives across the public sector. Conference calls upon General Council, to mount a campaign in defence of facility time, by lobbying elected representatives and others to support the continued practice of employers financing these invaluable secondments and facility time agreements.

Further, Conference calls upon the General Council to challenge employers, to highlight the many positives of having such secondments in place. This information is needed to supplement the financial information repeatedly supplied to questions submitted by various individuals and organisations such as the Taxpayers' Alliance.

Motions No.83-84 unallocated

● **Health and Safety**

Motion No.85 (Branch 730)

Conference is becoming increasingly concerned about the emotional health and wellbeing of workers across the public sector in Northern Ireland due to the impact of cuts which see expectations of services grow while thousands of jobs are being axed across the Public Sector and the scandal of thousands of frontline posts lying unfilled grows ever more acute. Increased workload and unrealistic targets have become the order of the day as politicians attempt to hide the impact of their cuts agenda by demanding the delivery of 'More with Less' at every turn. Conference believes that employers, rather than fulfilling a duty of care to their employees, are deliberately ignoring this and continuing with cynical cost saving initiatives without assessing the impact this is having on the physical and emotional wellbeing of the Public Servants struggling to meet the expectations of the public. To this end Conference calls on the incoming General Council to address these issues by:

- Committing NIPSA to the use the range of legislative and policy protections which currently exist in a more coordinated and effective way to protect members impacted upon by these approaches.
- Committing NIPSA to challenging the culture of bullying and code of omerta, already highlighted in many Public Sector bodies, which underpins the work practices which Conference believes lead to the institutional abuse of many NIPSA members
- Producing clear written guidance to Branches and members about how this issue can be properly addressed in the work place using the above information
- Put in place arrangements to better support and protect members whose wellbeing has been damaged by these Dickensian employment practices and adopt a naming and shaming approach to those agencies and employers whose record does not improve.

Motion No.86 (Branch 731)

Conference notes the Health and Safety Executive have indicated that approximately 40% of sickness absence in the UK can be attributed to work-related stress as a cause and that the cost of sick days lost is as high as £125 million per year. It is notes that work-related stress is one of the major issues highlighted by members across all NIPSA branches. This situation is being compounded by austerity cuts to services resulting in more pressure in the workplace for our members as they have had their staffing levels reduced, while workload has increased, forcing them to face the impossible task to 'do more with less'. Conference contends that these levels of work-related stress and their consequences could be actively prevented by employing organizations.

As such, Conference calls upon the General Council to embark upon a stringent NIPSA campaign focused upon raising the profile of stress in the workplace, highlighting both the detrimental impact on our members' physical and mental health, as well as the steep financial and production losses as a result of work-related stress sickness absence. Furthermore, Conference calls upon General Council to support individual branches in taking the campaign to their respective organizations and demanding each organization carry out Health & Safety stress-related risk assessments across the board with their staff, and based upon this information, develop and adhere to specific action plans to reduce work-related stress in the workplace, thereby protecting our members.

Motion No.87 (Branch 516)

Conference notes that workplace accidents and deaths continue to be a significant issue in Northern Ireland. Conference rejects the right wing mantra that health and safety is just red tape. Conference calls on the General Council to coordinate a campaign to force the NI Assembly to pass stringent legislation that would help give workers the best possible health and safety protection and to provide additional resources to ensure health and safety legislation is adhered to.

Motion No.88 (Branch 731)

Conference notes that across all public services there has been an austerity-lead increased shedding of employees, year-on-year, via the coarsely-termed "natural wastage" of staff. This reduction of staffing levels has come about as employees have left posts and have simply not been backfilled, resulting inevitably in increased pressures put upon our members in all workplaces as they have been forced to 'do more with less'. This has created workload pressures that have become unmanageable, resulting in increased levels of stress-related sickness absence and professional risk to our members as workplace mistakes have become more common. It is also clear that

services and service users have suffered as much as service providers due to these untenable workload pressures, caused directly by the deliberate and chronic short-staffing by employing organizations.

