



Conference  
2019

nipsa  
Protecting Public Services  
Supporting Public Servants

NIPSA Annual Delegate  
Conference

Killyhevlin Hotel  
Enniskillen

Agenda 2019

Wednesday 29th May 2019  
to Friday 31st May 2019

## Timetable

### Wednesday 29th May 2019

<b>10.30 a.m. - 12.00 p.m.</b>	Opening of Conference President's Address Appointment of Scrutineers and Tellers Adoption of Standing Orders Presentation and Adoption of Annual Report Presentation and Adoption of Financial Report Appointment of NIPSA Auditors
<b>12.00 p.m. - 1.00 p.m.</b>	Pay Public Policy I
<b>2.00 p.m. - 5.00 p.m.</b>	Public Policy I ( <i>continued</i> ) Guest Speaker Organisation and Administration I Trade Union Issues

### Thursday 30th May 2019

<b>10.00 a.m. - 1.00 p.m.</b>	Equality and Human Rights Public Policy II European Union Issues
<b>2.00 p.m. - 5.00 p.m.</b>	Environment Organisation and Administration II Guest Speaker Constitutional Amendments

### Friday 31st May 2019

<b>10.30 a.m. - 1.00 p.m.</b>	Public Policy III 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 21st May 2019.**

Those branches who have so notified their intention to move reference back of Report No.1 will be required to meet the Standing Orders Committee prior to Conference on **Thursday 23rd May 2019.**

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

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

# Standing Orders for Conferences

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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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

## Reports of Standing Orders Committee

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

## The Agenda

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

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

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

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

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

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

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

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

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

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

## The Timetable

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

## Conduct of Debates

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

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

### Procedural Motions

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

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

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

### Miscellaneous

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



# Standing Orders Report No.1

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

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

<b>Motions</b>	<b>Motions covered by it</b>
Composite Motion No.43	80
Composite Motion No.44	81
Composite Motion No.62	82

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 Tuesday 21st May 2019**. 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**  
**C Skelcher**  
**B White**



# **Primary Agenda**

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

## ● Pay

### ***Motion No.1 (General Council)***

Conference condemns the Permanent Secretary, Department of Finance for implementing a draconian Public Sector Pay Policy which, if it remains unchallenged, will see the pay cap continue for many civil servants and a further downward spiral on wider public sector pay for years to come. The Public Sector Pay Policy which affects members across the civil and public services would ensure that public sector workers continue to receive below inflation pay increases.

It is clear that in the absence of a Minister the Permanent Secretary, Department of Finance has subsumed that role which has resulted in her introducing a pay cap of 1% for many civil and public servants and sets the tone for the remainder of the public sector.

Conference instructs the General Council to take all possible measures including engaging with all political parties to ensure that her actions do not go unchallenged and that all civil and public service trade unions are able to collectively bargain in an unfettered manner.

### ***Motion No.2 (Branch 138)***

Conference instructs General Council to campaign for employers to offer maternity pay evenly distributed over the intended period of maternity leave as an alternative to periods of full pay, SMP only and no pay.

### ***Motions No.3 – No.4 unallocated***

## ● Public Policy I

### ***Motion No.5 (Branch 730)***

Conference is shocked that from October 2017 to the end of August 2019, it was reported that 148 people, an average of 13 people per month, registered as homeless died in Northern Ireland. Conference believes this statistic is a damning indictment of a political and economic system where ongoing attempts to stigmatise homelessness are symptoms of the systems failure.

Conference believes NIPSA must be at the forefront of fighting back against the scourges of low pay, benefit cuts, rent hikes, poor-quality health care, which alongside the social housing build crisis, are the back-story to the personal and human tragedies that each homeless person represents. Conference is of the view that socialist measures are the only answer to address the scourge of homelessness.

Conference, therefore asks the incoming General Council to campaign for:

- The basic right for housing;
- A building programme of social housing to provide all people with high quality affordable places to live;
- Rent controls;
- The Assembly Executive to get back to work and set no-cuts, needs-based budgets.

### ***Motion No.6 (General Council)***

Conference welcomes the publication earlier this year of the NIPSA Policy and Research booklet “Reforming the Petition of Concern: from ‘concern’ to full citizenship.” We endorse the argument made within it for the broader issue of rights to be re-visited by the wider Trade Union Movement, and call on NIPSA to re-affirm its support for and advocacy of a Northern Ireland Bill of Rights.

Conference calls on the General Council to ensure any discussion around the restoration of the political structures and the NI Assembly must include a thorough examination of the equality issues included in the Belfast/Good Friday Agreement which also revisits the Civic Forum and entitlements promised to citizens including a Bill of Rights.

### ***Motion No.7 (Branch 730)***

Conference notes the research from the resolution foundation in 2017, which lays out in stark terms the impact of Tory Austerity on worker’s pay:

- Real average earnings are only set to return to their pre-crisis peak (2007) by the end of 2022 – 15 years on from the speculators crash;
- This is set to be the worst decade for pay growth for 210 years, with lost pay growth of £12,000 by 2020 for a worker on the average wage;
- The combination of pay stagnation and rising inequality driven by benefit cuts means that this parliament (2016-17 to 2020-21) is on course to be worse for the poorest third of households than the four years following the financial crisis (2007-08 to 2011-12).

Conference acknowledges that in attempting to reduce the likelihood of a Jeremy Corbyn led Labour Government, even the current Tory administration has made the first faltering steps towards acknowledging the impact of pay cuts in public sector pay through the pay review body’s recommendations in England Scotland and Wales.

However, Conference believes that austerity pay policies continue to be used as a matter of choice here in Northern Ireland, by a Tory party trying to produce issues, to ‘incentivise’ politicians to return to the Assembly through the imposition of a 1% public sector pay policy.

Conference calls on NIPSA to write to Secretary of State condemning in the strongest possible terms her personal responsibility for three key issues:

- For playing fast and loose with the livelihood of tens of thousands of workers in Northern Ireland for political ends;
- For the appalling cynicism that underpins this approach to a crucial daily living for our members;
- Blatant misuse of Civil Servants responsibilities to try and hide her responsibility for this appalling approach.

Conference further calls on the incoming General Council, to ensure that all of NIPSA’s internal and external channels of communication are used to produce publicity around this correspondence and to ensure that that NIPSA’s call for the immediate reversal to this policy gains the widest public attention.

### ***Motion No.8 (General Council)***

Conference recognises the inequality experienced by 16 and 17 year olds in Northern Ireland who are denied the democratic right to have a voice on decisions that will define their future.

Conference notes that 16 and 17 year olds can enter into marriage and civil partnerships, pay income tax and national insurance, obtain social security benefits in their own right, join a political party or a trade union, but cannot vote. We believe that at the age of 16 young people are interested and mature enough to decide on the type of society they want.

Conference further notes that the voting age is 16 in Argentina, Austria, Brazil, Cuba, Ecuador, Guernsey, the Isle of Man, Jersey, Scotland and a proposed new law will put Wales firmly on the road towards votes at 16 becoming a reality for 2021.

Conference therefore instructs the incoming General Council to campaign for the right of 16 and 17 year olds to have a say in their long-term future by calling on the Government to legislate to reduce the voting age to 16 for all national and local elections, including referendums and that changes to the law is accompanied by appropriate political and citizenship education and public awareness-raising to ensure young people are encouraged and supported to exercise their right to vote.

### ***Motion No.9 (Branch 733)***

According to Northern Ireland Housing Executive statistics, as of end March 2019 at least 13,636 children here were living in families considered to be in 'housing stress' while waiting to be allocated a home. These figures make grim reading, however, ignore those living with families, friends and homeless hostels, but not recognised as 'homeless'. Unfortunately, a bleaker picture is on the horizon due to the over reliance on private sector accommodation here. The government relies heavily on private landlords to 'meet the housing needs' of low-income households. The likely effect of Welfare Reforms after March 2020, when the current migration arrangements to protect against the 'bedroom tax' will end.

Conference calls on General Council, as a matter of great urgency, to establish links with organisations such as Housing Rights, Law Centre NI, Advice NI and elected representatives to work collectively to identify solutions to the current housing crisis.

