

nipsa
ADC
2022

NIPSA Annual Delegate
Conference

Online

Agenda 2022

Monday 30 May to Wednesday 1 June

Timetable

Monday 30 May 2022

10.00 a.m. - 1.00 p.m.

Opening of Conference
President's Address
Appointment of Scrutineers and Tellers
Adoption of Standing Orders: Report No.1, Report No.2
Presentation and Adoption of Annual Report
Presentation and Adoption of Financial Report
Appointment of NIPSA Auditors
Tea/Coffee Break
Pay
Pensions

2.00 p.m. - 5.00 p.m.

Promotion
Presentation on Promotion of Black, Asian and Minority Ethnic (BAME) Issues and Anti-Racist Agenda
Equality
Presentation on Female Participation in NIPSA Business
Equality
Constitutional Amendments
Guest Speaker
Terms and Conditions
Defending Public Services
Administration 1

Tuesday 31 May

10.00 a.m. - 1.00 p.m.

Public Policy 1
Human Rights
Guest Speaker
Tea/Coffee Break
Health and Safety
Trade Union Issues

2.00 p.m. - 5.00 p.m.

Administration 2
Presentation on Recruitment in DfC
Public Policy 2
Guest Speaker
Tea/Coffee Break
International Issues

Wednesday 1 June

10.00 a.m. - 1.00 a.m.

Administration 3
Global Solidarity Committee Presentation
Tea/Coffee Break
Retired Members Group Presentation
Guillotined Motions
Close of Conference

Special Notice to Delegates

- The Standing Orders and Standing Orders Committee Report No.1 should be read in conjunction with the list of motions. In accordance with Standing Order 37, branches wishing to move reference back to Standing Orders Report No.1 or at any part of it, should notify their intention to do so in writing to the Secretary, NIPSA Standing Orders Committee, Harkin House, 54 Wellington Park, Belfast, BT9 6DP not later than **11.00 a.m., Thursday 19 May 2022.**
- 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 **Thursday 26 May 2022.**

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

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

Standing Orders for Conferences

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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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

Reports of Standing Orders Committee

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

The Agenda

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

(c) Category C - motions which can be dealt with by correspondence with Union Headquarters.

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

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

8. **Composite motions** will be used whenever possible to cover a number of motions directed at the same issue. The motion selected as a composite is the one which, in the opinion of the Standing Orders Committee, incorporates the points made in motions covered by it.

9. **Comprehensive motions** will whenever possible be constructed by the Standing Orders Committee to cover motions, when although directed on the same issue, contain a number of diverse points. The Standing Orders Committee will recommend who should move a comprehensive motion.

10. The passage of a **composite or comprehensive motion** does not imply acceptance of the detailed variants in the motions which they cover.

11. Motions which seek to **amend the rules of the Union or the annexes to them or which would require an amendment to the rules of the Union or the annexes to them** will be out of order, unless they are presented in a form which sets out clearly the wording of the amendment(s) necessary.

12. An emergency motion shall deal only with urgent business which has arisen since the final date for the submission of motions to conference and shall require a decision by conference. The Standing Orders Committee shall include in Report No.1, the procedure for dealing with emergency motions.

13. The Standing Orders Committee shall have the sole authority to decide whether or not a motion is competent for consideration as a matter of urgency. It shall publish those motions which it considers to be emergency motions in a report which shall also include provisions for their discussion.

The Timetable

14. The Standing Orders Committee will arrange motions in the primary agenda into sections and specify periods of time for the discussion of each section and for other conference business. If alterations to the timetable become necessary during the course of a conference the Standing Orders Committee shall submit recommendations to the conference. For such an alteration it is not necessary to resort to the procedure set out in Standing Order No.35.
 15. The time allotted to each section of the agenda shall be adhered to as far as possible.
 16. The Standing Orders Committee may recommend an opportunity, before motions in a section of the agenda are discussed, for the General Council to place before the delegates any **factual material necessary to bring up-to-date the annual report** in respect of subjects to which the section relates. The time allocated for this purpose to a speaker for the General Council shall be limited to 4 minutes, subject to the President's discretion in exceptional circumstances.
 17. Motions shall be taken in the order in which they appear on the agenda. The time allotted to each motion shall be at the discretion of the President.
 18. In order to make the maximum use of conference time for the discussion of motions on which there may be differing opinions, the General Council will indicate which **motions, if any, on the primary agenda it is willing to have adopted without discussion**. These motions will be listed in a report of the Standing Orders Committee and by adopting the report the conference will carry the motions.
 19. **Motions which are not taken because of lack of time** shall be dealt with as if they had been remitted by conference to the General Council.
- Orders Committee, his or her name and office before speaking on any point.
23. Speeches by movers of motions shall be limited to **4 minutes** and other speeches to **3 minutes**, but these times may be varied at the discretion of the President.
 24. The mover of a motion on the agenda shall have the **right of reply** at the close of the debate upon the motion, if anyone has expressed opposition to the motion.
 25. Immediately before the mover of a motion on the agenda exercises his or her right of reply or before the vote is taken if there is no right of reply or it is waived, a **speaker on behalf of the General Council** will be afforded the opportunity of addressing conference.
 26. A **motion may be withdrawn** only by the proposers with the approval of conference.
 27. No one other than a delegate or a member of the Standing Orders Committee may address conference unless authorised by the General Council.
 28. Speakers must on all occasions confine themselves strictly to the matter under discussion.
 29. **Points of information** shall be allowed only at the discretion of the President.
 30. If the President, rises **to call a member to order**, or for any purpose connected with the proceedings, the member speaking shall thereon resume his or her seat and no other member shall rise until the chair is resumed.
 31. **The ruling of the President** on any question under standing orders or on points of order or explanation, shall be final unless challenged by not less than 10 delegates. In the event of such a challenge the President shall vacate the chair. The Vice-President, failing whom a member of the General Council, shall then take the chair and shall put it to the vote that the ruling of the President be upheld. Unless two-thirds of the delegates present and voting vote against the motion that the ruling of the President be upheld, the ruling of the President shall stand. When the result of the vote has been declared, the President shall resume the chair and proceed in accordance with the result of the vote.
 32. Subject to the rules of the union, a **card vote** may be taken. Card votes for, against or abstaining on the motion under debate will be collected simultaneously.

Conduct of Debates

20. It shall **not be necessary to second motions** or emergency motions included in a Standing Orders Committee report which has been adopted by conference.
21. If the **mover of any motion is not present** when it is called, the President may invite a Branch or the General Council, to move the motion. If the motion is not moved, it will be deemed to have fallen.
22. Each **speaker shall announce his or her name** and Branch or, in the case of a person speaking on behalf of the General Council or the Standing

33. No question which has not been included in Report No.1 of the Standing Orders Committee and no emergency motion shall be decided on a card vote.

Procedural Motions

34. Motions on procedural matters must be moved **and** seconded by delegates or members of the General Council. The mover of a procedural motion may speak on the motion only once and no other speeches shall be allowed save as provided elsewhere in these standing orders.

35. **These standing orders** or any part of them or any provision of a Standing Orders Committee report made under them shall be **suspended** if a motion to that effect is supported by two-thirds of the delegates present and voting. The mover of such a motion shall be allowed by the President sufficient time to explain the purpose of the proposed suspension within the time limit for speeches then applying. If the motion is seconded the President shall similarly allow the Standing Orders Committee to reply before taking the vote.

36. When the motion to adopt a report of the Standing Orders Committee has been moved the President may call any Branch or the General Council, which wishes to move reference back to vary or delete a part of the report. The Standing Orders Committee may reply to such a **reference back** before it is voted upon. If subsequently the motion to adopt the report is carried, the report shall have effect as amended by any reference back accepted by the conference.

37. Reference back of Report No.1 of the Standing Orders Committee or any part of it, must be notified to the Committee in writing at least one week before the start of conference and should be discussed with the Committee before the conference. The Standing Orders Committee shall announce arrangements for such discussions.

38. A debate shall be closed if:

(a) A motion **“that the vote now be taken”** is carried but such a motion cannot be put to Conference until the opportunity to oppose the motion under debate has been given. Then if such a motion is moved and seconded it shall be put to the vote without discussion. Such a motion shall not be moved or seconded by a delegate who has previously spoken in the debate. If such a motion is carried the mover of the motion under debate shall, before the motion is put exercise any right of reply that s/ he may have but no other speeches shall be allowed.

