



Conference
2018

nipsa
Protecting Public Services
Supporting Public Servants

NIPSA Annual Delegate
Conference

Millennium Forum
Derry

Agenda 2018

Wednesday 30th May 2018
to Friday 1st June 2018

Timetable

Wednesday 30th May 2018

10.30 a.m. - 12.00 p.m.	Opening of Conference President's Address Appointment of Scrutineers and Tellers Adoption of Standing Orders Presentation and Adoption of Annual Report Presentation and Adoption of Financial Report Appointment of NIPSA Auditors
12.00 p.m. - 1.00 p.m.	Protecting Public Services
2.00 p.m. - 5.00 p.m.	Public Policy I Pensions Guest Speaker Presentation on NIPSA Finances Organisation and Administration I

Thursday 31st May 2018

10.00 a.m. - 1.00 p.m.	Welfare Cuts Government Administration and Employment Issues Public Policy II Pay Industrial Relations Human Rights and International Issues
2.00 p.m. - 5.00 p.m.	UK leaving the European Union Constitutional Amendments Guest Speaker Organisation and Administration II

Friday 1st June 2018

10.30 a.m. - 1.00 p.m.	Equality Health and Safety Guillotined Motions Close of Conference
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Special Notice to Delegates

The Standing Orders and Standing Orders Committee Report No.1 should be read in conjunction with the list of motions. In accordance with Standing Order 37, branches wishing to move reference back to Standing Orders Report No.1 or at any part of it, should notify their intention to do so in writing to the Secretary, NIPSA Standing Orders Committee, Harkin House, 54 Wellington Park, Belfast, BT9 6DP not later than **11.00 a.m., Tuesday 22nd May 2018**.

Those branches who have so notified their intention to move reference back of Report No.1 will be required to meet the Standing Orders Committee prior to Conference on **Friday 25th May 2018**.

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

Branches should note that reference back of Standing Orders 1 to 43, or any amendment to them, is not permissible. This rule does not apply to any additional Standing Orders included in Standing Orders Committee Report No.1.

Standing Orders for Conferences

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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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

Reports of Standing Orders Committee

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

The Agenda

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

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

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

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

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

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

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

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

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

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

The Timetable

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

Conduct of Debates

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

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

Procedural Motions

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

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

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

Miscellaneous

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

Standing Orders Report No.1

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

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

Motions	Motions covered by it
Comprehensive Motion No.10	92, 93
Composite Motion No.11	94
Composite Motion No.20	95
Composite Motion No.30	96
Comprehensive Motion No.41	97,98
Composite Motion No.57	99
Composite Motion No.66	100
Comprehensive Motion No.79	101,102
Composite Motion No.80	103
Comprehensive Motion No.89	104, 105

4. In order to expedite Conference business, Standing Orders Committee recommend that delegates wishing to speak to a Motion once it has been moved, occupy seats reserved for such persons at the front of the Conference Hall. Only those delegates who comply with this procedure may be called upon to address Conference.
5. In accordance with Standing Order 12 Branches are hereby informed that Notice of Emergency Motions must be submitted in writing to the Standing Orders Committee at Harkin House not later than **12 noon on Thursday 24th May 2018**. 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*
K Loughran
J Veighey
B White

Primary Agenda

Motions in this Agenda are due to be discussed.

● **Protecting Public Services**

Motion No.1 (General Council)

Conference recognises that our public services are in crisis. It is not hard to see why. Day to day spending since 2010 has been cut by 8%. Whilst the consequences of this are clear to our members, their families and the wider society in which they live, we must refuse to focus on solutions to the crisis at a regional level. This would ignore that the key driver for this crisis is a failed and failing, corporately sponsored right wing austerity agenda the aim of which, at a UK level, is to shrink the state and attack the concept of publicly funded, free at the point of use public services.

Conference notes the overview of financial crisis was produced as budget proposals at the beginning of this year. These detailed how Departments and Agencies across the public sector which are already struggling are expected to passively accept further cuts. Simultaneously, even to stand still in financial terms we, as a society are expected to accept new service charges – to pay for our healthcare, our water etc.

In response this conference offers NIPSA and the wider trade union movement a chance to re-iterate – “enough is enough” and offer the ideological and industrial opposition to the assault being made upon us.

The crisis within our public services deepened further with the collapse of Carillion which put public service contracts and the workers’ jobs in jeopardy, yet the bosses appear to have stripped the company bare. In addition there are significant concerns about the recent profit warnings of Capita and what impact this may have if it collapses.

Conference therefore calls on the incoming General Council to:

- Outline a real, needs-based budget solution for the Northern Ireland Assembly to operate – one that begins with rejecting real terms cuts and examines what a “peace dividend” for a post-conflict society should look like. Such a budget would also ensure that the assessment of equality impact would not be a tokenistic add-on but a genuine part of establishing what our society requires. This would lead us to re-affirm the necessity of real social security “from the cradle to grave” and establish the collective support of society for each phase of our life – from nursery provision to residential care in old age. This would also offer the framework within which the safety nets of properly resourced public health and housing would be built.
- Organise collective opposition to the continuing attempts to impose an austerity agenda on the Northern economy.
- Directly expose the propping up of the Tory government within a confidence and supply arrangement ; and
- Halt the future privatisation of public service contracts.

Motion No.2 (Branch 115)

Conference condemns the continuing austerity agenda of the Westminster Government which has led to devastating cuts across our civil and public services.

Conference notes that prior to the 2017 General Election, Prime Minister Theresa May publicly stated that there was no “magic money tree”.

Conference congratulates the Conservative Party on their discovery of a £1 billion Pecunia lignum Magia in order to secure a confidence and supply arrangement with the Democratic Unionist Party.

Whilst Conference welcomes any additional spending in Northern Ireland we recognise that this money will bring only short term mitigations and is only provided in order to prop-up a Tory Government which will continue a policy of austerity throughout the rest of the United Kingdom and cannot be justified.

Conference calls on the incoming General Council to begin a campaign of pressure on the DUP to end the Confidence and Supply deal they are shamefully wedded to with the weakened Conservative government.

Motion No.3 (Branch 517)

Conference is dismayed by the cuts in funding to our public services and the expectation that our ability to serve the public can remain the same.

With budget cuts the pressures on the services and our members delivering these services is becoming untenable.

Longer waiting time for appointments at Hospital, Children not receiving the specialist help they require to access Education, lack of social housing, the cuts in welfare and the changes which will not only have an effect on those out of work but also a sizeable amount of NIPSA members who are in receipt of benefit even with a job.

It is no longer acceptable to rob Peter to pay Paul, to slice up the cake when pressure is applied in one area taking from another. We need more money into the Budget.

Conference calls on the General Council to campaign for extra funding in the overall budget, and raise awareness with the Public about the cuts across all sectors and how it impacts on them and their families, not only now but into the future.

Motion No.4 (Branch 730)

Conference is appalled at the human suffering at the core of the Northern Ireland Hyponatremia Inquiry Report. This report is a condemnation as much of the cultures of entitlement, collusion and cover up within the senior leadership structures of the HSC as it is a reflection of the personal tragedies caused by practitioner error and poor prescribing guidelines that led to the deaths of five children.

The vast majority of the 96 O'Hara report recommendations are sensible and welcome attempts to learn from and prevent any repetition of the tragedies at the epicentre of the report. However, some of the recommendations, in particular asking employers to impose the concept of a duty of candour in the contracts of all HSC professionals, require NIPSA to give thought and consideration to how it might be operationalised.

While individuals should of course be accountable for their practice, many key social care decisions, made on the best interests of children and vulnerable adults, are based on a 'balance of probability' approach to the options available rather than on the more empirical prescribing, or cause and effect models in the medical world.

Empowerment, advocacy and person centred planning approaches are already at the centre of the good practice models many NIPSA members are trained in and could provide much practice wisdom to other colleagues. Resource constraints, understaffed teams and rationing provide the context within which poor decision making is most likely to be made by NIPSA members.

Conference believes that mechanisms to ensure that the above factors should also be clearly highlighted to families, in all scenarios, where a duty of candour is needed.

Conference calls on NIPSA to engage with NISCC and HSC employers and other trade union and professional bodies as a matter of urgency on this and other key recommendations made in this report. This is to ensure that candour is implemented in a way that protects, informs and empowers families and service users, rather than becoming a bureaucratic device to push the failings of systems onto individuals.

Motion No.5 (Branch 725)

Conference condemns General Council for failing to act on agreed conference policy to organise and campaign for members in the Voluntary & Community Sector.

Members in this sector have been under sustained attack facing funding cuts, wage cuts, a reduction of terms and conditions and sweeping redundancies. This has been done under the name of austerity which NIPSA General Council has repeatedly claimed to oppose in all its forms.

A motion outlining the need for a broad based campaign and including key actions for the Union was submitted to NIPSA General Conference in 2017 (Motion 4). Not a single action on this motion has been carried out. The annual report simply states it has been referred back to the P.O. Group and Branch but there has been no communication or action with the Branch in this regard.

The Voluntary and Community Sector provides the back bone to our communities providing much needed frontline services to vulnerable people. It is appalling that conference policy has not been carried out to defend this group of workers.

Conference calls on General Council to immediately remedy this by putting the agreed policy and resources into action, in full consultation with the relevant members, Branches and officers involved.

Motion No.6 (Branch 138)

Conference condemns the underfunding of autism services across Northern Ireland.

Conference calls on General Council to campaign for adequate funding for child and adult diagnostic and intervention services, including continuation of care for teenagers whose support currently ends when they become too old for the children's service.

Motion No.7 (Branch 730)

Conference recognises the highly successful umbrella health campaigning group, 'Health Campaigns Together' (HCT) in defending the NHS across England, and notes HCT is not just another stand-alone health campaign. Its purpose is to enable health campaigners to come together and discuss common goals, share experiences and lessons, and where possible work together in defence of our health service.

Conference notes HCT has recruited over 120 affiliate organisations and groups. HCT fully understands the importance of having a close connection with the trade union movement with major trade union affiliates including UNISON, Unite, GMB and FBU; and welcomes affiliation from regional and national trade unions, both NHS and non-NHS.

Conference therefore calls on the incoming General Council to affiliate NIPSA as a trade union to Health Campaigns Together, to create strong campaigning links with HCT affiliated unions in defence of our health service.

Motions No.8-9 unallocated

● Public Policy I

Comprehensive Motion No.10 (to be moved by General Council)

Conference welcomes the resounding rejection by residents in The Grange estate in Ballyclare in the ballot organised by the Department for Communities to transfer their homes to a Housing Association. This was an historic victory locally and sits alongside only a very small number of stock transfer victories in Britain. It was not only a great result for democracy and people power for the local residents, it was equally a great outcome for those NIPSA activists who worked tirelessly with and on behalf of residents over many months to ensure that they had all the information required to make an informed decision before voting. Despite strong opposition from the Housing Association which was the preferred bidder and from the Department, NIPSA worked closely with the local community, challenging the myths and scaremongering to ensure victory. Conference recognises however that this victory, although significant, is just one in a series which need to be won to ensure that the Northern Ireland Housing Executive remains the sole Housing Authority for public housing including being publicly accountable to citizens and government.