Conference calls upon the General Council to specifically address this issue regionally and locally via a 'fair staffing level' campaign and to support local branches in their efforts to block "natural wastage" or any other form of staff reductions, particularly by ensuring that staff vacancies are backfilled rather than dissolved. It also calls upon General Council to tie this support to a larger work-related stress campaign in an effort to highlight the risks of these pressures and bring about their prevention, particularly by pushing organizations to carry out stress-related risk assessments in workplaces faced with chronic short-staffing.

Motion No.89 (Branch 60)

Conference recognises that the health and wellbeing of its members continues to decline under current government policies. UK National debt continues to accelerate resulting in food banks, pawn brokers and pound shops showing clearly that people have less money though are more driven by consumerism. The link between poverty and poor health has been well proved, with rates of acute psychiatric care, substance abuse and criminality based on inequality soaring higher in deprived areas.

Conference has noted in recent years an increase in workplace related stress. The relationship with stress and chronic disease is further worrying, with rates in Northern Ireland shown to be the highest in the UK. Stress plays a role in triggering or worsening depression, cardiovascular disease and impacts on our immune system. With over ten million working days per year attributed to work related stress, the rising use of zero hour's contracts and the introduction of back to work schemes for the disabled will further impact on health in society.

Conference is further concerned that an increasingly demanding work culture and a rise in the cost of living mean that low-income households are most likely to have inactive children with a rise in anxiety and sleep disorders, associated with heart disease. With lack of physical activity accounting for 1 in 10 deaths, studies show that lack of exercise has more risk of heart disease than smoking. With people forced to devote more energy to work, they neglect important areas of their lives like exercising, parenting, healthy eating etc.

With very little public healthcare provision, the voluntary and community sectors are being attacked. While the media attack the public sector, the NHS in NI is already partially outsourced and attempts to privatise services will continue under the impending Welfare Reform Bill.

Conference is alarmed at the exponential rise in heart disease, cancer, obesity and dietary intolerances, with predictions that 1 in 3 children will have diabetes by 2050. The food industry's corruption and greed for profit means our food is less nutritious and more processed than ever and scandals about our food chain frequently make headlines. The current Tory manifesto intends to reduce UK meat inspections further. Multinational monopolies are increasingly unregulated and out of control experimenting with untested artificial additives. Using Market Research, they make our food addictive and physically irresistible, with no long term studies on the impact to health.

Rising alongside production levels of coal, oil and gas are premature death, acute respiratory illness, aggravated asthma and chronic bronchitis. Greed and war mean our air is so polluted from Co2 that allergies are on the rise and just living in a city results in a 9% increased risk of heart disease. The privatisation of natural resources, exploitation of forests, fracking of land, industrialisation, waste pollution and over production will inevitably destroy our natural resources and environment. At current levels of acidification, nuclear pollution, rises in temperature and overfishing, over 50% marine and coral life will be extinct by 2050.

Conference believes that NIPSA's recent publication on health and social care was very welcome and believes that we should now extend our research further into all areas of health and wellbeing to include the environment and the food industry. Conference calls on the incoming General Council to consider pioneering such research and to disseminate the work to educate and to invest in the future protection of the health of our members and the wider society.

Motions No.90-91 unallocated

● **Equality**

Composite Motion No.92 (General Council)

Conference condemns the anti-lesbian, gay and bisexual law being proposed by DUP Assembly Member, Paul Givan, in his Private Members Northern Ireland Freedom of Conscience Bill.

We believe, if introduced, the proposed amendments will significantly weaken protection for lesbian, gay and bisexual (LGB) individuals against discrimination on the grounds of sexual orientation when accessing goods, facilities and services. It will also weaken protection for those who associate with LGB individuals – their family members, friends and those who are perceived to be LGB.

Conference strongly objects to the proposed amendments to the Sexual Orientation Regulations as set out in this Bill and calls for a vigorous campaign of opposition.