(b) A motion **“that conference proceed to next business”** is carried but such a motion cannot be put to Conference until the opportunity to oppose the motion under debate has been given. Then if such a motion is moved and seconded it shall not be moved or seconded by a delegate who has previously spoken in the debate. If such a motion is carried, conference shall proceed forthwith to the next item on the agenda.

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

Miscellaneous

40. In the **absence of the President** the Vice-President shall preside at conference. In the absence of both the President and Vice-President, the General Council shall elect a member of the Council to preside. The use of the term “President” in these standing orders shall be construed to include the person, other than the President, who presides at conference in accordance with this standing order.

41. Delegates must give one week’s notice in writing to the General Secretary of their intention to ask any question on **the annual report** or the **financial statement**.

42. Delegates must give one week’s notice in writing to the General Secretary of their intention to move a **reference back** of part of the **annual report** and **financial statement** specifying which section(s) they propose to refer back. A motion to refer back the annual report or financial statement must be moved and seconded by delegates. The mover of the motion may speak on the motion only once and no other speeches shall be allowed, save that a speaker on behalf of the General Council will be afforded the opportunity of addressing Conference.

43. During conference **smoking** will not be permitted.

Standing Orders Report No.1

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

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

Motions	Motions covered by it
Composite Motion No. 18	79

4. If Motion No.26 is carried, Motion No.27 falls.
5. 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.
6. 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 19 May 2022**. Such submission must be signed by two Branch Officers and indicate the date of the General Meeting at which the Emergency Motions were adopted by the Branch.

Signed: J McCloskey *Chairperson*
A Boal
K Loughran
J Veighey

Primary Agenda

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

● Pay

Motion No.1 Branch 51

Many of our members are struggling to meet the costs of living. In work poverty is an ever increasing problem given the cost of living crisis we now face. Many of us kept things moving during the pandemic and before that when we saw the collapse of Stormont. We ask the incoming council to seek to establish a consortium of unions and other stakeholders with the aim of persuading relevant stakeholders to provide wages that are above current inflation which is at a 30 year high sitting between 5-7%.

Motion No.2 General Council

Conference calls on the General Council to support workers across all public sector areas including the Education Sector in their campaign for a just and equitable pay structure. This campaign would be strongly aligned to NIPSA's existing commitments on Fair Pay and Public Sector Defence. It is an insult to workers in any part of the public sector that historic pay settlements are not fully implemented. This motion affirms NIPSA's commitment to pay justice and will ensure that the union campaigns and provides all necessary resources to secure the entitlement these workers are due. NIPSA affirms its commitment that employer's should recognise the contribution that staff made to maintain vital public services during Covid and to continue to press the Executive to recognise this effort and reward this with a Covid recognition payment.

Motions No.3–No.4 unallocated

● Pensions

Motion No.5 Branch 15

Conference notes the attacks and ongoing threats to public sector pensions have continued into 2022. Pensioners have suffered the breaking of the Triple Lock arrangements for the State pension which is the only pension many elderly receive in the UK.

The McCloud remedy is still being developed and our members as a result are experiencing difficulties in delivering – and receiving - accurate Pension forecasting allied to ongoing underfunding and under staffing. As a result many members take decisions with Pension forecasts that are exactly that – a forecast and not an exact prediction of what members will receive. The last 12 months have also seen the Cost of Living crisis which has seen the State and Public Sector pensions failing woefully to keep up with inflation.

Conference instructs General Council to ensure NIPSA presses for more resources for our members working in the delivery of Public and State Pensions.

Conference also instructs the General Council to work with all sister unions and campaign to pressure the Government to re-establish the Triple Lock arrangements for the benefit of all state pensioners and those preparing for retirement. NIPSA and the trade union movement must fight to keep public sector pensions inflation and cost of living proof – for that we need inflation plus increases including overall cost of living rises.

Motions No.6–No.7 unallocated

● Promotion

Motion No.8 Branch 134

Conference is alarmed and concerned about the move towards Direct Entrant recruitment across the Public Sector and away from Internal Promotion opportunities.

Delegates, many of our members joined the public sector because of the career development opportunities, final salary pension, and pay progression.

In the last 11 years, we have seen pay progression stagnate, indeed, members can be approximately £4000 per annum worse off than 11 years ago, final salary pension has gone, and now it appears we are moving away from internal promotion opportunities.

Conference accepts that there are certain positions that require professional qualifications; however, the VAST majority of positions can be filled by internal promotion.

This absence of career development will have a negative effect on the motivation of staff, the quality of those joining at entry level grades, the increase of young workers leaving the public sector for better wages, terms and conditions and promotion opportunities afforded in the Private Sector to the detriment of the service we are able to provide to our “stakeholders” i.e. our families, neighbours, friends and relatives.

Conference therefore demands that the incoming General Council fight to ensure that **all** vacancies are considered at first for Internal promotion, and only if there are very specific requirements, can these vacancies be filled by external recruitment.

Motions No.9–No.10 unallocated

● Equality

Motion No.11 General Council

Conference welcomes the contribution made by BAME communities to the social and economic fabric of life in Northern Ireland. However, despite their contribution BAME people still do not enjoy an equal place in the workplace. They face inequality in terms of employment and unemployment, pay, job seniority and other work opportunities. They also experience implicit, if not overt, racism every day and suffer disproportionately from harassment and bullying. And in the last year, the systemic race and structural inequalities have been thrown into sharp relief by the coronavirus pandemic.

Conference recognises that an increased focus on anti-racism within the trade union movement will have to be both broad and far-reaching in order to make a real and lasting difference to tackling racial disparities and racial injustice at work. That this paper is a first step towards a more detailed and broader understanding of the complex nature of the issues faced by BAME members.

Conference commits itself to continuing to work collectively, along with organisations representing the interests of BAME communities, towards combating racism in the workplace and across the labour movement and endorses the content of Conference Paper No 1 as a practical step forward.

Motion No.12 General Council

Conference endorses the content of Conference Paper No. 2 and the paper's recommendations on Female Participation in NIPSA Business.

Motions No.13–No.14 unallocated

● **Constitutional Amendments**

Motion No.15 General Council

Conference endorses Conference Paper No 3 which sets out the rationale for moving to an on-line digital process for the submission of motions and nominations. Conference, therefore, endorses the following constitutional amendments to give effect to the necessary changes.

5.1 Rule 5.19, Lines 4-12: After the word “branch”, delete the remaining words in the sentence and insert the following:

“shall only be valid if certified by a Branch Officer of the branch concerned and passed at a properly constituted meeting of the members of that branch. The date, time, location or digital platform of the meeting must be supplied. Where signatures are required, digital/typed signatures are acceptable.”

5.2 Rule 5.19, Lines 12-15: Delete the two sentences.

5.3 Rule 5.19, Line 20: Change the word “electronically” to read “digitally”.

5.4 Rule 5.19, Line 23-28: On line 23 change the word “electronically” to read “digitally” and delete the remaining two sentences in the paragraph.

5.5 Rule 5.37, Lines 2-4: Delete the last sentence.

5.6 Rule 5.38, Lines 1-5: Delete the first sentence and insert the following:

“A nomination shall only be valid if made on the requisite form and certified by a Branch Officer of the branch concerned that it has been passed at a properly constituted meeting of the members of that branch. The date, time, location or digital platform of the meeting must be supplied. Where signatures are required, digital/typed signatures shall be accepted.”

5.7 Rule 5.38, Line 8: Change the word “electronically” to read “digitally”.

5.8 Rule 5.38, Lines 11-17: On line 11 change the word “electronically” to read “digitally” and delete the remaining two sentences in the paragraph.

5.9 Rule 6.38: Delete the Rule and replace with the following:

“A nomination shall only be valid if made on an official nomination form and certified by a Branch Officer of the branch concerned that the rule relating to the holding of branch meetings has been complied with. The date, time, location or digital platform of the meeting must be supplied. Where signatures are required, digital/typed signatures shall be accepted. Nominations may be submitted digitally, in accordance with the requirements as set out in the relevant section of the NIPSA website. The same requirements apply to nominations submitted digitally.”

5.10 Rule 6.41, Line 1: After the word “written” insert the words “or digital”.

5.11 Rule 6.47, Line 9: Change the word “electronically” to read “digitally”.

5.12 Rule 6.47, Lines 12-18: On line 12 change the word “electronically” to

read “digitally” and delete the remaining two sentences in the paragraph and replace with the following:

“Nominations submitted digitally shall only be valid if certified by a Branch Officer of the branch concerned that the nominations submitted are those of the branch. Where signatures are required, digital/typed signatures shall be accepted.”