Conference notes that the same commitment to work with the local community in the Ballee estate in Ballymena is needed to secure another unprecedented victory, to force the Department to completely halt their discredited stock transfer programme and recognises that although it will be difficult to repeat the success in The Grange it is still achievable, despite the increased focus and effort from the Department and others to convince residents in Ballee to transfer their homes from the Housing Executive.

Conference recognises that the stock transfer programme is but one element of the Department's relentless attack on the Housing Executive. This includes promoting rent convergence with the Housing Associations, a greater focus on encouraging families and individuals on waiting lists, in housing stress or homeless to move to the private rental sector, rather than social housing. Conference acknowledges the damage already caused to residents through the fear of stock transfer, an unfair points allocation system and the wider budget cuts through years of austerity and the impact these have had on housing stress and homelessness.

To compound these problems the Department remains steadfast to its position, making it impossible for the Housing Executive to borrow against its assets to enable it to secure funding to upgrade and maintain its housing stock and to commence an ambitious house building programme to tackle the growing housing waiting lists, thereby creating thousands of construction jobs and hundreds of much needed apprenticeships for young people. As a key part of this ongoing work Conference supports the continuing engagement with Stewart Smyth from Sheffield University in producing important documentation to challenge the relentless focus of the Department and others in promoting an alternative model to the Housing Executive for the delivery of public housing.

Conference acknowledges the important work undertaken by NIPSA over the last number of years to keep the issue of public housing and the retention of the NIHE to the forefront in discussions with all the political parties and other organisations and supports the inclusion of public housing as one of the main policy platforms in the Congress Better Work, Better Lives Campaign. Conference accepts that the provision of public housing by the Northern Ireland Housing Executive as the single, publicly accountable housing authority is the only way to meet the needs of all our citizens and agrees that NIPSA must continue to fully support this ongoing campaign in the months and years ahead.

Finally, Conference calls on the incoming General Council to consider what practical help NIPSA can offer homeless people as part of a broader campaign to tackle homelessness.

Composite Motion No.11 (General Council)

Conference notes that this year has seen another example of the destructive failure of privatisation with the collapse of the huge contractor Carillion. This company employed over 19,000 workers throughout the UK. The fall-out from its collapse has been chaotic – job losses, a crisis of service delivery, the squandering of millions of pounds of tax payers’ money and, despite the company clearly being in trouble, it continuing to be awarded contracts from its friends in the Conservative Government at Westminster up to the last minute.

This advertises who wins and who loses in this economic model of privatisation and outsourcing. For the general taxpayer and the society in which they live privatisation is a lose/lose – summed up in the phrase from the campaign group “We Own It” – “costs go up; services get worse; private companies are not accountable and staff are undermined”. By way of contrast for the transnational company, whose tax arrangements are opaque and usually offshore it’s a “win/win”: subject to the gift of profitable “corporate welfare” of generous Boardroom pensions and profits as state assets are transferred to its inadequate stewardship and then should it overreach the “freedom” to walk away from its responsibilities as it is defined as ‘too big to fail’ and is rescued and/or compensated by the taxpayer.

Conference calls for a re-commitment to opposing both the underlying ideology and exploitative practice of privatisation/out-sourcing. This will make the determined challenge of the neo-liberal “private: good; public bad” lie a core component of our public service defence campaign. This should also involve: a challenge to existing private sector contracts within the public sector and a campaign to have such services returned “in-house which supports the NIPSA policy of a socialist economy and a return to the re-nationalisation of outsourced companies and organisations.”

Motion No.12 (Branch 730)

Conference believes in the benefits accrued for people across Northern Ireland due to the nature of having an integrated Health **and** Social Care system. Despite its many problems, Conference believes our health and social care structure is the envy of health systems in Scotland Wales and England, all of whom are trying to move their health systems closer to an integrated model.

Conference therefore recognises that the attempt by the Department of Health to use the cover of a review, ‘Power to People: Proposals to Reboot Adult Care and Support in NI’, is an attempt to introduce charging and means testing for domiciliary care. Conference regards this as nothing less than a full frontal attack on the founding principle of the Health Service as being made available to those in need, free at the point of delivery.

Conference is stunned that those supposedly tasked with administering the health and social care system could consider such a shoddy attempt to move down the road of charging for a core NHS service. This is especially disappointing when domiciliary based services are a model of care fundamental to any process to transform or improve outcomes for people.

Conference sees this proposal as an acid test of the entire ‘transformation processes’ in the HSC. Nothing said by a leadership group with so little belief in the system they are charged with stewarding, can be believed if the department’s response to the report endorses a charging approach in any way.

Conference calls on NIPSA to reject and oppose this proposal, at all levels within the HSC system and to build alliances in any public forums and communities across the North to campaign for the rejection of any proposed introduction of charging for domiciliary social care.

Should any proposal to introduce charging for social care be made by the Department of Health, Conference then calls on NIPSA to publicly write to the so called Chief Executive of the HSC stating this union's belief that he and his senior leadership team should be considering their positions. This is due to their inability to comprehend the basic principles under which the NHS was established.

Motion No.13 (Branch 181)

That conference calls for the reform of the NI Assembly Petition of Concern mechanism as set out in the Northern Ireland Act 1998. This conference notes the abuse of the Petition of Concern which has gone far beyond the original purpose conceived by its originators, the architects of the Good Friday Agreement. The original intent was to prevent discrimination but in reality it has been used as a veto to discriminate against sections of society such as in the case for the introduction of equal marriage. That conference notes the Northern Ireland Assembly and Executive Review committee in 2014 failed to agree on reform of Petition of Concern in light of criticisms that it is unfair, impedes legislative productivity, and is prone to abuse. That conference notes that the Petition of Concern mechanism has been invoked 148 times since the restoration of devolution in 2007. That conference calls on the incoming General Council to support the reform of the Petition of Concern mechanism to one in which it protects human rights and civil rights and not as a discriminatory veto.

Motion No.14 (General Council)

Conference notes with concern the mounting evidence of a history of spying against and infiltration of trade unions by Government.

Conference welcome the work of The Campaign Opposing Police Surveillance who help co-ordinate, publicise and support the quest for justice for people affected by political undercover police spying and to ensure abuses do not continue.

Conference notes that the Pitchford Inquiry (now Mitting Inquiry) into undercover policing is underway. There has been preliminary hearings to decide on how the Inquiry will run and the actual hearings will begin in late 2018. Over 100 individuals and organisations that were spied on have been granted core participation status. The National Union of Mineworkers (NUM), Union of Construction, Allied Trades and Technicians (UCATT) and the Fire Brigades Union (FBU) are all core participants.

Undercover police whistle blowers have confirmed that they gave the names of trade union activists to blacklisting organisations such as the Consultancy Association and Economic League.

Everyone has the right to participate in the struggle for social and environmental justice, without fear of persecution, objectification, or interference in their lives. However, activists have been spied on and psychologically and sexually abused by officers for being part of, or simply knowing people who were part of, such campaigns, trade unions and organisations.

Conference supports the call for:

- Extension of the Inquiry to cover undercover officer's activities abroad and to Scotland and Northern Ireland
- An end to spying on trade union, social justice, environmental and family campaigns.

- Protective measures to prevent passing information to private sector corporations such as Blacklisting organisations
- A thorough, transparent independent inquiry so that the public can have
- confidence in its findings.
- The abolition of the Investigatory Powers Tribunal and its secret trials without right of appeal
- An end to political policing

Conference instructs the incoming General Council to take the necessary steps to affiliate to the Campaign Opposing Police Surveillance (COPS)

Motions No.15-16 unallocated

● **Pensions**

Motion No.17 (Branch 517)

Conference is concerned that some public service workers have not been entered into the existing pension schemes.

Conference is also concerned that some of the employing authorities are seeking to put their workers/our members into unrelated private pension schemes that will bring about a situation whereby members may not have enough money to enable them to retire and live life comfortably and with dignity as pensioners.

For example; in the Youth Service, all members that are directly employed by the Education Authority are either on NILGOSC or Teacher related pension terms, but those youth service members working in voluntary and maintained Youth Clubs who are directly funded from the Education budget are not being given the option or right to enter into the same pension schemes as their equivalent workers. In some cases there are no pension schemes in place, which in fact may be illegal.

Conference calls on the General Council to instigate a campaign to ensure that these members across the civil and public services are given the same scheme rights as their co workers, that there are no two tier pension schemes and that this campaign takes all forms, up to and including industrial action.

Motions No.18-19 unallocated

● **Organisation and Administration I**

Composite Motion No.20 (General Council)

Conference welcomes the steps taken by the General Council in conducting a review of NIPSA's Financial Process and Procedures to ensure that the systems are appropriate, fit for purpose and in line with up to date accountancy and reporting standards.

Conference recognises the challenges that this has presented but believes this was necessary and appropriate in all the circumstances.

Conference instructs the incoming General Council to continue with this work in the incoming year to ensure that NIPSA's finances and the reporting standards behind them are robust and ensures the best use of members' money.

Motion No.21 (Branch 13)

Conference is deeply concerned by turnout in this year's NIPSA General Council elections, which fell below 10%. This was despite the reasonable efforts made by Headquarters and at branch level to raise awareness of the election and its importance. The logical conclusion regarding this continually falling figure is that over 90% of our members now no longer feel that the General Council is worth making the effort to vote for. However it must also be noted that there are now additional challenges which have to be navigated, such as Whistl having the postal contract for much of the NICS and their refusal to collect any pre-paid envelopes, such as those used for our General Council ballots. This is obviously an unwelcome impediment. Conference believes that NIPSA needs to get serious about moving into the digital age. Conference welcomes the recent progress in this area, with the ability to now submit conference motions and nominations online via the NIPSA website (as indeed this one was). But there remains frustration that there is still the unnecessary need to then submit additional superfluous hard copies of the same when an email from a verified source would equally suffice, not to mention be harder to falsify than a signature on a paper form. It is clear that there is still much work to be done. To that end, Conference instructs the incoming General Council to investigate and seek to implement the ability for members to use online digital voting in future General Council elections and ballots, including pay ballots etc. This could potentially be achieved via a form of a verified login for the NIPSA website and would likely increase member participation. NIPSA needs to fully move to a 'digital first' approach for all correspondence and administration in order to keep pace with the technological advances in our society and to retain relevance with younger and future members.

Motion No.22 (Branch 118)

Once again the recent General Council election results demonstrate the disconnect between the membership and the General Council. This is reflected in the low turn-out.

We call upon the incoming General Council to take note of this apathy and actively begin a process to reinvigorate and enthuse the membership with the stated aim of increasing participation in future General Council elections.