### ***Motions No.10 – No.11 unallocated***

## **● Organisation and Administration I**

### ***Motion No.12 (Branch 118)***

Conference is greatly dismayed to learn of ex-gratia payments being made to individuals who sit on governing bodies and other groups within NIPSA, including the General Council, as detailed in General Council meeting minutes that were not issued until after the 2019 NIPSA Annual Conference.

These payments were made at a time when members' pay has stagnated and NIPSA finances were said to be in a precarious state. Members have rightly questioned what procedures, advice and/or rules were considered prior to issuing such payments.

Conference demands that in the interests of transparency, the wider NIPSA membership should be made aware of the reasons for the said payments and the monetary value of same. Conference believes that the incoming General Council should investigate the background to and rationale for making

the afore-mentioned ex-gratia payments. Conference is concerned of the potential for the floodgates to open, for others to seek ex-gratia payments.

Conference instructs the incoming General Council to publish a report of any investigation and further call upon it to ensure that NIPSA's funds are used in ways which can help and benefit members as a whole and not individuals.

### ***Motion No.13 (Branch 119)***

Conference may be aware that previous general council authorised a number of payments have been made by way of compensation to Nipsa members.

Due to the fact that members pay on a monthly basis and have a right to know where their subscriptions money is being spent, Conference calls on the incoming General Council to ensure that the amounts paid previously are published and any amounts paid specifically in compensation as a result of a decision by General Council going forward are published in the annual financial report.

### ***Motion No.14 (Branch 734)***

Conference acknowledges the great work done by NIPSA reps and HQ staff, past and present. The past few years have been a difficult time for this union as an entity but NIPSA remains the most effective, vibrant and visible union in Northern Ireland. However, as the trend continues of declining membership and activists struggling to receive adequate time to address management driven agendas, we cannot sit back and be full of self-praise for a job well done. The reality is we are under attack constantly, we are often on the back foot and are always responding to some change agenda.

We have a duty to continue the good work of preserving the role of public sector workers, ensuring that future generations are afforded the same opportunities as we have had. We owe it to the generations who fought for our standards and we owe it to the generations who come after us.

In order to achieve our goals we need to have clear structures that empower and support activists when they need it. We as a collective need to embrace how we use modern technologies better and how we co-ordinate and respond to emerging needs of our members. Our union must be designed to withstand pressure, and it must be a union capable of not just holding the line but advancing the line to improve our work life balance.

Therefore, conference calls upon the incoming general council to have a review of: how we recruit members; use the media to our advantage; actively support and encourage participation; and how NIPSA structures help support the role of branches and the membership; and to bring a report before Conference in 2020 of how NIPSA will move forward into the future

### ***Motions No.15 – No.16 unallocated***

## **● Trade Union Issues**

### ***Motion No.17 (Branch 117)***

Conference remains concerned with the out-workings of the 2016 Trade Union Act and the potential impact this could have on NIPSA and the wider trade union movement within Northern Ireland. Whilst we acknowledge that to date this act has not yet become law within Northern Ireland, with the possibility of direct rule becoming ever stronger it would be remiss of us not to remain vigilant to the possibility of its introduction in NI.

Conference therefore calls upon the incoming General Council and ICTU to prepare for campaigning against any potential introduction of the Trade union Act 2016 in Northern Ireland.

### ***Motion No.18 (Branch 725)***

#### **Caution: Branches are advised that no individuals should be named when debating this motion.**

Conference notes the failure of the General Council to implement resolution no. 72 from last year's Conference which called for the immediate release to branches of a General Council sub committee report into the handling of a legal case concerning the unlawful and unjustifiable expulsions of two NIPSA members who were subsequently reinstated. The reason given in January 2019 for not issuing the report was that it might potentially lead to further legal action. This followed a circular in July 2018 which stated that 'it is not the intention to withhold the report' but advised that legal advice was being sought. No legal (or other) issues were subsequently ever raised with the sub committee which produced the report. Previously we had been told, at Conference last year (May 2018), that the report would be delayed rather than issued immediately because it was 'not finished', despite General Council records (minutes of meeting of 4 August 2017) confirming that it was in fact finished prior to that meeting; it was subsequently issued to some individuals named in it, none of whom raised any points of contention or offered any comments whatsoever to the sub committee which produced it. There is no record of the General Council collectively ever reading or discussing the content of the report, which appears to have been confined to those named in it and effectively buried despite the seriousness of the issues which it was set up to examine. Consequently, none of these issues, including the financial and reputational damage incurred by NIPSA through legal advice being ignored, have been addressed. A considerable body of material relating to this shameful episode is already accessible (eg the Tribunal judgement, negative press coverage, General Council minutes and other papers, toxic and inaccurate social media posts, a NIPSA faction election leaflet abusing the expelled members and selectively quoting from a confidential document while the case was still ongoing etc) and makes for grim reading but at this juncture we can only speculate how much worse the overall picture may look if information currently hidden but presumably examined in the report were to come to light. Conference believes that openness and honesty are needed on this matter and that it cannot be allowed to fester any longer. We therefore call for re-consideration of the decision to block the report and for the sub committee which produced it to be consulted, along with legal representatives, on what may be fair and equitable to release (with redactions if need be for legal reasons). Particularly, there is a need to consider and act upon any recommendations emanating from the report in order to make a start on repairing the damage that has been done and learning necessary lessons for the future.

### ***Motion No.19 (Branch 733)***

Conference are concerned at the on going attacks on public sector workers. There is a constant reference to "zero tolerance" of violence towards workers in the various sectors yet the reality is, there is a lack of any deterrent.

Conference calls on the general council to look at the levels of abuse in the relevant public sector workplaces and escalate our concerns to the various departments.

We further instruct general council to ensure each department has a clear strategy for dealing with violence and aggression to its workers up to and including legal action or a withdrawal of services for the perpetrators.

### ***Motion No.20 (Branch 725)***

Conference calls on General Council to increase its efforts into building unity across the trade union and community sector against government imposed cuts and imminent changes to welfare (i.e. Universal Credit). Northern Ireland needs one clear and cohesive voice for all to send the message to government that we are stronger together and we will unite to oppose stringent detrimental cuts to the most vulnerable in society.

Conference affirms that NIPSA will not stand by while the poor are scapegoated and pushed further into the debt cycle by a government who are doing nothing to help those they are paid to legislate and work for.

Conference further calls on General Council to campaign for the government to revise their policies and legislation on welfare payments and sanctions processes. This should include engagement across civil society and within local communities as part of the ICTU Better Lives for All Campaign.

### ***Motion No.21 (Branch 128)***

Conference notes the recent launch of the Trade Unions for a new and United Ireland movement.

Conference is concerned at the impact such a launch could have on a cross-community, non-sectarian union like NIPSA and the potential division such an issue can cause within a union that represents members on all sides of the political divide, while respecting the right of individual members to hold whatever personal views on this issue they so wish.

Conference therefore calls on the incoming General Council to reaffirm the position of NIPSA as a cross-community and non-sectarian trade union and to continue to promote that position within NIPSA and the wider Trade Union Movement.

### ***Motions No.22 – No.23 unallocated***

## **● Equality and Human Rights**

### ***Motion No.24 (Branch 45)***

Conference notes the statement of Professor Philip Alston, United Nations Special Rapporteur on extreme poverty and human rights, regarding his visit to the United Kingdom from 5 November 2018 to 16 November 2018.

Conference would firstly note that it is extremely concerning that the UK, the world's 5<sup>th</sup> largest economy, has been the subject of a report from the UN Special Rapporteur on poverty and human rights. It is also notable that almost 300 submissions, which is the most the special rapporteur has received before a visit to a country.

Conference also notes that this is an in depth statement covering all regions of the UK; the report paints a damning picture of the effects of the UK government's austerity policies through a rigorous analysis of the statistics in relation to poverty, combined with an examination of the human effects of how the effects of cuts to benefits and wider cuts to public services affect people.

Conference would therefore call upon General Council to use this statement as a source of information in any campaign focusing on the impact of austerity.

### ***Motion No.25 (Branch 731)***

We call on conference to actively campaign for the introduction of free, safe and legal abortion on request in the North of Ireland.

The issue of reproductive rights affects all women's lives and thus is a workplace issue. The current Victorian legislation continues to be used to criminalise women and to force women who are poor and or do not have access to appropriate information to go through with unwanted pregnancies. This has devastating consequences for them.

