



Conference  
2017

nipsa  
Protecting Public Services  
Supporting Public Servants

NIPSA Annual Delegate  
Conference

Slieve Donard Hotel

Agenda 2017

Wednesday 31st May 2017  
to Friday 2nd June 2017

## Timetable

### Wednesday 31st May 2017

<b>10.30 a.m. - 12.00 p.m.</b> <b>12.00 p.m. - 1.00 p.m.</b>	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 Report  Protecting Public Services
<b>2.30 p.m. - 5.00 p.m.</b>	Public Policy I  Guest Speaker  Constitutional Amendments I  Workers Rights

### Thursday 1st June 2017

<b>10.00 a.m. - 1.00 p.m.</b>	Public Policy II  Equality and Human Rights  Guest Speaker  Industrial Relations
<b>2.30 p.m. - 5.00 p.m.</b>	Trade Union Issues  Guest Speaker  Constitutional Amendment II  Organisation and Administration

### Friday 2nd June 2017

<b>10.30 a.m. - 1.00 p.m.</b>	Leaving the European Union Health and Safety Pensions Pay Guillotined Motions
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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 23th May 2017.

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 26th May 2016.

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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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

<b>Motions</b>	<b>Motions covered by it</b>
Composite Motion No.1	87,88,89,90,91
Composite Motion No.3	92
Composite Motion No.10	93
Composite Motion No.26	94
Composite Motion No.40	95
Composite Motion No.47	96, 97,98,99
Composite Motion No.60	100,101
Composite Motion No.71	102,103
Comprehensive Motion No.72	104,105,106,107
Composite Motion No.75	108
Composite Motion No.76	109

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 25th May 2016. 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: K Loughran  
J McCloskey  
J Veighey  
B White**





# **Primary Agenda**

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

## ● Protecting Public Services

### ***Composite Motion 1 (to be moved by Branch 134)***

This Conference calls on the incoming General Council to re-launch the Public Service Defence Campaign and to create a dedicated website and social media accounts to communicate to members and to the general public. As the leading public sector union we need to take the lead in defending our public services and build momentum in the community. Our members have been active in many campaigns recently such as protecting Outdoor Education Centres, resisting Library and Mental Health Day Centre closures but we need to make sure each campaign is not seen as a single issue matter but as part of a wider movement to oppose cuts to services which can co-ordinate with trades councils and other campaign groups.

### ***Motion No.2 (General Council)***

Conference welcomes the publication of the NIPSA research booklet “*Insecurity as Policy. The Casualisation Public Services*” that looked at the scale and costs arising from the long-term use of agency workers. This showed that across the three areas examined by the research, the money spent on agency workers and the fees paid to recruitment agencies is dramatic. In the Housing Executive for example since 2012 over £29 million was spent in less than four years, nearly £12 million in one year alone. In the NICS at least £9-10 million a year was spent over the last three years and year on year costs in health and social care run into the £10s of millions. Compounding this is the fact that such agency placements are happening while there are hundreds of long-term vacancies. The research makes the point that for our members and the society in which they live, political claims of wanting to move towards “world-class” public services ring hollow in the increasingly casualised environment in which they work.

Conference recognises that this situation is a direct result of the Executive’s acceptance that these costs are a price worth paying for the desire to “re-balance the economy” and its promotion of employment growth that is part-time/casual, lower paid and insecure.

Conference calls for the General Council to promote a strategy to oppose this deliberate re-configuring of the workplace and to promote genuine long-term manpower planning. This starts with making the issues of agency staff use and unfilled vacancies a standing item on the agenda in every area where there is a trade union negotiating presence. This will question the appropriate staffing levels needed to deliver a quality service to the public and establish: what are the vacancy levels in terms of both number of staff and duration of vacancy? What are the agency numbers/duration of such contracts? What plans are there to fill these ‘agency’ posts with permanent staff? What management fees are being incurred by the use of recruitment agencies? In addition to this negotiating pressure, what is also needed is the direct lobbying of and challenge to political parties/the Northern Ireland Executive about the waste of public money and undermining of public services that funnelling our money through the private sector in this manner entails.

### ***Composite Motion 3 (General Council)***

Conference is deeply concerned that further realities of the Fresh Start Agreement have started to manifest in the establishment of a public sector wide Shared Services Programme. This Programme, if enacted, would result in most areas of corporate services, including HR, finance, ICT, pensions and other areas being delivered for all areas of the public sector from one organisation – most likely outside of the public sector.

**This proposal has the potential to both reduce further the number of**

**public sector jobs through centralisation of services and lead to the privatisation/outsourcing of thousands of public sector jobs. There are many examples whereby shared services has been a disaster for our members both as end users of services and as members who are required to work within the various shared services areas. In preparing a robust defence against the wholesale move to centralise the delivery of many corporate service functions and policy areas NIPSA must ensure that we have a strong research base from which to challenge the many issues which will undoubtedly arise over the coming months and years.**

**Conference welcomes the setting up of a strong negotiating body under the auspices of NIC-ICTU which will ensure that all unions are involved in the defence of public services jobs within the public sector and working with all unions to defend against this threat of wholesale privatisation. It is imperative that a detailed strategy and campaign is implemented by the General Council to oppose the implementation of shared services on this massive scale.**

**Conference therefore instructs the General Council to take all necessary steps to oppose the introduction of shared services on this massive scale. As part of this strategy the General Council should also ensure it leads the negotiations on all aspects of this Programme including the protection of jobs and the delivery of these services within the public sector.**

#### ***Motion No.4 (Branch 725)***

Given that the situation in the Voluntary and Community Sector has continued to deteriorate over recent years conference instructs the incoming General Council to immediately launch a campaign in defence of the Voluntary and Community Sector.

The Community and Voluntary Sector in Northern Ireland has been suffering the negative impact of budget cuts and austerity for many years. This has not only impacted on the terms and conditions of our members who work in that sector but it has seriously hampered their ability to provide much needed services to communities and the vulnerable. Many have already had to deal with redundancies and the recurring budget crises mean many will have to close their doors.

This campaign should be in defence of Voluntary and Community Sector organisations. A campaign which seeks to defend not only jobs, terms and conditions of our members but also which defends the services they provide to the community.

Campaign activities should include:

- Mapping out our voluntary and community membership: gathering info on what organisations we represent, how members have already been affected by budget cuts, what they are likely to face in the future and how this is affecting the services and communities they support;
- Producing a comprehensive strategy for a campaign which utilizes this mapping information;
- Providing organising support to our Community and Voluntary Sector branches to help them, recruit more members, improve communications and mobilise our members to take part in the campaign;
- Build unity across the working class movement for this campaign by linking with other organisations including ICTU, Trades Councils and trade unions who represent people in this sector.

- For a review process to take place one year from now to consider how this campaign has progressed
- Engaging our membership in both the PO and CS Groups

### ***Motion No.5 (General Council)***

Conference notes the Review of Arms Length Bodies which falls within the remit of the Department of Communities. It is unacceptable that the review has commenced only within DfC as this review arose out of an Assembly debate in November 2016 and should be an issue for the Executive Office.

Conference condemns the former Communities Minister for taking a solo run on this review which could result in the merger or abolition of any one of the twenty one ALB's within the remit of DfC. Conference also rejects the attempts by the Department for Communities in seeking to impose a vacancy control mechanism for all grades at Deputy Principal and analogous level and above which has the potential to destabilise an already concerned workforce.

Conference calls on the General Council to resist any attempts to implement the review without any reference to the Executive Office. In doing so the General Council should be mindful that NIPSA is not seeking to widen the review to all Arms Length Bodies across the civil and public sector.

### ***Motion No.6 (Branch 127)***

Conference condemns the many austerity measures imposed on education provision within Northern Ireland. The latest attacks to impose transport charges on each child, threats to increase costs for breakfast and after schools clubs and the closure of these clubs are appalling. These will be crippling for many low-income families and households who have come to depend on these provisions. Children should receive their education at no direct cost and society should raise adequate funds for all aspects of education through direct and progressive taxation.

All these measures are likely, once again, to place particular pressures on low income and 'just-about-managing' households on those with disabilities. It is particularly regressive as a flat rate tax will apply equally to all regardless of ability to pay. We oppose this on principle and do not agree to its introduction at any rate or on any basis. Conference also finds this to be an anti-rural policy which will affect isolated communities disproportionately and we believe will breach requirements to meet both rural and equality proofing.

Conference calls on the General Council to support other unions involved in this campaign including promoting a petition to the minister responsible. Conference further calls on the General Council to fight back through our public service defence campaign and to demand that all political parties and the Northern Ireland Executive intervene to stop the imposition of yet another stealth tax.

### ***Motions No.7-8 unallocated***

## **● Public Policy I**

### ***Motion No.9 (General Council)***

Conference recommits NIPSA to the ongoing campaign to ensure the retention of the Northern Ireland Housing Executive as the single overarching housing authority, responsible for landlord functions and strategic housing issues, with the capacity to address the growing housing crisis.

Conference totally rejects the recent larger scale reinvigoration of the failed policy of Voluntary Stock Transfer of Housing Executive homes to Housing Associations and fully supports NIPSA in its campaigning within local communities to encourage rejection of these proposals when tenants are balloted.

Conference welcomes the recent update of NIPSA's previous 2013 publication "*Keep Our Housing Public*" which has been used to refocus the campaign to fight against privatisation of social homes and to present alternatives to the failed policies of the past number of years. NIPSA has argued strongly in the Assembly, in discussions with Ministers and with individual political parties that housing should be considered strategically and removed from any political agenda which would seek to dismantle and destroy the Housing Executive. Conference agrees that the key elements of the NIPSA Housing Campaign should include the following elements and calls on the General Council to take all practical measures to support the Campaign:

- (1) The Housing Executive should be recognised for the invaluable contribution it has made over the last 40 years and should be retained as the single housing authority with strategic responsibility for the impartial delivery of housing, based on objective need, in what remains a deeply divided and segregated society;
- (2) The 'right to borrow' issue needs to be critically addressed by the Assembly to enable the Housing Executive to access funding to undertake repairs and upgrades and construct new homes, contributing to the creation of much needed construction jobs and apprenticeships for young people;
- (3) The Housing Executive to become a catalyst for change by the development of an ambitious housing programme over the next 10 years to help tackle segregation and division in the community;
- (4) The Voluntary Stock Transfer programme should cease immediately with the focus redirected to tackling homelessness and those in housing stress;
- (5) Continue to work with tenants' associations, local community housing activists, Trades Councils and others to build a broad alliance around these issues to strengthen the resolve of the whole community to reject any attempt to dismantle the Housing Executive and to ensure that the NIHE remains accountable to the public through wider tenant participation in decision making arrangements.