Motion No.23 (Branch 734)

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

Motion No.24 (Branch 47)

Branch 47 calls on the incoming General Council to support the new Union Learning Committee in the re-invigoration and education of members at branch level, leading to the appointment of at least one Union Learning Rep

in every branch across NIPSA. We have lost experience from all parts of the trade union due to redundancy and VES, and with union learning being one of the few positions protected in law to be able to carry out their functions and training, we need to ensure we can support our members fully. Union learning is not just about 'reading and writing'; it is about supporting branches through education, whether this be a fundraising effort, a wellness day or the recruitment and retention of members event, ULRs can play a vital role in all these aspects of Branch life. The Union Learning Committee will be working hard over the coming months with various recruitment ideas, events and activities, and we call on the incoming General Council to offer full and vigorous support to the Union Learning Committee NIPSA ULRs.

Motion No.25 (Branch 725)

Conference condemns the actions of NIPSA General Council in taking the decision to split up Branch 725. This action was carried out without any meaningful consultation with Branch members and without any discussion at all with the Branch Committee whose correspondence and request for an appeal of the decision has been totally ignored. Conference recognises that this behaviour could set a dangerous precedent and could present a threat to all NIPSA Branches, who could, without notice suffer a similar fate on the whim of General Council.

Conference further recognises that this undemocratic and unprecedented action by General Council undermines the rules of the union which assert Branch sovereignty as an underlying tenant of our union democracy.

Conference re-affirms that the following are the fundamental steps of engagement with Branches

- That NIPSA Branches are sovereign and that General Council have no right to undermine branch autonomy;
- The Branch Committee is the primary conduit via which the General Council engage with members;
- The Branch Committee must be collectively involved in decision making in relation to its Branch, its structures and have a clear role in any decision to amend or change a Branch structure;
- In addition Conference re-commits NIPSA to abide by its rules whereby a Union Branch should not have less than 80 members, except in exceptional circumstances.

Finally Conference instructs the incoming General Council to fully consider, in consultation with the Branch 725 Committee, its letter of appeal against the decision to fragment the Branch in 5 separate Branches.

Motion No.26 (Branch 127)

Conference is concerned with the poor level of active engagement at NIPSA conferences with regarding to moving and speaking on motions. Conference notes with dismay the lack of diversity of movers and speakers each year.

In order to fully engage with the democracy within our Trade Union, members and delegates should not encounter any unnecessary barriers and should be fully equipped with the skills and knowledge to write a motion for submission and to move and speak on a motion at Conference.

Conference understands that there is some basic level training available at Stage 1 Reps course however a deeper understanding of the writing and submission process would be of value, as well as a greater focus on equipping members with the confidence and skills to get up and speak at Conference.

Conference therefore instructs the incoming General Council to devise a short and effective training course designed specifically to equip members to engage with all aspects of conference, including confident public speaking.

Motion No.27 (Branch 130)

The power of social media must not be underestimated. At a time when trade union membership is in decline, Conference calls on the incoming General Council to develop a social media strategy that will maximise NIPSA's online presence, whilst also providing reps with adequate social media training to help Branches recruit and better engage with members.

Motions No.28-29 unallocated

● Welfare Cuts

Composite Motion No.30 (General Council)

Previous NIPSA Conferences have expressed concern at the potential implication of the implementation of the Government's Welfare Reform proposals including the introduction of Universal Credit and Personal Independent Payment (PIP).

Now that Universal Credit and PIP are being rolled out across Northern Ireland Conference is alarmed to see how the implementation of the Welfare Reform proposals are impacting on Northern Ireland citizens.

Conference notes recent developments:

In December the High Court ruled that Government changes to the disability benefit system "blatantly discriminate" against people with mental health problems and are in breach of their human rights;

The Disability Benefits Consortium reported that since the introduction of PIP almost 80% of people on disability benefits had seen their health worsen;

The Multiple Sclerosis Society has estimated that nearly one third of multiple sclerosis sufferers who apply for PIP have been refused;

The private sector firms carrying out controversial disability assessments such as Capita have received additional Government funding despite widespread concerns with the system.

Conference is also concerned that in 2020 the mitigations which had been introduced in Northern Ireland to sweeten the pill of the Welfare Reform proposals will cease, thereby leaving Northern Ireland claimants worse off. However Conference is alarmed that despite the Stormont pledges to prevent the impact of the Bedroom Tax in Northern Ireland there are currently many families who are not entitled to the mitigation protections and are worse off.

Conference instructs the General Council to reinvigorate its campaign of opposition to the Government's Welfare Reform proposals, Universal Credit and PIP and to that end to call for the immediate suspension of the Universal Credit roll out in Northern Ireland.

Conference urges the General Council to work alongside other trade unions, community groups and civil society organisations in a mass campaign against Welfare Reform proposals which hit hardest those who require benefits.

Conference also instructs the General Council to campaign to abolish the privatisation of the assessment process and bring that work back in-house to be completed by appropriately medical professions.

Motion No.31 (Branch 517)

Conference condemns the attack on families on benefits who will find it even more difficult with the removal of free school meals which will mean that up to a million children could miss out.

The shift in the rules for Universal Credit came in on April 1, 2018.

Campaigners in England have said that eventually, up to a million children who would have benefited will now get nothing.

Currently all families on Universal Credit can claim free school meals.

But now, under this new law, children in Year 3 and above on Universal Credit in England will NOT normally be eligible if their parents earn more than £7,400 in a year.

The vote for this draconian law which was passed in the House of Commons by the nasty Tory Party would not have been possible but with the disgraceful help and support of DUP MPs.

Conference of course calls on NIPSA to fight against all cuts and would ask NIPSA to campaign for the protection and provision of free school meals for all children whose parents and guardians are on benefits, should there be an attempt to introduce such a nasty law by either direct rule or local ministers.

Motions No.32-33 unallocated

● Government Administration and Employment Issues

Motion No.34 (General Council)

Conference reiterates its opposition to the establishment of a public sector wide Shared Services Programme which, if implemented, will have devastating consequences for NIPSA members working in HR, Finance and ICT across Health, Education, the Northern Ireland Civil Service and other bodies. This initiative has the potential to centralise and then outsource/privatise many public sector jobs.

It is recognised that the majority of public sector workers affected by this proposal are NIPSA members and therefore it is essential that a detailed strategy is urgently developed to protect members.

Conference therefore instructs the incoming General Council to put in place more robust cross sectoral arrangements to protect the interests of members.

Motion No.35 (General Council)

Conference welcomes the publication earlier this year of updated and expanded research into the extent and cost of agency worker deployment across the public sector. The research highlighted how across the Civil Service, Health/Social Care, the Housing Executive, Education Authority, Libraries etc. at a time of austerity, cuts and redundancy for thousands of workers, decision makers at Stormont and in leadership positions in public bodies have presided over a vast transfer of public funds to private sector agencies. Our research showed this had run into the hundreds of millions of pounds.

This goes beyond decision making rooted in the expediency and incompetence of applying a sticking plaster to our creaking public services – although both expediency and incompetence are involved. This is about a decision to deliberately re-structure public services via models of private sector delivery

and move away from the investment in securely employed/pensioned staff and properly funded services. This is a failure on three fronts. Firstly, there is the exploitation of the agency workers whose pay and terms and conditions of employment are insecure and inadequate. Secondly, we see a lack of workforce planning that fails to start with a comprehensive assessment of the scale of vacancies/overall service needs of an organisation and instead looks to the quick fix of agency worker deployment. Thirdly there is the failure to society not only in wasting resources but also in the withdrawal of accountable, public service delivery it represents.

Conference calls for the development of a two-pronged campaign that reaffirms the first line of public service defence starts in each workplace where vacancies are not filled. This requires a “back to basics” approach to branch activity challenging this failure of strategic planning. The second prong is for NIPSA and its wider allies in the labour movement to challenge the ideology underlying this economic trend and systematically make the case for funds to be made available for a progressive, long-term and strategic operating model for public service delivery.

Motion No.36 (Branch 128)

Conference notes the passing of motion number 2 at last year’s conference, following on from the publication of NIPSA’s research booklet on the casualization of public services, which called on the General Council to promote genuine long term planning across the public sector and to fill posts currently occupied with agency staff, with substantive public sector workers.

However, the reality is that not only are many posts now filled with agency and fixed term contract workers but that many of those workers are now our members too and that this is bringing them into conflict with the rights of our members who are substantive public sector workers.

Fixed term and agency workers have acquired hard earned rights, including the right to permanency after a 4 year period but this can be seen as a detriment to our permanent members, who could be in a situation where an agency or fixed term worker gains entry at a higher grade and becomes permanent without that substantive worker even having the chance to apply for promotion.

NIPSA now faces a dilemma that is not of our making.

Do we continue to campaign for all agency posts and fixed term posts to be made permanent and displace these workers, to the potential detriment of the growing membership currently in those posts?

Or do we accept the position and push for permanency to the detriment of our substantive members?

The current approach, while based on sound reasoning, is no longer tenable. NIPSA needs to adopt a formal position on this complex issue which reflects the reality of the situation across all our branches and work areas.

Conference therefore calls upon the incoming general council to carry out an information gathering and if required, a branch consultation exercise, with a view to a motion being brought to conference the following year on adopting a formal position on this issue and if necessary, to then lobby for a change in the recruitment practices and policies of all employers across the public sector to reflect this position.

Motion No.37 (Branch 7)

Conference condemns the increasing use of recruitment agencies in recruiting staff for the public sector. Their sole motivation is to maximise profit out of limited and reducing public service budgets. There is little or no

statutory control to ensure these agencies abide by fair employment law or best employment practice. As a result agency workers are unprotected and unable to raise complaints for fear of losing future employment opportunities.

Conference also recognised public sector employers give little guidance to the use of agency workers once in the workplace. At the end of the financial year managers have been forced into selecting who stays on and who leaves when budgets reduce. This is unacceptable and indeed training works then losing such skills and experience is not smart workforce planning of any kind.

Conference calls on the incoming General Council to campaign against Recruitment Agency use in the public sector, ensure these workers enjoy basic employment rights and are able to be represented. Lastly they should be included in our Recruitment campaigns to organise all within our workplaces.

Motion No.38 (Branch 92)

Following the successful intervention by NIPSA to remove aptitude tests from the recent AA to AO promotion competition in the Civil Service, Conference is strongly of the view that such tests should be removed from all Public Service Promotion competitions.

Aptitude tests are simply being used a short listing tool to reduce the eligible field going forward to interview. It is doubtful whether such tests are a creditable way of selecting the best candidates for promotion. This approach potentially creates a glass ceiling for many members who are perfectly suitable to progress to the next grade.

Therefore, Conference calls on the incoming General Council to engage with employers across all areas of the Public Sector to seek the immediate removal of all such tests for internal promotion competitions.

Motions No.39-40 unallocated

● Public Policy II

Comprehensive Motion No.41 (to be moved by Branch 517)

Conference notes with concern the growing number of suicides each year locally, the highest of any UK region, 75% of which are males. Conference is alarmed at this rise, particularly among young people with an equally worrying prevalence of self-harming and mental health issues.

Conference acknowledges that health service cuts have resulted in a much diminished Mental Health Service provision to those suffering from depression including suicidal ideation.