We fully support women's right to choose and we would like NIPSA to lobby and campaign for this. Women's right to choose means free, safe and legal access to abortion. It also means working towards creating a society where women can choose to have children without being penalised financially and socially.

### ***Motion No.26 (Branch 47)***

Conference calls for the incoming General Council to campaign to make management provide the necessary awareness training for dealing with staff with disabilities. This awareness training should be rolled out for staff in all areas of the public sector. The breaches of the Disability Discrimination Act and Dignity at Work policies are rife and show no sign of abating even in our ever increasing politically correct times. Managers not providing staff with Reasonable Adjustments, making statements comparing the staff with disabilities with what they call "normal people" and victimising staff with disabilities is uncalled for. More awareness is key to wiping out this discrimination. Workers should be feeling equal in the workplace not less.

### ***Motion No.27 (Branch 730)***

Conference calls on the incoming General Council to launch a campaign against the sexual assault and harassment of LGBTQ+ workers, and to promote appropriate behaviour in workplaces of mutual respect, tolerance and solidarity towards their fellow workers regardless of sexuality and gender.

### ***Motion No.28 (Branch 731)***

We call on conference to formally condemn the apparent practice by UK Government to strip people of their British Nationality.

The Case of Shamima Begum is a personal tragedy and a tale of grooming and exploitation of a vulnerable young woman by the media and politicians with extremely tragic consequences.

There are however, wider issues associated with this. Countries like Nazi Germany routinely stripped their opponents of citizenship and associated rights.

It is generally accepted that the right to nationality or citizenship is a human right. The story of Shamima Begum is deeply rooted in institutional racism and as a Trade Union we need to take a position on this.

### ***Motion No.29 (Branch 47)***

Conference calls on General Council to campaign for public service policies to be put in place to protect workers who have a disability, visible or invisible, that affect their mobility therefore requiring them to park in close proximity to their workplace. Workers with disabilities should not be at a greater physical, emotional or financial detriment than their colleagues without disabilities. Management should not have higher priority over workers with disabilities. All car parking policies should be upgraded to 2019 standards and should cover all users of the buildings, regardless of their area of the public sector.

### ***Motion No.30 (Branch 47)***

In the wake of the recent bomb attack outside the Courthouse in Derry, Conference asks the incoming General Council to reaffirm its policy and to actively campaign against the threats to workers and to call for an end to paramilitarism, an end to sectarianism and an end to repression. Workers must be able to go to their place of work and go about their work without fear of attack. No going back to the days of fear. No going back to the days of sectarian hatred, bigotry and discrimination and no going back to the days of repression. Conference congratulates NIPSA activists on organising a demonstration in response to recent attacks. Conference calls on the incoming General Council to provide resources and materials necessary to support branches who are dealing with these issues.

### ***Motion No.31 (Branch 118)***

Conference commends the relatives of those killed on Bloody Sunday for their forbearance, determination and perseverance in their pursuit of the truth.

We note with dismay and incredulity the statement from the Secretary of State that members of the security forces had acted “in a dignified and appropriate way”. We recognise the pain and hurt that such ill advised statements have caused to victims’ families. We acknowledge that this is an ill-conceived attempt to interfere with the integrity of the judicial process.

We are, however, disappointed that only one soldier will face charges and remain cognisant that the families of the Ballymurphy Massacre victims have not yet had such closure. We call upon the incoming General Council to join with the families, civil rights organisations and other human rights advocates to continue to put pressure on the Establishment to insure that not only those who fired the fatal shots are brought to justice, but also those commanders who gave the orders are held to account.

We further commit the incoming General Council to advocate for those, such as Ballymurphy Massacre victims, for whom justice has been denied so that they, and others like them, can find closure.

### ***Motion No.32 (Branch 549)***

Conference is concerned with the use of standalone Absence Management Systems such as the Bradford Factor within private and public sector companies.

The Bradford Factor is a mathematical formula that calculates a score based on absence patterns. Granted under this system everybody gets the same treatment, but not everybody is the same. There is no consideration given to protect those who are covered under the Disability Discrimination Act 1995 and Section 75.

In the UK under the Equality Act 2010, employers must tailor procedures and processes to a disabled person’s individual circumstances. The Bradford Factor could potentially lead to tribunal action as the nature of a person’s disability may predispose them to regular short absences, which the Bradford Factor would highlight.

It is not a tool for chronic long-term illness absence management. Anyone suffering from a long-term condition such as Mental illness, diabetes, chronic kidney disease, MS, basically any condition covered by the Equality Act 2010 should not be penalised by the Bradford Factor. Such disability-related absences should be counted separately to non-disability-related absences or consideration given to the disability and its effects on the staff member.

If anything, the Bradford Factor encourages people who should be at home getting better to come into work, potentially spreading illness amongst their colleagues causing more absences.

Conference calls for General Council to campaign in urging Management on the implementation of a secondary system which considers the rights of members with disabilities; which promotes a more equitable work environment and can be implemented alongside the Bradford Factor Absence Management System. This would improve staff turnover, staff absence figures and staff morale. Creating a more mutually beneficial workplace and a caring environment for staff who have protected characteristics.

### ***Motion No.33 (Branch 730)***

Conference calls on the incoming General Council to drive the creation and distribution to all Reps and NIPSA Branches of an information pamphlet on the unique issues, concerns and discrimination of transgender and gender non-confirming people in the workplace.

### ***Motions No.34 – No.35 unallocated***

## **● Public Policy II**

### ***Motion No.36 (General Council)***

Conference is concerned with the increasing role of the Strategic Investment Board across the public sector. In its 2017-18 report, the SIB confirmed it provided directors and managers for some 18 programmes including the Public Shared Services Network project, the Education Authority Implementation programme and Tackling Paramilitarism programme. This 2017-2019 annual report also listed a series of work with 8 of the 9 NICS departments and 6 of the 11 district councils.

Conference calls on the incoming General Council to examine the involvement of the SIB within our public services. Conference also calls for the General Council to work with union colleagues to challenge SIB involvement with public sector management ensuring both financial efficiency and management accountability mechanisms are in place and to argue for work currently done by SIB to be retained within our public sector organisations.

### ***Motion No.37 (Branch 128)***

Conference notes the launch of the CliffEdgeNI campaign against the ending of welfare mitigation measures in Northern Ireland. Currently some 60,000 payments are made to over 45,000 households, many including members across the union, and while conference has previously expressed opposition to welfare reform all its forms, conference is further concerned that this additional protection, available in N.Ireland only, is due to end in March 2020.

Conference calls on the incoming general council to provide support to the CliffedgeNI campaign for these additional protections to be extended beyond March 2020 and to reinvigorate NIPSA's own campaign against welfare reform and the detrimental impact this will have on our members and wider society.

### ***Motion No.38 (General Council)***

Conference notes with concern the Department of Education Transformation Programme involving senior representatives from DE, DFE, the Education Authority and CCMS and plans to set up a series of projects including reviews on Home to School Transport, Delivering Schools for the Future, Transition of Children into Education and Transition of Children from Education to Work.

Conference is concerned that the outcomes of these projects could have a serious and detrimental impact on members working across education, members of other unions and on local communities. Conference therefore

calls on the incoming General Council to engage with trade union colleagues across education and under the auspices of ICTU, to ensure workers are properly consulted with during these projects, that any outcomes have been properly negotiated on and that members will not be detrimentally impacted upon.

### ***Motion No.39 (General Council)***

Conference notes the risk, in a time of great economic and political uncertainty for the voice of workers, expressed through their trade unions, to become marginalised. This makes it essential that in any discussion of future economic development and trade “deals” the question of workers’ rights within the economy, whether at a local, national or international level is heard and advanced.

Conference re-iterates its view that in order to deliver justice in terms of fighting economic inequality a radical reform of our trade union laws, that would empower trade union activity, is essential. Such reform, underpinned by: trade union recognition; sectoral collective bargaining and a real living wage would enhance opposition to those who seek to privatise our public services and re-model the economy for the benefit of shareholders not workers. New trade union laws, by offering full employment rights from day one of employment, would also support workers’ freedom of movement by undermining any “divide and rule” strategy - sometimes rooted in racism and xenophobia - that attacks migrant workers and deflects from the employers’ responsibility for low pay and poor conditions.