Motion No.93 (Branch 23)

Conference calls on the General Council to write to the First Minister and Deputy First Minister to express its grave concern at the Executive's agreement to the fragmentation of OFMDFM's Equality and Strategy Directorate and its dispersal across different Executive Departments. Conference believes that it is essential that the Executive's function with responsibility for all strands of equality and human rights is unified and occupies a position at the heart of Government if it is to achieve equality and human rights to the benefit of civil servants and the general population.

Motion No.94 (Branch 730)

Conference notes the progress that has been made in achieving equality for women workers. However Conference recognises that women still face employment discrimination, including pay discrimination, discrimination made worse by the austerity policies of the ConDem government. Conference calls on the General Council to examine equal pay issues across the Public sector and to reenergise NIPSA's equality campaigns on the basis of the issues highlighted. Conference believes that this campaign should focus on mobilising NIPSA members and the wider public in a broad campaign to challenge and expose both policies and employers who discriminate against women with a goal of eradicating structural inequality by 2020.

Motion No.95 (Branch 70)

Conference calls on the General Council to lobby for a change in legislation of the Section 75 categories of the Northern Ireland Act 1998 to include weight/reference to eating habits as a form of discrimination.

Motions No.96-97 unallocated

Secondary Agenda

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

Category A

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

Composite Motion No.1

Motion No.98 (Branch 5)

Conference congratulates NIPSA members who supported the campaign for Pay, Jobs, Pensions and Services. Conference calls upon the General Council to continue this campaign with further industrial action as required.

Motion No.99 (Branch 733)

Conference calls upon General Council to build on the successful day of industrial action held on 13 March 2015 by ensuring pressure is kept on all employers and elected representatives to oppose cuts to public services

Conference instructs General Council to provide leadership, support, direction and where necessary relevant materials to maintain a campaign of action.

Comprehensive Motion No.9

Motion No.100 (Branch 15)

Conference is concerned that the Assembly Parties remain wedded to introducing a lower rate of Corporation Tax in Northern Ireland, despite the evidence that such a measure is likely to damage the local economy. This arises, not least because of the cuts in public expenditure that will have to be found to offset the tax lost to the Exchequer. This would also lead to an immediate loss of Demand in the wider economy with reduced consumer spending leading to a downward spiral of reduced profits and a consequential fall in corporation tax and income tax payable.

It is astonishing that the parties continue to ignore warnings about the potential damage caused by this measure, even though they have the benefit of the Varney Report and more recently the report by PwC, commissioned by the UK Government in 2010, ominously titled – “Corporation Tax – Game Changer or Game Over?” The PwC report found – “that overseas investors already in the UK, rank corporation tax as 17th in a list of investment drivers, that prioritise, in order: language, culture and values; infrastructure; skills and proximity to markets.” PwC found “no evidence” the Irish Republic’s low corporation tax had, by itself, attracted higher levels of foreign direct investment (FDI). And noted that “matching the Republic’s rate could cost Northern Ireland around £280m with “no certainty” of an equivalent uplift” in new FDI.”

Accordingly conference instructs the incoming General Council to redouble NIPSA’s efforts to challenge this policy in the media, and to bring the terms of this motion to the attention of our MLAs, MPs and the local business community, who seem to be beguiled by the ridiculous and speculative figures for job growth that are claimed by the proponents of this measure.

Motion No.101 (Branch 27)

Conference condemns the Governments recent decision to give the Northern Ireland Executive the power to reduce the rate of Corporation Tax in Northern Ireland. This will result in a further reduction in the block grant to Northern Ireland and lead to further public sector job losses.

Conference call on the incoming General Council through NIC ICTU and

the wider Trade Union movement to mount a campaign of opposition to the proposed reduction of Corporation Tax.

Motion No.102 (Branch 27)

Conference is concerned that Executive's plans to reduce the public service and Corporation Tax will destroy the Northern Ireland economy. Conference calls on the incoming General Council to organise a programme of events highlighting the impact that these initiatives will have on the local economy.

Motion No.103 (General Council)

Conference is dismayed by the decision to devolve the power to set the rate of corporation tax to Northern Ireland as part of the Stormont House Agreement.