There is a process in the Health Trusts to engage with families to become involved in the prevention of death by suicide when a referral is made but it falls short of requirements, especially between Health Trusts where shared practice could help save lives.

Conference calls on the incoming General Council to engage with the Public Health Agency and other professional and support groups to campaign for additional resources to be made available and to raise awareness across the community about the benefits of seeking assistance for anyone who is suffering from depression.

Motion No.42 (Branch 508)

Conference is appalled by the suffering of families who seek information, redress counselling and support when they suffer a family death by suicide. Conference condemns the failure of the Assembly in providing vital funds to support families of those who have died by suicide.

Conference calls on the General Council to explore current support afforded to bereaved families and to campaign for additional resources to be made available by government.

Motion No.43 (Branch 731)

Conference calls on NIPSA to stand with Sling the Mesh N.Ireland to demand that the use of all polypropylene mesh implants is banned. Women and men are suffering horrendous, life changing/limiting damage as a result of these barbaric operations for complications caused mainly by childbirth, hernia etc. The use of this mesh (also described as tape, ribbon etc.) has been used for twenty years without being every properly tested on human beings. These operations are being performed on women (and men in the case of hernia repair) without the patient being fully informed of the risks involved or alternative remedies using native tissue. Access to surgeons expert in the field of complete removal of mesh implants must be made available to residents of the north of Ireland, as it is in England, Scotland etc. Non mesh surgery must be offered. All surgery has inherent risk, but polypropylene mesh implants carries a documented, very significant and (when comprehensive and honestly described) unacceptable risk and should, therefore, be withdrawn completely as an option in most cases of prolapse, incontinence and hernia. Conference further calls on NIPSA to campaign for compensation for those whose lives have been affected by polypropylene mesh implants.

Motion No.44 (Branch 138)

Conference calls on General Council to campaign for additional funding to aid transitions for young people leaving care.

Conference is particularly concerned that while accommodation is arranged for affected young people, no out of pocket expenses incurred by outgoing foster parents in helping them into the accommodation are refunded.

Motion No.45 (General Council)

Conference welcomes the recent public consultation on the issue of tissue and organ donation. It is acknowledged that this is a sensitive issue which needs to be treated with sensitivity. Statistics show that the vast majority of individuals would agree to their organs being donated upon their death, but the reality is very different, with individuals not advising their families of their wishes and not actively joining the organ donor register.

Conference believes that organ donation should be promoted amongst NIPSA members, their families and wider society and calls on the General Council to actively promote the NHS Organ and Tissue Donation Register amongst the membership. Conference further supports a policy of 'opt out' of organ donation which would save hundreds of lives a year.

Motions No.46-47 unallocated

● Pay

Motion No.48 (General Council)

Conference notes that the continuing disastrous austerity policies are starving public services of resources and that public sector workers' pay continues to fall in real terms.

Conference further notes the increasing levels of anger amongst workers at year on year real terms pay cuts.

It is imperative that the incoming General Council develop an overarching strategy to deal with the crisis in public sector pay to ensure that workers no longer pay the price of austerity. Conference recognises that this will require a long term pay strategy which will need the buy-in from NIPSA members and those in the wider trade union movement if we are to see a real and sustained increase in pay for public sector workers.

Conference therefore calls on the incoming General Council to develop a public sector pay strategy which will include real and meaningful engagement with members across the union. This strategy should include:-

- (a) ongoing support and pressure for the full removal of the public sector pay cap; and
- (b) Building support for a public service wide mobilisation of public sector workers in support of decent pay for public service workers.

Motion No.49 (Branch 171)

Conference instructs the incoming General Council to push for settlement of all outstanding Northern Ireland Public sector pay reviews for 2017 now. Our members in the NICS and other public bodies have no information on this issue since last year either from NICS or NIPSA.

Motions No.50-51 unallocated

● Industrial Relations

Motion No.52 (General Council)

Conference congratulates the NIPSA activists for the high profile campaign to defend secondment arrangements in the Northern Ireland Civil Service and to ensure that current arrangements and central agreements are protected. Conference also acknowledges that a strong signal has been sent to all public sector employers that NIPSA will defend facility time and trade union rights with the full weight of the union.

The campaign on the secondment issue has been successful and we must ensure that all aspects of facility time for all NIPSA representatives are robustly defended as it is clear that the intent is to reduce the ability of NIPSA to defend members, not just in the NICS but across all areas in which NIPSA organise.

Conference therefore calls on the General Council to resist all attempts to weaken the current arrangements and rights for representatives for paid time off. In doing so the General Council should actively promote the pivotal role played by Trade Union Representatives in all parts of the public sector and notes the money spent on trade union facilities helps to defend public services and the rights of public sector workers.

Motions No.53-54 unallocated

● Human Rights and International Issues

Motion No.55 (Branch 92)

Conference condemns the persecution of the Rohingya people in Myanmar.

Since August 2017 more than ½ million people have been forced to flee their homes. The United Nations has described the persecution as a “textbook example of ethnic cleansing”.

The Government of Myanmar has refused to recognise the Rohingya as a people and regards them as illegal immigrants. At least 6,700 Rohingya, including at least 730 children under the age of 5, were killed in the first month of fighting alone.

No sanctions have been imposed on Myanmar. It is an act of genocide that we cannot stand by and watch.

Conference instructs the incoming General Council to campaign against these atrocities and demand the UK Government does more to help the Rohingya people.

Motion No.56 (Branch 115)

Conference condemns the mass incarceration of Palestine children under military law and calls for their immediate release.

Conference reiterates solidarity and support with the Palestinian people in their struggle against brutal Israeli state oppression.

Conference also condemns Trump’s opportunistic recognition of Jerusalem as the capital of Israel which has heightened tensions dangerously across the region.

Conference believes there can be no lasting solution without working class unity across Palestinian and Israeli workers and therefore instructs the incoming General Council to redouble its efforts to reach out to and work with trade unions and democratic working class organisations who stand with the Palestinian people to end the illegal apartheid occupation.

Composite Motion No.57 (Branch 181)

NIPSA has a proud history of fighting for the rights, both civil rights and human rights, of minority sections of our society, whether that be women’s rights, LGBTQ rights, or BME rights. Therefore, this conference recognises that minority language speakers are entitled to protection of their human rights. This includes existing obligations on the UK Government to protect and promote both Irish and Ulster-Scots as set out in the Council for Europe Charter for Regional and Minority Languages and the Framework Convention for the Protection of the Rights of National Minorities.

This conference notes the references to Irish Language rights in the Good Friday Agreement (1998), the Joint Declaration (2003) and the St Andrew’s Agreement (2006). The United Nations Committee on Economic, Social and Cultural Rights in 2009 expressed concern at the absence of Irish Language legislation in contrast to the protection afforded to Welsh Language and Scots Gaelic Language. They recommended “that the State party, or the devolved administration in Northern Ireland, adopt an Irish Language Act”. While in 2010, the Council of Europe Committee of Ministers recommended the adoption of legislation providing statutory rights for Irish Speakers.

This conference condemns the scaremongering against the introduction of an Irish Language Act with the use of misleading information being

perpetuated as fact. The introduction of legislative rights for the Irish Language minority community and the Ulster-Scots minority community must not be derailed because of misplaced fear nor diminish the entitlements of those whose right to their British or Irish identity is guaranteed in the Good Friday Agreement.

The incoming General Council must stand strong with NIPSA members from the Irish Language and Ulster-Scots minority communities in their fight for equal rights as enjoyed by the Welsh Language and Scots Gaelic Language communities. This Conference calls on the incoming General Council to support and promote the introduction of an Irish Language Act and legislation for the development and enhancements of Ulster-Scots language, heritage and culture; to recognise, to protect and to promote the rights of our Irish Language and Ulster-Scots minority communities; and campaign within civic society on this matter.

Tá stair bhródúil ag NIPSA mar gheall ar an troid ar son ceart; cuimsíonn sé sin cearta sibhialta agus cearta daonna, bíodh sé i gcás chearta na mban, cearta an phobail LGBTQ, nó cearta an phobail BME. Mar sin de, aithníonn an chomhdháil seo go bhfuil cainteoirí teangacha mionlaigh i dteideal go ndéanfaí cosaint ar a gcearta daonna. Cuirtear san áireamh oibleagáidí Rialtas na Breataine chun an Ghaeilge agus an Ultais a chur chun cinn mar atá leagtha amach sa Chairt Eorpach um Theangacha Réigiúnacha nó Mionlaigh agus sa Chreat-Choinbhinsiún maidir le Mionlaigh Náisiúnta a Chosaint.

Tugann an chomhdháil seo aird ar na tagairtí a dhéantar do chearta Gaeilge i gComhaontú Aoine an Chéasta (1998), in Dearbhú Comhpháirteach (2003) agus i gComhaontú Chill Rímhin (2006). Sa bhliain 2009, chuir Coiste na Náisiún Aontaithe ar Chearta Eacnamaíochta, Sóisialta agus Cultúrtha a imní in iúl faoin easpa reachtaíochta ó thaobh na Gaeilge de; agus sin i gcomparáid leis na cosaintí atá ann i leith na Breatnaise agus Ghaeilge na hAlban. Mhol said go gcuirfeadh “páirtí an Stáit nó an riarachán cineachta i dTuaisceart Éireann, Acht na Gaeilge agus d’aidhm acu teangacha mionlaigh agus oidhreacht chultúrtha a chaomhnú”, go gcuirfeadh siad sin i bhfeidhm. Chomh maith leis sin, in 2010, mhol Comhairle na nAirí den Comhairle Eorpach gur chóir go n-achtófaí reachtaíocht a thabharfadh cearta reachtúla do chainteoirí Gaeilge.

Maidir le hAcht Gaeilge a thabhairt isteach, cáineann an chomhdháil seo an t-aineolas agus an bhréagnacht atá spalptha mar fhírinne, cé nach raibh ann ach scéal chailleach an uafáis. Ní ceart go loitfeadh eagla gan bhunús cearta reachtúla phobal mionlach na Gaeilge ná phobal mionlach na hUltaise agus nach dtagann siad sin salach ar an cheart atá cinntithe do chách i gComhaontú Aoine an Chéasta maidir le féiniúlacht Bhriotánach nó Éireannach.

Sa troid ar son cearta comhionannais, ar nós na gceart atá ar fáil do phobail na Breatnaise agus do phobal na Gaeilge in Albain, ní mór don Chomhairle Ghinearálta nua an fód a sheasamh go láidir le baill NIPSA arb as na pobail mionlaigh Gaeilge agus Ultaise iad.

Éilíonn an chomhdháil seo ar an Chomhairle Ghinearálta nua a tacaíocht a thabhairt do chur i bhfeidhm Acht Gaeilge agus do chur i bhfeidhm reachtaíocht le haghaidh forbairtí agus feabhsuithe ó thaobh theanga, oidhreacht agus cultúr na hUltaise de; a haitheantas a thabhairt dár bpobail mionlaigh Gaeilge agus Ultaise agus a gcearta a chosaint; feachtasaíocht a dhéanamh sa tsochaí shibhialta i dtaca leis an ábhar

Motion No.58 (Branch 517)

Syrian families are arriving in NI under the Vulnerable Persons Resettlement Scheme. They are by definition vulnerable people in desperate need of assistance and many have significant needs.