Conference calls on the General Council to ensure that workers rights are protected in a time of economic and political uncertainty through engagement with employers and the wider political system in any future trade deals irrespective of the outcome of the EU Exit debacle at Westminster.

### ***Motions No.40 – No.41 unallocated***

## **● European Union Issues**

### ***Motion No.42 (General Council)***

Conference is alarmed at developments regarding the issues arising primarily out of Brexit and the potential for a rise in sectarianism. NIPSA is proud of its traditions in leading the way on anti-sectarianism and ensuring that when sectarian issues arise in the workplace we defend all workers and seek to ensure their health, safety and welfare within the workplace and beyond.

Conference reaffirms that NIPSA should focus on ensuring workers unity and purpose are maintained for all workers irrespective of their own personal political or non-political views. NIPSA will continue to defend a workplace free from sectarianism and threats to workers.

Conference therefore calls on the incoming General Council to ensure that our stance of an anti-sectarian, anti-racist trade union is maintained particularly in the current heightened situation around the Brexit debate and political manoeuvring.

### ***Composite Motion No.43 (to be moved by Branch 133)***

Conference believes that history confirms that European Union (EU) membership has been especially beneficial to working class people and to wider society in Northern Ireland, particularly, with regards to the EU-derived law implemented over the last two decades in respect of work place issues, such as:

- Equal Pay;
- Equal treatment in the access to and supply of goods and services;
- Maternity Rights;
- Paternal Leave;
- Working Time Directive;
- Part-time, Fixed Term and Agency Workers;
- Posted Workers Rights;
- Human Rights – The Charter of Fundamental Rights.

Conference notes, with dismay that a motion was passed at NIPSA's Annual Delegate Conference in 2016 prior to the referendum calling on the incoming General Council to campaign for exit from the EU.

Conference also notes that in the subsequent referendum the people of Northern Ireland voted to remain in the EU and that the ICTU, TUC and the overwhelming majority of trade unions in these islands opposed BREXIT.

Conference further recognises the potentially serious financial and economic impacts for Northern Ireland which BREXIT poses, particularly, the threat to jobs in the goods, services and manufacturing sectors and the loss of EU funding and grants and, in particular, notes the recent concerns voiced by the UFU and CBI around the dangers of a hard BREXIT.

Conference, therefore, calls on the incoming General Council to campaign for Northern Ireland to remain in/re-join the EU given our unique economic circumstances and, in the meantime, build a movement to lessen the worst effects of BREXIT through support for access to the single market and the customs union while outside the EU.

### ***Composite Motion No.44 (to be moved by Branch 560)***

Conference instructs the incoming General Council to implement Conference Motions on BREXIT, previously Comprehensive Motion 72 below was guillotined at the 2017 NIPSA Annual General Delegate Conference and then was referred to the General Purposes Committee. Branch 560 at the time of writing has not received any updates.

**Comprehensive Motion 72:** Directed the incoming General Council to:

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

- (e) initiate a publicity campaign in all media forms to mobilise public interests in protecting the rights of EU nationals to live and work in Northern Ireland.

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

**Referred to General Purposes Committee. Work with NIC ICTU as appropriate. Internal data collection ongoing within NIPSA. In due course set up working party of members directly impacted.**

#### **Brexit Conference Motion 2019**

- (a) Conference instructs the incoming General Council to work collaboratively with other affiliate Unions to support all Public Sector Workers impacted by Brexit and to keep NIPSA members up to date
- (b) Conference instructs the incoming General Council support NIPSA representatives access information that may assist EU and foreign Nationals argue rights to residency for example tribunal findings in the Emma De-Souza Hearing, protections for Irish Citizens as identified in the Good Friday Agreement and Common Travel Area (CTA)
- (c) Conference instructs the incoming General Council to initiate a joint trade union campaign through ICTU to mobilise public interest to support foreign nationals rights to continue living, working and contributing to society in Northern Ireland
- (d) Conference instructs the incoming General Council to commence discussions with public sector employers to assess what workplace adjustments and support can be put in place to help mitigate any anticipated difficulties of cross border controls for staff and NIPSA members travelling to work

Conference support this motion.

#### ***Motion No.45 (Branch 70)***

Conference notes that the exit deal that Theresa May negotiated with the EU maintains the EU's rules on state aid in the transitional period and agrees that this will prevent the necessary protections being applied to developing the manufacturing and other value added sectors of the Northern Ireland economy after we leave the EU.

Accordingly Conference instructs the General Council to bring this concern to the attention of the ICTU and in the absence of the NI Assembly, to the Secretary of State for Northern Ireland.

#### ***Motion No.46 (Branch 560)***

Conference irrespective of how the UK leaves Europe the status of Northern Ireland as an economic unit within the island of Ireland will be under serious threat from economic and social pressures. Conference instructs the incoming General Council to work collaboratively with ICTU to protect the Good Friday Agreement. The Good Friday Agreement sought to build relationships within Northern Ireland; between Northern Ireland and the Republic of Ireland; and between Britain and Ireland. Twenty years on it is imperative that regardless of BREXIT opinion we all within NIPSA remain committed to Good Friday Agreement and that the incoming General Council works closely with ICTU and affiliate Unions to ensure the mechanisms of the Good Friday Agreement remain intact.

Conference support the motion.

### ***Motion No.47 (Branch 560)***

Conference Branch 560 are very concerned that a composite motion on BREXIT recorded in the NIPSA Annual General Delegate Conference Booklet 2017 was unfortunately guillotined and later actioned to the General Purposes Committee was not enacted!

**“Referred to General Purposes Committee. Work with NIC ICTU as appropriate. Internal data collection ongoing within NIPSA. In due course set up working party of members directly impacted.”**

- (1) Conference instructs the incoming General Council to provide explanation in an open letter to Branch 560 within 10 working days of close of Conference explaining why actions referred to the General Purposes Committee have not been enacted.
- (2) Conference instructs the incoming General Council to issue a statement explaining how they intend to assist our members' impacted by BREXIT?
- (3) Conference instructs the incoming General Council to work in collaboration with other affiliate unions through ICTU to develop proper guidance for staff as a result of Brexit.

No communication on BREXIT appears to be coming centrally from NIPSA and no advances upon any working party setup either. There appears to be on the face of it no appetite from NIPSA to be engaged openly with its members on issues regarding BREXIT. Conference we require our Union to act as instructed above and represent members regardless of the outworking of the BREXIT vote.

### ***Motion No.48 (Branch 560)***

Conference instructs the incoming General Council to set up a BREXIT working group to include and be representative of foreign nationals who are NIPSA members and will report back to the General Council after each meeting. The Terms of Reference for such a working group will consider;

- (1) Reporting back to the General Council
- (2) Identifying how NIPSA can support its members impacted by BREXIT
- (3) Identifying guidance that can be issued to members
- (4) Assist the incoming General Council develop strategies, guidance and signposting on BREXIT
- (5) Examine how NIPSA can assist members' who may be adversely impacted by Settled Status requirements
- (6) Consider all relevant ideas that may evolve from any discussion

Conference please support this motion

### ***Motions No.49 – No.50 unallocated***

## **● Environment**

### ***Motion No.51 (Branch 730)***

Conference, the Filipino activist and poet Joes Rizal wrote that, “the youth is the hope of our future”. Conference believes that the truth of this quote has never been more evident than when on March 15<sup>th</sup> 2019, over one million young people worldwide took to the streets to protest against the catastrophe that is climate change. Conference applauds the activism of

the student protesters, supports their cause and acknowledges that without radical changes to our stewardship of the planet, disaster beckons.

In following the courage of our youth, NIPSA alongside other trade unions, must be clear and unapologetic in advancing the analysis that only the ending of capitalism can save our planet.

With this in mind, Conference believes NIPSA should promote, campaign and develop the “green” agenda across all trade union activity by including the following:

Renewable energy alternatives to gas and oil

Cheap and accessible public transport for all

Mass building of carbon-neutral, high-quality social homes

Grants to insulate and improve homes.

Conference further asks the incoming General council to ensure that responses to the environmental crisis are a central part of NIPSA’s Global Solidarity work and to use every opportunity to urge ICTU to develop a trade union strategy based on democratic green plans of production as a central plank in the fight for a major shift to socialist green alternatives.

