

# nipsa

*The Leading Public Service Union*

## **NIPSA Annual Delegate Conference**

**Slieve Donard Hotel  
Newcastle**

# **Agenda 2009**

**Wednesday 27th May -  
Friday 29th May 2009**

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## TIME-TABLE

### Wednesday 27 May 2009

<b>10.30 am - 1.00 pm</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 Statement Public Services
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<b>2.30 pm - 5.00 pm</b>	Constitutional Amendments 1 Public Policy 1 Guest Speaker
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### Thursday 28 May 2009

<b>10.00 am - 1.00 pm</b>	Trade Union Issues Equal Opportunities Public Policy 2 Guest Speaker
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<b>2.30 pm - 5.00 pm</b>	Constitutional Amendments 2 Organisation and Administration
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### Friday 29 May 2009

<b>10.30 am - 1.00 pm</b>	Health and Safety Employment Terms and Conditions 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 38, 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 am, Tuesday 19 May 2009**.

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 21 May 2009**.

Only those branches who have complied with Standing Order 38 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 44, 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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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.
23. 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 Orders Committee, his or her name and office before speaking on any point.
24. 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.
25. 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.
26. 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.
27. A **motion may be withdrawn** only by the proposers with the approval of conference.
28. No one other than a delegate or a member of the Standing Orders Committee may address conference unless authorised by the General Council.
29. Speakers must on all occasions confine themselves strictly to the matter under discussion.
30. **Points of information** shall be allowed only at the discretion of the President.
31. 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.
32. **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.

## Conduct of Debates

20. At the beginning of each item of business the **conference doors shall be closed** and no one will be permitted to enter or leave until the item (including any vote thereon) has been concluded.
21. It shall **not be necessary to second motions** or emergency motions included in a Standing Orders Committee report which has been adopted by conference.
22. 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.
33. 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.

34. 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

35. 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.

36. **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.

37. 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.

38. 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.

39. 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.

40. 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

41. 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.

42. 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**.

43. 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.

44. 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>
Comprehensive Motion No 1	76
Composite Motion No 3	77
Composite Motion No 12	78 - 79
Comprehensive Motion No 16	80 - 81
Composite Motion No 51	82
Composite Motion No 52	83

4. In order to expedite Conference business, Standing Orders Committee recommend that delegates wishing to speak to a Motion once it has been moved, occupy seats reserved for such persons at the front of the Conference Hall. Only those delegates who comply with this procedure may be called upon to address Conference.
5. In accordance with Standing Order 12. Branches are hereby informed that Notice of Emergency Motions must be submitted in writing to the Standing Orders Committee at Harkin House not later than **12 noon on Thursday 21 May 2009**. 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      Michael Herron (Chairperson)  
Tommy Wright  
Barbara Lynn  
John McCloskey

## 2009 ANNUAL DELEGATE CONFERENCE

# PRIMARY AGENDA

All motions in this Agenda are due to be discussed

- **PUBLIC SERVICES**

***Comprehensive Motion No 1 (To be moved by the General Council)***

Conference welcomes the action taken by the General Council, Executive Committees, Departmental/Section Committees, Panels and Branches to defend public services and jobs as part of NIPSA's Public Services Defence Campaign.

Nevertheless Conference remains deeply concerned that up to £200 million will be taken from the Northern Ireland budget and the renewed threats to vital public services in Health and Social Care, Housing, Education, Libraries and across areas of the NI Civil Service as a direct result of the NI Executive's imposition of the 2008-11 Comprehensive Spending Review efficiency and budget cuts. Conference further deplores the UK Government's stated intention to demand further efficiency cuts from the budget of devolved administrations.

Conference calls on the General Council to intensify action under the Public Services Defence Campaign to maintain and enhance the provision of public services by public service staff. Conference further calls on the General Council to give all possible support to Group Executives, Departmental/Section Committees, Panels and Branches where requested in defence of local services which should include days of action and industrial action, if necessary.



### *Motion No 2 (Branch 730)*

Conference notes the continued attacks on Public Services across Northern Ireland and the impact this is having on Nipsa members and Public Service employees. Conference is of the opinion that if these attacks on services and funding continue they will have a long-standing and devastating impact on the people of Northern Ireland.