Conference notes that this decision has been made by the NI Executive and is the result of a consensus among the political parties which make up the Executive and that if a reduced rate of tax on business profits is introduced several million pounds of public expenditure will be forfeited which will add to the devastating cuts that are already being implemented.

Conference recognises that the case for a reduction in corporation tax has been pursued by business interests over a period of years and that the main beneficiaries will be private business which will reap additional profits for owners and shareholders.

Conference calls upon the General Council to work with the Irish Congress of Trade Unions to reverse this unfair and unacceptable policy decision and to intensify the campaign to expose the fallacy that a reduction in tax on profits will lead to the creation of significant numbers of additional jobs in Northern Ireland.

Composite Motion No.11

Motion No.104 (Branch 15)

Conference is concerned at the support given by the main UK political parties, to the Transatlantic Trade and Investment Partnership (TTIP). This agreement, being negotiated in secret between the USA and EU, is presented as a measure to open up trade between those blocs, by reducing tariffs. However its most significant element lies in the intended removal of "regulatory barriers" which at present, protect Europe from amongst other things, the import of Genetically Modified crops, the extensive use of pesticides and ensure good animal husbandry, all of which are compromised in the USA by aggressive lobbying for deregulation and least cost production, by powerful corporations.

The leaking to the BBC of a draft of the matters the EU want excluded from the agreement, makes clear that the NHS is not protected from the associated Investor-State Dispute Settlement provisions which allow companies to sue foreign governments over claims of "unfair treatment". In particular this could allow companies to seek compensation for lost profits where NHS services currently privatised might be returned to public ownership.

Conference notes too, the revelations in a dossier by Unite, that 71 Coalition Government MPs who voted for the Health and Social Care Act 2012, which has since led to over £13 billion worth of NHS services falling into private hands, have links to private healthcare interests.

Accordingly conference instructs the incoming General Council to bring the terms of this motion and our general opposition to TTIP to the attention of our MEPs, MPs and MLAs.

Motion No.105 (Branch 521)

TTIP has the potential of being the most damaging piece of anti-worker legislation ever enacted.

The idea that companies could sue Governments in a secret unaccountable court if laws such as minimum wage legislation or the labelling of additives in food “interfere” with corporate profits is obviously unacceptable.

Conference calls on the incoming General Council to continue to raise awareness among members and the general public to the dangers of this agreement. Conference also calls on the incoming General Council to use all NIPSA’s influence to pressurise our MPs and MLAs to call for open and transparent debate so this agreement can be seen for what it is.

Composite Motion No.14

Motion No.106 (Branch 508)

Conference is concerned about the centralisation of jobs in the public sector and the effect this is having on workers. Given the poor and often inadequate public transport links, some members feel that their promotion and career prospects are damaged because of where they live and the difficulty faced in travelling.

Conference asks General Council to actively pursue a policy of decentralisation throughout the public sector.

Composite Motion No.19

Motion No.107 (Branch 731)

Conference notes that NIPSA, across all sectors and Branches, has long offered excellent value-for-money to its members, with membership rates across-the-board the least expensive of all trades unions in Northern Ireland, yet also providing exemplary and highly professional headquarters staff who work tirelessly at both regional and local levels, providing crucial support for our branches across all areas. These are points for which NIPSA should be commended.

This being acknowledged, it is also clear that NIPSA’s funding from membership fees is a limited resource and that year-on-year the cost for providing this excellent work is rising as demand is increasing. Conference therefore calls upon the General Council to review the level of membership dues with the possibility of increasing them to provide higher funding for, in particular, more HEO and Organization and Recruitment staff to support local Branches, while still keeping dues at a reasonable level, and indeed still at the lowest levels in Northern Ireland.

Composite Motion No.49

Motion No.108 (Branch 503)

Conference welcomes the passing of Comprehensive Motion Number 3 at NIPSA Conference 2014 and the continued work and commitment given by the General Council, NIPSA Officials and NIPSA Branches to support NIHE.