### ***Motion No.52 (General Council)***

Conference welcomes the Climate Change protests by young people who are concerned about the planet in the future for them and for their children. Conference also notes that the Paris Climate Agreement makes climate action a binding international obligation and demands that the principles and ethos of Just Transition underpin the policy response.

According to the Met Office, climate change is the long-term change in climate and is usually used in the context of man-made climate change.

The greenhouse effect is the term used to describe the warming of the Earth. Due to human activities such as burning fossil fuels and cutting down trees, greenhouse gases have increased and so increased the heat trapped in the atmosphere. The main greenhouse gas is carbon dioxide CO<sub>2</sub>.

We can expect our climate to change to be hotter and wetter with more extreme weather. In the UK, 40% of CO<sub>2</sub> emissions are caused by individuals, mostly from energy used in the home, driving and air travel.

The effects of climate change can be seen in the UK and around the world. UK temperatures have already risen. Globally, extreme weather is predicted to become more common and to have a negative impact on humans, animals and plants.

Climate change will affect many aspects of our lives in the UK, our environment, business and public services. Scientists have identified some of the likely effects of this climate change such as global rise in temperatures, impacts on public services, health of citizens and many more.

Conference calls on the General Council to pursue the issue of climate change and ensure that NIPSA plays its full part in ensuring the UK Government lives up to its commitments to secure the future of the planet in which we all live.

### ***Motions No.53 – No.54 unallocated***

## ● Organisation and Administration II

### ***Motion No.55 (Branch 117)***

Conference notes that with an increasingly casualised workforce within the public sector the ethos of street to seat has overtaken adequate training as a priority for new staff. This means new staff (often on an agency or fixed term basis) are brought into public sector jobs with inadequate training and little to no formal induction.

This has led to large amounts of staff being unaware of the standards expected of them due to being inadequately briefed on these matters. On numerous occasions this has led to disciplinary procedures and dismissal for these members. Conference therefore calls upon the incoming General Council to ensure adequate training and induction processes are in place for all new staff across the public sector regardless of employment status.

### ***Motion No.56 (Branch 118)***

Conference condemns the actions of NIPSA General Council in taking the decision to reorganise Branch 118. This action was carried out without meaningful consultation with Branch members and without discussion with the Branch Committee, whose subsequent correspondence to the General Council and to the General Secretary and request for an explanation of this decision have been totally ignored.

Conference notes with dismay the action of the General Council as this is not the first time they have done this. This action was highlighted in motion 25 of last year's Annual Conference submitted by Branch 725 wherein the Branch outlined how the undemocratic and now not so unprecedented action of the General Council had undermined the rules of the NIPSA in terms of Branch sovereignty as an underlying tenant of our union democracy, Branch autonomy, Branch structures and also its responsibility to its members.

Finally Conference instructs the incoming General Council to fully consider, in consultation with the Branch 118 Committee, its' decision to fragment Branch 118 as and in so doing it has created a branch with less than the recommended 80 members and due to our correspondence being ignored, with no reasoning or explanation given in respect of any exceptional circumstances.

### ***Motion No.57 (Branch 134)***

Conference commends our Union for the Pre-retirement seminars organised for members nearing retirement age.

However, in this era where there are a raft of differing Public Sector Pensions and many members with service split between two (or more) of these pension arrangements, Conference feels that these seminars must be widened to a broader range of members, as member's closest to retirement age have a very limited opportunity to alter their fiscal position (Added Voluntary Contributions, buy Added years or savings plans).

Conference therefore instructs Council to explore all options to allow members attend a similar seminar (or other avenues of retirement and financial advice) in the years leading up to their planned retirement, and members with medical conditions, at any time they feel it would be advantageous to them.

### ***Motion No.58 (Branch 733)***

The recent consultative ballot on pay in health and social care exposed a major issue around the details of members held by NIPSA headquarters.

Many members reported not having received a consultative ballot to either their home or work address.

This issue has the potential to impact on vital information being shared and also on the opportunity to have a meaningful and effective ballot outcome.

Despite many efforts from both the membership department in NIPSA and many branches this concern remains.

Conference asks that general council support a piece of work to look at this problem and seek feedback from branches on how it can be addressed.

### ***Motion No.59 (Branch 730)***

Conference acknowledges that in order for rules to remain relevant, every organisation should undergo a periodic review of its rules and constitution to ensure they remain up to date and fit for purpose.

It is a common practice in the trade union movement for unions to review their rules and constitution, periodically, in order to keep up to date with societal changes and government policy and other developments, which may impact upon their rules and constitution.

NIPSA has never had a review of this kind before and Conference believes such a review is now well overdue.

Conference asks the incoming General Council to produce a paper, to be prepared for NIPSA's annual conference 2020, with proposals on how a review process on NIPSA's current rules and constitution could be established. If any constitutional amendments are needed to enable a rules review process to be established, they should be included in the paper.

Any review process should be framed in a manner designed to maximise the opportunities for members to actively participated, to ensure NIPSA's rule book and constitution remain fit to meet the needs of members in the 21<sup>st</sup> century.

### ***Motions No.60 – No.61 unallocated***

## **● Constitutional Amendments**

### ***Composite Motion No.62 (to be moved by Branch 137)***

## **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.63 (Branch 725)***

#### **Constitutional Amendment to Elections for Honorary Officers**

Rule 6.48

Add at beginning of current rule 6.48 – *In the interests of democracy and equality of opportunity,*

Delete – ‘consecutive’

### ***Motion No.64 (Branch 134)***

Constitutional Amendment

In rule 5.4 amend to read

“Not later than 2 weeks” to “not later than “4 weeks”

### ***Motion No.65 (Branch 137)***

Constitutional Amendment

Rule 12.2, Line 11

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

#### ***Motions No.66 – No.67 unallocated***

## **● Public Policy III**

### ***Motion No.68 (Branch 517)***

Syrian families have been arriving in NI under the Vulnerable Persons Resettlement Scheme since December 2015.

These families are fleeing the conflict in Syria and are some of the most vulnerable children and parents in our society. These children and their parents have been subjected to Three stages of Trauma. They are presenting with complex health and education needs. The fluency in English for each of the Syrian refugees arriving in Northern Ireland can vary. Most arrive with little or no English. Most of these children and their parents have complex health and education needs.

Support for the Syrian refugee families is widespread across our members in housing, health, Education, Civil Service and communities groups.

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.

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 and support being provided. The health Care needs of these families are extensive. 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.

We call upon conference to support the rights of the Syrian refugees and to call for the release of the additional funding for jobs in Education, Health, and throughout our support services for families, this will ensure resources can be made available to enable these children and their families to reach their full potential.

### ***Motion No.69 (General Council)***

Conference congratulates the General Council in establishing and leading on a trade union lead Anti-Racism Network. It is clear that the issue of racism and the threat from the Far Right is a real and continuing threat.

As a trade union movement we must continue to fight against any attempts from whatever quarter to threaten workers or citizens who are living in this country.

Conference calls on the General Council to continue this excellent work and ensure that the Far Right are not allowed to dominate the agenda and that we as NIPSA work with other left thinking organisations and individuals to ensure that all are welcome.

### ***Motion No.70 (Branch 726)***

Conference calls for those who suffer from addiction issues caused by illicit drug use to be classed as having a Health Concern and treated via The Harm Reduction Model rather than being criminalised and further marginalised by being placed into the hands of the Criminal Justice System.

While we recognise that high level drug dealers and supplies may best be dealt with via the court system punishing those who are at the low end of the scale and whose drug use is a result of Childhood, Adolescent and/or Ongoing Trauma has the detrimental and opposite effect of that desired by pushing them further into the margins of society.

The fact that 136 people died from drug related causes in 2017, 110 of which were classified as Drug Misuse deaths combined with the fact that there has been a 60% increase in drug related deaths in the last 10 years show that the current system is not working.