Conference notes the establishment of a Public Service Defence Campaign as Nipsa's response to fighting cuts in services. Whilst the campaign has highlighted many issue more needs to be done if Nipsa is to effectively represent its members and protect public services. Conference therefore calls on the General Council;

1. To organise a day of action to highlight the critical state of public services
2. Forge better links with the media especially television and radio
3. Use Health and Safety legislation to promote workers welfare around coping with stress at work and legal entitlements such as overtime if over contracted hours
4. Inform workers of their rights and Nipsa policy regarding covering vacant posts, abuse of temporary contracts and agency staff
5. Inform workers of their legal entitlements under the working time regulations
6. Remain committed that where necessary Nipsa members will be balloted for industrial action.

### ***Composite Motion No 3 (General Council)***

Conference notes the decisions taken in the last year by Executive Ministers and the NI Assembly revising the plans and timetables for the implementation of the Review of Public Administration (RPA) in the Health and Social Care, Libraries, Education and Local Government sectors plus areas across the NI Civil Service. Conference also notes the progress made in securing RPA Staff Transfer Schemes to protect the pay, conditions of employment and pensions of staff subject to RPA transfers at 1 April 2009.

However Conference remains deeply concerned that the Assembly Executive is determined to use RPA implementation to cut public service jobs and services. Conference particularly condemns the Minister of Education's demand for 460 job cuts to be implemented by the Education and Skills Authority (ESA). Conference also deplores the blatant misuse of vacancy control measures to reduce permanent staff levels for prolonged periods in advance of RPA transfers.

Conference calls on the General Council to:-

- (a) maintain the demand for a no compulsory redundancy guarantee,
- (b) commit to consulting all NIPSA Branches on industrial action if any NIPSA member is under threat of compulsory redundancy as a direct consequence of RPA implementation,
- (c) ensure that no NIPSA member suffers detriment as a consequence of the operation of vacancy control measures,
- (d) continues to take all possible action, including industrial action, to protect the jobs, pay, terms and conditions and pensions of all staff affected by RPA.

### ***Motion No 4 (Branch 27)***

Following publication of the Review of the Policy on Location of Public Sector Jobs, Conference welcomes the proposal for relocation of approximately 3,000 – 4,000 Public Sector jobs out of the Greater Belfast area. This proposal is in line with NIPSA's long standing policy on dispersal.

Conference notes that some Civil Service section are identified as areas for possible redeployment. Conference acknowledges that whilst this proposal would be welcomed by many members working in these offices and in offices outside Belfast, others would not wish to be re-located.

Conference calls on the incoming General Council to monitor the situation until firm proposals have been made, then to negotiate any staff movements to ensure all members' wishes are considered and disruption is minimised.

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

Conference commends the General Council for commissioning and publishing the report of the University of Edinburgh on the use of Private Finance Initiative (PFI) Public Private Partnerships (PPPs) in Northern Ireland. Conference welcomes the report's conclusions including the call for an independent review of capital investment policy in NI and a moratorium on the future use of PFI/PPPs.

Conference notes the action taken by the General Council to ensure the report's findings are considered by the NI Assembly and Executive Ministers. Conference calls on the General Council to continue to campaign vigorously against proposals to use PFI/PPP to deliver public services.

Conference also calls on the General Council to take all possible action to secure an end to existing PFI/PPP projects so that all such functions and/or services are undertaken again by public servants.