### ***Composite Motion 10 (to be moved by General Council)***

Conference notes that the Bengoa Report, "Systems, not structures – Changing Health and Social Care" was released together with the Minister's 10 year Vision document "Health and Wellbeing 2016 Delivering Together" and adopted by the Northern Ireland Assembly as our future health policy even though the Bengoa Report itself will not be the subject of public consultation.

This democratic deficit has been challenged by NIPSA and we have further argued:

- **The Bengoa Report is a damning indictment of the inadequate leadership and failed strategies of past and current HSC approaches;**
- **It contains recommendations that are broad in their ambitions but lack detail on how these aspirations can be achieved;**
- **The question of funding is glaringly absent from the document;**

- **It advocates a greater role for the private sector in the delivery of our health service and NIPSA has fundamentally opposed such an approach;**
- **The Report and Action plan is without clear targets and lacks comprehensive costing.**

**Conference acknowledges that this being an outcomes and priority based report being taken forward under the ‘Programme for Government’ Model will have a cross cutting impact on all other Departmental budgets as it seeks to find money to address health inequalities.**

**Examples of this include advocating for an integrated transport strategy for Education and Health and the creation of a change “Transformation Fund” with every suggestion that this will not be additional money but to be found out of the existing block grant with the resultant implications this will have for all other parts of the civil and public sector and voluntary and community groups.**

**Conference calls on the General Council to ensure that at the heart of NIPSA’s campaign will be the protection of our members’ interests and defending a health service, publicly-funded and resourced, that will truly address the public’s real health needs, free at the point of entry and serviced by highly-trained public sector workers with decent terms and conditions.**

### ***Motion No.11 (Branch 128)***

Conference notes that it is almost nine years since the last Transfer Test set by the CCEA and in the intervening period there has been unwillingness by successive Ministers of Education to produce a satisfactory replacement.

Conference notes that the Association of Quality Education (AQE) and the Post-Primary Transfer Consortium (PPTC) issued a joint statement announcing their intention to produce a single transfer test from November 2019.

Conference condemns the inaction of successive administrations in failing to address the transition from primary to post-primary school adequately for the benefit of children, rather than the vested interests of grammar schools.

Conference calls on the incoming General Council to campaign, through the NIC-ICTU, for a comprehensive education system which offers a world-class education to all children in Northern Ireland, regardless of the means available to their parents.

Furthermore, Conference calls on the incoming General Council to lobby the Department of Education to take whatever steps necessary to prevent the use of these tests as entrance criteria in any school funded directly or indirectly by the Department.

### ***Motion No.12 (Branch 70)***

Conference notes that there is to be a public inquiry into the Renewable Heat Incentive scheme, which was so poorly designed and executed, that millions of pounds of tax-payers money will go up in smoke in the lifetime of the project.

However, Conference also notes the emerging evidence that the smoke generated by the bio-mass boilers incentivised in the scheme is an actual and significant pollutant.

The lead researcher at King’s College, Environmental Research Group, Dr Gary Fuller, has advised – *“Although the apparent carbon neutrality of wood-burning may make it appear more environmentally friendly, there is growing evidence of adverse health effects from wood smoke.”*

Their research has established that the air pollution that reached record levels in London in recent months, was caused in almost equal part, by particulates released by diesel vehicles and wood smoke from wood burning stoves.

The adverse health effects of wood smoke are best detailed in the website of the Environmental Protection Agency in the USA as follows – *“Short-term exposures to particles (hours or days) can aggravate lung disease, causing asthma attacks and acute bronchitis, and may also increase susceptibility to respiratory infections. Long-term exposures (months or years) have been associated with problems such as reduced lung function and the development of chronic bronchitis – and even premature death. Some studies also suggest that long-term PM 2.5 exposures may be linked to cancer and to harmful developmental and reproductive effects, such as infant mortality and low birth weight.”*

Conference notes that the Renewable Heat Incentive scheme in Northern Ireland is set to run for 20 years. Accordingly, it instructs the incoming General Council to raise these health concerns directly with the relevant Minister in the Northern Ireland Assembly and to lobby the Assembly parties to ensure that the alleged obligation to honour contracts made with those who joined the scheme does not trump the health of the general public.

### ***Motion No.13 (Branch 560)***

Conference condemns the arrest and prosecution of peaceful protesters at Jobstown. Conference asserts that protest is not a crime and calls for the dropping of all charges against all those arrested. Conference calls on the General Council to publicise as widely as possible any protests in Northern Ireland to support those arrested at Jobstown.

### ***Motion No.14 (Branch 730)***

Conference notes the huge public protest held in London on the 4th March to defend the NHS at which NIPSA activists were in attendance. Conference also notes the many protests and campaigns across the UK to defend the Health Service against cuts contained in such Tory sponsored initiatives as Sustainability and Transformation Plans. Conference sends a message of solidarity to all other Trade Unions and local campaigners involved in opposing such attacks on our NHS.

Conference particularly notes the lack of a co-ordinated approach from ICTU in relation to defending our NHS and Public Services in Northern Ireland. Conference believes NIPSA as a campaigning organisation needs to build bridges of resistance with other Unions and campaigns both within Northern Ireland and across the UK to fight austerity and cuts to services.

Conference therefore asks the incoming General Council to examine how the interests of NIPSA members and public services in Northern Ireland could be better defended by supporting and highlighting both local and UK wide campaigns. This would help NIPSA to build alliances across the UK leading to better co-ordinated campaigns to fight to save services and fight cuts.

### ***Motion No.15 (Branch 128)***

Conference welcomes the outcome of the inquests into the deaths 96 Liverpool fans as a result of the Hillsborough Stadium Disaster on 15 April 1989 which was delivered on 26 April 2016.

Conference commends the bravery and dedication of campaigners who fought for almost three decades to clear the names of their loved ones who died in the disaster and condemns the various state agencies which were complicit in the denial of justice for so long.

Conference notes the underhanded role played by the right-wing media, notably The Sun newspaper, not just in relation to Hillsborough but also in relation to the 1985 Miners' Strike, the hacking of the phones of murder victims and its general sexist, anti-working class, anti-trade union and anti-minorities bias.

Conference calls on the incoming General Council to encourage members not to buy The Sun and to consider banning it from NIPSA Conferences, training courses and other events.

***Motions No.16-17 unallocated***

## ● **Constitutional Amendments I**

### ***Motion No.18 (General Council)***

Conference endorses the content of Conference Paper No.1 in respect of an increase in NIPSA subscriptions.

### ***Motion No.19 (General Council)***

Delete existing rule 5.9 and replace with:

“The quorum at Conference shall be by a simple majority of those delegates registered to attend Conference.”

### ***Motion No.20 (Branch 137)***

Constitutional Amendment Rule 12.2, line 11.

Remove the words “at least two-thirds” and replace with the words “more than half”.

***Motions No.21-22 unallocated***

## ● **Workers Rights**

### ***Motion No.23 (Branch 7)***

Conference remains concerned at the use of Recruitment Agencies in the public sector. This has continued the practice of multiple tiers of terms and conditions in our workplaces. This race to the bottom has left Agency staff in our workplaces with minimal rights of representation, no right of appeal if deemed unsuitable or unfit for work tasks and minimal periods of notice.

Conference welcomes the NIPSA publication of *Insecurity as Policy. The Casualisation of Public Services* but believes more can be done to combat the use of Recruitment Agencies such as publicising the profits earned by the Agencies and the lack of rights afforded by them to their employees.

The new framework for Recruitment Agency contracts in NICS, introduced in December 2016, is also welcome but we expect such contracts only in exceptional circumstances. Any contract began under the old Framework that needs to continue should be brought under the new framework within a set timescale, preferably no more than 3 months.

The right to a workplace pension should also be highlighted by NIPSA and pressure brought on the Agencies to account and explain to their employees where their pensions are, what deductions have been made and what pension has been earned to date.



By confronting and challenging the lack of workers rights within these contracts we should bring pressure on the employer to return to all public sector workers being employed directly on public sector contracts.

### ***Motion No.24 (Branch 115)***

Conference recognises that trade union legislation is a devolved matter and therefore lies in the hands of the Stormont Assembly.

Conference welcomes the opening of a political discussion on the need for new legislation that removes the current undemocratic anti-trade union laws and replaces them with legislation that is pro-trade union and pro-workers' rights. Conference recognises that such legislation must be passed in the Assembly but will only be successful if backed by a mass campaign by the trade union movement.

This can only be achieved if this issue is not turned into a sectarian political football by the Assembly parties and there is a full consultation with trade unions about what the new legislation should contain.

Conference calls on the incoming General Council to campaign for public support from all working class communities for the scrapping of anti-trade union legislation and for positive pro trade union legislation that will allow workers full democratic rights within all workplaces.

### ***Motion No.25 (Branch 127)***

Conference notes the edict issued by the Permanent Secretary of the Department of Health in advance of the March 2nd election which expressed his concern at what he deemed "overtly political" messages posted on social media by Health Service employees.

Conference condemns this action, noting that Fair Employment and Treatment (NI) Order 1998 (FETO) Article 3(2) (a) provides that it is unlawful to discriminate against an employee on grounds of political opinion stating as follows:

"(2) A person discriminates against another person on the ground of religious belief or political opinion in any circumstances relevant for the purposes of a provision of this Order, other than a provision to which paragraph (2A) applied

if –

(a) on either of those grounds he treats the other less favourably than he treats or would treat other persons".

Conference welcomes the decision in McCrossan v. Department for Social Development and applauds the member, NIPSA representatives and officials who pursued the case and notes the similarity between that instance and the instruction issued by the DoH Permanent Secretary.

Conference notes that it would be entirely wrong for a public servant to express a political opinion in a professional capacity, however recognises that in a free and democratic society individuals should be free to express these opinions in their own time.