5.13 Rule 6.50, Line 8: Change the word “electronically” to read “digitally”.

5.14 Rule 6.50, Lines 12-17: On line 12 change the word “electronically” to read “digitally” and delete the remaining two sentences in the paragraph and replace with the following:

“Nominations submitted digitally shall only be valid if certified by a Branch Officer of the branch concerned that the nominations submitted are those of the branch. Where signatures are required, digital/typed signatures shall be accepted.”

5.15 Rule 6.51, Line 9: Change the word “electronically” to read “digitally”.

5.16 Rule 6.51, Lines 12-18: On line 12 change the word “electronically” to read “digitally” and delete the remaining two sentences in the paragraph and replace with the following:

“Nominations submitted digitally shall only be valid if certified by a Branch Officer of the branch concerned that the nominations submitted are those of the branch. Where signatures are required, digital/typed signatures shall be accepted.”

5.17 Rule 6.52, Line 1: Change the word “electronically” to read “digitally”.

5.18 Rule 6.52, Lines 5-10: On line 5 change the word “electronically” to read “digitally” and delete the remaining two sentences in the paragraph and replace with the following:

“Nominations submitted digitally shall only be valid if certified by a Branch Officer of the branch concerned that the nominations submitted are those of the branch. Where signatures are required, digital/typed signatures shall be accepted.”

Motions No.16–No.17 unallocated

● Terms and Conditions

Composite Motion No.18 to be moved by Branch 33

For too many years we have seen year upon year increases in sickness absence attributed to mental health issues and particularly in relation to stress.

In recent years due to staff shortages, under resourcing and increasing performance demands the incidences and often tragic out-workings of poor mental health have become ever more evident and prevalent.

Health, Safety and Welfare regulations are clear that our employer has a duty of care to each and every one of us. Whilst our employers are keen to sign up to various charters and tick box exercises it should be noted that simply signposting staff to support resources such as counselling, whilst helpful in some cases, is not always an employer meeting their duty of care to an employee as such services have no material impact on adjustments to workloads etc, oftentimes the root cause of stress (see Intel v Daw para. 183 where the appeals judge ruled “A short term counselling service could

not have done anything to ameliorate that risk or help Mrs. Daw cope with it. It could not reduce her workload. The most it could have done is advise her to see her doctor. It does not seem to me that on the facts of this case the service provided was a sufficient discharge of the defendant's duty.”).

It is clear that what little is being done, whilst no doubt well intended, is not working to the degree required to adequately support and protect staff and their mental health.

It is time that we saw tangible rather than advisory or aspirational measures taken by our employers to protect the mental health and welfare of staff.

Despite their good intentions and efforts to date employers need to be looking beyond soundbite solutions and photo opportunities attesting to their commitment to their employees' mental health welfare. The statistics bear this out.

To that end, and noting that the employer must ensure that adequate resourcing is in place to prevent work simply being left for employees to complete on their return, this motion calls on the General Council to campaign vigorously and as a priority for a half day paid leave each month for every employee to utilize as they see fit to assist those with existing mental health conditions to alleviate same and to help prevent a deterioration in the mental health of others.

If our employers are genuinely interested in protecting the long term mental health of all of us then it is in their, and our, interest that they are seen to support innovative and tangible remedies such as this.

Motion No.19 Branch 117

Conference notes the introduction of Voluntary Reasonable Disability Passports Workplace policies in the public sector.

Voluntary Reasonable Disability Passports in the Workplace are a live record of adjustments agreed between a worker and their manager to support them at work because of a health condition, impairment or disability. The passport supports members and their reps to work with employers to ensure that up-to-date, appropriate, practical and correct reasonable adjustments are in place.

The passporting system means that members who are protected under the DDA 1995 and move roles, or have a change in line management, do not have to re-explain or renegotiate their reasonable adjustments.

This would spare those individuals the need to explain every time they are allocated a new manager or move jobs of the need to go into details that may be extremely confidential or uncomfortable to discuss, especially around the issues of poor mental health.

This measure would also be of benefit under the managing attendance process and to have a clearer understanding of the disability or underlying condition as well as the need for time off to avail of the medical support and treatment required to alleviate or improve their health.

It would also support a fully inclusive workplace for those wishing to join our workforce or those who develop a disability while in the workplace.

Conference calls on the General Council to consult with all areas of the public sector regarding establishing the introduction of Voluntary Reasonable Disability Passports Workplace policies.

Motions No.20–No.21 unallocated

● **Defending Public Services**

Motion No.22 Branch 730

Conference commends the passing of Aisling O'Reilly's private members bill on health service car parking charges, which has been a stealth tax on the sick and those who care for them for too long.

Conference affirms that the work of activists across the Trade Union movement has been the driving force in enabling this welcome political response. Conference particularly commends the tireless grass roots campaigning of NIPSA branches and members in the HSC, who would not accept the various delaying tactics and attempts at fig leaf compromises from employers, the Department of Health or indeed the soft words of politicians, until backed by clear and decisive action.

Conference calls on the incoming General Council to reflect on the lessons of this campaign and in particular, to learn the campaigning lessons from this issue. The contrast with the apparent lack of progress of core campaigns, such as low pay across the public sector which members rely on our governing body to lead on, but where there has been a lack of progress could not be clearer. Given the current cost of living crisis and the looming spectre of more austerity this is a matter of growing concern to workers across the public sector.

Conference believes It is the job of Trade Union leaders at every level to build alliances on the issues that matter to workers, based on the bedrock of campaigning activity to deliver change. Conference therefore calls on the General Council, as part of the learning from the car parking campaign, to urgently review their approach to campaigning and acknowledge their part in the lack of progress on core NIPSA objectives and to urgently communicate this review to members.

Motion No.23 Branch 7

Conference salutes the ongoing action taken by Trade Union colleagues in the University and College Union over the past number of years against huge cuts in their Pensions and attempts to address pay gaps, precarious employment and unsafe workloads.

Since 2011, university staff's USS pension has effectively been cut by £240,000. More recently, employers are proposing further cuts, amounting to 35%, to staff's guaranteed pension. Additionally, since 2009, staff pay has been cut by nearly 20% in real terms meaning these workers are not only suffering hugely today, but will continue to do throughout their retirement.

UCU members are also calling on employers to address the following:

- the scandal of the gender, ethnic, and disability pay gap
- the end of contract casualisation and job insecurity
- tackling the rising workloads driving workers to breaking point
- an increase in pay on all spine points by £2,500

Conference calls on the General Council to offer support and solidarity and to work with the UCU to ensure that colleagues in our Colleges and Universities have the support of NIPSA at all levels.

Motions No.24–No.25 unallocated

● Administration 1

Motion No.26 Branch 70 (If Motion No.26 is carried, Motion No. 27 falls.)

Conference calls on the incoming General Council to review and make a decision on how conference is held in the future to allow branches to attend e.g. virtual link or maybe even a hybrid approach of a mixture of both.

Given the rise in utility bills NIPSA is also facing as well as members and the pressures to reduce the carbon footprint Conference believes the incoming General Council needs to be mindful of these factors while exploring the issue.

Conference also instructs for incoming General Council to produce an options paper which shows positives and negatives and costings etc. in order for General Council to make an informed decision on the matter.

Motion No.27 Branch 45

Due to the Covid-19 pandemic, the annual delegate conference last year was held on a virtual basis by Zoom and this was a success using the available technology and Conference would commend the sterling work that was done to enable the Annual Delegate Conference to be held successfully last year using virtual means.

Conference notes that in previous years, from 2019 back, potential delegates who would wish to participate in conference were unable to if they were unable to attend the conference location in person.

Conference notes that one of the benefits of having virtual conferences, with delegates able to attend virtually from their own homes, is that it widens access to NIPSA conferences and also broadens participation for potential delegates who in previous years were unable to attend conference due to various reasons e.g. caring responsibilities.

Conference notes that the Annual Delegate Conference will hopefully allow for delegates to attend in person in future years, but that the technology is available to allow delegates to attend conference in a virtual capacity by video conferencing means.

Conference would therefore recognise that a hybrid model in which delegates can choose to attend the conference, in person or virtually, would help maintain and progress participation in NIPSA activities. This hybrid model would also allow for members who would wish to attend conference in future years but can't attend the physical location, access to attend conference virtually.

Conference calls on the General Council to organise and arrange future Annual Delegate Conferences to allow a hybrid model for delegates who wish to attend conference i.e. either in person or by video conference means.