**(Motion Nos 6-8 unallocated)**

## • **CONSTITUTIONAL AMENDMENTS 1**

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

In **Section 7: Officers and Staff** of the NIPSA constitution amend the 6th sentence of Rule 7.2 as follows:

replace the words ***“until the age of retirement which shall be 60 years of age for the General Secretary”***

with the words ***“until the normal retirement date then applying,”***

### *Motion No 10 (General Council)*

In **Section 3 : Subscriptions** of the NIPSA constitution the following new rule shall be added after the existing Rule 3.7:-

***“3.8 Unless the General Council shall otherwise direct by reason of exceptional circumstances, no subscription, or any part of a subscription, shall be repaid to a member or a person who has ceased to be a member.”***

### *Motion No 11 (Branch 28)*

Conference notes the absence of a strategy to nurture new branch activists in the key skills of conference participation. Conference recognises that informal mentoring is a proven system for development of this kind but is denied to the smallest branches due to the constitutional limitation to one delegate for those branches. Conference therefore endorses the following constitutional amendment to Section 5.16 in pursuance of the aim of improving participation;

#### **“Conference Representation**

**5.16** Representation at General and Group Conferences shall be from branches on the basis of a fully paid up branch membership on 31 December preceding Conference. The number of delegates to be selected shall be as follows:-

- Branches with up to 200 ordinary members – 2 delegates.
- Branches with 201-300 ordinary members – 3 delegates.
- With one additional delegate for each complete 100 ordinary members thereafter.”

### **Composite Motion No 12 (Branch 312)**

#### **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:

<p><b>POLITICAL FUND CONTRIBUTION NOTICE – NORTHERN IRELAND</b></p> <p>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.</p> <p>Name: .....</p> <p>Address: .....</p> <p>Membership Number: .....</p> <p>..... day of ..... Year .....</p>
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17.6 If at any time a member of NIPSA who has delivered such a notice as is provided in Rules 17.4 and 17.5, gives notice of withdrawal thereof, delivered, as provided in Rule 17.7, to NIPSA Headquarters, they shall be deemed to have withdrawn the notice as from the first day of January next after the delivery of the notice of withdrawal.

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

## **RULE FOR A BALLOT TO ESTABLISH A POLITICAL FUND**

### **PARTIAL ALTERATION OF RULES**

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

## **General**

### 17.14

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

## **Interpretation**

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

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

“the Certification Officer” means the Northern Ireland Certification Officer for Northern Ireland;

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

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

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

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

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

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

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

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

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

## **Purpose of these Rules**

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

Copies of these Rules to be available to Members



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

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

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

### **Terms of Appointment**

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

## **Notice of Appointment**

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

## **Union's Duty Towards the Scrutineer**

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

## **Dispatch Envelopes**

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

## **Voting Papers**

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

## **Return Envelopes**

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

## **Date of Ballot**

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

## **Conduct of the Ballot**

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

This record shall be kept by the scrutineer for the period specified before disposal, as defined in rule 17.14 (2).

### **Manner of Voting**

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

### **Counting of the Ballot**

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

### **Scrutineer's Report**

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

- (b) the number of voting papers returned to the scrutineer by the members;
  - (c) the number of valid votes cast in the ballot for and the number of valid votes cast against the resolution;
  - (d) the number of spoiled or otherwise invalid voting papers returned;
  - (e) the fact that the scrutineer was appointed as the independent person or persons;
  - (f) whether the scrutineer:
    - (i) is satisfied that there are no reasonable grounds for believing that there was any contravention of a requirement imposed by or under any enactment or these rules in relation to the ballot;
    - (ii) is satisfied that the arrangements made (whether by him/her or another person) with respect to the production, storage, distribution, return or other handling of the voting papers used in the ballot, and the arrangements for counting the votes, included all such security arrangements as were reasonably practicable for the purpose of minimising the risk that any interference or malpractice might occur;
    - (iii) is satisfied that he/she has been able to carry out his/her functions without any interference as would make it reasonable for any person to call his/her independence in relation to the union into question; and
    - (iv) has inspected the register of names and addresses of members of the union or has examined a copy of the register supplied to him/her under these rules.
- (34) If the scrutineer has inspected the register in accordance with these rules or has been requested to do so by a member, the report shall state:
- (a) whether the register has been inspected; in the case of each inspection whether it was at the request of a member of the union or at his/her own instance, and say, if appropriate, whether he/she declined to act on such a request; and
  - (b) whether any inspection of the register to any examination or copy of the register reveals any matters which he/she considers should be drawn to the attention of the union in order to assist in securing that the register is accurate and up-to-date, but shall not state the name of any member who has requested this inspection or examination.