However condemns the ‘new’ direction of travel chosen by the NIHE Board and supported by the current DSD Minister in relation to pursuing larger scale stock transfers as another back door approach to the privatisation of the NIHE.

Conference reaffirms its commitment to keeping the NIHE within the public sector and calls on the incoming General Council to give its support in fighting to have this new direction of travel halted.

Comprehensive Motion No.53

Motion No.109 (Branch 8)

Over the last decade there has been increasing awareness of what we face as a planet on climate change. However this is still a little known or worried about area for many with focus being only on the swathing cuts and austerity globally.

Climate change is happening now. Temperatures are rising year on year. The world is getting warmer due to increasing green house gases. At present oceans are warming and becoming more acidic, ice caps are melting, and sea levels are rising, all signs our planet is getting warmer. Warming of the Planet in the last 50 years cannot be explained by natural factors alone. Changes to global temperature by even a degree or 2 can lead to serious consequences such a reduced crop yield, more rainfall; increased wildfires etc. temperatures have increased by more than 1.4 degrees Fahrenheit over the last 100 years. Scientists project an average rise between 2 and 12 degrees Fahrenheit by 2100.

Rises in sea levels due to this would affect millions across the globe. This is only 1 possible affect. It is not yet too late to have a significant impact on climate change and therefore reduce its impact on us. There are measures we can all take to join in the fight to reduce our carbon footprint. We cannot afford to continue to leave the issue of climate change on the 'back burner' as a less important issue. This is a very serious issue and NIPSA should be involved in and support a campaign of raising awareness on this issue.

Conference therefore calls on the incoming General Council to raise awareness amongst members of the impact of climate change, of the dangers we face if we don't act now, and advise what measures can be taken by all members to reduce their carbon footprint.

Conference also thinks that as an organisation NIPSA should also aim to reduce its carbon footprint and consider linking up to organisations battling climate change.

Motion No.110 (Branch 560)

Conference is appalled at the ongoing growth of global warming and the complete failure of Governments worldwide to address this issue. Global warming has been proven and accepted by 99% of the world's scientists as man made. If not tackled, it will lead to crop failures, desertification, famine and rising sea levels which will devastate communities and lead to hundreds of millions of deaths. Ultimately it may lead to an end of human life on earth.

Conference calls on the General Council to

- (1) Educate our membership about the facts and dangers of global warming and
- (2) Promote the building of a global campaign against global warming via the international trade union movement.

Comprehensive Motion No.54

Motion No.111 (Branch 516)

Conference welcomes the victory by anti-fracking campaigners in Fermanagh. Conference recognises that this victory may be temporary but it shows what can be achieved.

Conference calls on the General Council to renew its support for anti-fracking and calls for the Council to produce material to make the arguments for sustainable energy alternatives within a democratic socialist economic model that would provide job creation and increased standards of living.

Motion No.112 (Branch 560)

Conference believes the health and environmental risks posed by hydraulic fracking in Northern Ireland are a serious threat to the local population and local environment.

We call on Conference to affiliate to and support any anti-fracking groups in the relevant areas of proposed exploitation.

Composite Motion No.75

Motion No.113 (Branch 730)

Conference notes that sectarianism remains a massive problem in our society. Conference recognises that the NI Assembly, politics and our society remain deeply divided along sectarian lines. Conference therefore welcomes the publication of NIPSA's Anti-sectarian Charter and the extensive anti-sectarian stance remains central to NIPSA's ability to represent our members. Conference calls on the incoming General Council to make all possible efforts to ensure that NIPSA and the wider trade union movement is completely independent of all sectarian forces and that the union continues to represent members impartially.

Composite Motion No.92

Motion No.114 (Branch 730)

Conference notes with great concern the attempts to introduce discriminatory legislation in the guise of the so called 'conscience clause' through the NI Assembly. Conference calls on the incoming General Council to respect and reaffirm the fundamental right of all people to individual conscience, including that of holding religious beliefs or of having none. Conference however rejects the efforts of homophobes, religious zealots and assorted misguided individuals to conflate freedom of conscience with the notion that this freedom gives a right to discriminate against other members of society, whether under the guise of conscience clauses or any other discriminatory legislation.