Many of these deaths occurred in areas of high deprivation and statistics from NISRA show that a person is more likely to die of a drug misuse issues in an area of high deprivation compared to those from the least deprived more affluent areas,

To that end we ask conference to support the introduction of

The Harm Reduction Model throughout the Health Service, Community/Voluntary Sector and Criminal Justice Service

Clinically managed Drug Consumption Rooms to assist in the Treatment of Opiate Addiction

A Change in the Misuse of Drugs Act 1971 to protect staff working in Drug consumption rooms from prosecution

Proper funding of Substitute Prescribing Services to decrease the amount of time a person has to wait before they commence treatment

Increased investment in counselling services/ talking therapies

Basis drug education models without the use of scare tactics or stigmatising information

Conference calls on NIPSA to engage with our comrades in the Trade Union Movement alongside Government Agencies and partners in the Public and Voluntary Sector, Civil Service, and Education Sectors to work towards introducing legislation, strategies and properly funded person centred services to end the scourge of drug deaths in our society.

### ***Motion No.71 (General Council)***

Conference is concerned that in the absence of the NI Assembly any of the mitigations introduced by the Assembly will run out in March 2020 and thousands of both in work and out of work families will see a significant reduction in their social security benefits.

It is vital that the trade union movement initiates with wider civic society a campaign to ensure that the mitigations do not end in 2020 and families receive the support they need. It is clear that the welfare cuts that have been introduced over the past number of years have pushed many families into poverty and forced them to seek support via food banks and other support. This is a disgrace in the 21<sup>st</sup> Century.

Conference instructs the incoming General Council to ensure that NIPSA plays its full part in a continued campaign of opposition to Universal Credit and the wider social security cuts programme. Further cuts to social security provision will devastate communities in Northern Ireland and must be resisted.

### ***Motion No.72 (Branch 119)***

Last year conference passed a motion in relation to the Education Authority and the creation of “super schools”. Thankfully the plans were not implemented. However with the retirement of Gavin Boyd, who had made the commitment that these plans would not go ahead, conference calls on General Council to reaffirm their commitment to the issue.

### ***Motions No.73 – No.74 unallocated***

## **● Health and Safety**

### ***Motion No.75 (Branch 119)***

Conference recognises the increasing stress that reps are facing on a daily basis in the workplace.

Reps deal with difficult managers but more importantly they deal with members personal cases involving deaths of loved ones, depression, suicidal thoughts and often even worse.

The branch calls on conference to produce a clear policy and support structures specifically for reps in order to deal with the added stress that they incur in that role.

### ***Motion No.76 (Branch 128)***

Conference commends the work of the Northern Ireland Blood Transfusion Service (NIBTS) and the vital work that blood donation plays in helping to save lives across the world.

Conference calls on the incoming general council to support the work of the northern Ireland Blood Transfusion Service NIBTS and to encourage members who are able to do so to register and donate blood, by advertising and promoting blood donation in NIPSA news and through its social media postings.

### ***Motion No.77 (Branch 526)***

Conference notes that almost 7,000 women in NI have had vaginal mesh implants. Vaginal mesh is made of brittle plastic that can curl, twist and cut through tissue. In a study of 650 women with vaginal mesh, 1 in 20 women have attempted suicide, one third of mothers with mesh implants end up with severe complications such as requiring the use of a wheelchair and being unable to work and many have to rely on their children to care for them. As many as four in five women experience depression and anxiety as a consequence of the procedure. Conference is appalled by these statistics and agrees that this is a medical scandal.

Conference welcomes the recent announcement that the Chief Medical Officer has decided to temporarily suspend the use of vaginal mesh in line with recommendations announced by the Cumberlege Review. However Conference also agrees that more needs to be done and calls on the incoming General Council to campaign with groups such as Sling the Mesh NI and demand a permanent end to mesh implants and for those already suffering from mesh complications to be put on patient pathways which are fit for purpose to treat the serious issues involved.

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

# **Secondary Agenda**

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

# Category A

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

### ***Composite Motion No.43***

#### ***Motion No.80 (Branch 733)***

Conference, in light of the recent debacle around the preparation for the UK leaving Europe we ask that NIPSA reconsider its decision to support the leave campaign.

Conference is also concerned that the voice of the majority who voted in Northern Ireland to remain has been lost as a result of the DUP position in the BREXIT debate.

Given what we now know in terms of the potential impact on many parts of our community through BREXIT, we ask that this is fully debated at conference and that we take cognisance of the untruths that were told prior to the referendum.

### ***Composite Motion No.44***

#### ***Motion No.81 (Branch 560)***

Conference we ask that you instruct the incoming General Council to issue a letter of support to all NIPSA members advising that all Nationals from inside and outside of the EU are welcome.

Conference we ask you to stand up in support and send a message of solidarity to all workers regardless of Nationality they are welcome in this Union. Delegates your clear message of solidarity from Conference today is that 'we speak with one voice, as one trade union and brothers and sisters we all support each other'.

Conference we ask that you instruct the incoming General Council to cooperate and work with ICTU and NI-ICTU to endorse and defend EU and Non EU workers' rights to continue to work and live here after BREXIT.

Conference support this motion

### ***Composite Motion No.62***

#### ***Motion No.82 (General Council)***

Adoption of Political Fund

# Category B

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

## ***Motion No.83 (Branch 34)***

Conference reaffirms the powers and duties of President as set out under paragraphs 6.10 of the NIPSA rule book.

6.10 – The President shall preside at all meetings of the Council with the right to speak and vote on all questions, see that the business is conducted with propriety and order, and be the judge of order. The decision of the President (subject to the rules relating to presidential rulings) shall be binding. The President shall sign all minutes of meetings of the council when they have been confirmed.

## ***Motion No.84 (Branch 730)***

Conference notes the recent Labour Party policy to introduce free car parking in hospitals in NHS England for patients, visitors and staff and asks the incoming General Council to maintain and campaign for free car parking across all public sector buildings in Northern Ireland.

# 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.85 (Branch 118)***

Conference notes that NIPSA is a broad church many whose members do not identify in a binary manner.

We recognize that as gender demographics broaden and become more inclusive, application forms (including those online) with their non-inclusive male/female tick box question perpetuate a narrow gender identification narrative.

As language about gender is evolving quickly, it is important that we show respect and acceptance.

Therefore, we call upon the in-coming to liaise with our LGBT&Q comrades and others to begin a process of engagement with NICS senior management to produce an alternative application form which is fit for purpose for a modern, forward-looking organisation wherein the rights of all are respected.

## ***Motion No.86 (Branch 118)***

Conference recognises Welfare Reform in all its hideous guises, but in particular UC and PIP. These “benefits” are not only designed as the insidious vanguard of a pernicious policy to attack, demonise and punish the most vulnerable in society but are also a Trojan horse by which our members’ terms and condition are being undermined.

The out-workings of these reforms have meant longer office opening times, increased automation of posts and significant pressures on leave, leading to the erosion of the flexible working arrangements. This has as a consequence created increased levels of stress and other negative impacts upon staff welfare.

Conference calls upon the incoming Civil Service Group Executive to not only campaign on behalf of our members affected by these welfare reforms but to also remain cognisant of the impact the introduction of same is having on our members.

# Category X

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

### ***Motion No.87 (Branch 117)*** This motion conflicts with Rule 6.9(g) and 7.4(f) and Rule 9.6 of the NIPSA Constitution.

Conference notes that a regular fixture of each annual conference agenda are motions relating to the use of agency workers within the public sector. Whilst we must continue to campaign against the use of agency workers in place of permanent posts, we as a union must acknowledge agency workers within our membership and take all necessary steps to ensure that they receive the best service our union has to offer.

With this in mind conference instructs the incoming General Council to allocate funding for a staffing resource within NIPSA HQs dedicated to advancing the interests of agency workers within the public sector. Duties of this post could include (but are not limited to), the drafting of recruitment and retention strategies in relation to agency workers, developing bespoke literature relating to agency workers rights and advancing collective agreements between the various recruitment agencies and NIPSA.

### ***Motion No.88 (Branch 119)*** Is ruled out of order as it conflicts with the objects of the Union 1.3 a b h

This Conference recognises the on-going financial pressures that many of our members face. Annual pay awards which have failed to keep pace with inflation have effectively reduced the value of take-home pay over the past ten years while successive governments have pursued a relentless attack on workers under the guise of “austerity”.

Unfortunately this situation has caused many members to be tempted into availing of the services of Loans Companies. As a result they have been exposed to usurious rates of interest.