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

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

**Publicising the Result of the Ballot**

- (36) The result of the ballot shall not be published until the union has received the scrutineer's report.
- (37) Within three months from the date on which the union receives the scrutineer's report the General Council shall:
- (a) send a copy of the report to every member to whom it is reasonably practicable to send such a copy; or
  - (b) take all such other steps for notifying the contents of the report to the members whether by publishing the report or otherwise as it is the practice of the union to take when matters of general interest to all its members need to be brought to their attention.

- (38) The union shall ensure that any notification given under rule 17.14(3) (b) is accompanied by a statement that the union will on request supply the member with a copy of the report either:
- (a) free of charge; or
  - (b) on payment of such reasonable fee as may be specified in the notification, and ensure that a member who makes such a request to the union is supplied with a copy on payment of such a fee (if any) as has been notified to him/her.

## Appendix 1

### VOTING PAPER ON ESTABLISHMENT OF POLITICAL FUND

Ballot paper number:[ ]

NIPSA

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

Do you vote in favour of the Resolution?

YES

NO

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

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

Please do not sign or make any other mark on the paper [or include anything else with your voting paper]

Name of Scrutineer: Electoral Reform Ballot Services Ltd  
Address to which voting paper is to be sent 33 Clarendon Road, London N8 0NW.

### Appendix 1 (reverse of the voting paper)

Article 46 of the Trade Union and Labour Relations (Northern Ireland) Order 1995 (as amended):

This section applies to the following political objects:

The expenditure of money -

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

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

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

In these objects -

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

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

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

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

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

**(Motions Nos 13-15 unallocated)**

## • **PUBLIC POLICY 1**

### ***Comprehensive Motion No 16 (To be moved by Branch 730)***

Conference is angry that in this recession the Government has bailed out the greedy fat cat bankers with billions of pounds of taxpayers money while at the same time tens of thousands of workers are losing their jobs. In effect the Government has nationalised the banks debts.

Conference calls on the incoming General Council to campaign using all available resources to ensure that ordinary workers are not made the financial fall guys for the naked greed and incompetence of those who caused the current world wide financial crisis.

The same politicians who blatantly supported the financial institutions and the worst excesses of capitalism will now try to make the ordinary worker pay for the financial mess through poorer pay, working conditions and cuts in public services.

Conference calls upon the Government to nationalise the assets of the banks under democratic workers control and management and for the incoming General Council to robustly:

1. **Defend workers terms and conditions of employment**
2. **Defend public services from further cuts in spending**
3. **Campaign for those responsible for the financial mess to be held accountable**
4. **Expose links between Government and Financial institutions where this is to the detriment of working people.**
5. **Call upon the Government to develop a programme of socially useful and socially necessary public works to create jobs.**

### ***Motion No 17 (Branch 60)***

Conference condemns the continuing hikes in energy costs despite the fact that workers face wage cuts and job losses. It is deplorable that energy companies make millions in profit whilst the old, the sick and the vulnerable are forced to make the choice between heating and eating.

Conference instructs the General Council to lend NIPSA's voice to the call for the nationalisation of the utility companies under democratic, workers control and management so that energy can be distributed on the basis of public need not corporate greed.

### ***Motion No 18 (Branch 60)***

Conference notes with alarm New Labour's intention to further "reform" the welfare system with a Bill that will inter alia, privatise social fund, abolish income support and introduce compulsory "work for your benefit" schemes.

Conference is angry that under the so-called parity of treatment principle, benefit recipients in NI could face the same brutal treatment.

Conference calls upon the General Council to do all it can to force the Assembly not to introduce these proposals which will create a multi-million pound market for companies to profiteer from the sick and unemployed and force the growing number of benefit recipients in NI further into poverty.



### *Motion No 19 (Branch 8)*

Conference notes with concern the recent media reports that Translink admitted to bulk buying of fuel at exorbitant prices and the fact that they are making passengers pay the price for their misguided approach by inflation busting increasing in fares. Given the lack of competition, Conference asks the General Council to bring pressure on Translink to lower fares immediately in line with the current economic downturn.