Category B

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

Motion No.115 (Branch 60)

Conference notes the development of left political parties, like Syriza and Podemos, which challenge the acceptance of austerity. Conference notes that while the future direction of some of these parties is unclear nonetheless the development is a breath of fresh air for workers everywhere. These advances represent a break from the position over the last few years where it was accepted that there was no alternative to austerity and in the next period more parties of this type could develop. Conference believes that the development of new anti-austerity parties is likely to be mirrored in increased trade union resistance to austerity. Conference calls on the General Council to ensure that NIPSA plays its part in supporting that resistance.

Motion No.116 (Branch 517)

Conference congratulates the General Council on the publication of the statement to members entitled An Economy We Own A Society We Shape which makes arguments for a democratic socialist economy. Conference notes that in publishing the document the General Council has opened up a discussion that is timely and reflects the real need to provide an alternative economic model to the current failed neo-liberal agenda. Conference calls on the General Council to ensure that, where appropriate, this discussion is reflected in NIPSA publications and where possible the members are engaged in the debate.

Motion No.117 (Branch 517)

Conference notes that there has been a long held view in some political circles that 'labour must wait'. Conference rejects this theory and calls on the General Council to fight to ensure that issue such as pay, jobs, worker's rights and representation for workers are at the top of the agenda for NIPSA, trade union movement and the political agenda.

Motion No.118 Branch 521)

It is clear that in this era of austerity as employers embrace the Neo Liberal agenda of a, flexible, low paid, and above all disorganised and underrepresented workforce NIPSA will face continuous attempts to dilute and diminish Trade Union influence.

Conference call on the incoming General council to use every tool at its disposal to ensure hard won agreements are not adversely affected and where possible are improved to ensure NIPSA can represent its members affectively.

Motion No.119 (Branch 733)

Conference calls upon General Council, to vigorously oppose any attempts to further privatise services within the public sector. We call upon General Council to step up the campaign of opposition across all sectors.

Motion No.120 (Branch 734)

There is a need to continue to expose the real consequences of the lack of public finance investment in the public sector. NIPSA continue to produce excellent materials that expose the truth behind government policy. Conference calls on General Council to continue their efforts to inform and educate the membership on the effects of cuts that are more like an amputation once they have been cut – they're gone.

Category X

Motions which the President has ruled out of order.

Motion No.121 is ruled out of order as it conflicts with Rules 6.9, 7.4 and Section 9 of the NIPSA Rule Book.

Motion No.121 (Branch 14)

Conference is disappointed at the decision of the outgoing General Council to scrap the publication of the annual NIPSA Conference report. The absence of this annual report, which exists for previous years up until 2014, meant that after Conference most members did not know what policies had been adopted or what work programme the General Council was responsible for bringing forward during the year. Conference believes that this decision was disrespectful to the grass roots trade unionists who submit motions, attend Conference, contribute to debates and without whose actual participation Conference could not happen. It could also create the impression, which is potentially damaging in the current climate, that facility time for Conference is not a particularly important entitlement because no immediate formal report is provided for members. Conference accordingly calls for the immediate reinstatement of the full annual Conference report.

Motion No.122 is ruled out of order as it conflicts with Rules 5.14 and 5.15 of the NIPSA Rule Book.

Motion No.122 (Branch 20)

Conference has long recognised the need for youth involvement in NIPSA and the wider Trade Union movement. Over the years many Conference motions have addressed this issue. Branch 20 believes we have a vital resource at hand.

We call on the General Council to invite the older children at NIPSA crèche (who are interested) to watch a debate.

Motion No.123 is ruled out of order as it conflicts with Rules 6.9, 7.4 and Section 9 of the NIPSA Rule Book.