Conference instructs the incoming General Council to vigorously defend the rights of members to express a political opinion in their private lives and to challenge employers who would seek to silence members.

## ***Composite Motion 26 (to be moved by Branch 516)***

Conference notes the increased use of agency staff, zero hours contracts and the many other variations of contracts. Conference notes these practices are increasing in the public sector, for example Employees may have several contracts to cover their working day – some paid hours as general assistant, some paid hours as special needs classroom assistant, and some paid as a supervisory assistant during lunch times. i.e. 2 hours general + 1 hour supervisory + 3.5 hours special needs makes up a full days pay

- **In schools we have general assistants on much lower pay, covering classroom assistant duties during their working day**
- **Classroom Assistants covering classes in the absence of teachers**
- **Supervisory assistants being asked to cover study lessons in libraries (40+ pupils) and run libraries where librarians have been made redundant**
- **Nursery assistants being left on own whilst teaching principals attend meetings and these assistants input assessments straight to children’s online files (teachers Job)**

**This behaviour by employers is a disgraceful abuse of members good will and attack on their terms and conditions and we (NIPSA) must actively and openly communicate to our members to resist this practice.**

**Conference calls on the incoming General Council to challenge these unacceptable strategies by employers, and to educate, support and empower members to resist the pressure to accept these practices and demand better terms and conditions.**

## ***Motion No.27 (Branch 128)***

Noting the rise in precarious working arrangements currently in place across all sectors, Conference expresses grave concern that almost 1 million UK workers are on zero-hour contracts and a rising number of workers are becoming reliant on the so-called “Gig Economy”.

Conference notes that developing technologies have been used to increase profits for multinationals such as Uber, Hermes, Deliveroo and Yodel with great detriment to the wage terms and conditions, health and safety, entitlements and legal protections which should be afforded to employees.

Conference calls on the incoming General Council to work to resist the liberalisation of employment practices in areas represented by NIPSA and to continue to support members in the public sector on casual and zero-hour contracts to improve their terms and conditions.

## ***Motions No.28-29 unallocated***

# ● **Public Policy II**

## ***Motion No.30 (General Council)***

Conference is concerned at the continued pressure on public finances and the fact that a budget was not available at the due fiscal point, resulting from political instability and yet a further collapse of the Northern Ireland Executive. Conference is conscious of the fact that unless the Northern Ireland Executive, or those in power in the alternative, moves away from austerity measures, there will be significant impacts on the citizens of

Northern Ireland. Particular concern attaches to the Education sector which has announced plans to deliver on the austerity agenda having detrimental impacts for children, young people, parents and guardians. This is evidenced by the cut in school budgets, the lack of sufficient resources in areas such as Education Welfare Services, the proposed closure of a number of Residential and Outdoor Education Centres, plans to increase the cost to families for school meals and music services, the proposed introduction of charges for school transport and threats to the budgets of voluntary youth organisations.

To introduce these measures will work against stated objectives contained in the draft Programme for Government in relation to the provision of services to children and young people including those who are vulnerable, those with special needs and those that are living in social deprivation. In this regard, failing to meet the objectives of the Programme for Government through cuts in the education budget and other areas of the public sector has broader implications that transcend education, health, housing, transport and a number of NICS departmental programmes and policies.

Conference therefore calls on the General Council to seek to engage with the trade union sides of all sectors to co-ordinate a reinvigorated and comprehensive NIPSA response to these most recent cuts, under its Public Service Defence Campaign

### ***Motion No.31 (Branch 730)***

Conference notes with dismay the scale of human tragedy involving the ongoing revelations surrounding the mother and baby homes in the Republic of Ireland. While this scandal has many facets, Conference in particular believes that this appalling scenario reinforces the unacceptable risks that can occur when State agencies agree to sub-contract key elements of service delivery to religious and/or voluntary bodies. That the Mother and Baby Home scandal comes hot on the heels of the appalling abuse of vulnerable families, children and young people exposed by the Historical Institutional Abuse Inquiry, this only reinforces Conference's opposition to this practice.

Conference further believes that it is a particular scandal that the organisation responsible for the Mother and Babies home tragedy has become the largest Private Health Care provider in the Republic, largely on the back of the huge level of public subventions it has received over the past 50 years. Conference notes that similar aggrandisement by faith based organisations continues to happen in the North on an ongoing basis again on the back of public funding.

Conference notes with concern that this convenient sub contracting culture, which blurs the line between Church and State in particular, continues to be an ongoing issue in many areas of life in Northern Ireland, in Health and Education in particular.

Regardless of the origins behind the establishment of a particular service, Conference believes that if public funding is required on an ongoing basis for the delivery of the said service, then NIPSA should lobby the Northern Ireland Executive to establish a clear and transparent process that publicly states the rationale for allowing public funds to be diverted in such a manner. This is so that informed debate can take place with a view to bringing publicly funded services into the public sector proper.

NIPSA has no issue with charitable works or organisational involvement by religious bodies which is additional to state spend in any area and acknowledged the huge fund raising efforts by many of these organisations in relation to Global development for example. However, NIPSA believes that the power imbalances and collusive practices which underpin these scandals can only be dealt with by removing the dark corners and self-serving interests that enable them. Conference therefore calls on NIPSA to recommit itself to a campaign to making a reality of the separation of Church and state in the delivery of public as opposed to charitable services.

### ***Motion No.32 (Branch 93)***

Conference notes the increasing scientific evidence of the harmful effects of diesel engine emissions and the indications from government that diesel prices will rise to act as a deterrent to using diesel cars. Many of our members who drive as part of their work duties bought diesel cars when the scientific evidence was that it was the best environmentally. These members now own cars with a much lower resale value and face the prospect of significantly increased diesel costs.

Conference instructs the incoming General Council to campaign for a government diesel car scrappage scheme that will help the environment and ensure members are not unfairly impacted by increased fuel costs and lower resale values.

### ***Motion No.33 (Branch 115)***

In 2014, this union campaigned to save Jobs in DVA being relocated to Swansea from Coleraine and other areas. Unfortunately, we failed to stop these moves. However, during that campaign promises were made by politicians and senior civil servants to create an enterprise zone in Coleraine and that new work would be sought for the Causeway area. Three years on and this area has lost yet more jobs and the long-awaited enterprise zone has just been finalised with £20 million invested to create a mere 10 Jobs.

Conference therefore calls upon the incoming General Council to lobby our politicians to deliver on the promise of creating an enterprise zone in Coleraine (and any other promised area) and to reaffirm its policy to fight for local jobs.

### ***Motion No.34 (Branch 137)***

This conference is deeply concerned at the growing sectarian tensions in our society created by the ongoing controversy over symbols of identity, which are being exploited by political parties for their own agendas. Politicians have for too long failed to address the root causes of sectarianism thereby allowing divisions in the community to flourish.

The 'Together: Building a United Community' (T:BUC) Strategy of 2013, has delivered none of its primary aims around our children and young people, our shared community, our safe community and our cultural expression.

Divisions have continued to fester with the failure of the main political parties to deal with the significant and historic problems blighting our community regardless of identity - including the high levels of poverty, deprivation, unemployment and educational underachievement. The priorities of the Northern Ireland Assembly should be creating employment, reducing poverty, improving health outcomes and building a united community. How can they do this effectively when the first thing they do when elected to Stormont is to designate nationalist, unionist or other. This does nothing other than to promote institutional sectarianism. The politics of 'them' versus 'us', and the quest for control of territory and resources, rather than any consideration of a shared vision and common goals for Northern Ireland, is failing to improve the economy or public services. As a result, there's an increasing failure to secure progress.

Data from the Northern Ireland Statistics and Research Agency (NISRA) shows that just half of young people (47%) and adults (52%) believe Catholics and Protestants enjoy better relations than five years ago. NISRA also reported that young people "have consistently shown less optimism than adults over the last decade, with never more than half of 16 year olds saying they think things will be better in five years' time". There was also a marked drop in schools participating in shared education activities - just 59% of schools took part in schemes in 2015-16 compared to 76% the previous year. This is a sad indictment of the failed system of government in Northern Ireland.

Conference appreciates that in this divided society issues of national identity are extremely important for many people. The failure to genuinely and inclusively address this sensitive problem creates a dangerous vacuum in which sectarianism and hatred can flourish. This in turn distracts working people from uniting around the very real social and economic hardships they share in common.

It is vital therefore that we work together to build a more tolerant society which recognises and respects the right of identity to which all citizens are equally entitled. NIPSA has a proud history of uniting workers and combating sectarianism and racism. Conference therefore calls on the incoming General Council:

- to develop a strategy to combat sectarianism in the workplace
- to educate our members and challenge their attitudes to sectarianism
- along with the wider trade union movement to formulate a strategy and campaign for a proper shared future for all the citizens of Northern Ireland.

#### ***Motions No.35-36 unallocated***

## ● **Equality and Human Rights**

### ***Motion No.37 (Branch 171)***

Conference applauds the recent Supreme Court judgement, ruling that surviving member of a cohabiting couple should be entitled to the benefits from their late partners' pension. Conference insists that NIPSA follow up on this to ensure that this ruling is now applied to all our members pension schemes.

### ***Motion No.38 (Branch 117)***

Conference, in an environment where the NHS is under greater pressure day by day and more and more staff have greater caring responsibilities than ever before, both for their children and their parents or other family members, many public sector have been slow to develop carer friendly policies.

Conference therefore calls upon the incoming General Council to engage with the Civil Service and other Public Sector employers with a view to developing policies for carers to enable them to both continue their employment and enable them to fulfil their caring responsibilities.

### ***Motion No.39 (Branch 118)***

Recent High Court rulings have failed to permit heterosexual couples to enter into civil partnerships.

As Peter Tatchell said: "This is a defeat for love and equality". Therefore, in the spirit of equality, we call upon the incoming General Council to campaign, in conjunction with other unions and equal rights groups, to have civil partnership rights extended to all those who wish to have their relationship recognised in this way.

### ***Composite Motion 40 (to be moved by Branch 118)***

The recent Assembly election saw a change in the political strength of the local parties and made it more difficult for any one party to misuse the Petition of Concern, to block any policy with which they do not agree.