The rights of Syrian families to privacy and family life must be upheld and best practice must be adhered to by everyone while supporting these families to integrate into NI. They must ensure that the Syrian families coming to NI have the same protections afforded to all vulnerable people and children in NI. These families are some of the most vulnerable people feeling the conflict in Syria.

The fluency of English for each of the Syrian refugees arriving in Northern Ireland can vary. Most arrive with little or no English. Support for the Syrian refugee families to enable their full integration into Northern Ireland, incorporates needs such as housing, health, benefits and school places for children.

The Home Office promised funding of at least £11,120 per refugee to cover the first year's costs. This payment covers resettlement costs, including housing, the key worker support, education and health care costs. It would be sufficient to cover the costs of managing the arrival and resettlement of the refugees expected to arrive in Northern Ireland.

This relocation scheme has been ongoing since December 2015, though unfortunately the resources promised per refugee have not always materialised. The resources required have not been forthcoming and this has adversely affected the resettling of these vulnerable families.

Children are being placed into schools without proper translations being provided. The needs of the families and the protections they are entitled to as vulnerable people cannot be met with the already stretched resources of the NI economy.

Conference calls on the incoming General Council to support the rights of the Syrian refugees and to call for the release of the funds promised, to ensure resources can be made available to enable these children to reach their full potential.

Motion No.59 (Branch 128)

Conference commends NIPSA for their support of the Jobstown protestors who faced charges of imprisonment and a challenge to the basic and fundamental right of protest.

Conference further congratulates all those who campaigned for the successful dropping of the charges against the protestors and the spirit of solidarity shown by some across the trade union movement in defence of the protestors. The disgraceful role of the state in seeking these politically motivated convictions and the conviction of a minor brought forward by the Tánaiste Joan Burton, were a challenge to the right of assembly and the right to protest against an out of touch government and their austerity policies.

Conference therefore calls on the General Council to write to the Jobstown protestors congratulating them on their victory and to ensure lessons are learned from the Jobstown campaign which can be carried forward in the defence of our public services.

Motion No.60 (Branch 731)

The revolution in Rojava has been going on since 2014. Rojava is a liberated area in northern Syria and is organised along democratic socialist principles such as social justice, sustainability and women's rights. Since the beginning, it has been under sustained attack by the Turkish army which has intensified last year. The Turkish state has for decades used oppression and military repression against the Kurdish People living in the Turkish occupied areas of Kurdistan. Conference, calls on the incoming General Council to support the Revolution in Rojava and to demand: an end to all military aggression along the Syrian/Turkish border an end to ongoing human rights abuses against the

Kurdish People in Turkey an end to military operations against the Kurdish People in Turkey an end to the criminalisation of Kurdish activists in western Europe the immediate release of Abdullah Ocalan from prison in Turkey so meaningful peace talks can begin

Motions No.61-62 unallocated

● UK Leaving the European Union

Motion No.63 (Branch 128)

Conference is concerned with the implications of Brexit for the island of Ireland and her citizens. Many members of NIPSA are Irish Citizens and our union must ensure that their rights are protected in every circumstance. Conference calls on the incoming General Council to initiate, through the ICTU, a campaign to ensure that all of our members rights are protected throughout and subsequent to the UK leaving the EU.

Motions No.64-65 unallocated

● Constitutional Amendments

Composite Motion No.66 (Branch 128)

Adoption of Political Fund

BALLOT RULES AND POLITICAL FUND RULES

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

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

(PARTIAL ALTERATION OF THE RULES)

Add the following Section to the NIPSA Constitution

SECTION 17: POLITICAL FUND

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

- (a) on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by, a political party;
- (b) on the provision of any service or property for use by or on behalf of any political party;

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

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

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

In these objects

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

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

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

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

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

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

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

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

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

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

A member who, having sent a notice that he/she wishes to contribute to the political fund, subsequently decides to cease

contributing must send the union a written notice of withdrawal. A notice of withdrawal will take effect from the next 1st January after it is given.

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

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

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

17.5 The form of willingness to contribute to the NIPSA Political Fund is as follows:

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

17.6 If at any time a member of NIPSA who has delivered such a notice as is provided in Rules 17.4 and 17.5, gives notice of withdrawal thereof, delivered, as provided in Rule 17.7, to NIPSA Headquarters, they shall be deemed to have withdrawn the notice as from the first day of January next after the delivery of the notice of withdrawal.

- 17.7 The notices referred to in Rules 17.4 and 17.6 may be delivered personally by the member or by any authorised agent of the member, and any notice shall be deemed to have been delivered to NIPSA Headquarters if it has been sent by post properly addressed to that office. The General Secretary shall send such member an acknowledgement of receipt of notification.
- 17.8 The General Council shall give effect to the statutory exemption of Northern Ireland members to contribute to the NIPSA Political Fund by making a separate levy of contributions to that fund from the members of NIPSA who are not exempt, namely 10p per month from all non-exempt members who pay their general subscription monthly. No levy shall come into force as respects a new member until the expiration of one month from that member being supplied with a copy of these rules.
- 17.9 Members who are statutorily exempt from the obligation to contribute to the NIPSA Political Fund shall not be excluded from any benefits of the Union, or placed in any respect either directly or indirectly under any disability or disadvantages as compared with other members of the Union (except in relation to the control or management of the Political Fund) by reason of their being exempt.
- 17.10 Contribution to the NIPSA Political Fund shall not be made a condition for admission to the Union.
- 17.11 If any member alleges that they are aggrieved by a breach of any of the rules made pursuant to Article 57 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 they may complain to the Northern Ireland Certification Officer, 10-12 Gordon Street, Belfast, BT1 2LG, under Article 57(2) to (4) of that Order. If after making such enquiries as he/she sees fit and after giving the applicant and a representative of the Union an opportunity to be heard, the Certification Officer considers that a breach has been committed, he/she may make an order for remedying it as he/she thinks just in the circumstances. Under Article 70, paragraph 4(b) of the Industrial Relations (Northern Ireland) Order 1992 (as amended) an appeal against any decision of the Certification Officer may be made to the Court of Appeal on a question of law.
- 17.12 Any member may withdraw his or her notice of exemption on notifying his or her desire to that effect to the General Secretary, who shall thereupon send such member an acknowledgement of receipt of the notification.
- 17.13 The General Council shall cause to be printed, as soon as practicable after the approval of these rules for the political fund, a number of copies thereof having at the end a copy of the certification of approval sufficient for the members of NIPSA and further number for new members. The General Secretary shall take steps to secure that every member of NIPSA so far as practicable, receives a copy of these rules. Any member shall be supplied with a copy of these rules by application either to the General Secretary or any Branch Secretary. A copy thereof shall also be supplied forthwith to every new member on admission to NIPSA.

RULE FOR A BALLOT TO ESTABLISH A POLITICAL FUND

PARTIAL ALTERATION OF RULES

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

General

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

Interpretation

- (2) In these ballot rules, unless the context otherwise requires:

“the Order” means the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended);
“the Certification Officer” means the Northern Ireland Certification Officer for Northern Ireland;

“dispatch envelope” means the envelope (in the form required by these rules) in which the voting paper and return envelope are dispatched to the member;

“General Council” means the principal committee of the union exercising executive functions;

“independent person” means the person or persons appointed to act as the independent person or persons in respect of the ballot under the provisions of Article 52 of the Order and these rules;

“person” in relation to the position of an independent person or a scrutineer, includes an unincorporated or incorporated body of persons;

“proper address” in relation to any member means his/her home address or other address which he/she has requested the union in writing to treat as his/her postal address under Article 51 (4)(a) of the Order;

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

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

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

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

Purpose of these Rules

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

Copies of these Rules to be available to Members.

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

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

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

Terms of Appointment

- (7) The terms of the appointment shall require the scrutineer:
 - (a) to supervise the production of the voting papers and to undertake the storage and distribution of the voting papers and the counting of votes cast;
 - (b) to be the person to whom the voting papers are returned by those voting;
 - (c) to inspect the register of names and addresses of members of the union or to examine the copy of the register as at the relevant date which is supplied to him/her in accordance with Article 49(9)(a) of the Order whenever it appears to him/her appropriate to do so and in particular where the conditions specified in Article 49(4) of the Order are satisfied;
 - (d) take such steps as appear to be appropriate to the scrutineer for the purpose of enabling him/her to make a report under these rules;
 - (e) to make that report to the union as soon as is reasonably practicable after the last date for the return of voting papers.
 - (f) to retain custody of and keep secure in a safe place all voting papers returned for the purposes of the ballot together with the relevant copy of the register of names and addresses of members entitled to vote and supplied to him/her by the union for the period specified before disposal, as defined in Rule 17.14(2);
 - (g) to carry out such other functions in relation to the ballot as are required of him/her under these rules or otherwise, as the General Council considers appropriate;
 - (h) to store in a secure place any unused voting papers or voting papers which are returned undelivered until disposal;
 - (i) to respect the duty of confidentiality in respect of the register; and
 - (j) to carry out these tasks in a manner which minimises the risk of any contravention of requirements imposed by or under any enactment or these rules or the occurrence of any unfairness or malpractice.

Notice of Appointment

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

Union's Duty Towards the Scrutineer

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

Dispatch Envelopes

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

Voting Papers

- (13) Every voting paper shall be in or substantially in accordance with the form set out in appendix 1 to these rules and;
 - (a) shall clearly specify the name of the scrutineer, the address to which, and the date by which, it is to be returned;
 - (b) shall be marked with one of a series of consecutive whole numbers, every one of which is used in giving a different number (in that series) to each voting paper printed or otherwise produced for the purposes of the ballot;
 - (c) may have printed on it the logo or emblem of the union;
 - (d) may have printed on it or attached to it an explanatory statement.

Return Envelopes

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

Date of Ballot

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

Conduct of the Ballot

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

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

Manner of Voting

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

Counting of the Ballot

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

Scrutineer's Report

- (33) As soon as is reasonably practicable after the last date for the return of voting papers the scrutineer shall make a report ("the scrutineer's report") to the union in accordance with these rules. The scrutineer's report shall state:

- (a) the number of voting papers distributed for the purposes of the ballot;
- (b) the number of voting papers returned to the scrutineer by the members;
- (c) the number of valid votes cast in the ballot for and the number of valid votes cast against the resolution;
- (d) the number of spoiled or otherwise invalid voting papers returned;
- (e) the fact that the scrutineer was appointed as the independent person or persons;
- (f) whether the scrutineer:
 - (i) is satisfied that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment or these rules in relation to the ballot;
 - (ii) is satisfied that the arrangements made (whether by him/her or another person) with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for counting the votes, included all such security arrangements as were reasonably practicable for the purpose of minimising the risk that any interference or malpractice might occur;
 - (iii) is satisfied that he/she has been able to carry out his/her functions without any interference as would make it reasonable for any person to call his/her independence in relation to the union into question; and
 - (iv) has inspected the register of names and addresses of members of the union or has examined a copy of the register supplied to him/her under these rules.