Motion No.28 Branch 70

Conference calls on the incoming General Council to explore if possible the introduction of electronic voting for General Council Elections in order for NIPSA members to exercise their democratic right in having their voice heard in our union.

Given the times members now find themselves in with working from home their ballot papers are still being sent to their offices. Giving the members the choice to electronically cast their vote will encourage members to vote, it will help save money for NIPSA which can be used in other campaigns etc and also it will help reduce NIPSA's carbon footprint.

Therefore conference would like to request incoming General Council to explore the introduction of electronic voting for General Council Elections as choice for members. If there is any legal issues preventing this to happen then conference calls on the incoming General Council to pursue to lobby for these changes in law or legislation to be changed.

Motion No.29 Branch 70

Conference calls in the incoming General Council to review the current procedure of sending General Council Election ballot papers to members work places as the default.

Given the current pandemic and the situation of members working from home not able to access their mail in their offices, they are unable to exercise their democratic right to vote and have their voice heard in our union. It would be a disservice to NIPSA members for NIPSA General Council to be aware of this and try to change this to ensure members had their democratic vote.

Conference calls on the incoming General Council to explore if members default postal address can be changed to their home. In doing so Conference calls on the incoming General Council to also write out to members to encourage them to change their default address to their home address in order for their democratic voice to be heard.

Motions No.30–No.31 unallocated

● Public Policy 1

Motion No.32 Branch 733

Cost of living crisis prompts nearly one third of UK employees to consider changing jobs.” That’s the headline from March 2022 and the reality of many workers living from payslip to payslip. Unprecedented rises in the cost of food, electric, gas, petrol and diesel, along with a planned increase in national insurance contributions, is forcing many of our members into working extra shifts and taking on second jobs to boost depleted disposable incomes. Many staff report that salaries no longer cover basic living costs. Workers are paying through the nose. Research illustrates that everyone is feeling the pinch of the rising cost of living, yet it is disproportionately felt by our key workers who are leaving the various sectors in their thousands. Just one example, in the health care sector, Domicillary Care staff, Social Workers and those working in the community who travel daily as part of their job, are struggling with soaring fuel prices and are often out of pocket.

We are therefore calling on General Council to lobby our politicians and those with influence and power to urgently intervene and address this matter to support workers who have endured real-terms pay cuts for years, and help ease the cost of living crisis now!

Motion No.33 Branch 119

Conference notes the extreme pressures on our members finances from all quarters, some recent and some historical. One of these which has risen year on year and has the potential to, and indeed has, crippled the finances of families, is the spiralling cost of school uniforms. These increases have seen the grants which are available to some barely, if even that, being able to cover only one of the various items required. This has been driven by the requirement for specific brands and emblazoned items excluding more economical generic alternatives. This is further fuelling inequality, as those with little or no disposable income are more adversely affected by these expenses.

Conference proposes that a campaign to tackle this increasing burden on families be launched, linking with other groups as appropriate, with a view to allowing alternatives such as making generic uniforms the standard or replacing uniforms with a dress code.

Motion No.34 Branch 731

The pandemic has brought issues around childcare, or rather the lack of it, back onto the agenda.

During the first lockdown we got a lot of distressed phone calls from members who were struggling to juggle work and childcare, particularly for younger children.

One of the things that the experiences of the lockdown has illustrated is that there still is a total overreliance on unregulated child care, often provided for free by extended family.

If that does not work, the system is close to collapse.

Child care workers in preschool and out of school provision remain amongst the lowest paid workers with very limited career prospects or professional recognition.

Ultimately the ideal would be a universal system of good quality, regulated affordable child care. This is the norm across large parts of Europe.

In the meantime we are asking conference to demand that public service employers to introduce/ reintroduce subsidised holiday childcare and to actually implement their family friendly policies in a meaningful way.

Motions No.35–No.36 unallocated

● Human Rights

Motion No.37 Branch 118

The recent incursion by Russian troops into Ukraine has the potential to throw a much needed spotlight on to other conflicts such as Saudi Arabia's continuing bombing of Yemen.

However, we are concerned that, whilst in the mainstream media, the invasion of Ukraine is rightly seen as abhorrent, the daily human rights abuses by the Saudi Arabian atrocities attracts little or no such attention.

We therefore call upon the incoming General Council to join with human rights organisations and other unions to continue to campaign to highlight all such human rights abuses and international conflicts.

Motion No.38 Branch 15

Last year Trade unionists, friends and the family of Martin O'Hagan marked the 20th anniversary of his sectarian killing on 28/9/2001. Martin was a proud trade union activist and his union, the National Union of Journalists (NUJ), and Amnesty International have called for an independent investigation into his murder. The NUJ have said 'it is unconscionable that as the 20th anniversary of Martin's murder approaches no one has yet been brought to justice for it' while Amnesty International stated 'It has been long been suspected that those who ordered his killing were paid informants linked to an illegal paramilitary group. Journalists deserve the protection of the society which they serve'.

We instruct the General Council to support the NUJ campaign for an independent investigation.

Just as we call for justice for our brother trade unionist we acknowledge that many families across our community suffered sectarian killings and loss from sectarianism during the Troubles and believe it is the right of all to find truth for their loved ones. This union believes it is incumbent of the trade union movement to shine light on the dark deeds of these last 50 years and stand with all those who have suffered loss.

Conference believes all who suffered from sectarian killings have the right to know the circumstances of what happened to their loved ones and instructs the General Council to campaign and work for those who fight for the truth to receive those answers.

Motion No.39 Branch 118

Conference notes that it is now almost 2 years since Noah Donohoe was found dead in a storm drain in North Belfast.

It is disappointing, despite the high profile nature of this case and the media attention it attracted, the Donohoe family still do not have any answers as to what happened to Noah.

We are concerned to hear that the PSNI intend to request a Public Interest Immunity Certificate in regards to what they describe as “ limited amount” of material in the police evidence folders.

Conference condemns this blatant attempt by PSNI to obfuscate and deny the family the answers they so earnestly seek.

We call upon the incoming General Council to engage with the Donohoe family and their supporters to offer them our support and join our voice to the call for full disclosure of what happened to Noah and aid their journey towards justice.

Motion No.40 Branch 51

Our union is made up of people who represent families. We all want to live and work in a safe and shared place. Fiona Donohoe lost her only son in the heart of Belfast almost two years ago in strange circumstances. She needs all the support and solidarity she can get. When you have nowhere and no one else to turn to, you are bereft of hope. This great union can bring some hope. There is consideration being given for an application for a public immunity certificate which will mean limited information on the investigation being provided to Fiona.

This union believes in fairness and justice and looking out for one another and we can play our part. We ask the incoming council to write to the Coroner asking that all information is shared with Fiona’s legal representative and that Fiona is made aware that we support her in her quest for truth and closure.

Motions No.41 – No.42 unallocated

● Health and Safety

Motion No.43 Branch 127

Conference welcomes that the Period Products (Free Provision) Bill passed during the last Assembly mandate.

Conference calls on the incoming General Council to continue to build on this legislation and actively campaign to have free period products available in all public sector premises for anyone who may require them.

Motion No.44 Branch 8

Over the last few years, have lost 3 colleagues, all young men, to suicide. Working with our colleagues in Branches 6,7 and 9 and LPS management we now have a pool of 50+ Mental Health First Aiders. However, with more working from home, there is less opportunity to have positive impacts on those of our friends and colleagues in the workplace, who suffer from mental ill health and trauma. Branch 8 call on the incoming general council to set up a Mental Health Committee to liaise with Branches, Departments, NIPSA groups, other Unions, OHS, NICS HR and Welfare in order to promote positive mental health. Studies show that early intervention, strategies and signposting to the most appropriate resource has an enormous positive impact on the 25% who are struggling with mental ill health at any one time.

Motion No.45 Branch 733

Pre-Covid19 and since its arrival, public sector workers who were hailed as 'keyworkers' on the front line, have struggled with another pandemic, namely unsafe staffing levels.

NIPSA has taken the lead in areas such as health, to support members with this issue over the past number of years but despite this there is still no definitive mechanism from employers on how to deal with it. This is leaving members in a vulnerable position on a daily basis.

We ask the incoming General Council to work with employers to develop meaningful ways of ensuring that members' health and safety is protected and promoted until the relevant legislation is implemented.

Motion No.46 Branch 521

The Covid 19 pandemic and subsequent lock downs and restrictions continues to have a profound effect on many people.

Health, Education and other professionals have noticed a rise in underlying behavioural issues resulting from the two years of disruption to school and social life in general.

These problems increase stress and anxiety not only for children and young people, families, but the whole of society.