Therefore, we call upon the incoming General Council to intensify the campaign for equal marriage rights for our LGB&T comrades, to continue to lobby politicians and engage with like-minded individuals and organisations to get this legislation passed as a matter of urgency.

### ***Motion No.41 (Branch 127)***

Conference welcomes NIPSA's support and involvement in the "Love Equality" Civil Marriage Equality Campaign and believes that this is a very important step in the fight for LGBT equality in Northern Ireland. Conference also recognises that NIPSA is Northern Ireland's biggest and leading trade union and as such, should be at the forefront of the fight for equal rights for its LGBT members and the wider LGBT community.

As the biggest civil group in our society, NIPSA members could make a huge difference to any campaign in Northern Ireland. It is through education that we can engage and involve our members in order to affect change. Therefore, we need to educate our members on the background and history of the "Love Equality" Campaign, what the current issues are, what we are doing about the issues and what our future plans are to bring about civil marriage equality in Northern Ireland.

Conference instructs the incoming General Council to develop educational material, as previously described, for NIPSA branches to raise awareness and support for civil marriage equality amongst our members.

### ***Motion No.42 (Branch 134)***

Following the UK Government's shameful decision to abandon its commitment to bring unaccompanied child refugees to the UK from Europe, this Conference calls on the incoming General Council to campaign for a modern "Kindertransport" Scheme which would provide safety for refugee children not just from Syria but from any current or future conflict.

### ***Motion No.43 (Branch 137)***

Theresa May welcomed Benjamin Netanyahu to Downing Street, just days after the Israeli Prime Minister announced plans for thousands of new illegal settlement units in the West Bank and East Jerusalem. The UK Government's contempt for the rights of Palestinians is clear. They are directly arming Israel with hundreds of millions of pounds worth of weapons, including F16 fighter jet components, assault rifles, armoured vehicles and ammunition. Indeed Foreign Secretary Boris Johnson is understood to be keen for a royal visit to take place to mark the centenary of the 1917 Balfour Declaration, when Britain signalled its support for the establishment of a Jewish homeland in what was then Ottoman-ruled Palestine.

Palestinians' human rights, including the right to education have been particularly hard hit by the siege on Gaza. Basic educational equipment including books, paper, computers, stationary and desks are all in limited supply and Israel routinely cuts off Gaza's electricity supply. Alongside this, the siege traps over 2m people in a tiny strip of land with severely limited access to basic supplies such as food, safe water and medicine.

The overwhelming majority of those killed and injured have been civilians, including hundreds of children as homes, hospitals, refuges and schools have been deliberately targeted.

Conference re-affirms its' call for an end to Israel's siege on Gaza and illegal occupation of the West Bank.

Conference believes that ending the occupation demands concerted and sustained pressure upon Israel including an economic, cultural, academic and sporting boycott.

Conference calls on the incoming General Council

to develop member packs with advice for members on practical things they can do to support the BDS Campaign by boycotting companies/products which have been identified as being complicit in human rights abuses in Israel/Palestine

to call upon the UK government to stop arming Israel and oppose any royal visit

to organise an event for members to mark the 40th anniversary of UN Palestine Solidarity Day on 29 November 2017 and consider inviting Palestinian Trade Unionists to speak.

### ***Motion No.44 (Branch 517)***

Conference notes the arrival of new comers from war torn regions. Conference extends a warm welcome to these people who have been forced from their homes by war, austerity and oppression. Conference notes that the excellent work being done on the ground to help and support these people is being undermined by cuts and austerity.

Conference calls on the incoming General Council to lead a campaign to seek additional support and assistance for new comers and to link this demand to an end to the austerity programme of the Assembly and Westminster so that we can have a better life for all.

***Motions No.45-46 unallocated***

## **● Industrial Relations**

### ***Composite Motion 47 (to be moved by the General Council)***

**Conference condemns all attacks on trade union facility time. It is imperative that NIPSA representatives are given the appropriate time off to represent members on both collective individual cases which impact on them in the workplace. However Management Side often take the narrow approach to paid time off and do not recognise the important role NIPSA representatives have in promoting positive industrial relations within the workplace and that they deal with many matters before they become issues to be raised with management. It would appear in the NICS and the wider public services the Management Side are seeking to diminish our role in the workplace and wider afield.**

**Conference notes government research found that the work of union representatives has resulted in a number of savings for all taxpayers including:**

- (a) Savings to employers and the exchequer of between £22m and £43m as a result of reducing the number of Employment Tribunal cases;**
- (b) Benefits to society worth between £136m - £371m as a result of reducing working days lost due to workplace injury; and**

- (c) **Benefits to society worth between £45m and £207m a result of reducing work related illness.**

It is further noted that updated research by the TUC concluded that it can reasonably be estimated that the work of union representatives also results in:

- (d) **Overall productivity gains worth between £4bn and £12bn to the UK economy;**
- (e) **Savings of at least £91m as a result of reducing dismissals;**
- (f) **Savings to employers of between £82m and £143m in recruitment costs as a result of reducing early exits.**

**This research highlighted that for every £1 spent on trade union facility time in the public sector between £2 and £5 is returned in accrued benefits on the measures of the costs of dismissal and exit rates**

**NIPSA condemns the attacks within the Northern Ireland Civil Service and other areas within the public sector on NIPSA representatives and their entitlement to paid time off and calls on the General Council to take all necessary steps to defend paid time off for NIPSA representatives for all representative roles.**

### ***Motion No.48 (Branch 733)***

Conference, the recently published Bengoa report and associated minister's vision 'delivering together' outlines the need for changes to the HSC system in Northern Ireland. The impacts of this plan will be felt by all who live and work here.

Each of the work streams being undertaken to look at all aspects of the plan will require trade union presence if there is to be meaningful Co-Production and Co-Design.

The implementation of the Strategies are set to be rolled out at a time when there are several other changes taking place and meanwhile all other daily cases will continue.

We call on the incoming General Council to lobby the Departments who will be involved to secure protected time out for representatives in order that members' views are meaningfully represented at each Fora where discussions are held.

### ***Motion No.49 (Branch 734)***

Conference calls on the incoming General Council to be proactive across all public sector organisations in demanding that voluntary/elective transfer schemes or similar facilities are made available to all staff-such schemes have disappeared over recent years yet, large public sector employers should have little difficulty in seeing the benefits and accommodating requests for staff moves, which results in a much more healthy and productive workforce.

### ***Motions No.50-51 unallocated***

## **● Trade Union Issues**

### ***Motion No.52 (Branch 115)***

Conference recognises that local communities are being attacked through the centralisation of public sector jobs, welfare reform and the long-term reduction in all public services. Conference notes that the best method of



building a sustained campaign against these attacks comes from the people within that community, union reps and communities working together, fighting together.

Conference calls upon the incoming General Council to make proposals to ICTU and other unions to work together and establish local Trade Union Centres run collectively by the unions in the area.

### ***Motion No.53 (Branch 117)***

Conference notes a motion to the 2015 NIPSA Conference calling on NIPSA through ICTU to encourage the creation of a union in schools programme for Northern Ireland to address the serious lack of young trade union members and activists in the area.

Conference notes that there has been no progress on this motion since it was passed by conference two years ago.

The success of the Youth Connect scheme in The Republic has to be noted and congratulated. However once again Northern Ireland remains left behind. Given that a large percentage of school leavers will at some point take up employment in an area of the public sector it is to our benefit as a union, as well as the movement as a whole that young people have some knowledge base of the work of the trade unions before entering employment.

Conference therefore call upon in the incoming general council to further pressure NIC-ICTU to either roll out the Youth Connect project on an island wide basis or create a Northern Ireland equivalent project.

### ***Motions No.54-55 unallocated***

## **● Constitutional Amendments II**

### ***Motion No.56 (General Council)***

Rule 5.13 line 3 delete “shall” and replace with “may”.

Delete existing rule 9.2 and replace with:

“There shall be a maximum of five Trustees who shall serve for a period of up to three years, which period may be renewed for a maximum period of one further period of three years. The Trustees shall be appointed by the General Council and may not be appointed from the categories of Ordinary, Associate or Honorary Members of the Union.

A Trustee may be removed by a decision of the General Council on, inter alia, the following grounds:

- (a) They are deemed to be incapable of carrying out their duties on medical or other grounds;
- (b) They have failed either to attend meetings or have failed to respond to communications within a reasonable period of time.”

Amend Rule 9.6 from:

“The General Council shall have power to vote any monies required to carry on the affairs of the Union, and to invest, reinvest or vary the investments of the Union as may be resolved upon with the concurrence of the Union’s Trustees in any investment in which the Trustees are for the time being by law authorised to invest trust funds, or in any Society registered under the Building Societies Acts or under the Industrial and Provident Societies Acts and with express power to invest in the purchase of land or of freehold or leasehold property; for all of which purposes and for the development, reconstruction

and upkeep thereof the Council shall be empowered to raise monies by way of loan, mortgage or by a charge on any assets of the Union.”

To read:

“The General Council shall have power to vote any monies required to carry on the affairs of the Union, and to invest, reinvest or vary the investments of the Union as may be resolved upon with the concurrence of the Union’s Trustees in any investment in which the Trustees are for the time being by law authorised to invest trust funds. The Trustees have express power to invest in the purchase of land or of freehold or leasehold property; for all of which purposes and for the development, reconstruction and upkeep thereof the Council shall be empowered to raise monies by way of loan, mortgage or by a charge on any assets of the Union.”

## ***Motion No.57 (Branch 517)***

### **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:

<b>Political Fund Contribution Notice: Northern Ireland</b>		
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.

### ***Motions No.58-59 unallocated***

## **● Organisation and Administration**

### ***Composite Motion 60 (to be moved by Branch 92)***

Conference notes with concern the low turnout of the 2017 General Council Election, with only a 12.1% turnout it is clear that the general membership is not engaged in the process.

**While there are undoubtedly many reasons why members choose not to vote, ease of voting must play a part, this year saw many public service buildings move to postal contracts with “Whistle” which do not accept pre paid envelopes.**

**Therefore Conference calls on the incoming General Council to urgently consider the viability of online voting, which would be more user friendly than the current postal ballot.**

### ***Motion No.61 (Branch 93)***

Conference is concerned at the threats facing NIPSA and lack of visible reaction by the outgoing General Council. NIPSA is facing a reducing membership and a looming financial crisis. At the same time facility time across the union is under attack which will restrict the ability of reps to represent members. NIPSA's public profile in the media has reduced over the last year. Through all of this members terms and conditions are consistently being eroded. All of this is sapping the confidence of members. Conference believes it is essential that the General Council and Branches engage with each other on all of these vital issues and instructs the incoming General Council to urgently inform and consult with members on how these issues are being addressed.