(34) If the scrutineer has inspected the register in accordance with these rules or has been requested to do so by a member, the report shall state:

- (a) whether the register has been inspected; in the case of each inspection whether it was at the request of a member of the union or at his/her own instance, and say, if appropriate, whether he/she declined to act on such a request; and
- (b) whether any inspection of the register to any examination or copy of the register reveals any matters which he/she considers should be drawn to the attention of the union in order to assist in securing that the register is accurate and up-to-date, but shall not state the name of any member who has requested this inspection or examination.

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

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

Publicising the Result of the Ballot

- (36) The result of the ballot shall not be published until the union has received the scrutineer's report.
- (37) Within three months from the date on which the union receives the scrutineer's report the General Council shall:

- (a) send a copy of the report to every member to whom it is reasonably practicable to send such a copy; or
 - (b) take all such other steps for notifying the contents of the report to the members whether by publishing the report or otherwise as it is the practice of the union to take when matters of general interest to all its members need to be brought to their attention.
- (38) The union shall ensure that any notification given under rule 17.14(3)(b) is accompanied by a statement that the union will on request supply the member with a copy of the report either:
- (a) free of charge; or
 - (b) on payment of such reasonable fee as may be specified in the notification, and ensure that a member who makes such a request to the union is supplied with a copy on payment of such a fee (if any) as has been notified to him/her.

Appendix 1

VOTING PAPER ON ESTABLISHMENT OF POLITICAL FUND

Ballot paper number: []

NIPSA

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

Do you vote in favour of the Resolution?

YES

NO

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

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

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

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

Appendix 1 (reverse of the voting paper)

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

The expenditure of money -

- (a) on any contribution to the funds of, or on the payment of expenses incurred directly or indirectly by, a political party;
- (b) on the provision of any service or property for use by or on behalf of any political party;
- (c) in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office;

- (d) on the maintenance of any holder of a political office;
- (e) on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party;
- (f) on the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate.

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

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

In these objects -

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

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

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

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

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

Motion No.67 (Branch 517)

Constitutional Amendment to Objects

Rule 1.3

After current rule 1.3(f) add;

“1.3(g) To promote independent, cross-community, anti-sectarian trade unionism.”

Consequently, the existing rule 1.3(g) will become 1.3(h).

Motion No.68 (Branch 128)

Note: Motion No.68 falls if Motion No.67 is carried.

In rule 1.3 of the NIPSA Constitution, amend Rule 1.3 (f) to read as follows

(f) To promote the development of a democratic socialist economy and an inclusive society free from sectarianism and intimidation.

Motions No.69-70 unallocated

● Organisation and Administration II

Motion No.71 (Branch 127)

Conference is alarmed at the increased reliance on using Recruitment Agency staff in the public sector and how it is feeding into the disturbing “gig economy”. Conference appreciates the contribution Recruitment Agency staff give to workplaces and feels that recruiting them into NIPSA is essential. As the public sector is not their employer, however, we have limited bargaining power with their employer.

Conference calls for the incoming General Council to develop a strategy to aid reps in the recruitment of Agency staff which should include research into reducing subscriptions in line with the service we are able to offer them.

Motion No.72 (Branch 725)

Conference notes with concern that a General Council sub-committee report written approximately a year ago on the handling of a legal case involving the unlawful and unjustifiable expulsions of two NIPSA members (since reinstated) has still not been considered by the General Council, nor has the report been released to branches. In view of the serious issues highlighted by the Tribunal judgement published in 2016 and subsequent misinformation on the case being disseminated via leaflets, social media, etc, it is essential that all of these issues are addressed openly and honestly and the report made available to members so that they can see what recommendations were made and what has been actioned. Accordingly, Conference calls for the immediate release of the report to branches.

Motion No.73 (Branch 128)

Conference is alarmed at the devastating impact that plastics now appear to be having on the world’s marine life and aquatic ecosystems. Conference instructs the incoming General Council to immediately cease the procurement of non-recyclable plastics for NIPSA promotional materials.

Motion No.74 (Branch 734)

NIPSA covers a vast geographical area. Branches west of the Bann are at a disadvantage at times to be able to attend events, training sessions, talks by invited guests etc. at NIPSA HQ, due to the time out required due to travelling. Conference instructs the union to, where possible, replicate events run in NIPSA HQ in the North West and utilize the regional office for the purpose.

Motion No.75 (Branch 517)

Conference is aware that structures across the Public and Civil Service are changing and this creates many challenges for Branches who negotiate with management.

For example in Education we are in the process of moving from five Education Boards into one Education Authority, it became apparent that the negotiating structures were not adequate and fit for purpose. A new structure had to be drawn up and agreed, the new structure is fit for purpose and will enable NIPSA to best represent our members, however this new structure means a lot more meetings across five Directorships putting pressure on lay reps and the NIPSA official.

Conference asks that the General Council ensure that there is proper resources from NIPSA to ensure NIPSA best represents its members.

Motion No.76 (Branch 734)

There is currently a tender out for NIPSA's website. Branch 734 sees a well designed, easily navigated, user friendly, up to date website as a valuable resource for members. Branch 734 have had difficulty over a number of years in trying to set up a website as a resource for members. Various obstacles have impeded this such as cost; graphics design; and the overall time it would take to set this up. Conference calls on the incoming General Council to link with Branches to ascertain how the webpage can best meet their needs through it's design to include sub pages for each branch's own specific page.

Motions No.77-78 unallocated

● Equality

Comprehensive Motion No.79 (to be moved by Branch 731)

Conference notes the aging workforce across all public services and the later retirement age now forced on workers. With more than 50% of workers female, it is important to address the issue of menopause and the impact this has on women's lives, both at home and in the workplace.

Conference calls on the incoming General Council to consider how NIPSA should address these issues across all employment areas, including raising with employers appropriate ways to address menopause related absences and other related symptoms. Conference also calls on the General Council to consider the publications of a guide for Branches and activists to assist female members in the workplace and to bring about improved working conditions for women who are going through menopause.

Composite Motion No.80 (Branch 730)

Conference notes the continuing positive shift in attitudes in favour of a woman's right to choose in Northern Ireland. Conference further notes that the referendum in the Republic of Ireland has given additional momentum to that positive change in attitudes. Conference recognises the work done by pro-choice organisations such as the campaign group ROSA has significantly assisted that process.

Conference therefore calls on the incoming General Council to:

- Give consideration to supporting the work of pro-choice groups.
- Facilitate demonstrations of trade unions and pro-choice campaigners in Northern Ireland.

Motion No.81 (Branch 508)

Conference is appalled by light minded approach taken to LGBT rights by the main political parties in the recent negotiations for the return of the Stormont Assembly.

Conference recognises that despite public support for equality NI now finds itself behind all other areas in Western Europe on LGBT rights issues.

Conference finds this injustice intolerable and calls on the incoming General Council to initiate a broad based campaign to pressure both NI politicians and the Westminster Government to introduce legislation that gives full equality to LGBT people.

Motion No.82 (Branch 128)

Conference notes with dismay the continuing Gender Pay Gap within the public sector. Statistics published by the ONS showed that, in the public sector, part-time women's hourly pay in comparison to men's has plummeted from 6.1% less to 22.3% less since 1997 whilst in the private sector situation has improved for female full-time workers who now earn 15.9% less than men – down from a gap of 23.8% in 1997 and that women in the private sector working part-time actually earn 2.6% more than men, while 20 years ago they earned 2.2% less.

Conference instructs the incoming General Council to make eliminating the Gender Pay Gap a priority in the coming year by identifying areas where equal pay cases may exist, challenging employers on continued discrepancies and implementing a campaign around the issue.

Motion No.83 (Branch 118)

With more and more people no longer defining their gender in a binary manner and recognising Nipsa's commitment to equality and diversity, we call upon the incoming General Council to campaign for the introduction of gender-neutral toilet facilities in all Government buildings.

Motion No.84 (Branch 127)

Conference recognises that this year has been a momentous one for calling out sexism and sexual assault and congratulates the women standing up and saying No More.

The #MeToo campaign started in Hollywood and within days millions of women around the world in all industries and communities were sharing their stories of sexism and sexual assault.

On 3 February this year the Belfast Telegraph ran an article titled, "Is the #MeToo Campaign empowering women to report sex crimes or unfairly putting all men in the dock?". Conference is alarmed at the level of victim blaming from our local press, which is undermining the bravery of women everywhere.

It is important to remember that no organisation is immune from misogyny including the Trade Union movement. We have a duty to ourselves and our members to stand in solidarity with the #MeToo campaign.

Conference therefore instructs the incoming General Council to stand in solidarity with our sisters and to develop a campaign to raise awareness in the workplace.

Motions No.85-86 unallocated

● Health and Safety

Motion No.87 (Branch 51)

This conference strongly condemns all acts of violence, cowardly threats and intimidations, made by paramilitary groups against staff from the Department of Communities, NI Probation Board, Traffic Wardens and all others engaged in their duty of employment as public service workers. We acknowledge and accept that public services are determined by the needs of society and not by criminal gangs. All workers have a right to carry out their duties free from violence, intimidation and the risk of threat to life. Other than our condemnation, we recognise that an employers duty of care to their employees means that they should take all steps to minimise any

potential risk to staff to include the interpretation of Article 2 of the European Convention of Human Rights that: 'a positive requirement of the state is to ensure preventative measures are taken to protect citizens' and in this case the lives of their employees. As a union body we should also be reminded in such cases, of the protections of Section 44 of the Employment Rights Act 1996 which provides employees with the 'right' to withdraw from and to refuse to return to a workplace that is unsafe, and an entitlement to remain away from the workplace (e.g. stay at home) if – in their opinion – the prevailing circumstances represent a real risk of serious and imminent danger which they could not be expected to avert. This conference calls upon the incoming General Council in showing solidarity and support to produce a specific booklet for members and branches facing such abuses, offering advice on; engagement with management bodies, communication and media, lobbying political representatives and civic leaders, contacts with the wider union movement, and up to and including advice on preparing and engaging in industrial action: as an assistance toward the eradication of the risk to members.

Motion No.88 (Branch 733)

Conference, in the public sector, violence and aggression is a growing problem facing staff day in day out. No staff member should be subjected to this treatment and the employer has a duty of care under the Health and Safety legislation to manage and reduce the risk to staff. Conference calls upon the General Council to put pressure on employers to adhere to the legislation led out by the Health and Safety Executive (NI), to hold them to account and to ensure facility time for Health and Safety reps to carry out their role is protected.

Comprehensive Motion No.89 (to be moved by Branch 731)

Conference notes that stress and mental health related issues are the most predominant reason cited for absence from work and are increasingly more common as the reason to seek assistance from the union in the workplace. Conference is concerned about the impact this is having on members as these absences are considered using absence management policies, which can result in warnings being issued, capability policy being introduced, transfer to other jobs or work locations, all of which can contribute to even greater stress for individuals.