We call on the incoming General Council to highlight these issues to the relevant authorities and campaign for adequate funding to be made available.

Motion No.47 Branch 733

During the Covid-19 pandemic, staff were advised to work from home where possible. Whilst it was necessary to adapt to new ways of working and not meeting face to face, we are now 2 years into the pandemic and zoom fatigue and working from home burnout has set in. This has had a detrimental

impact on both our physical and mental health. The fundamental root cause of working from home burn out stems from organisations adapting their existing ways of interacting in 'office-culture' to remote working. To manage working from home burnout, organisations need to understand the reality of the problems leading to it.

Whilst remote working has its benefits, there is now evidence and research to support the affect that zoom meetings and remote working is having on work life balance and mental health. As restrictions ease and we learn to live with Covid, employers need to explore opportunities to combat zoom fatigue and working from home burn-out and support their staff. As human beings we need meaning, purpose and connection, including connecting effectively with our colleagues and our workplaces. Often we are required to attend virtual meetings and make numerous calls throughout the day, many of which can be difficult and very challenging. This leaves members very vulnerable dealing with the aftermath alone at home and not having the support of colleagues and managers around them.

We therefore call on General Council to put pressure on employers to ensure the proper measures and supports are in place to combat zoom fatigue, working from home burn out and get the right balance in terms of providing a safe space for workers.

Motions No.48–No.49 unallocated

● Trade Union Issues

Motion No.50 Branch 117

Conference notes that an increasing number of NIPSA members are unable to avail of an occupational sick pay scheme and are therefore reliant upon statutory sick pay during periods of illness.

With this in mind conference instructs the incoming General Council to produce a paper to the 2023 conference outlining options for a sickness insurance scheme which will offer members who are unable to avail of an occupational sick pay scheme an insurance policy during periods of sickness.

This should be done on a cost neutral basis and using other Trade Unions who operate similar schemes in order to benchmark subscription and payment amounts.

Motion No.51 Branch 119

Conference recognises the challenges faced by many of our members as a consequence of rampant inflation, and stagnant wages. Many members have been forced to access credit from companies who charge exorbitant interest rates and as a result, they are having to cope with mounting debts.

Other trade unions including CWU, Royal Mail and our sister Union PCS, have combined to form a Credit Union called 1st Class Credit Union. Membership is open to all members of these Unions and in addition to family members who reside at the same address as the member.

Many delegates will be familiar with the services that local Credit Unions provide and the important role that they play in local communities. Conference asks the incoming General Council to consider the option of NIPSA becoming a part of 1st Class Credit Union and thereby allowing our members to have access to affordable credit and the benefits that accrue from membership of a workplace Credit Union.

To this end, Conference suggests that General Council might examine what process would need to be followed should NIPSA members wish to become part of 1st Class credit Union, and report its findings to the membership for their consideration before Conference 2023.

Benefits of being a member of 1st Class include:

- Access to loans up to £20,000;
- Free Life Cover and Loan Protection;
- Account covered by the Financial Services Compensation Scheme;
- Annual Dividend paid on savings (subject to surplus);
- The right to vote on decisions which affect your Credit Union at the AGM;
- Joining more than 10,000 members who are currently helping one and other;
- Access to your account 24/7 online and through a Mobile App.

Motion No.52 Branch 92

Conference condemns the disgraceful sacking of 800 workers by P&O and the appalling way this was carried out, with no notice or consultation with unions, and the use of a private security firm to forcibly remove workers who refused to leave their ship. The security firm reportedly had access to handcuffs and were prepared to use these if necessary. It was also reported they were accompanied by various police forces to oversee the forced removals.

This is a clear lesson to all trade unions which must be opposed by a joint response from across the trade union movement in the UK and Ireland.

Conference instructs the General Council to offer support and solidarity to these workers and their union the RMT and to help build a coordinated response from the trade union movement across the UK and Ireland.

Motion No.53 General Council

Conference endorses the content of Conference Paper No. 4 and the paper's recommendations. The paper is in response to the instruction contained in Resolution 63 of the 2021 Annual Conference.

Motions No.54–No.55 unallocated

● Administration 2

Motion No.56 Branch 70

Conference instructs the incoming General Council to review the NIPSA communication strategy to members especially with a large number of members who will be entering a hybrid working model in the coming months.

The pandemic has changed how unions operate and NIPSA need to be responsive to this and assess what these changes mean in terms of recruitment, representation of members on a day to day basis and organisation of local branches.

Innovation will be required to adapt to this new dispensation and we instruct the incoming General Council to evaluate new methods of engagement and communication to members that are robust and fit for purpose in a post pandemic world.

Motion No.57 Branch 119

Conference is concerned with consistently low turnouts for NIPSA elections for example the turnout in the General Secretary election was 12.2% , and the turnout in the recent General Council election was 9.4%. Conference calls on the incoming General Council to investigate on ways to encourage higher turnouts in future NIPSA elections.

Conference instructs the incoming General Council to bring a paper to the 2023 General Conference on ways to increase the turnout for all NIPSA votes and elections.

Motion No.58 Branch 119

Educate, Agitate, Organise! Education is a key trait and bedrock of the Trade Union movement. Conference notes the value of the Union Learning scheme as a huge asset to NIPSA members, supplying training from essential skills onward. Despite the excellent work of our ULR Committee and Coordinator, NIPSA has lagged behind many other unions, both larger and smaller, in this area. This has become a more urgent matter recently with the threat of removal of government funding for the Union Learning project.

To remedy this, Conference instructs General Council to explore the options around the setting up of a NIPSA learning fund and to bring a paper for consideration to the 2023 General Conference.

Motion No.59 Branch 134

Motion No.1 Branch 134 are firm believers that the timely passage of information is essential for the smooth running of this Union and believe that the current strategy is best suited for the normal operation of the members.

However, in buildings (or estates) with two or more branches represented, there is no strategy in place to ensure that all Branches with Members in the building (or estate) are informed of issues that can affect all members in that area.

Recently in a building with 8 or 9 Branches represented, during building works, potentially dangerous situations arose, and while they were dealt with in a timely manner, this came about due to Representatives and activists knowing each other from time on picket lines, or knowing each other from smoking outside at lunchtime etc, this will not always be the case, and having contact details outside the work area for SOME, though not ALL Branches involved.

With many Representatives currently working from home, or adopting – moving towards a Hybrid Working system, this needs to be reviewed.

Conference therefore calls on the incoming General Council to evaluate ways to provide a means of communication between branches that share buildings – estates, so that when issues arise, then the safety and interests of ALL members affected can be ensured.

Motions No.60–No.61 unallocated

● Public Policy 2

Motion No.62 Branch 730

Conference affirms that the systemic failures of the DOH to deliver on its most basic functions in terms of workforce planning are the root cause of the pandemic pressures and system collapses that the HSC is experiencing. That a department so incompetent and divorced from the reality of the impact of its own failings is deluded enough to issue 176 page consultations on the restructuring of key services is quite frankly unacceptable.

Conferences calls on the incoming General Council to articulate a position to NIC ICTU, the incoming NI Executive and all political parties which highlights NIPSA's view that unless and until the Department of Health can evidence basic competence in workforce planning, i.e. training the right numbers of Health workers to meet the needs of the people of NI, then each and every consultation spouting their mantra of right care, right time, right place should be treated as the self-serving verbiage that it is.

Conference further believes that given the long history of mendacity and double speak from the Department of Health a fundamental fitness for function review of this department with key milestones and KPI's needs to be in place before this department is fit to be allowed to progress any consultation that impacts on the wellness of the people of NI.

Motion No.63 General Council

Conference notes that the need for longer term budgeting is accepted as an essential element of the provision and strategic governance (including the workforce planning) of public services. The political crisis of February 2022 however, paused the NI Executive's consultation on a draft 3-year budget for 2022-25 and therefore failed to put this basic foundation in place. While the "crisis" and the Assembly election it preceded attracted much attention it is essential that the inadequacy of this proposed budget itself is not lost. Despite it being an opportunity to demonstrate that the rhetoric of "New Decade, New Approach" constituted something different in terms of Executive action, a fundamental problem would have remained even if this budget had proceeded. This is that the sums involved – framed around the prioritisation of health - continue the traditional approach to public finances of "robbing Peter to pay Paul". This was not hidden as all Departments outwith health were explicitly told to accept a 2% cut to their expenditure. This approach operates as if what the pandemic had revealed about our economy and our society (the depth of the public finances that at Treasury level can be drawn upon when required) had not happened.