Motion No.123 (Branch 27)

Conference calls on the General Council to invest more money in publicising the Union message via media outlets. Public Sector workers are too often lambasted by the media for our gold plated pensions, our easy cushy jobs and lifetime security of jobs. We know this to be a fallacy but say something often enough in the media and the general public will be swayed to believe it.

We need catchy memorable ads that tackle the issues we champion especially leading up to elections. Show the public that NIPSA stands for the many, not the fat cat few; those in need, not the 1% who own over 80% of the wealth; for protecting public services for the next generation not just the quick buck mentality of the neoliberal government in power at present.

Conference calls upon the incoming council to put more money into public campaigns – we have excellent material in the research department within NIPSA – lets use it better.

Motion No.124 is ruled out of order as the motion is insufficiently clear to determine policy and would be impossible to implement.

Motion No.124 (Branch 55)

Conference instructs the incoming General Council to ensure the availability of PSA signage, promotional material and literature in languages other than English.

Motion No.125 is ruled out of order as the motion is insufficiently clear to determine policy and would be impossible to implement.

Motion No.125 (Branch 55)

Conference welcomes the recent publication 'An Economy We Own, A Society We Shape'. Conference welcomes the recognition of the value of internationalism to the Trade union movement. Conference instructs the incoming General Council to ensure that any and all traces of nationalism be removed from our Union.

Motion No.126 is ruled out of order as it conflicts with employment law legislation and NIPSA rules on disciplining members.

Motion No.126 (Branch 55)

Conference instructs the incoming General Council to expel any and all members who cross a picket when they have been asked to take part in industrial action.

Motion No.127 is ruled out of order as it conflicts with Rules 6.9, 7.4 and Section 9 of the NIPSA Rule Book.

Motion No.127 (Branch 731)

Conference notes the highly valued and effective work completed to date by NIPSA's Organization and Recruitment Team, particularly the direct support given to branches in building up their teams of reps and helping them to develop into active forces in their workplaces. It notes, however, that this is a limited resource within NIPSA at present, despite a clear and growing need for this direct support from Headquarters. Therefore Conference calls upon the General Council to provide a much needed increase in both financial and staffing support for the Organization and Recruitment Team in order for it to grow and expand to meet this need and in order to better strengthen and activate NIPSA branches where these needs clearly exist.

Motion No.128 is ruled out of order as the terms of the motion would be impossible to implement.

Motion No.128 (Branch 733)

Conference calls upon General Council to put pressure on all employers of NIPSA members to conduct a stress survey amongst our members via an on-line survey.

Motion No.129 is ruled out of order as it conflicts with Rules 6.9, 7.4 and Section 9 of the NIPSA Rule Book, also there is no instruction in the motion.

Motion No.129 (Branch 734)

NIPSA is making better use of modern technologies to communicate with members. Emailing, text messages and social media have all been essential in recent times. Email is faster and cheaper than print. NIPSA News could be scaled back and cheaper ways should be explored. Returning other communications electronically between branches and HQ could save time and cost. There will always be the need for printing materials and this must continue, however with the increasing pace of change reps + branches need to be equipped to respond to protect its members and society. Branch 734 would like to see branches being equipped with technology to assist in the fight and to move towards a near paperless organisation. To fit out HQ + Regional offices with technology fit for purpose.

Motion No.130 is ruled out of order as it is insufficiently clear to determine policy and ignores the fact that many members contractually work over 7 days.

Motion No.130 (Branch 734)

Terms and conditions are under constant attack, Branch 734 is witnessing the removal of negotiated enhanced policies that were intended to facilitate + support workers rights. Policies such as family friendly and voluntary transfer schemes are being withdrawn, primarily because they create work. However this contradicts the agenda to reduce staff in the public sector. The next phase is an attack on our basic terms and conditions. The treasury is looking at ways to make a Saturday + Sunday more affordable. A Saturday + Sunday must be protected if society and communities are to advance. The trade union movement + civic society must defend the need for protected time at weekends. What kind of society would it be like if everyday was the same? We need time to socialize, come together and relax as a group. We work to live – not live to work. Conference calls on NIPSA to lead a campaign to protect our weekends.