Conference calls on the incoming General Council to revisit its "Stress at Work" guidance and to initiate a fresh series of engagements with employers across all employment areas to ensure that management have an up-to-date Health and Well-Being Strategy and that all managers are appropriately trained on how to deal sympathetically with staff who are suffering from stress and mental health issues in the workplace and to ensure that all vacant posts are filled to reduce pressures on staff.

Motions No.90-91 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.

Comprehensive Motion No.10

Motion No.92 General Council

Conference welcomes the resounding rejection by residents in The Grange estate in Ballyclare in the ballot organised by the Department for Communities to transfer their homes to a Housing Association. This was an historic victory locally and sits alongside only a very small number of stock transfer victories in Britain. It was not only a great result for democracy and people power for the local residents, it was equally a great outcome for those NIPSA activists who worked tirelessly with and on behalf of residents over many months to ensure that they had all the information required to make an informed decision before voting. Despite strong opposition from the Housing Association which was the preferred bidder and from the Department, NIPSA worked closely with the local community, challenging the myths and scaremongering to ensure victory. Conference recognises however that this victory, although significant, is just one in a series which need to be won to ensure that the Northern Ireland Housing Executive remains the sole Housing Authority for public housing including being publicly accountable to citizens and government.

Conference notes that the same commitment to work with the local community in the Ballee estate in Ballymena is needed to secure another unprecedented victory, to force the Department to completely halt their discredited stock transfer programme and recognises that although it will be difficult to repeat the success in The Grange it is still achievable, despite the increased focus and effort from the Department and others to convince residents in Ballee to transfer their homes from the Housing Executive.

Conference recognises that the stock transfer programme is but one element of the Department's relentless attack on the Housing Executive. This includes promoting rent convergence with the Housing Associations, a greater focus on encouraging families and individuals on waiting lists, in housing stress or homeless to move to the private rental sector, rather than social housing. Alongside this the Department remains steadfast to its position, making it impossible for the Housing Executive to borrow against its assets to enable it to secure funding to upgrade and maintain its housing stock and to commence an ambitious house building programme to tackle the growing housing waiting lists, thereby creating thousands of construction jobs and hundreds of much needed apprenticeships for young people. As a key part of this ongoing work Conference supports the continuing engagement with Stewart Smyth from Sheffield University in producing important documentation to challenge the relentless focus of the Department and others in promoting an alternative model to the Housing Executive for the delivery of public housing.

Conference acknowledges the important work undertaken by NIPSA over the last number of years to keep the issue of public housing and the retention of the NIHE to the fore front in discussions with all the political parties and other organisations and supports the inclusion of public housing as one of the main policy platforms in the Congress Better Work, Better Lives Campaign. Conference accepts that the provision of public housing by the Northern Ireland Housing Executive as the single, publicly accountable housing authority is the only way to meet the needs of all our citizens and agrees that NIPSA must continue to fully support this ongoing campaign in the months and years ahead.

Motion No.93 (Branch 508)

NIPSA has done sterling work to ensure NIHE continues to provide public housing and to ensure the NIHE is accountable to residents, public and government. Despite this the damage already caused to residents through stock transfer and unfair point allocation system and austerity has caused a rise in the housing stress and homelessness, NIPSA must continue the fight to defend public housing but in addition, Conference calls on the incoming General Council to consider what practical help we can offer homeless people.

Composite Motion No.11

Motion No.94 (Branch 128)

Conference welcomes calls for the renationalisation of industry privatized by successive British governments. Conference instructs the incoming General Council to actively support any campaign calling for the renationalisation of industry taking essential services back into the control of the people.

Composite Motion No.20

Motion No.95 (Branch 127)

Conference is concerned at the lack of checks and balances in NIPSA with regard to our finances. The fluctuation in our finances with no visible justification is worrying and unacceptable. Conference welcomes the work instigated by the outgoing General Council, but feels more work is required to maintain financial accuracy and the confidence of our members. Conference feels this is needed in order to protect both the finances and the staff of this union.

Conference calls on the incoming General Council to continue with the financial review. Conference also calls on the incoming General Council to introduce guidance, checks and balances to ensure our finances are robust and above scrutiny

Composite Motion No.30

Motion No.96 (Branch 127)

Conference is concerned at the current roll-out of the so-called Social Security reforms and the detrimental impact it will have on communities, in-work families and staff. While some work has been done to delay the extremely regime that has been implemented in Britain, Conference is further concerned the destruction that the roll-out will have on disabled people in a post-conflict society, in particular due to:

- Personal Independence Payment which is designed to make cuts to benefit available to people with disabilities; and
- Universal Credit with its harsh sanction regime.

Conference calls on the incoming General Council to reinvigorate its long-standing position of opposition to Universal Credit and PIP in order to protect workers and communities from the devastating impact these changes will have.

Comprehensive Motion No.41

Motion No.97 (Branch 517)

Self harming, suicides and mental health issues are fast becoming a growing problem especially for our young people.

More money for this problem is generally our first response and yes more money is needed but to tackle this serious issue there needs to be a societal change.

We would ask that an awareness campaign be instigated to make our members aware of the support available for anyone suffering from depression. We need to get the message out that:

It's OK not to feel OK, and it's absolutely OK to ask for help.

We would ask that the incoming General Council work alongside groups already making a difference such as ACE, Lighthouse, Family Works and others in order to get the message out in facing up to mental health issues and addressing them positively at the earliest juncture.

Motion No.98 (Branch 508)

NI has the highest rates of suicide in UK and over ¾ are male. Conference is shocked by the stretched mental health service supporting those with depression including suicidal ideation.

There is a process in the Health Trusts to engage families to become involved in the prevention of death by suicide when a referral is made but it falls short of requirements, especially between Health Trusts where shared services practice could save a life.

Conference calls on the incoming General Council to engage with the Public Health Agency on the Protect Life 2 Strategy to campaign for additional resources to be made available.

Composite Motion No.57

Motion No.99 (Branch 118)

In the absence of an Executive at Stormont, we call upon the incoming General Council to actively campaign, along with other interested groups, for the immediate introduction of a Rights based legislation and the implementation of previously agreed Irish Language Act.

Composite Motion No.66

Motion No.100 (General Council)

Adoption of Political Fund

Comprehensive Motion No.79

Motion No.101 (Branch 92)

It is a fact that we are an aging public service and it looks as if more of us will be working well into our 60s before we are allowed to consider retirement. With the aging workforce come challenges to management and workers alike. With over 50% of the public sector workforce female, is it not about time that we openly addressed the issue of the menopause and how it impacts on women's lives both at home and at work? The menopause will impact on all women to some degree. Just as we demanded support for pregnant workers,

so we should be demanding support for women going through menopause.

Conference instructs the incoming General Council to engage with management on working with women to find ways to support them at this time in their lives – not to punish them with unsympathetic and draconian sickness absence penalties.

Motion No.102 (Branch 731)

Conference calls on the incoming General Council to create a guide in relation to Women and the Menopause ensuring that employers use this guide to develop formal policy in relation to menopause and peri-menopause. This guidance must include assurance that trigger points within the stages of employers absence management policy are not activated, should absence be in relation to peri/menopausal stages in a women's life. Menopause, in the main remains a taboo theme in the workplace. Women in their early 40's and late 50's are affected for considerable time with unpleasant and embarrassing symptoms which come with menopause, including sudden hot flushes and night time sleep disturbances. There are also significant medical issues associated with peri and post menopause periods such as osteoporosis, cancer and gynae complications quite often requiring time off work and hospitalisation for surgical operations. Currently, employers manage these absences under their Management of Absence policies – this can lead to triggering stages and leading to threat of termination due to unsustainable and or lengthy absences. Conference calls on the General Council to work on Menopausal guidance and ensure that employers implement changes and policy to improve working conditions for women with policy on Menopause.

Composite Motion No.80

Motion No.103 (Branch 734)

Conference notes the continuing positive shift in attitudes in favour of a woman's right to choose in Northern Ireland. Conference further notes that the referendum in the South has given additional momentum to that positive change in attitudes. Conference recognises the work done by pro choice organisations such as the campaign group ROSA has significantly assisted that process. Conference therefore calls on the incoming General Council to:

- Give consideration to supporting the work of pro choice groups.
- Facilitate demonstrations of trade unions and pro choice campaigners in Northern Ireland.

Comprehensive Motion No.89

Motion No.104 (Branch 731)

Conference are very concerned about the increase in members contacting the union in relation to stress in work, impacting their mental health and wellbeing. Not a day goes past without a member contacting the union unable to cope with workload demands placed on them and with little or no support from management. Conference ask that general council take steps to expand on 'stress at work' guidance and demand employers fulfil their duty of care to members. Members are faced with both working with less resources, less staff and more pressure. They often contact the union in tears, having sleepless nights and impact on their home and family lives. Members are forced off sick unable to cope. This triggers stages on the absence policies, suggest capability issues, redeployment and to make the member feel worthless or useless. Members have been informed they will

be discussed at so called Absence Panel's, consisting of senior management who discuss steps to either ensure member comes back to work or forced to terminate/ill-health/retire. Reps are fighting daily with management to ensure that members are supported however, members should not be forced to raise grievances and harassment complaints before employer takes notice of their duty of care. Conference calls on General Council to ensure that managers/employers are made aware of the long-term impact of stress in work places on members and highlight the mental health and wellbeing of all members, demanding that employers act first on their policies to actively prevent members going off sick with stress, to listen to their concerns and needs, and not to rely on good will, and take steps to fill all vacant posts where required with the resources they need to carry out their jobs.

Motion No.105 (Branch 733)

Conference, as mental health and stress is the number one reason for illness/absence from work; this is an ongoing problem that needs to be taken seriously. Though this may be due to a variety of factors; but at the end of the day the employers have a duty of care to their employees ensuring that the challenges facing staff are incorporated into an action plan moving forward to provide long term solutions that will actually get to the cause of the problem and therefor supporting all staffs health and well being. Conference calls on the General Council to hold employers to account when planning their health and wellbeing strategy, action plan and programmes for employees so that it is meaningful and helpful to staff.

Category B

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

Motion No.106 (Branch 734)

Conference calls on NIPSA HQ to promote the services provided by the NIPSA solicitors, e.g. free Wills. New members are made aware of these benefits (if when joining they have received the membership pack) but existing members are not always aware.

Category D

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

Motion No.107 (Branch 53)

Conference notes the lack of transparency in the Elective Transfer Process. Policy 1.03 in the HR Handbook states “Elective transfer will only be used after the priority categories listed in the Vacancy Management Policy have been considered”.

Members are sitting on priority lists for years at a time without ever receiving any notifications regarding their situation. Management advertise vacancies on HR Connect and no one knows whether pools lists were considered, or what those considerations were.

Motion 49 at the Nipsa Annual Delegate Conference in June 17 touched on the lack of a voluntary/elective transfer system being in place in general. The lack of transparency regarding the consideration of existing priority pools lists adds further barriers to those members who require a transfer via DDA, Surplus or Welfare pools.