In contrast the financial "settlement" that this draft, regional budget signalled is wholly inadequate for the needs of our society generally and showed that the "new normal" is the continued acceptance of: flat-lining levels of expenditure that for more than decade has represented cuts in real terms and staffing shortages partially met by the expensive overuse of private sector agencies. Such a budget, therefore, leaves unaddressed the failings of minimal but crumbling public services and equally damaging, it locks pay policy within these limitations at a time when a cost of living crisis at all levels including food, fuel and energy is out of control.

Conference therefore calls on the incoming General Council to campaign to expose and challenge the NI Executive's failure to deliver a financial settlement and peace dividend that is essential, affordable and long-overdue. Such a budget would establish properly staffed and resourced public services allied to a public sector pay system that both restores the long-term damage done by pay freezes/cuts and guarantees a future pay policy that protects wages in real terms.

Motion No.64 General Council

Conference notes with concern the ongoing unnecessary waste of public funds as a result of the overuse of consultants across the public sector. It is often the case that consultants are brought in to take up the slack in areas that are under-resourced by the necessary staff, such as was evidenced by the use of consultants on New Ways of Working in the NICS.

Consultants are also used for tasks such as job evaluations, for example, in local government and elsewhere which could and should be done by staff in-house. Consultants are also used for organisational reviews and are used to produce reports that are commissioned to justify a particular course of action that has been predetermined by the employer. The procurement processes for this work often lacks transparency and in some areas is very questionable.

At a time when public sector budgets are stretched to breaking point, the thousands of pounds wasted every year on consultants is becoming ever more unacceptable.

Conference calls on the incoming General Council to campaign against unnecessary use of consultants in all areas of the public sector and to demand that the necessary skills and resources for the work they do is provided by permanent staff.

Motion No.65 Branch 733

Conference notes and commends the actions of Italian Trade Union USB airport cargo workers who, in March, refused to load a shipment of weapons in Pisa Airport which was bound for Ukraine. This cargo was labelled humanitarian aid but instead of much needed food and medical items, it contained weapons, ammunition and explosives. Within Ukraine it, along with Russian weaponry, would have led to the further death of innocent civilians and destruction of their homes and neighbourhoods.

Conference, history has repeatedly shown that bringing weapons in conflict situations only prolongs and aggravates those conflicts. In fact, the NATO weaponry that has been pushed as a solution to the Ukrainian conflict is also a key cause of it. The only persons profiting in these situations are those within the arms industry; such as Raytheon Technologies and Lockheed Martin who recently boasted to investors that Russian-Ukrainian tensions are good for business.

Global interventions should be based on dialogue, de-escalation and diplomacy, such as the UN-negotiated Minsk Agreements of 2014 and should be free from the military agendas of other countries. Trade Unions have and continue to play an important role in the anti-war and global peace movement. This has included The Campaign for Nuclear Disarmament and The Boycott, Divestment, Sanctions (BDS) movement.

Conference asks NIPSA to engage in a campaign for the boycott and divestment of weapons manufacturers and military contractors in public service contracts and assets. Conference feels that NIPSA has a duty to use its influence to push NIPSA member employers to cut ties with companies who achieve their profits from the global arms trade and militarisation of our world.

Motions No.66–No.67 unallocated

● International Issues

Motion No.68 Branch 521

We all agree the war in Ukraine is a humanitarian crisis deserving of huge international responses. Our thoughts go out to the millions affected by this terrible conflict.

Sadly both the reporting of this conflict and the comments and actions of politicians have highlighted a shocking level of hypocrisy and double standards.

A five year bombing campaign by Saudi Arabia in Yemen claiming hundreds and thousands of lives, sixty thousand of them being children hasn't resulted in one sanction, on the contrary it has been rewarded by lucrative arms contracts and training for the pilots.

This and other examples show a clear difference in the reporting and political condemnation based on who is doing the bombing.

We call on conference to instruct the incoming General Council to ensure that NIPSA is at the forefront of calling out this kind of hypocrisy. Making it clear at every opportunity that there is no hierarchy of victimhood.

Motion No.69 General Council

Conference notes with alarm the surge in imperialist wars of conquest, repression and exploitation across the world. As we saw with the war in Iraq, in Syria and in the Ukraine, and as happened in the world wars, these conflicts are played out to advance narrow political agendas, exploit natural resources and carve out territory. In every conflict it is working class people who suffer the most and it is the billionaires throughout the world who benefit through the sale of arms and the plundering of resources.

Conference calls on the General Council to do what it can to mobilise the wider trade union movement in opposition to all wars of aggression.

Motions No.70–No.71 unallocated

● Administration 3

Motion No.72 Branch 127

Conference recognises the need for widespread communication including the timely sharing of information and knowledge from the top of the union to branches to equip activists with all the resources of the union.

Therefore, activists need to know:

- up to date information,
- decisions in members' interests by General Council and their reasoning for them, and
- how they are progressing policy agreed at the Annual General Conference.

Over the past year, General Council appears to have been slow to address what

are critical issues for our members. Currently it appears that the information disseminated to branches, including the General Council minutes, has not achieved the standards required to inform or progress these objects.

Conference therefore instructs the incoming General Council to

- urgently issue the decisions that come out of their meetings,
- issue their minutes in a more timeous fashion, and
- issue information on the progress, or not, that is made on Conference resolutions

so that activists have the knowledge in good time to respond to members' questions.

Motion No.73 Branch 521

One of the keys to a successful Union is engaging with the membership. The more people that know what actions the Union is taking the more chance there is that they'll want to get involved.

To that end we call on the incoming General Council to publish a regular bi-monthly progress report that is easily accessible to members via the website indicating the actions taken by NIPSA in respect of campaigns and Conference motions.

Motion No.74 Branch 730

Conference is concerned about the lack of direction and ambition from the present General Council in setting clear strategic goals for NIPSA's Public Services Defence Campaign.

Conference believes that advancing this crucial Agenda has never been more important as NIPSA members face the twin challenges of pandemic rebuilds of public service while under the twin assault of Tory austerity and a generational cost of living crisis. Conference expects that these challenges, the challenges our members face on a day and daily basis, should be the core and overwhelming focus of NIPSA's governing body, if NIPSA is to protect core public services and our members interests.

Conferences therefore views with concern the apparent lack of focus on these issues, as seems evidenced by the minutes issued by General Council. While there are a huge range of issues that can occupy GC time, to find debates on the key issues of pay, terms and conditions and fighting cuts across the public sector curtailed at General Council due to apparent time constraints, or on occasions not discussed at all, would be concerning at any time, never mind in the extraordinary circumstances members are living through.

At a time when a number of public services are at the point of collapse, Conference finds any suggestion of any such behaviour unacceptable and calls on the incoming General Council to ensure key issues impacting NIPSA members, based around the principles of NIPSA's Public Services Defence Campaign, are prioritised at General Council, with effective action plans communicated to Branches and members.

Motion No.75 General Council

Conference instructs the General Council to bring forward to the 2023 Annual Conference the necessary constitutional amendments to provide for a Biennial Annual Delegate Conference.

Motion No.76 Branch 730

Conference calls on the incoming General Council to build on last year's motion which gave increased prominence to the Irish language. Conference calls the incoming General Council to extend current provision for the Irish language, to Ulster Scots.

Conference further calls the incoming General Council to make provision for a third minority language to be featured on letterheads and electronic communications. This language should be rotated periodically and represent the diverse language backgrounds of our membership. Decisions regarding which languages should be featured should be made in consultation with the Equality Committee.

Motions No.77–No.78 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.18

Motion No.79 Branch 34

For too many years we have seen year upon year increases in sickness absence attributed to mental health issues and particularly in relation to stress.

In recent years due to staff shortages, under resourcing and increasing performance demands the incidences and often tragic out-workings of poor mental health have become ever more evident and prevalent.

Health, Safety and Welfare regulations are clear that our employer has a duty of care to each and every one of us. Whilst our employers are keen to sign up to various charters and tick box exercises it should be noted that simply signposting staff to support resources such as counselling, whilst helpful in some cases, is not always an employer meeting their duty of care to an employee as such services have no material impact on adjustments to workloads etc, oftentimes the root cause of stress (see Intel v Daw para. 183 where the appeals judge ruled "A short term counselling service could not have done anything to ameliorate that risk or help Mrs. Daw cope with it. It could not reduce her workload. The most it could have done is advise her to see her doctor. It does not seem to me that on the facts of this case the service provided was a sufficient discharge of the defendant's duty.").