Our sister union PCS currently operates a Credit Union and in 2014 Conference passed a motion which tasked General Council to establish a working committee to investigate the requirements that would need to be met in order that a NIPSA Credit Union might be established.

**This committee was not asked to make any recommendation but simply to provide the relevant information to all branches by January 2015. This information would then allow members to decide whether they wished to take the matter forward or not.** The sub committee established by GC instead recommended that NIPSA should not set up a Credit Union and this decision was communicated via the Annual Report for that year.

The terms of the 2014 motion, which was passed by Conference, have not been fulfilled. Since the **members were not given the opportunity to make the final decision** Conference now instructs General Council to reconvene a sub committee which would examine the requirements and any changes in legislation that may have occurred in the interim. A report should be made ready for dissemination to all branches by no later than 31/01/2020. This report should be for information purposes only and should not contain any recommendations for or against the proposal and in addition should invite those branches who support the establishment of a Credit Union to submit a motion on this subject to Conference 2020.

***Motion No.89 (Branch 725) Insufficient as a means of determining Conference policy.***

Conference notes with concern that the turn-out for this year's General Council has plummeted to a new low of 8.8%, having fallen to below 10% last year. 37,495 of NIPSA's 41,117 members did not register a valid vote this year. The number of candidates willing to put their names forward for election has also fallen and this body will struggle to be seen by anyone as representative of the membership as a whole if this trend continues. Members warned at Conference last year that the situation would continue to deteriorate if urgent action was not taken to improve behaviour and performance, as well as recognising and facing up to the reasons for growing apathy, indifference and hostility, but the evidence suggests that the members have not been listened to and the potential for further steep erosion of support and loss of credibility is obvious. Accordingly, Conference instructs the General Council to draw up an urgent action plan in order to halt the decline, address behavioural issues openly and honestly and spend much more of their time on the ground assisting members.

***Motion No.90 (Branch 733) Insufficient as a means of determining Conference policy.***

Conference asks that general council lobby the department of works and pensions to develop a pension scheme that works for members.

Workers in health and social care are dismayed at the recent debacle which saw many sacrifice their enforced supposed "pay increases". Much of this was clawed back to compensate for the pension contribution review increase.

Yet again public sector workers in Northern Ireland feel that they are poor relations when they see how their counterparts in Scotland and Wales are accommodated with reasonable alternatives to having their pension contributions increased.

***Motion No.91 (Branch 118) This motion is ruled out of order as it is outside the remit of Conference and the General Council Rule 6.9***

Conference, in what can only be described as the Johnny Logan annual pay deal; "What's Another Year", Conference condemns the derisory 1% pay offer made yet again to our members in the NICS.

While the tory government in Westminster recently heralded that austerity was over and the pay cap on public sector pay would be lifted, information provided by NIPSA in their pay campaign leaflet with regards to the pay remit for other public servants would indicate that this does not appear to apply to our members in the NICS. This information proves that the Department of Finance excuse of no functioning Stormont Assembly is a pure fallacy.

Conference therefore calls upon the incoming General Council following real and meaningful engagement with the membership across the Union to develop a pay strategy that will deliver a fair and proper wage increase for all members.

***Motion No.92 This motion conflicts with Rule 9.6 of the NIPSA Constitution.***

Conference congratulates NIPSA on the continued good work that the union learning reps carry out within the workplace with very little resource.

Many unions have a specific pot of funding in order to finance courses for members to advance in their careers. In a multi union environment this can often be the deciding factor on which union workers choose to join.

We ask conference to instruct General Council to provide a similar funding stream for NIPSA members.

***Motion No.93 (Branch 516) Ruled out of order on the basis of legal advice under Objects of the Union 1.3 and 7.6 of the NIPSA Rule Book.***

## **Election of 2 Deputy General Secretaries**

### **Assistant Secretaries (Negotiations)**

In **Section 7: Officers and Staff** of the NIPSA Constitution the following new rules shall be inserted before the existing rule 7.5.

“7.5 The Full Time Officer posts of 2 Deputy General Secretaries and Assistant Secretary (Negotiations) shall be filled by an election in the event of a vacancy. A person so elected shall serve for a period of five years, subject to not having reached their normal retirement date (as specified under their contract of employment). Where a person’s term of office is due to expire within 5 years of their normal retirement date that person may remain in post until their normal retirement date.

7.6 The vacancies shall be open to all members and employees of the Union. The procedures for the election shall be those currently in use for the election of the General Council subject to the provisions below.

### **2 Deputy General Secretaries**

7.7 The Deputy General Secretaries posts shall be subject to election by the members of NIPSA.

### **Assistant Secretaries**

7.9 Assistant Secretary (Negotiations) posts responsible for negotiations within the Civil Service and Public Officers Groups shall be subject to election by those members of the Branch(es), Panels, Departmental/Section Committees within the Assistant Secretary post’s principal areas of responsibility. Candidates for election must be nominated by a Branch or by a Panel or Departmental/Section Committee.

### **Nomination and Election Procedures**

7.10 The General Council shall determine and publish to Branches, procedures and regulations.

7.11 The ballot paper shall list candidates in alphabetical order and shall indicate forenames or the name by which they are commonly known and surnames.

7.12 Candidates may submit a personal statement not exceeding 500 words.

7.13 The responsibilities of all elected Full Time Officers shall be to carry out and discharge under the direction of the General Secretary such union duties as they may be required to perform.”

The existing Rules 7.5 to 7.15 shall be renumbered to become Rules 7.14 to 7.25.

***Motion No.94 (Branch 731) This motion conflicts with Rule 6.9(g) and 7.4(f) and Rule 9.6 of the NIPSA Constitution.***

We call on conference to demand that NIPSA invest more in organising and recruitment. Looking around this conference it appears to be shrinking every year and the average age is increasing.

We need to urgently look at reaching to younger people and to change the perception that Trade Union membership is primarily an insurance policy.

We have too few reps on the ground, especially in larger organisations such as Health Trusts. We call on the incoming general council to fill the position of recruitment officer in Head Quarters to support the building of a stronger and younger union.

***Motion No.95 (Branch 733) Insufficient as a means of determining NIPSA policy.***

Conference calls on NIPSA general council to get tougher with and hold to account, permanent secretaries who display intransigence in relation to issues such as pay.

Conference believes that it is far too easy for permanent secretaries such as health permanent secretary Richard Pengelly to refuse to meet trade unions over such important issues.

***Motion No.96 (Branch 560) It is not within the powers of General Council under Rule 6.9.***

Conference calls upon the General Council to follow the recent example of Newry Mourne and Down District by urging NILGOSC to desist from investing our public pension contributions into gas and oil firms which support and promote the use of fossil fuels.

The Northern Ireland Local Government Officers' Superannuation Committee (NILGOSC) that administers the fund for 118,000 local public sector workers currently invests tens of millions of pounds in companies like BP and gas firms such as Centrica which has interests in shale gas exploration, or fracking, with a further £193m indirectly invested in fossil fuel interests.

It has been reported in the media that the scheme also invests in the arms trade, tobacco and companies which have been heavily criticised for their tax avoidance policies. Conference our pensions should be invested for public good not invested or supported by us to profit from human conflict or further degradation of our planet from global warming.

Recent evidence published by Fossil Free NI shows investments could be made by the body in companies which were not involved in fossil fuels that would give its pension holders a bigger return on their investments.

Assurances in response from NILGOSC must be apparent to our members so that they are acting responsibly in the "best interests" of its beneficiaries.

Conference therefore calls on the incoming General Council to formally engage with NILGOSC in dialogue regarding NILGOSC's pension investment strategy and insist on behalf of its NIPSA members' that the NILGOSC Committee must reinvest its millions of pounds away from arms companies and oil and gas companies within the next five years.

Additionally Conference calls upon the incoming General Council to invite a speaker from NILGOSC to attend the 2020 NIPSA Conference and explain what measures have been put in place by NILGOSC to ensure funds are managed within an ethical investment policy that meets with environmental, social and corporate governance standards.

Conference support this motion

***Motion No.97 (Branch 118)*** This motion conflicts with Section 5 Delegate Conferences Rule 5.19 and Annex E Standing Orders for Conferences Rule 4 and would require a Constitutional Amendment.