### *Motion No 20 (Branch 27)*

Conference believes that both the Belfast Metropolitan Transport and Sub-Regional Transport Plans are not delivering the Transport systems deserved by communities throughout Northern Ireland. 9 years into the 21st century.

Conference is of the opinion that radical “propulsion” is needed by DRD, Local Councils, Translink and others in the provision of a modern Transport System in Northern Ireland and that the Plans as mentioned should now become reality.

Conference instructs the General Council to lobby where is deems appropriate to ensure that Northern Ireland’s transport systems are modern and serve the Northern Ireland community at point of need throughout the province.

### *Motion No 21 (Branch 517)*

Conference condemns the government of Sri Lanka for its brutal military offensive against the Tamil population in the Jaffna area and for its removal of basic democratic rights throughout the Island.

We demand the withdrawal of the Sri Lankan army from Tamil areas, the closure of the detention camps and an end to the disappearances, kidnappings and extra judicial murders carried out at the behest of the government.

Full democratic rights, including freedom of speech, freedom of the press and media, trade union rights, and the right to free and fair elections must be restored. The Tamil population must be granted the right to self-determination.

We support the work of the Civil Monitoring Committee in its investigations of state killings and demand that the death threats against leading members of this body be lifted.

Conference calls on the General Council to send strongly worded letters of protest to the Sri Lankan President, Mahinda Rajapakse and to the Secretary of Defence, Public Security, Law and Order, Gotabhaya Rajapakse.

### *Motion No 22 (Branch 27)*

“Conference condemns the Israeli attack on Gaza which commenced on 27 December 2008 and lasted until January 18 2009. Conference condemns the murder of over 1400 people killed in Gaza during the Israeli military operation. After almost two years under siege, civilians inside Gaza are trapped, traumatised and terrified in an area half the size of county Wexford.

Conference calls on NIPSA to continue actively campaigning for a boycott of all Israeli goods until the ongoing siege of Gaza is ended and a long-lasting ceasefire is established. The General Council is asked to consider ways that this campaign can be given a higher profile to help members to realise how they can play their part.”

### *Motion No 23 (Branch 15)*

Conference notes that the Strategic Investment Board is still in place and therefore calls on it to be brought under the Democratic Control of the Assembly so that Politicians make the decisions on expenditure related to the Investment Strategy for NI. Conference instructs the General Council to therefore call on the Assembly to enact this measure and in so doing stop any further PFI/PPP projects being implemented or used as a method of funding Public Contracts.

### *Motion No 24 (Branch 27)*

Conference calls on the General Council to press Government to end “Fat Cat Salaries, Pensions that go beyond the levels of common decency and Bonuses” for Senior Banking Executives/Officials now that most of the Banks are either Public owned in one shape or another or have huge bailouts from the Public Purse.

It is nothing short of disgraceful that non-achievement within the Banking Sector is rewarded with huge financial incentives and financially beneficial “get out” clauses.”

**(Motion Nos 25-27 unallocated)**

## • **TRADE UNION ISSUES**

### *Motion No 28 (Branch 8)*

Conference is aware of the repeated failure of privatisation of public services. In light of this Conference instructs the incoming General Council to offer support to our trade union colleagues in the CWU to oppose any attempt to further privatise the Royal Mail.

### *Motion No 29 (Branch 15)*

Conference re-affirms its support for the principles underpinning the Trade Union Freedom Bill and is dismayed that to date even the modest proposals contained in that Bill have failed to become law, despite much of the current anti-trade union legislation in place being clearly and shamefully in breach of international law. Conference re-iterates its total and long-standing opposition to all anti-trade union legislation still in force, including restrictions on collective bargaining, right to strike and other forms of industrial action.

Conference in recognition of the independent powers of our devolved administration in matters of employment law, accordingly calls for the General Council to lobby for legislation which would cease the application of these and any other anti-trade union laws to which we are subjected.

### *Motion No 30 (Branch 22)*

Conference calls on the Executive Committee to explore the need with Political Parties for an All Party Group at Stormont to support the role of NIPSA.