It is clear that what little is being done, whilst no doubt well intended, is not working to the degree required to adequately support and protect staff and their mental health.

It is time that we saw tangible rather than advisory or aspirational measures taken by our employers to protect the mental health and welfare of staff.

Despite their good intentions and efforts to date employers need to be looking beyond soundbite solutions and photo opportunities attesting to their commitment to their employees mental health welfare. The statistics bear this out.

To that end, and noting that the employer must ensure that adequate resourcing is in place to prevent work simply being left for employees to complete on their return, this motion calls on the General Council to campaign vigorously and as a priority for a half day paid leave each month for every employee to utilize as they see fit to assist those with existing mental health conditions to alleviate same and to help prevent a deterioration in the mental health of others.

If our employers are genuinely interested in protecting the long term mental health of all of us then it is in their, and our, interest that they are seen to support innovative and tangible remedies such as this.

Category B

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

Motion No.80 Branch 118

Conference welcomes the recent ruling by the Chief Justice that the decision by the PPS not to continue the prosecution of Soldier F “crossed the threshold of irrationality”.

We call upon the incoming General Council to liaise with the families of the victims to call for the re- institution of the proceedings against Soldier F.

Additionally we instruct the General Council to re-iterate our desire that it is not just the soldiers who fired the fatal shots to be held to account but also those officers who gave the orders so the victim’s families can finally achieve justice for their loved ones.

Category X

Motions which the President has ruled out of order.

***Motion No.81 Branch 127* This motion is ruled out of order as it is factually incorrect, is a legal requirement and conflicts with the powers of the General Council rules 6.9.**

The Covid-19 pandemic has encouraged many employers throughout the public sector to embrace working remotely at home, or to introduce blended and hybrid working practices to expedite business efficiency and keep their workers safe. As more of our members will work less in the office and more regularly from home, it would be prudent for NIPSA to communicate directly with members at home. It will also speed communication while helping to lessen the administrative burden on Branches of having to redirect mail for members not working in offices.

The change will require an amendment to rule 2.17 (d), which is currently on page 7 of the NIPSA Rule Book, and the removal from the membership form of the tick boxes and question of which address is to be used for voting papers. This will more fully comply with the Trade Union and Labour Relations (Northern Ireland) Order 1995, which suggests that the home address should be the default address used.

Conference instructs the incoming General Council to remove the tick boxes and aforementioned question from the Membership Form. Conference further instructs the General Council to make the following constitutional amendment to ensure all members receive correspondence to their home address by default.

Constitutional Amendment

Rights and Duties of Members

Duties of Members

Change Paragraph 2.17(d) to:

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

Motion No.82 Branch 521 This motion is ruled out of order as it is a legal requirement, conflicts with the rules, powers of the General Council 6.9, 7.2, Model Branch Rules point 7.

The Covid-19 pandemic has encouraged many employers throughout the public sector to embrace working remotely at home, or to introduce blended and hybrid working practices to expedite business efficiency and keep their workers safe. As more of our members will work less in the office and more regularly from home, an electronic voting choice will allow for NIPSA to communicate directly with members at home.

General Council has afforded branches the ability to send documents electronically and this has proved extremely effective. Given there have been many debates about the decline in response to ballots to elect officers over the years, being able to vote electronically would expedite the voting process.

Since there is no legislative requirement within the Trade Union and Labour Relations (Consolidation) Act 1992 (UK) or with the Trade Union and Labour Relations (Northern Ireland) Order 1995, which prevents any union in UK or Northern Ireland to add, amend or delete the democratic rights and duties of members pursuant to the objects of the union and indeed other unions throughout the UK and NI have done so pursuant to the objects of their union. The General Council powers are autonomous in pursuant of the objects of our union. The addition of electronic voting to the rule book will add a paragraph (g) to rule 2.17 which is currently on page 7 of the NIPSA Rule Book, General Council should let the members debate and decide.

Given the recent disappointment of the Trade Union and Labour Relations (Amendment) Bill introduced on the 30th of November 2021 and 24th March 2022 not being progressed in the Assembly there is no reason either why NIPSA cannot continue to lobby for these legislative changes.

Conference instructs the incoming General Council to make the following constitutional amendment Paragraph 2.17(g) pursuant to the objects of the union to ensure all members can choose voting options.

Conference also instructs the incoming General Council to continue to lobby all politicians in Stormont to back this bill which would then include electronic voting as a legislative requirement and support unions legally.

Constitutional Amendment

Rights and Duties of Members

Duties of Members

Add new Paragraph 2.17(g):

(g) Voting options: Wherever in these rules officials, branch officers or other representatives need to be chosen by the votes of members, and when important questions have to be settled by that kind of vote, the General Council can decide, notwithstanding the provisions of any other rule:

- (i) whether the vote is held by an individual ballot or by a show of hands
- (ii) whether the voting should take place in the workplace, at branch meetings, electronically or by post (or by a combination of these)
- (iii) whether the votes should be counted in total, or by the majority vote of ordinary members
- (iv) If the vote relates to electing permanent officials, any question on the method of voting, if raised before the voting takes place, will be decided by the General Council.

Motion No.83 Branch 730 This motion has been ruled out of order and cannot be printed on the basis of legal advice as it conflicts with the object 1.3e of the union and if acted upon would likely be unlawful.

Motion No.84 Branch 521 This motion is ruled out of orders it conflicts with the powers of the General Council rule 6.9 and is an insufficient means of determining conference policy.

Everyone has a right to feel safe in work. No one should leave the house in the morning wondering if today is the day their luck runs out and they get seriously injured.

All workers have the right to expect that when they raise concerns regarding their safety the employers act appropriately to address the matter.

While admitting that some workplaces are more challenging than others it is still the fact that the Health and Safety of all employees is the responsibility of the employer. This is paramount and most importantly non-negotiable.

We call on the incoming General council to ensure employers are held to account in the respect of the safety of employees and that NIPSA has a clear and robust policy in dealing with member's concerns if management is found to be lacking.

Motion No.85 Branch 119 This motion is ruled out of order as it conflicts with rules 5.19 and 5.27.

Conference is concerned at the number of motions that are guillotined each year.

We would like to bring a motion forward to the general Conference introducing a moratorium on repeat motions. Every year the general Conference hears a few motions that are brought forward year after year. We are not seeking a permanent ban of issues voted down by the General Conference as we understand that time changes perspective. We are proposing this as it would aid in streamlining general conference procedures as well as allowing new issues to be brought forward and properly addressed by the General Conference. We would like to propose a three-strike system; meaning that any motion that has been brought before the General Conference on at least three consecutive General Conferences, and has been voted down by the General Conference, then faces a moratorium of three years before it may be readdressed at the General Conference.

Conference therefore calls for a change to Standing Orders that would exclude a motion that has fallen for three years in succession. This exclusion should be for the following three years with the exception that there has a fundamental change to the motion. In the interest of clarity, the judgement of whether a motion is repeated or changed in substance shall lie with the Standing Orders Committee.

Motion No.86 Branch 15 This motion has been ruled out of order and cannot be printed on the basis of legal advice as it is potentially libellous, it conflicts with the guidelines on the submission of motions point 7, conflicts the powers of the General Council rule 6.9 and the objects of the Union 1.3 (NIPSA has no political objects).

Motion No.87 Branch 7 This motion has been ruled out of order and cannot be printed as it is potentially libellous, it conflicts with the submission of motions point 7, it is outwith the powers of the General Council rule 6.9, conflicts with the objects of the Union 1.3 (NIPSA has no political objects and therefore cannot use the resources of the Union).

Motion No.88 Branch 15 This motion is ruled out of order as it is insufficient as a means of determining conference policy.

Conference is concerned at the lack of action from the General Council around the Public Service Defence campaign and defending public services in general. We have a dissolved Assembly and a draft Budget that will reduce the funding to many public services and will not fund the Pay rises our members require. The Cost of Living crisis is forcing members to decide to heat, eat or neither and yet there are purported sums of up to £300m of Assembly funding that is not being utilised to help those in need most.

We have heard breaking news of a possible breakthrough on the hospital car parking charges and we applaud our union activists in Health who have helped deliver this. However this was work done by local union activists and we ask what work are the General Council doing in such campaigns?

We instruct the General Council to start delivering for the members and reinvigorate the Public Service Defence Campaign.

Motion No.89 Branch 92 This motion is ruled out of order as it conflicts with rules 1.3h, 6.9b, 2.17c, and is factually incorrect.