Conference notes the preponderance of motions submitted on behalf of the General Council in both this year's and previous year's Agenda papers.

We acknowledge that at the TUC a limit of no more than four motions from the General Council has been implemented.

We are concerned that the proliferation of General Council motions can preclude other Branches getting motions debated at conference.

We, therefore, call upon the in-coming General Council to ensure that no more than four motions shall be submitted to any future Conference Agenda in the name of General Council.

***Motion No.98 (Branch 560)*** This motion conflicts with Rule 7.4(f) of the NIPSA Constitution.

Conference following the Review of Public Administration, Public Sector Organisations have been reorganised and restructured with huge reductions in staffing levels. Austerity cuts have further impacted work roles and responsibilities. Conference instructs NIPSA to take action to ensure that all public sector bodies engaged with its staff to test and apply the job evaluation scheme in an agreed way to ensure all posts are properly graded;

- i. Conference instructs the incoming General Council to confirm that all NIPSA Officials will be fully trained in job evaluation;
- ii. Conference instructs the incoming General Council to advise NIPSA staff to engage with all public sector employers to negotiate application of the job evaluation scheme across the public sector;
- iii. Conference instructs the incoming General Council to write and put all employers on notice that any delays with job evaluation requests are unacceptable. Employers have a responsibility to duly advise staff and have responsibility for fair implementation of the job evaluation scheme;
- iv. Conference instructs the incoming General Council that any outstanding negotiations on job evaluation are immediately tabled for internal discussion to move forward with a view to NIPSA undertaking whatever action is deemed necessary to ensure posts are properly graded.

Conference support the motion.

***Motion No.99 (Branch 725)*** This motions conflicts with Section 9 Funds of the Union 9.5 and would require a Constitutional Amendment to this rule.

**Constitutional Amendment to Officers and Staff: General**

Add new paragraph 7.8 at end of section and renumber accordingly

The Union will ensure the dignity at work of its employees and that independent scrutiny of any breaches of such protection is explored through both the staff trade unions, the Union Trustees and if necessary the Equality Commission.

***Motion No.100 (Branch 34)*** This motions conflicts with 7.4(e). (Branch 34)

Conference believes that in the interests of openness, transparency, democracy, accountability and good governance that any General Council ought to be held accountable for every penny of members' money it spends or dispenses to others.

Any such action should be open, transparent and subject to scrutiny in order that paying members can be assured that their subscription monies are being used for the benefit of the entire membership and not as a means to make 'settlement' or 'compensation' payments as appears to have been no legal or binding reason or obligation for them to have done so. The General Council minutes of 26 June refer.

Conference calls for an external independent investigation to be carried out by an appropriately qualified investigator to establish the actual rationale, reasoning and legal position behind the payments that were made and to make available to the membership their findings and advice as to whether any such payments were, by definition, unusual and/or irregular payments authorised by or lobbied for by the outgoing General Council or any of its officers to individual members of the General Council and/or associates and officials.

The investigation must also consider whether such payments fell within NIPSA's Constitution, rules and/or terms and conditions, whether they were justifiable, whether precedent have been set and, if so, all and any implications any precedent may have in particular for:

- (7) Others in similar circumstances who have not previously been in receipt of financial benefit by virtue of compensation or settlement payments to be drawn from NIPSA funds if indeed the initial payments previously referenced were legal. The published findings of the investigation will be used to inform the incoming General Council as to their duties and responsibilities with regard to NIPSA expenditure and the disbursement of NIPSA funds.

***Motion No.101 (Branch 725) It is ruled out order in line with the Rule book powers of General Council under Rule 6.9 (a).***

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.102 (Branch 730) Has been ruled out of order as it is insufficient means of determining Conference policy.***

Conference shares the deep public concern about recent allegations of abuse of some patients in Muckamore Abbey Hospital.

NIPSA reaffirms its view that if any allegations of mistreatment are proven, individuals should be held to account for their actions by their employer, regulatory bodies and/or the Courts as necessary.

Conference, believes it is equally critical that the facts surrounding the obvious shortfalls in patient care that enable this appalling scenario to come to pass, must also be established. It is Conference's view that a public enquiry remains the best approach if confidence is to be restored in the crucial services Muckamore delivers.

Conference asserts that any public enquiry into Muckamore Abbey Hospital must, as part of its terms of reference, ask fundamental questions of the Department of Health, Belfast Health and Social Care Trust and the RQIA on their management/inspection of this key regional resource.

To date Conference believes that many of the well-choreographed public pronouncements of those legally responsible for services at Muckamore Abbey Hospital amount to little more than a cynical smoke screen to deflect responsibility from those accountable.

System failures at the highest levels, are in NIPSA's view, responsible for creating a care environment in Muckamore where the rights and expectations of people with learning disability were not met and indeed people were left open to possible abusive behaviour.

The failure to meet the recommendations in the Bamford report, the lack of funding to deliver on the departments own resettlement strategy and the ongoing impact of the pernicious culture of savings and efficiencies the Department of Health is responsible for, have directly impacted upon the quality and safety of the care able to be offered in Muckamore.

Those most vulnerable and challenging need absolute consistency in care to meet their needs and by their acts of omission and commission in regards to workforce planning, efficiency savings and governance, the most senior people across the HSC involved in Muckamore Abbey Hospital must also be held to account for the risks and hurt suffered by patients and their families.

It is therefore vitally important that a public enquiry has sufficient scale and rigour to restore public confidence in the high quality, on-going care delivered by the workforce in this hospital to the most vulnerable and challenging people with complex needs in Northern Ireland.

***Motion No.103 (Branch 119) This motion is ruled out of order as it is factually incorrect.***

Conference recognises that now more than ever unions need to be doing everything that they can to remain relevant and appeal to as wide a range of workers as possible.

Conference had previously passed a motion that instructed General Council to organise a number of family events throughout the year in order to appeal to more members.

Conference calls on General Council to revisit the previous motion and to ensure that it is actioned accordingly.



# **Elections**

## **Officers and Committees Elections**

# Northern Ireland Public Service Alliance Annual Delegate Conference 2019

The following candidates have been nominated for election at Annual Delegate Conference 2019:

## Candidate's Name

### President (1 Vote)

Garland, S

McSherry, H

### Vice President (1 Vote)

Doherty, E

Lawlor, P

### Honorary Treasurer (1 Vote)

Doherty, E

Toal, J

### Equality Committee (12 votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.	Candidate's Name	Branch No.
Antal, S	731	Harvey, S	117	Nicholl, P	734
Campbell, J	508	Kelley, J	516	O'Hagan, L	731
Cartmill, A	725	Lawlor, G	730	O'Reilly, B	119
Cobain, P	117	McAtamney, R	128	Rea, A	526
Creaney, T	127	McCloskey, M	124	Skelcher, C	130
Dale, P	15	McKee, M	118	Skelcher, L	127
Farrell, J	725	McQuoid, M	726	Turkington, A	508
Hartin, L	47	Murdock, S	172		

### NIPSA News Editorial Committee (5 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Davidson, J	92	McKee, M	118
Doherty, E	124	McKillop, T	128
Fleck, K	725	Ó'Sándair, R	137
Henderson, H	130	Robinson, M	70
Lawlor, G	730	Veighey, J	70

### Global Solidarity Committee (6 Votes)

Candidate's Name	Branch No.	Candidate's Name	Branch No.
Antal, S	731	McWilliams, P	119
Brooks, W	115	Ó'Sándair, R	137
Collins, L	127	Richards, S	508
Crilly, D	119	Robinson, M	70
Fleck, K	725		

### ICTU Biennial Conference Delegate (11 Votes)

<b>Candidate's Name</b>	<b>Branch No.</b>	<b>Candidate's Name</b>	<b>Branch No.</b>
Antal, S	731	McWilliams, P	119
Brooks, W	115	Murdock, S	172
Cobain, P	117	O'Hagan, L	731
Crilly, D	119	O'Neill, F	517
Harvey, S	117	O'Reilly, B	119
Lawlor, P	730	Ó'Sándair, R	137
Livingstone, J	549	Rea, A	526
Lowry, D	13	Robinson, M	70
McCloskey, J	120	Veighey, J	70
McCloskey, M	124	Walsh, J	734



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