### ***Motion No.62 (Branch 119)***

Each year Members are asked to put forward motions to Conference and delegates are encouraged participate in debate around the issues that they raise. Conference notes however, that each year a significant number of motions are not heard as a result of pressures on speaking time.

Delegates and members who have invested their time and effort working on motions are disappointed and frustrated that these motions are then passed over to be decided on by General Council. This does not further the unions aims of increasing member participation and democratic debate.

Conference calls upon the incoming General Council to bring forward the requisite Constitutional Amendment to Conference 2018 which would give effect to the following change-

Any motion which falls two years in succession cannot be resubmitted for a further two years. Exceptions to this rule might include a change in legislation or NIPSA policy which had a significant impact on the desired outcome of the motion.

### ***Motion No.63 (Branch 128)***

Conference welcomes the passage of Resolution 53 at Conference 2016 however is dismayed that some individuals used the opportunity of debate to air personal grievances, attack groups of NIPSA activists and further their own agenda using disgusting racist language.

Conference is however concerned at the lack of progress on the instruction contained in that motion.

Conference instructs the incoming General Council to implement the terms of Resolution 53 from Conference 2016 and to include in future Conference Guides a reminder that racist language is not acceptable in NIPSA fora.

### ***Motion No.64 (Branch 734)***

Members and activists in the North-West feel like 2nd class citizens, they feel aggrieved and disadvantaged by the lack of modern technology in the regional office. Members would be better serviced if technology such as Wi-Fi and video-conferencing were made available. It is with great frustration that this motion is brought to conference again with the situation remaining unchanged. Branch 734 covers a vast geographical area and the lack of technology results in increased travelling time which impacts then on the time reps are free as well as increasing fuel costs. Members are not getting an optimum service and in turn have no hesitation in saying they are disappointed with the service NIPSA provides. Difficulty in installation and cost have been cited as reasons for not pursuing with this when addressed at a local level but there has been no evidence to support this. We have yet to see sight of an appraisal - Conference asks the incoming General Council to instruct NIPSA to carry out an appraisal to include a cost analysis that will lead to NIPSA having all the relevant information to move forward with a solution to this as soon as possible.

### ***Motion No.65 (Branch 171)***

Conference calls on General Council to bring forward plans to introduce a Data Protection Policy for NIPSA in accordance with the obligations of the Data Protection Act 1995 and reflective of best practice guidance provided by the Information Commissioner's Office.

### ***Motion No.66 (Branch 730)***

The current membership of NIPSA is made up of people from a wide range of employment backgrounds and as such a diverse range of employers. Conference is concerned that due to issues like privatisation the constitutional clauses covering who can be a member of NIPSA may not offer the clarity that is required on this matter. This may apply to some NIPSA members who may now be technically employed in the private sector/agency staff etc.

Furthermore, Conference notes the recent debates and outworking's of decision about who is eligible to be a member of NIPSA, including a decision taken by the Office of the Industrial Tribunals and the Fair Employment Tribunal (OITFET).

In light of the above, Conference believes that the criteria for membership to join NIPSA has to be reviewed to ensure that the constitutional elements that govern NIPSA membership are fit for purpose. Any proposed review should examine interfaces with the range of employers who currently make up the NIPSA membership and make recommendations if any gaps in the constitution are identified. Therefore, Conference asks the incoming General Council to examine this issue with a view to producing a paper to the 2018 Annual Delegate Conference.

### ***Motion No.67 (Branch 730)***

Conference believes NIPSA has long played a vital and important role in representing, promoting and safeguarding member's interests by its considered responses to public consultations across the public sector. Conference notes the current plethora of public consultations across the public sector and the unprecedented demands this is putting on local Branches and NIPSA corporately in putting together effective responses that can then be shared with NIPSA members. Conference is concerned about NIPSA's current ability to maintain this especially where these consultation are relevant to the various parts of the NIPSA membership. Therefore, Conference asked the incoming General Council to examine NIPSA's responses to public consultations and how these can be better co-ordinated.

### ***Motion No.68 (Branch 734)***

Conference is concerned that whilst committees are generally well populated within NIPSA, all too often the work falls on the same few reps. Whilst there are various reasons for this, getting time out, having to catch up on own work on return etc, Conference believes that reps would greatly benefit from having a handbook specific to their area i.e. Health, Education, Civil Service etc. this would serve as an invaluable resource to reps – Conference calls on the incoming General Council to liaise with branches and the Executive Committees to produce a relevant handbook for reps.

### ***Motions No.69-70 unallocated***

## **● Leaving the European Union**

### ***Composite Motion 71 (to be moved by Branch 733)***

**Conference acknowledges the motion passed, by a very narrow margin, at the 2016 conference, calling on the incoming General Council to campaign for an European Union (EU) exit. Since then and following the EU referendum result, huge political debate and uncertainty has prevailed.**

**Conference recognises that Brexit is a major threat to the Northern Ireland economy and political system. Despite the different traditions in Northern Ireland, there is a common identity as citizens of the EU. There is a total lack of clarity and assurances about the implications of Brexit, but there is no doubt there will be a disproportionate impact in Northern Ireland. For example, uncertainty about border controls, EU funded peace projects and political stability. Political uncertainty about the future of devolution in Northern Ireland are compounded by the absence of any clear plans for a post Brexit era.**



In Jan 2017 Teresa May talked of 'hard Brexit' where the UK leaves the EU single market and customs union. Future jobs and workers' rights are directly linked to the EU and the decision to either maintain, revoke or amend EU law into British law is uncertain and could potentially lead to huge job losses and a 'watering down' of hard fought, workers' rights.

Conference therefore instructs the incoming General Council to ensure that NIPSA strongly lobbies and works with NIC-ICTU and others to ensure that workers in Northern Ireland, both public and private, do not pay the price of leaving the EU. This will require a strong and united defence of workers and citizens' rights which will ensure the free movement of people and goods both North, South, East and West.

### ***Comprehensive Motion 72 (to be moved by Branch 560)***

Conference recognises that NIPSA, to the surprise of many of its members, bucked the trend of the wider trade union movement in its stance on Brexit and the likely damaging fallout from same.

We call on Conference to direct the incoming General Council to:

- (a) Research and publish findings of the positive contributions made to our society by EU nationals living and working in Northern Ireland many of whom are our members,
- (b) Examine and publish findings of any negative impact that the uncertainty, fear and stress concerning Brexit is having on its many NIPSA members and their extended families,
- (c) Commission research into the impact of Brexit on the employment rights of public sector workers within the UK, and more specifically to Northern Ireland, so that NIPSA representatives are ready to take action and offer advice as issues arise,
- (d) Set up a working party to include NIPSA members from other EU states currently living and working in Northern Ireland to investigate the impact of Brexit on its members and their families and to develop a strategy to support those members who may be adversely affected,
- (e) Initiate a publicity campaign in all media forms to mobilise public interests in protecting the rights of EU nationals to live and work in Northern Ireland

Conference further requests that discussions with all public sector employers takes place at the earliest possible stage to assess what work place adjustments if any can be put in place to help mitigate anticipated difficulties of border controls for NIPSA members travelling to and from work.

*Motions No.73-74 unallocated*

## **● Health and Safety**

### ***Composite Motion 75 (to be moved by Branch 734)***

Conference is very concerned of the rising levels of mental health issues in today's society, the tide is rising on this and there is no distinction in age, young and old are vulnerable. The impact of poor mental health impacts not only individuals but their families and friends and there is increasing concern at the rising levels of suicides in todays society. Conference calls on the incoming General Council to take a root and branch approach to raise this as an issue and to assist with removing the associated stigma. Conference asks the incoming council to:

**Provide training to reps so they are supported in their role as signposters – reps should not have the responsibility of dealing with this but should be supported to impart relevant information to members when they present with mental health difficulties.**

**Roll out a proper campaign across all NIPSA branches, to increase awareness with the use of posters, leaflets and cards.**

**Recognise that NIPSA has a societal responsibility to raise the profile of increasing levels of poor mental health and how this is linked to austerity and has resulted in there being a disconnect from society with increasing social exclusion and isolation.**

### ***Composite Motion 76 (to be moved by Branch 734)***

**Conference is concerned about the increasing number of attacks on public sector workers from service users in their place of work. Conference believes that more action needs to be taken to reduce the risks of such attacks happening as well as supporting staff when incidents occur, as all too often management are keen to brush things under the carpet. Conference asks the incoming General Council to draw up a pathway that will assist members to identify all methods of prevention and support such as risk assessments and incident reporting. Conference calls on the incoming General Council to fully support zero tolerance of any physical attacks on staff and to hold the employer to account.**

### ***Motion No.77 (Branch 733)***

Conference, stress in our workplaces is getting to an all-time high, Councils, Health, Education, Housing Executive and Civil Service are all facing their challenges with 'change', Lack of support, lack of communication and lack of a back-up strategy is putting extreme pressure on our members who are already feeling overwhelmed, unsupported and not sure where to turn.

We need to hold our employers to account for their negligence towards our members as the stress impact of change was foreseeable and therefore could have been alleviated.

For this reason we ask the incoming General Council to put pressure on employers to look at their workplaces and to realise the duty of care to their employees under the Health and safety legislation and hold employers to account.

### ***Motions No.78-79 unallocated***

## **● Pensions**

### ***Motion No.80 (General Council)***

Conference is concerned that despite assurances regarding the future of public service pensions following the Hutton reforms that they remain under attack. In particular Conference notes that:

- cases have been in front of tribunals to seek to overturn the negotiated protections for the 2015 schemes;
- Government has directed the pooling of funds for the LGPS England/Wales;
- further increases to the state pension age are under consideration and if applied will increase the normal retirement age for the public service pension schemes which cover NIPSA members; and

- work has commenced on the first actuarial reviews post the introduction of the 2015 schemes that will trigger consideration of the new cost cap mechanism.