Conference is concerned at the content of Branch Secretary Circular GC 40-21, which states:

“That branches are advised of the need to seek support from the General Council if their intention is to represent NIPSA in any capacity at public meetings or having involvement in public campaigns.

This is to ensure NIPSA members are both fully supported and advice given to ensure the integrity of NIPSA is protected at all times.”

Conference believes the requirement to request the support of General Council prior to members attending meetings or rallies in solidarity with other unions is undemocratic, seeks to restrict personal freedom and removes the autonomy of branches and members.

Conference therefore instructs the incoming General Council to remove this requirement as soon as possible and apologise to members for the injury and hurt caused by the implied threat to NIPSA's integrity from campaigning branches and members.

Motion No.90 Branch 15 This motion has been ruled out of order and cannot be printed on the basis of legal advice as it could be prejudicial to any investigation and should wait until the investigation has concluded which will ensure that no prejudice occurs either written or spoken, before the process has concluded.

Motion No.91 Branch 92 This motion has been ruled out of order as it conflicts with the powers of the General Council rule 6.9.

Conference welcomes the introduction of hybrid working across the public sector which will mean a better work/life balance for many NIPSA members. It also has the clear potential to deliver substantial environmental benefits from reduced commuting.

However any return to the workplace must be fair, balanced and based on the member's individual choice as well as objective business need. We do not want to see members expected to come into the workplace for a predetermined number of days per week, or set days and hours per week, on flimsy pretexts because some line managers do not trust their staff, because they just like having people around or workplaces have a set 'ratio' of 2 to 3 days a week to be in the office.

Conference instructs the incoming General Council to work to ensure that members retain the flexibility afforded to them during the pandemic and are not forced to come into the workplace when the work can just as effectively be carried out at home.

Motion No.92 Branch 92 This motion has been ruled out of order as it conflicts with rules 5.19, 6.9 i, j, 12.2 and 12.3.

Conference recognises over time that amendments to the NIPSA Constitution are required and take the form of constitutional amendment motions to the Annual General Conference. That being said, it is timely that a review of the whole NIPSA Constitution takes place, including a consultation with Branches, that will look at the Constitution in the round to ensure that it is fit-for-purpose for a Trade Union in the 21st Century; the language contained within it is clear, understandable and gender-neutral; and that it meets the needs of an efficient and effective Trade Union.

Therefore, Conference calls on the incoming General Council to establish a Constitutional Review Committee under Rule 6.9 to bring forward a report to the General Council on the state of the current NIPSA Constitution including any recommendations on its enhancement/amendment with the view of bringing the report and, if required, a revised NIPSA Constitution, to the Annual General Conference in the form that would satisfy the current rules around amendments to the NIPSA Constitution.

Motion No.93 Branch 517 This motion has been ruled out of order and cannot be printed on the basis of legal advice, as it could lead to proceedings against the union, is factually incorrect and conflicts with rules 1.3a,c,d,h, 1.4d, 2.15, 7.4f, 7.5, 7.6, 7.7.

Motion No.94 Branch 115 This motion is ruled out of order as it is insufficient as a means of determining conference policy.

Conference condemns the brutal invasion of Ukraine by the Putin regime and believes that Ukrainian people have the right to decide their own future, including the right to self-determination of minorities. We recognise this is part of a new “cold war” and oppose those governments in the west who wish to escalate this conflict including by the expansion of NATO and increasing military spending by governments complicit in similar military occupations across the world. Conference recognises that working class people on all sides will be forced to pay the price for the war in Ukraine, the broader “cold war” which is developing and that the trade union movement must build workers’ unity against the war.

Conference therefore

Demands the withdrawal of all Russian troops from Ukraine and also the withdrawal of NATO forces from Eastern Europe

- Sends our solidarity to the Ukrainian workers who have every right to resist war and occupation
- Sends our solidarity to those in the anti-war movement in Russia, who have faced massive repression
- Supports the building of a new global anti-war movement which can link up workers and young people against war and the barbarism of the capitalist system

Motion No.95 Branch 115 This motion is outside of the remit of the General Council rule 6.9, and insufficient as means of determining Conference Policy.

Conference recognises that our members and working-class people are facing the worse cost of living crisis in a generation with high levels of inflation particularly in the cost of food and energy prices.

A more apt description is that we are experiencing a “cost of survival crisis”.

Conference believes it is essential that NIPSA and the wider trade union movement responds to this immediately.

The General Council have been notable by their silence and failure to act on the issue. They must do more and work with the trade union movement on delivering action and returning the union to its campaigning principles.

Conference therefore

-Calls on NIC-ICTU to organise and seriously build for large demonstration on 18th June to coincide with demonstration called by TUC

-That NIPSA and its general council should actively support in whatever way necessary ALL workers taking action for real pay rises and should seek to coordinate industrial action.

-That NIPSA should produce leaflets and other material explaining the reason for inflation and responding to the propaganda that workers wage rises cause inflation.

-Calls for the nationalisation of the profiteering energy companies, under democratic workers’ control so that prices can be controlled and to allow a just transition to green renewable energy.

Motion No.96 Branch 134 This motion has been ruled out of order as it conflicts with rules 6.9b, objects 1.3h and 2.17c

Conference condemns the General Council diktat communicated to members in Branch Secretary Circular GC 40-21. NIPSA branches have a long and proud history of supporting campaigns to improve public services in their local area and it is unacceptable to demand that branches seek approval from the General Council of NIPSA prior to standing in solidarity with any campaign to improve public services.

The minutes of the General Council meeting held on 8th November 2021 clearly show that the General Council cares more about protecting the assembly parties who have inflicted devastating cuts on public sector pay and services than they care about the defence of public services. Conference instructs the incoming General Council to immediately rescind GC 40-21 and to refrain from issuing any further undemocratic instructions to branches.

Motion No.97 Branch 118 This motion has been ruled out of order as it conflicts with the powers of the General Council rule 6.9.

Conference welcomes justice minister Naomi Long’s decision to launch a public consultation on proposals for Charlotte’s Law.

We recognise the despair and anguish families of victims experience when a loved one is killed and the remains are not located.

We call upon the incoming General Council to actively liaise with any family so affected and other interested victims groups to campaign for the introduction of Charlotte’s Law into NI.

Motion No.98 Branch 531 This motion has been ruled out of order as it is factually incorrect.

Conference calls for the incoming general council to take all necessary measures to address an inequality between lay representatives in NICS and the public officers side of NIPSA.

At this time NIPSA allows for a differential in the rates of travel expenses afforded to the PO and CS sides of the union. The CS representatives get 45p per mile which is the HMRC rate while the PO receive 35p, below the rate Government deems acceptable yet our Union deems it appropriate.

We therefore ask conference to support the payment of the HMRC rate to all of our representatives not just those on one side.

Motion No.99 Branch 531 This motion has been ruled out of order as it is factually incorrect.

Conference calls for the incoming general council to take all necessary measures to address an inequality between lay representatives in NICS and the public officers side of NIPSA.

At this time NIPSA pays a secondment allowance to officers of the NICS who are released by their employer to solely carry out trade union duties.

PO Group officers who have been similarly released by their employers to solely carry out the exact same type of duties but are paid no allowance by NIPSA.

NIPSA fights every day for equality in the workplace yet we as a union are promoting the opposite when it comes to our representatives.

We therefore ask that Conference supports a secondment payment to all officers whose sole role is to work for UNION.

Northern Ireland Public Service Alliance Annual Delegate Conference 2022

The following candidates have been nominated for election at Annual Delegate Conference 2022:

Candidate's Name

President (1 Vote)

Smyth, B*

Vice President (1 Vote)

Crilly, D*

Honorary Treasurer (1 Vote)

O'Neil, F

Scott, J

Equality Committee (12 votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.	Candidate's Name	Branch No.
Antal, S	731	Davidson, J	92	McErlean, D	33
Barlow, D	732	Garland, H	117	McKee, M	118
Collins, L	127	Glass, A	34	Millar, T	34
Creaney, T	127	Irvine, S	118	Rae, N	517
Dale, P	15	McAtamney, E	7	Skelcher, C	111

NIPSA News Editorial Committee (5 Votes)

Candidate's Name Branch No.

Boersma, I 134

Davidson, J 92

Ferris, S 733

Maguire, F 733

McWilliams, P 119

O'Sandair, R 137

Global Solidarity Committee (6 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Antal, S	731	O'Reilly, B	119
Boersma, I	134	O'Sandair, R	137
Clifford, R	521	Scott, J	516
Collins, L	127	Trainor, A	118
Crilly, D	119		



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