Rumours of vacancies being “boxed-off” are rife in the NICS due Managements failure to produce results of any part of this process for the information and scrutiny of others.

Conference also notes the Role of the Importing Line Manger and the lack of transparency around “informal discussions” and the results of same. Some are in ‘informal chat’ on a one-to-one basis whilst others are of a more ‘formal’ nature, consisting of a panel of two or three members. Again, there are no results produced.

Conference calls for applicants on priority pools lists to be informed when they have been deemed unsuitable for a vacancy in one of their selected areas – and that they are furnished with reasons for that decision so that they can decide whether they can adjust (for example) their working pattern, to limit the list of reasons they could be excluded on.

Conference also calls for standardisation of the format of “informal discussions” with due regard given to guidance produced by the Equality Commission.

Motion No.108 (Branch 181)

Conference commends Branch 181 members for voluntarily taking posts in the public sector while the political instability continues. Of the 320 staff currently employed in the Northern Ireland Assembly 42% are redeployed, this figure may increase or decrease as the political situation evolves.

Conference calls on the incoming General Council to continue their support for the branch during this difficult time; vigorously campaign for the protection of these public sector jobs; and receive full support from the General Council for permanent transfer to the NICS or other public bodies in the event of a failure to restore the NI Assembly.

Motion No.109 (Branch 730)

Conference instructs the incoming General Council to call for an immediate halt to the activity being conducted under the auspices of the TIG and TAB structures within the HSC in relation to the roll out of the Bengoa recommendations and Ministers 10 Year Vision. Trade Union cooperation and engagement with the work of these structures, was premised on their being democratic ownership of any proposed transformational change processes in HSC. Conference is now clearly of the view this is not the case.

The current political vacuum means that key initiatives from a barely written Ministerial vision have been left in the tender care of Civil Servants and a Department of Health whose relentlessly anti-worker approach to the system they have been charged with stewarding is well understood, to develop and implement.

Conference believes that this is completely unacceptable given the track record of failure that the current HSC leadership has presided over. The pressures and failings in our current Health and Social Care system are as much due to the failed leadership and lack of managerial competence of the current HSC leadership as anything else.

Conference calls on NIPSA to make representations to all assembly parties making clear that NIPSA will oppose on principle, any attempt to use the decisions of the previous mandate to advance a 'pretend' transformational agenda without the essential levers of democratic involvement and control on key decision.

Conference commits NIPSA to oppose proposals produced by the department under the fig leaf of TIG and TAB. NIPSA believes these proposals will inevitably attempt to cloak the failed cuts privatisation and anti-worker agendas with which the current senior leadership team at the department are synonymous, with a veneer of respectability from the previous assembly decisions.

Conference further calls on NIPSA to open discussions with our sister HSC Unions through the NIC-ICTU Health Committee with the objective that this position becomes the Trade Union position for all.

Motion No.110 (Branch 143)

The Conference instructs the incoming Executive Committee to approach management to develop a service wide training program for MENTAL HEALTH FIRST AIDERS (MHFA).

This has now been introduced into most departments in GB, where volunteers are trained in partnership with MIND (the mental health charity), and Rethink Mental Health.

This training has provided the MHFAs with an increased knowledge and perception of mental health issues.

- They can help to spot the early signs of a mental health problem.
- They are more able to help someone experiencing a problem.
- They can provide guidance towards gaining the right support for the individual.

Category X

Motions which the President has ruled out of order.

Motion No.111 (Branch 13) This motion conflicts with the provisions detailed in Annex E: Standing Orders for Conference, contained in the NIPSA Rule Book and would therefore require a constitutional amendment.

Conference is frustrated by the number of motions that do not get heard every year at the Annual NIPSA Delegate Conference. Unfortunately this is a regular occurrence which must be addressed. The main function of Conference is to determine the policy and direction of our union, and every motion submitted that qualifies for the Agenda deserves the right to be heard. Of the 61 motions submitted on the Primary Agenda to our 2017 Conference, 24 were guillotined and 1 was not heard (due to lack of a mover). That is over 40% of motions not heard - a ridiculous state of affairs. Of the 36 motions actually heard by Conference last year, 31 were carried; and of those, only a small handful had any opposition expressed. Conference proposes that in order to expedite and improve the running of NIPSA conferences, and to ensure that as many motions are able to be heard as possible, that for any motion for which no opposition is expressed, the number of speakers be limited to a maximum of three: a mover, and if necessary, a seconder and a speaker from the General Council or relevant body. In the event that more than one person wishes to second an unopposed motion, the President/Chairperson has the authority to select the speaker.

Motion No.112 (Branch 127) This motion is insufficiently clear in order to determine policy.

Conference congratulates NIPSA on the outcome of the seconded officers posts campaign within the Department for Communities. Conference is disappointed that support was not unanimous.

Conference calls on the incoming General Council to ensure that the negotiators in our union are aware of their responsibilities towards both the union and its members, particularly in the hostile management environments which can be found throughout the public sector.

Motion No.113 (Branch 171) This motion conflicts with the power of the General Secretary and General Council as outlined in Rules 7.4(e) and (f), Rules 6.9(g) and Rule 9.6 of the NIPSA Constitution.

Conference instructs the General Council to start filling H.Q. posts immediately on a permanent basis. It is deplorable that Branch members have had to go for months without any HQ Officials. This has gone on long enough and Conference calls for all posts to be filled.

Motion No.114 (Branch 171) There are no provisions available in the NIPSA Rule Book for Conference to challenge a ruling of the Civil Service Group Chairperson after a meeting of that body. The motion is also factually incorrect.

This Conference challenges the Civil Service Group Chairperson's ruling made in connection with changes as reflected by Annex C parts 28 and 29 of the NIPSA Rule Book 2017. Conference proposes that NIPSA rules may only be rescinded, added to or altered by a Delegate General Council of the Union in accordance with Rule 12.2. To this end, Conference further proposes that Rule 8.5 be altered to read;

8.5 Each Group shall be governed in accordance with the Group constitutions set out in the Annexes to these rules. Amendments may be made to these Group rules as follows:

- (a) By motions to a Delegate General Conference in accordance with rule 12.2.

***Motion No.115 (Branch 181)* This motion is factually inaccurate and therefore not suitable for debate.**

That the incoming General Council considers the election results of the 2018 General Council Election 2018 and the continual decrease in the percentage of the membership voting. It is noted that of the 25 General Council Seats, Branch 31 will hold 9 seats for 2018/19, that is 36% of the seats available. Branch 181 are concerned that due to the low return this does not give a fair representation of the membership, and asks the General Council to make suggestions of how those members who do not engage with NIPSA could be encouraged to vote in 2019-2020 election. The Branch calls on the incoming General Council to bring forward a paper to next year's Annual Conference to address the decreasing vote and representation on the General Council. The paper should look at ideas on how to increase the vote including alternative methods for voting; and also ideas on how to ensure representation from smaller branches on General Council.

Motion No.116 (Branch 118)

NIPSA is unable to publish the terms of this motion because we have been advised by our Solicitors that the contents of same could potentially lead to comments being uttered at Conference which could expose NIPSA, its officers, its staff and its members to claims for damages for defamation.

***Motion No.117 (Branch 551)* This motion is insufficiently clear in order to determine policy.**

Conference acknowledges that there is currently no devolved government for N.I. in Stormont. For this obvious reason, Conference needs to explore alternative methods and different routes of communicating with our employers – our ultimate employers – the government in Westminster. It has already meant Ministers not “signing off” on agreed decisions, e.g. the 2017/18 pay award for NIPSA staff and infrastructure projects, e.g. in Co. Tyrone. Even if devolved government is restored, this will not be in vain as the Union will have worked out a strategy for the future.

This Conference needs to address this need as a matter of urgency in the absence of devolved government at Stormont.

***Motion No.118 (Branch 733)* This motions conflicts with Rule 6.20-6.27 of the NIPSA Constitution and is also insufficiently clear to determine policy.**

Conference notes that voting in General Council elections continues on an alarming downward spiral. Despite over 100 more ballot papers being issued this year (2018/19) compared with last, almost 1000 less were returned. Also:

- Whilst last year (2017/18) the overall return was poor, this year's plummeted to a disturbing low of less than 10% (9.96%).
- Even last year (2017/18), a vote that secured 26th place (not sufficient to get elected) would have taken 4th place this year.

- Going back even one further year to 2016/17, the vote that topped this year's poll would have taken only 40th place then (nowhere near sufficient to get elected).
- All successful candidates this year polled only between 3-4%. Only 4154 valid votes were returned from a total of 42,025 ballot papers issued. Conference believes that there is a need to ascertain the reasons why an ever growing majority of ordinary members view the General Council with indifference or in a negative light and to take whatever remedial actions necessary to halt the decline. As a first step, Conference calls on the incoming General Council to cut all scheduled meetings for the forthcoming year from all day to a half day, which could be easily achieved with competent Chairmanship, with all those half days thus freed up to be used in a demonstrable way for branch and/or other genuine and visible trade union work connecting with and representing members on the ground.

Motion No.119 (Branch 733) This motion is insufficiently clear to determine policy.

Conference notes that a number of motions were carried at the 2016 NIPSA Conference (nos. 31, 49 and 53) calling for protection for members, reps and NIPSA HQ staff from abuse, bullying and harassment via social media criticising political sectarianism and calling for all those associated with NIPSA to cease behaviour that has amounted to bullying and harassment, personal abuse, lies and spin. Despite this, social media in particular continues to provide examples of this misbehaviour from individuals who appear to operate with impunity. Conference therefore calls for a mechanism to be introduced to allow an independent body to deal with complaints about such conduct.

Motion No.120 (Branch 734) This motion is insufficiently clear to determine policy.

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

Elections

Officers and Committees Elections

Northern Ireland Public Service Alliance Annual Delegate Conference 2018

The following candidates have been nominated for election at Annual Delegate Conference 2018:

Candidate's Name

President (1 Vote)

Mulholland, P*

Vice President (1 Vote)

McSherry, H*

Honorary Treasurer (1 Vote)

Toal, J*

** Returned unopposed*

Standing Orders Committee (3 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Boal, A	138	Skelcher, C	130
McCleary, G	171	Toman, J	171
McCloskey, J	120	White, B	3
McKervey, J	171	Wise, A	92

Equality Committee (12 votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.	Candidate's Name	Branch No.
Cobain, P	117	McDonald, E	508	Rice, T	132
Creaney, T	127	Millar, T	128	Scott, J	516
Dale, P	7	Nicholl, P	734	Skelcher, C	130
Harvey, S	117	O'Hagan, L	731	Skelcher, L	127
McConville, S	508	Rea, A	526	Wilson, K	92

NIPSA News Editorial Committee (5 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Davidson, J	92	Millar, T	128
Henderson, H	130	Robinson, M	70
McKillop, T	128	Veighey, J	70

Global Solidarity Committee (6 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Antal, S	731	Robinson, M	70
Cleary, B	92	Scott, J	516
Collins, L	127	Skelcher, L	127
McKinstry, H	521	Skelly, C	130

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