Conference instructs the General Council to work with other public sector unions and NIC-ICTU to ensure that public sector pension schemes are not only defended but that there is no further dilution of the scheme benefits. Conference also calls on the General Council to oppose any further increases in state pension age.

### ***Motions No.81-82 unallocated***

## ● **Pay**

### ***Motion No.83 (General Council)***

Conference condemns the ongoing attacks on public servants pay by further pay restraint. In 2011/12 the government imposed a two year pay freeze which was followed by a 1 per cent pay cap on the public sector payroll until 2015/16. In the Summer Budget of 2015 the government announced a further attack on public service workers by stating that they would “fund public sector workforces for a pay award of 1 per cent for 4 years from 2016/17”.

It is unacceptable that public sector workers have been yet again forced to bear the brunt of the government’s austerity programme which was not brought about by public sector workers – yet they have time and time again been asked to pay the price.

Recent research by the TUC indicated that 73% of public sector workers had asked for financial support from family or friends, 20% had used a debt advice service; 17% had pawned possessions; 16% used a payday loan company and a number of workers had indicated they had used a foodbank in the last year.

It is appalling that in 2017 public sector workers do not have enough money coming in to feed their families and heat their homes without reverting to payday loans and family and friends. In some areas of the public sector they have had to take emergency steps to ensure the lowest paid workers do not fall behind the government’s living wage.

Conference calls on the General Council to build a campaign of opposition to the government’s pay restraint by building a coalition with other unions and to also mount a campaign of opposition to the government’s continued austerity measures.

It is vital that if public sector workers are to be given their voice back regarding pay that the General Council should also educate and inform NIPSA members of a detailed strategy to reject the government’s imposition of a 1% pay cap until at least 2020/21.

### ***Motion No.84 (Branch 92)***

Conference notes with concern the failure of the Westminster Government to introduce a proper living wage.

In April 2016, the Westminster Government introduced a minimum wage rate for all staff over 25 years of age. This was inspired by the Living Wage campaign, with the Government even calling it the ‘national living wage’. However, unlike the rate calculated by the Living Wage Foundation, which is currently £8.45 per hour outside London, the government’s ‘national living wage’ is based on a target to reach 60% of median earnings by 2020. However, the current rate of £7.50 per hour, which came into effect on 1 April, is not on track to meet even this target.

Conference calls on the General Council to campaign for a real living wage for all employees – one that allows citizens to have a decent standard of living, without having to choose between heating and eating or borrowing money to make ends meet.

***Motions No.85-86 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.87 (General Council)*

Conference notes that the reforms associated with the Northern Ireland Welfare Reform Bill arising out of the Fresh Start Agreement are continuing to roll-out despite the opposition expressed by the trade union movement and other civil society organisations. Conference confirms its opposition to the roll-out of Universal Credit (UC) from September 2017, particularly in light of evidence from the Department of Work and Pensions (DWP) in Britain that the introduction of UC has led to claimants facing financial hardship.

Conference notes the lack of proper workforce planning which meant that the implementation of welfare reform has led to an increased casualisation of the workforce in the Department for Communities and Conference therefore instructs the General Council to press government to ensure that the essential permanent staffing resources are in place to protect the terms and conditions of staff.

Conference notes that since the Welfare Reform Bill was rushed through Westminster the Department for Communities has proposed the closure of Social Security Offices and Job Centres in Ballynahinch, Cookstown and Newcastle. Conference is concerned that these proposals mirror the large scale office closures proposed by DWP in Glasgow and elsewhere and we must therefore recognise the need to redouble our efforts to protect the local office network in Northern Ireland. Conference recognises the ongoing efforts by NIPSA in the Department for Communities to protect all current 35 benefit locations under a 'One Stop Shop' model where back office processing is co-located with frontline staff able to deal with all aspects of claims.

Conference condemns the cynical decision of the Department for Communities to charge Universal Credit claimants for inbound calls while simultaneously deterring users from accessing face to face support and advice. This decision will undoubtedly hit those in greatest need hardest and Conference instructs the incoming General Council to work with communities and the advice sector for free access to claims and advice.

Conference notes that there is no obligation on the Northern Ireland Executive to implement the highly centralised, dehumanised and desensitised social security model which is developing in Britain and calls on the incoming General Council to campaign for an alternative Northern Ireland wide social security system which recognises the rural nature of Northern Ireland, the unique problems facing many claimants here and the economic benefits of public sector jobs in areas where there is lower economic activity.

#### *Motion No.88 (Branch 127)*

Conference commends the strong fighting campaign from NIPSA, which has been supported by other Unions, in opposing the implementation of the Welfare Reform Act.

Conference recognises the hard work NIPSA activists carried out in opposing the cuts before the Fresh Start Agreement and securing better mitigations for our claimants following its imposition. Welfare Reform in Northern Ireland (NI) is not as ugly a beast as it is in Britain, but Northern Ireland claimants still face severe financial hardship. The impending introduction of Universal Credit

from September 2017 will have not only a huge impact on claimants, but also our members working in the public sector, who will become claimants. It will force part-time workers and single parents into increasing hours to become full-time of taking on 2nd or 3rd jobs to meet the demands of the scheme or risk sanction.

Conference is further concerned about the impact the Welfare Reform Act will have on members who are currently working in Personal Independence Payments, Discretionary Support Scheme and other Welfare Reform related posts, and those who will work in Universal Credit where increased opening hours will be detrimental to their work/life balance.

Conference applauds the excellent work by NIPSA activists in the fight against the closures of Social Security Offices and Jobcentres. An excellent media and social media campaign, public meeting and engagement with politicians ensured public and cross-party support for this attack on rural offices.

Conference instructs the incoming General Council to continue with the fight against any office closures and to pursue the campaign of having Universal Credit in 35 offices throughout Northern Ireland. Conference also instructs General Council to continue to defend our members' terms and conditions, both as workers and claimants.

### ***Motion No.89 (Branch 128)***

Conference reaffirms its ongoing opposition to the Fresh Start Agreement, notably the implementation of benefit cuts, job cuts and service cuts.

Conference is disgusted by the Northern Ireland Executive's decision to pass a motion of Legislative Consent, effectively washing their hands of Welfare Reform and passing responsibility to Westminster.

Conference calls on the incoming General Council to reinvigorate the Public Service Defence Campaign, highlighting especially the impact that Fresh Start agreement has had on communities, services and public sector workers.

### ***Motion No.90 (Branch 517)***

Conference notes that the Northern Ireland Assembly and Westminster Governments continue to attack public service spending while giving tax breaks and backhanders to big business. Conference notes that the cuts are having a critical effect on delivery of services across the civil and public services. Conference calls on the incoming General Council to provide active resistance to all cuts by re launching the Public Service Defence Campaign and by providing alternative arguments to the failed economic strategy of austerity.

### ***Motion No.91 (Branch 733)***

Conference is dismayed at the fact that the Northern Ireland Assembly have handed back the issue of Welfare Reform to Westminster allowing the Tory Government to impose their neo-liberal welfare policies on the most vulnerable in society. Conference should recognise the impact that welfare benefits sanctions will have on people claiming social welfare benefits and frontline staff tasked with implementing these controversial cuts.

The experiences of people in Great Britain affected by benefits sanctions in recent years makes for grim reading with increases in homelessness, severe health difficulties and increased suicide rates. The sanctions included within the 'new benefits regime' have the potential to force vulnerable and disabled people into short-term, low-paid jobs while others could stop claiming benefits without finding work and are found 'fit to work' when they in fact are suffering a variety of health issues. The knock-on effects for benefits

claimants could include increased homelessness and mental health problems. The sanctions envisaged under the 'new system' are highly unlikely to help people get jobs.

Jobs and Benefits offices are currently places that offer advice and assistance, however the new benefits sanctions include considerably worse penalties than those available under current rules. There must be proper investment introduced to the system to ensure Jobs and Benefits offices do not become places of conflict and suspicion and risk the health and safety of frontline staff.

Conference calls on the Northern Ireland Assembly to oppose draconian benefit sanctions and the incoming General Council to lobby government to prevent a replication of what is currently happening in other parts of the UK.

### ***Composite Motion No.3***

#### ***Motion No.92 (Branch 70)***

Conference notes with deep concern the cavalier approach of the reviewing and implementing of shared services, which was one of the cross-cutting reforms of the Fresh Start Agreement.

The centre of excellence has just been created for Human Resources (HR) in the Northern Ireland Civil Service (NICS), which has seen a discussion document for Management Side turn into an implementation document. Staff were left with no clear instructions or vision of how the centre of excellence would be carrying out the day to day tasks. This caused our members a considerable amount of confusion and frustration. The shared services brain wave has now dripped down to the ICT sector in the NICS. Conference would like to applaud the NIPSA ICT committee's pro-active approach to ensure NIPSA has been consulted each step of the way of this project so far. Conference would like to add the reach of this shared services executive policy is not restricted to just NICS but will see these and other services across the public services be centralised.

Conference would like to highlight that if NIPSA is caught sleeping at the wheel regarding the Public Service Shared Services that this will have a mammoth impact to the detriment of NIPSA members. Conference therefore calls for the incoming General Council to use all means necessary to put pressure on Management side to ensure NIPSA is involved in as many discussions, meetings and consultations as possible to ensure NIPSA members interests are being tabled at every step of any shared services project.

### ***Composite Motion No.10***

#### ***Motion No.93 (Branch 734)***

Conference calls upon the General Council to ensure that NIPSA is very clear on its position on the Bengoa report which we believe is TYC part 2 with its underlying objective to privatise and dismantle the NHS as we know it. Conference calls on the incoming General Council to strenuously resist the hidden agenda within Bengoa and make it clear that NIPSA will not tolerate any privatisation of the NHS, any cuts to services, any centralisation of services or any reduction in staff or any expectation that they should do more for less i.e. in the words of the report 'upskill'. Conference asks NIPSA to make it crystal clear its opposition to this agenda.

### ***Composite Motion No.26***

#### ***Motion No.94 (Branch 733)***

Conference, in NIPSA's recent publication '*Insecurity as Policy. The Casualisation Public Services*', the increasing use of agency staff across various public sectors was highlighted.