Motion No.131 is ruled out of order as it conflicts with Rule 6.9(m).

Motion No.131 (General Council)

In Section 6.50: Election for Equal Opportunities Committee amend the title and lines 1 and 2 of the first sentence as follows:

Title: Elections For Equal Opportunities Committee to read Elections for Equality Committee.

Lines 1 and 2 replace the words “Equal Opportunities Committee” with “Equality Committee”.

Motion No.132 is ruled out of order as the Education Authority has already been established.

Motion No.132 (General Council)

Conference is concerned that the establishment of the Education Authority is purely designed as a cost saving measure which will result in hundreds of job losses on top of the 1000 support and 500 teaching posts already announced as part of the current budget.

Conference believes the impact of both the establishment of the Education Authority and the massive cuts to funding in schools will have a detrimental, long term impact on the education of our children both in the immediate and longer term which will damage their current and future potential as citizens. It is recognised that there are currently thousands of young people who are Not in Employment, Education or Training (NEETs) and any further diminution in their education attainment can only lead to many more young people being failed by the education system which in turn can lead them to a life of poverty or drive them into the hands of paramilitaries and other organisations operating in areas of deprivation.

Conference calls on the incoming General Council to robustly oppose the reduction in school support and teaching jobs and examine ways up to and including industrial action to oppose the imposition of the Education Authority which can only lead to further job losses, massive upheaval for staff without any evidence that this will create a better and fairer education system.

Motion No.133 is ruled out of order as Rule 1.3(f) already exists.

Motion No.133 (General Council)

Constitutional amendment or addition to the union's objects

Insert as Rule 1.3(f) the following:

“to promote the development of a democratic socialist economy.”

Northern Ireland Public Service Alliance Annual Delegate Conference 2015

The following candidates have been nominated for election at Annual Delegate Conference 2015:

Candidate's Name	Candidate's Name
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President (1 Vote)

Gates, C

Wilson, R

Vice President (1 Vote)

Crilly, D

Murdock, J

Honorary Treasurer (1 Vote)

Killen, T*

Standing Orders Committee (3 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Burton, J	59	Veighey, J	228
Joiner, K	59	White, B	77
McCloskey, J	6	Wise, A	27

Equal Opportunities Committee (12 votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.	Candidate's Name	Branch No.
Burch, K	8	Harvey, S	59	Rea, A	526
Burton, J	59	Herron, M	27	Richards, S	508
Collins, L	4	Mallon, C	59	Robinson, M	15
Conlon, SP	725	McConnell, C	59	Scott, J	516
Creaney, T	59	McNulty, J	21	Toner, D	22
Dobbin, M	63	Millar, T	113		
Dummigan, M	38	Morrison, J	503		

NIPSA News Editorial Committee (5 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Fleck, K	725	McSherry, H	521
Maguire, S	725	Millar, T	113
Mallon, C	59	O'Sandair, R	53
McConnell, C	59	Robinson, M	15
McNulty, J	21		

* Returned unopposed

Global Solidarity Committee (6 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.	Candidate's Name	Branch No.
Boersma, I	121	Mackel, P	725	Robinson, M	15
Burton, J	59	McConnell, C	59	Scott, J	516
Dummigan, M	38	McKinstry, H	521	Skelcher, L	59
Herron, M	27	McNulty, J	21		
Kerr, J	5	Moore, B	14		

ICTU Biennial Conference Delegate (11 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Burch, K	8	Lawrenson, K	730
Clarke, H	22	Lowry, D	103
Clarke, S	8	McCloskey, J	6
Crawford, B	703	McConnell, C	59
Creaney, T	59	McCrossan, S	59
Crilly, D	8	McNulty, J	21
Davidson, J	27	Millar, T	113
Dummigan, M	38	O'Sandair, R	53
Harvey, S	59	Robinson, M	15
Herron, M	27	Scott, J	516
Hoy, L	16	Skelcher, L	59
Killen, T	730	Wilson, R	6
Kirk-Lyness, G	22		



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