While there is no doubt that agency workers play a vital role in providing much needed cover in these departments, the extent and duration of their use needs to be challenged. In some areas, agency workers have been hired for up to 4 years. This is completely unacceptable given the cost to the public purse for this privatisation of services. Excessive use of an agency worker in a post should be viewed as a need to fill that vacancy.

We therefore ask the incoming General Council to challenge employers on when it is appropriate to use agency staff and when it is not.

### ***Composite Motion No.40***

#### ***Motion No.95 (Branch 733)***

Conference calls on the incoming General Council to up their campaign in the fight for equal marriage in Northern Ireland. We have seen a recent shift in the political landscape following the assembly election and now more than ever, the opportunity must be grasped by our political representatives to introduce equal marriage in Northern Ireland, in line with the rest of the UK.

### ***Composite Motion No.47***

#### ***Motion No.96 (Branch 920)***

Conference condemns the continuing attacks on facility time for NIPSA representatives in the public sector. In the NICS, Management has recalled seconded representatives and proposed yet another review of trade union arrangements. If Management Side gets away with these attacks on NIPSA in the NICS, there is no doubt that this will spread to other areas of the public sector. We have already seen the effect of such attacks on our sister union PCS. We must not allow them to weaken NIPSA.

Conference calls on the General Council to challenge any attempt to cut facility time and to highlight with employers, elected representatives and the public the many benefits of secondments and facility time.

#### ***Motion No.97 (Branch 517)***

Conference notes the escalating attacks on NIPSA facility time and secondments. Conference demands that the incoming General Council recognises the importance of this issue and leads a struggle against this attack on NIPSA. Conference calls on the incoming General Council to develop a serious campaign to defend and enhance facility time and/or seconded arrangements.

#### ***Motion No.98 (Branch 118)***

Recent communication from Harkin House have exposed managements' intentions to reduce facility time. This is nothing more than an attempt to weaken our union and must be opposed.

We, therefore, call upon the incoming General Council to inform the wider membership of what managements' intentions are and to mount a robust campaign to steadfastly resist these changes.

#### ***Motion No.99 (Branch 128)***

Conference condemns the current attacks on facilities times in the Northern Ireland Civil Service and notes that it is part of a wider attack on the Trade Union movement.

Conference notes the pivotal role played by Trade Union Reps in all parts of the public sector and notes that money spent on Trade Union facilities

time actually saves employers money and contributes to the improvement of conditions for Trade Union members.

Conference is disgusted at the breach of a verbal agreement by Management Side in the NICS which seeks to remove experienced Seconded Officers.

Conference instructs the General Council to use whatever means necessary to defend the right of NIPSA Representatives to paid time off work for Trade Union duties, to protect the Seconded Officers and to challenge misconceptions concerning the financial impact of paying for facilities time.

Furthermore, Conference reaffirms its commitment to the principle of “nothing about us without us” noting that there should be no agreements made with management without the consent of the groups of members affected by that agreement.

## ***Composite Motion No.60***

### ***Motion No.100 (Branch 734)***

Conference is concerned at the continued low turnout in NIPSA ballots. Missing ballot papers and the poor reliability of some of the postal providers are part of the problem. We need to ensure that we do everything possible to increase participation in the democratic processes of NIPSA. Savings should also accrue to the union by not using postal services to send and return ballots if we move to an electronic voting system. Electoral Reform Services, who we already use to run our elections, have extensive advice on how to carry out electronic balloting. It is possible to vote electronically and securely via text messages, email, or through a website. The convenience of these methods would surely enhance the level of participation in NIPSA ballots. Conference directs the incoming General Council to urgently consider the use of electronic balloting for all elections.

### ***Motion No.101 (Branch 70)***

Conference notes the poor turnout of members who voted in the latest and previous General Council elections. Conference would like to highlight that a contributing factor of this was the newly appointed courier service in the NICS not posting completed ballot papers. Conference believes in order to improve the turnout and to encourage members to vote, NIPSA needs to evolve its voting mechanisms in-line with the electronic age we now live in i.e. electronic voting.

The advantages of electronic voting are that it's auditable, transparent and accurate. It's proven that it can increase engagement and turnout of elections. A reassuring advantage is that it is also secure which eliminates any chance of double voting. Finally it can be really cost effective compared to the current method.

Conference instructs the incoming General Council to establish a discussion document of options regarding electronic voting. Conference understands that not all NIPSA members may be able to vote electronically, therefore the option for members to request a ballot paper should also be an added option.

## ***Composite Motion No.71***

### ***Motion No.102 (Branch 560)***

Conference calls on the General Council to recognise the positive contribution of foreign nationals now living and working in Northern Ireland from outside of the UK many of whom are members of trade unions based here. Conference calls on the incoming General Council to campaign and work jointly with other trade unions for all foreign nationals to be able to remain and work in the UK following Brexit.

### ***Motion No.103 (Branch 118)***

The left-wing argument for exiting the European Union was obfuscated by the myriad of xenophobic, right-wing racist vitriol.

We, therefore, call upon the incoming General Council to join with other similarly minded unions to campaign to ensure that we get a post-Brexit agreement that will safeguard workers' rights, protect Health and Safety legislation and defend the dignity of refugees.

### ***Comprehensive Motion No.72***

### ***Motion No.104 (Branch 560)***

Conference calls on the incoming General Council to investigate the possible impact of border controls upon our membership. We have NIPSA members in Branch 560 who reside in the South of Ireland and work in Northern Ireland and the implication of border controls for them travelling to and from work may mean that they may eventually decide to either leave work in the North and seek work in the South or alternatively decide to live and continue to work in the North and contend with all the disruption to family life relocating. Conference further requests that discussions with all public sector employers takes place at the earliest possible stage to assess what work place adjustments if any can be put in place to help mitigate anticipated difficulties of border controls for NIPSA members travelling to and from work.

### ***Motion No.105 (Branch 560)***

Conference calls on the incoming General Council to set up a working party to include NIPSA members from other EU states currently living and working in Northern Ireland to investigate the impact of Brexit on its NIPSA members and their families and to develop a strategy to support those members who may be adversely affected.

### ***Motion No.106 (Branch 560)***

Libraries Branch 560 recognise that NIPSA, to the surprise of many of its members, bucked the trend of the wider trade union movement in its stance on Brexit and the likely damaging fallout from same.

We call on Conference to direct the incoming General Council to:

- (a) Research and publish findings of the positive contributions made to our society by EU nationals living and working in Northern Ireland many of whom are our members;
- (b) Examine and publish findings of any negative impact that the uncertainty, fear and stress concerning Brexit is having on its many NIPSA members and their extended families.

Conference calls on the incoming General Council to then initiate a publicity campaign in all media form to mobilise public interests in protecting EU nationals right to live and work in Northern Ireland.

### ***Motion No.107 (Branch 560)***

It is expected that there could be negative impact upon workers rights following Brexit. Conference therefore calls on the General Council to commission research into the impact of Brexit on the employment rights of public sector workers within the UK, and more specifically to Northern Ireland, so that NIPSA representatives are ready to take action and offer advice as issues arise.

## **Composite Motion No.75**

### **Motion No.108 (Branch 733)**

Conference, over the past years we have seen stress and mental health challenges topping physical ailments. This can be due to a variety of factors; but at the end of the day the employers have a duty of care to their employees.

Therefore Conference we ask General Council to hold employers to account when planning their health and wellbeing strategy, action plan and programmes for employees so that it is meaningful and helpful to staff.

## **Composite Motion No.76**

### **Motion No.109 (Branch 516)**

Conference comments NIPSA for the work it has done in the past dealing with health and safety issues.

Conference is becoming increasingly concerned and worried about the lack of protection for staff and welfare of our staff within the public sector. Every year the budget for Education is being severely cut leading to services being stretched and fewer employees trying to cover the holes. The result is greater stress and anxiety that places both members and children and young people at risk.

One area of concern is an increase of physical attacks on some of the worse paid workers in Education – typically classroom assistants – by some of the most vulnerable young people in the system, those with special needs. This is leading to more absences due to workplace stress and injury related absences of staff and more severe and frequent attacks with little resources for prevention.

It is not unusual for members to be absent for 12 months or more following such an attack which can be extremely traumatic, especially if the person has to return to the same conditions that threatens a similar attack. In most cases the Education Authority satisfies its welfare responsibilities by issuing a leaflet and phone number for “Inspire Workplaces”.

There is no doubt in some cases this issue is going unreported!

Following an incident that causes a member to staff being absent for 3 or more working days, employers, in most cases Principals, are obliged to report to the HSENI and each of their legal and insurance departments, this leads to the incident simply being ‘recorded on a system’. Nobody actually collates the number of attacks, the frequency or kind of injuries these attacks lead to or if there is a pattern i.e. certain school or child. Our members are not receiving the proper duty of care and protection by their employers.

Conference calls on the incoming General Council and NIPSA

To challenge employers to deliver maximum protection in support of our member’s safety.

To demand that as a matter of urgency the EA constitutes and established its Health and safety committee with immediate effect to enable members to bring these issues to the fore.

To advocate within EA to provide a safe working environment for our members.

To challenge the EA for proper staff welfare for their members

To demand action from the EA to collate and publish a yearly report on the stats of attacks/injuries and incidents against employees and hold employers accountable to health and safety duties and legislation.

# Category B

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

### ***Motion No.110 (Branch 8)***

Conference instructs the incoming General Council to bring forward the necessary constitutional amendments to next year's conference stating that neither the President nor Vice-President shall have the right to rule motions out of order for the NIPSA Annual General Conference where there is either a conflict of interest or a potential conflict of interest.

This should also extend to any fractional interests within the Standing Orders Committee that could be seen to be ruling motions out of order from a biased position.

### ***Motion No.111 (Branch 92)***

Conference is concerned at the number of agency workers employed in the public sector. According to a report by the Northern Ireland Audit Office, voluntary exit schemes in saw a total of 4,383 staff leave the public sector.

With the loss of so many staff, public sector employers have turned to recruitment agencies. In the NICS alone, the cost of agency workers between 1 April 2015 and 1 June 2016 was over £10.5 million. In addition to the financial cost, there is also a human cost. Agency workers have fewer employment rights and are often paid less for doing exactly the same job. NIPSA believes that if there is a vacancy, it should be filled by a permanent member of staff.

### ***Motion No.112 (Branch 92)***

Conference condemns the continuing failure by the Westminster Government to tackle tax avoidance.

At his Spring Budget speech, the Chancellor announced plans to tackle tax evasion by fining professionals who enable clients to use tax avoidance measures. Although this is a step in the right direction, it does not go far enough. In spite of revelations regarding the Panama Papers and other high profile offshore cases, the Government has failed to tackle wealthy corporations and individuals who refuse to pay their fair share of tax.

Conference calls on the General Council to campaign for an end to this corporate corruption and for strengthened legislation and an HMRC service staffed sufficiently to take on this anti-social behaviour.

### ***Motion No.113 (Branch 517)***

Conference is deeply concerned by the unions falling membership. Conference recognises that the union needs a stable membership base to be able to function adequately. Conference calls on the incoming General Council to establish an effective recruitment strategy that has clear goals and resourcing.

### ***Motion No.114 (Branch 560)***

Conference calls for proper observation and implementation of NIPSA's rules with regard to motions at Conference. Last year a highly contentious motion was called close to the end of Conference and there was no suspension of standing orders to allow this. Leaving aside other questions around the

eligibility of the motion, it was clear from the result (68-58 with 15 abstentions) that the Conference was by then inquorate by almost 100 delegates and the result should have been ruled invalid under Rule 5.9. It was not, and consequent adverse publicity resulted in multiple resignations and wide spread media highlighting of the headcount. NIPSA was thus brought into disrepute, many members have been lost who will not be back and paid leave for Conference is now under threat in some areas of the Civil Service. Conference calls for arrangements to be put in place to ensure that debacles of this nature cannot recur.

### ***Motion No.115 (Branch 734)***

Conference asks the incoming General Council to consider alternative strategies/facilities for Training Courses for representatives. Currently the majority of courses tend to be held in Belfast and in a variety of Learning Centres. Conference asks that courses are designed or commissioned to allow the opportunity for 'blended learning' this would allow increased participation as time to travel to Belfast would be significantly reduced for those from outside the greater Belfast area. Blended learning is a mixture of online tutorials and classroom based activity that gives for an accessible and excellent learning experience. This should result in a higher uptake of courses with increasing numbers of reps trained up resulting in more support for members and less burn out among reps.

### ***Motion No.116 (Branch 517)***

Conference calls on the General Council to ensure NIPSA and the Trade Union movement presents itself positively to its members, and should not be seen to cosy up to either green or orange political parties.

The trade union movement has always been a beacon of light throughout the troubles and has always been totally impartial and the case must remain. Conference calls on NIPSA to examine carefully all invites to political party conferences, and ensure that any participation can stand up publicly.

### ***Motion No.117 (Branch 526)***

The Belfast/Good Friday Agreement committed the British Government to rapid progress on "a new more focused Targeting Social Need initiative". In the Joint Declaration the governments recognised "many disadvantaged areas, including areas which are predominantly loyalist or nationalist, which have suffered the worst impact of the violence and alienation of the past, have not experience a proportionate peace dividend. They recognise that unless the economic and social profile of these communities is positively transformed, the reality of a fully peaceful and healthy society will not be complete."

The British Government then committed to "work with the devolved administration, when restored, to bring forward a strategic and integrated approach aimed at the progressive regeneration of those areas of greatest disadvantage."

At St Andrews the British government committed to "an Anti-Poverty and Social Exclusion strategy to tackle deprivation in both rural and urban communities based on objective need and to remedy patterns of deprivation. This can be taken forward by an incoming Executive." This formed 28(e) of the Northern Ireland Act 1998.

These duties have not been fulfilled.

In times of austerity and economic instability Conference calls on it being a priority that the Northern Ireland Executive deliver an anti-poverty strategy based on objective need.

# Category C

## **Motions which can be dealt with by correspondence with Union Headquarters.**

### ***Motion No.118 (Branch 127)***

Conference applauds the quality of the training courses available to new and experienced reps. However Conference is concerned that not enough focus is being placed on experiences NIPSA reps and members face on a daily basis and practical examples are needed for both office based and non-office based workplaces.

Conference instructs the incoming General Council to review all current training courses delivered externally in order to ensure they cover NIPSA specific areas and roles.

### ***Motion No.119 (Branch 560)***

Conference notes that a resolution was passed by the outgoing General Council on the 24 June 2016 confirming the reinstatement of two NIPSA members who were expelled by a previous General Council and the setting up of a committee to examine the handling of cases that ensued and to produce a report. Conference calls on this incoming General Council to immediately release uncensored copies of this report to NIPSA Branches.

### ***Motion No.120 (Branch 517)***

Conference recognises the vital role played in the union by NIPSA reps. Conference calls on the incoming General Council to give all possible support to reps.

Conference calls on the incoming General Council to give consideration to steps that would provide practical support for reps including:

Establish appropriate support networks for reps

Provide appropriate training for reps

Provide additional material support for reps

# Category D

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

## ***Motion No.121 (Branch 734)***

Conference calls on the incoming General Council to ensure that pressure is brought to bear on the incoming Health Minister to ensure that the independent inquiry into the £8 million underfunding within the Learning Disability programme in WHSCT as promised by the previous Minister is carried out to its fullest remit, in a robust and transparent manner. Public sector funds must be held to account. Allocated funding appears to have been misused by the Trust and redirected for other purposes. The inquiry needs to uncover where the money went to and who was accountable for the mismanagement of the resources allocated to the WHSCT, specifically for Learning Disability. Conference further calls on the incoming General Council to ensure that NIPSA contributes to this inquiry and responds in full to its findings.

## ***Motion No.122 (Branch 526)***

The level of domestic abuse crimes and incidents continue to rise with 2015/16 witnessing the highest level ever recorded by the PSNI of 28,392 one every 18.5 minutes off every day. 3,037 sexual offences were reported to police, including 780 offences of rape. One murder had a domestic motivation. Despite these figures, domestic and sexual violence continue to be under-reported and prosecutions remain low.

In 2014 the Irish Congress of Trade Unions participated in a UK and Ireland wide survey into the impact that Domestic Violence has on the workplace. 1,734 of the responses came from people in Northern Ireland, 51% of total respondents. What the survey revealed was that domestic violence not only shatters the home lives of victims and families; it also impacts hugely on the workplace affecting the health, safety and performance of victims and work colleagues.

To effectively tackle domestic violence, co-ordinated action from government is required, including preventative measures, early intervention and protection, victim-centred justice and addressing the lack of services and barriers faced by people who experience multiple inequalities such as disabled, black and minority ethnic, lesbian, bisexual and transgender women.

Conference calls on the Northern Ireland Executive to:

- (a) Commit to preserve vital services such as Women's Aid refuges and floating support/outreach for those affected by domestic and sexual violence;
- (b) Introduce Women's Aid Justice Support Workers in all police districts to provide tailored support for domestic violence victims throughout the criminal justice process;
- (c) Introduce a domestic abuse law which criminalises the coercive control element of domestic violence, and a Domestic Violence Disclosure Scheme (known as Clare's Law), to give victims of domestic violence the same protections and recourse to justice as those victims in the rest of the UK.



- (d) Introduce Independent Domestic Violence Advisors (IDVAs) to the Multi Agency Risk Assessment Conference (MARAC) process to advocate for and support high-risk victims of domestic violence;
- (e) Introduce Domestic Homicide Reviews in Northern Ireland in order to identify what needs to change to reduce the risk of future tragedies;
- (f) Commit to sustainable, regional funding of support services for children and young people affected by domestic violence;
- (g) Introduce legislation similar to the Violence Against Women and Girls Act in Wales which places a positive duty for all public sector employers to have a violence against women, domestic abuse and sexual violence workplace policy;
- (h) Review the operation of the family law system and reform all elements of it which re-victimise survivors of domestic violence or facilitate further abuse by perpetrators.

## Category X

### **Motions which the President has ruled out of order.**

**Motion No. 123 (Branch 8) NIPSA is unable to publish the terms of this Motion because we have been advised that the contents of same are potentially defamatory and could expose NIPSA to potential claims for libel. Motion No.123 is therefore ruled out of order on foot of legal advice.**



# **Elections**

## **Officers and Committees Elections**

# Northern Ireland Public Service Alliance Annual Delegate Conference 2017

The following candidates have been nominated for election at Annual Delegate Conference 2017:

**Candidate's Name**

**Candidate's Name**

## President (1 Vote)

Gates, C\*

## Vice President (1 Vote)

Crilly, D

McSherry, H

## Honorary Treasurer (1 Vote)

Toal, J\*

## Standing Orders Committee (1 Vote)

**Candidate's Name    Branch No.**

Loughran, K\*                      508

*\* Returned unopposed*

## Equal Opportunities Committee (12 votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Cobain, P	117	Millar, T	128
Collins, L	127	Murray, A	725
Creaney, T	127	Nicholl, P	734
Dummigan, M	132	Rea, A	526
Harvey, S	117	Rice, T	132
Loughran, M	110	Scott, J	516
McConville, S	508	Wilson, K	92

## NIPSA News Editorial Committee (5 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Davidson, J	92	Maguire, D	730
Dummigan, M	132	Millar, T	128
Fleck, K	725	Mulholland, P	517
Harvey, S	117	Robinson, M	70
Loughran, M	110		

## Global Solidarity Committee (6 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Brooks, W	115	Robinson, M	70
Crilly, D	119	Scott, J	516
McMullan, K	92	Skelcher, L	127
Richards, S	508		

### ICTU Biennial Conference Delegate (11 Votes)

<b>Candidate's Name</b>	<b>Branch No.</b>	<b>Candidate's Name</b>	<b>Branch No.</b>
Blair, S	92	Loughran, M	110
Booth, B	517	Lowry, D	13
Cartmill, A	725	Malone, G	124
Cobain, P	117	McLeish, T	119
Collins, L	127	McSherry, H	521
Creaney, T	127	McWilliams, P	119
Crilly, D	119	Millar, T	128
Davidson, J	92	Murray, A	725
Dummigan, M	132	Robinson, M	70
Harvey, S	117	Scott, J	516
Killen, T	730	Veighey, J	70
Lawlor, P	730	Woods, M	119







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