The All Party Group would be an effective mechanism to NIPSA to lobby Parties, address forthcoming Assembly Business and ensure NIPSA members are represented at that high level.

### *Motion No 31 (Branch 8)*

Conference is aware of the difficulty the union has in attracting young members as union membership declines nationwide.

To combat this Conference calls upon the incoming General Council, acting in accordance with the policies and principles as determined at annual conference, to consider sponsoring an inter schools debating competition.

For a modest outlay this would guarantee entry into the schools and colleges throughout N.Ireland, and afford the union an opportunity to spread the doctrine of trade unionism in the schools, and specifically highlight the name of NIPSA.

**(Motion Nos 32-34 unallocated)**

## • **EQUAL OPPORTUNITIES**

### *Motion No 35 (General Council)*

Conference notes the content of Conference Paper No 1 being the Triennial Review of the Participation of Women in NIPSA Business undertaken by the Equal Opportunities Committee.

### *Motion No 36 (Branch 27)*

Conference is aware of poor accommodation standards within the Civil and Public Service and that many buildings do not comply with DDA requirements.

Conference calls on the incoming Civil Service Executive Committee/General Council to urgently pursue this matter with Management to ensure that offices are upgraded to modern day standards.

**(Motion Nos 37-39 unallocated)**

## • **PUBLIC POLICY 2**

### *Motion No 40 (Branch 730)*

Conference reiterates its support for a properly resourced and funded HPSS to protect children and support vulnerable families. Conference is of the opinion the current funding arrangements or Family and Childcare Service fall well below what is required to properly support families and protect vulnerable children.

Conference is of the opinion that where there are clear systematic failures it will not accept individual practitioners being scapegoated when responsibility for the delivery of services lies at a much higher level.

Conference therefore asks the incoming General Council to:

1. Name and shame those Health Trust's who have cut services within their family and childcare directorates as part of their savings under the comprehensive spending review through whatever means necessary including press releases and protests
2. Urgently bring to the attention of the Health Minister and the Department of Health where there are clear systemic failures
3. Report to the media the inadequate funding arrangements and risks to practitioners, children and families
4. Consider an industrial response if child protection services are not properly resourced.

### *Motion No 41 (Branch 730)*

Conference calls on the incoming General Council to campaign for the Northern Ireland Executive to fully implement the Laming Report. In particular the Executive needs to ensure that the sloganeering of child protection is everybody's business and is in fact made a reality in the heart of Government. Conference also calls on the General Council to ensure that the investment required to make the recommendations of the Laming report a reality in Northern Ireland is ring-fenced.

### *Motion No 42 (Branch 501)*

Conference condemns the DSD Minister for bailing-out and subsidising Private Housing speculators in areas such as Mahon Road in Portadown by buying so-called off-the-peg developments in areas of low or no Housing demand and at higher costs than providing new social housing.

Conference further calls on the Minister and the NI Assembly/Executive to direct resources to new-build in extremely high demand areas such as North and West Belfast and also to those areas where the current stock is currently physically deteriorating due to lack of maintenance budgets.

### *Motion No 43 (Branch 503)*

Conference condemns both the Assembly & the Government for their failure to deal with the housing crisis – a crisis which has been compounded by the collapse of the economy.

Conference calls for an immediate increase in funding to meet social housing need in Northern Ireland. Conference calls on the General Council to

- Increase pressure on the Assembly to provide adequate funding for housing
- Seek to increase support among community and voluntary groups by intensifying the campaign for the provision of social housing
- Try to increase participation of the trade union movement in the campaign through ICTU.

### *Motion No 44 (Branch 70)*

Conference calls on the General Council to lobby for victims of domestic violence to have access to legal aid as a matter of course when forced to obtain court orders to protect themselves from the perpetrators.

### *Motion No 45 (Branch 27)*

In the present financial climate conference believes that whilst the London 2012 Olympics should go ahead Government should be scrutinising much more closely the actual expenditure. Actual costs for the building of stadiums etc seems to be spiralling out of control in comparison to original bids.

Conference instructs the General Council to lobby where it deems appropriate to ensure that actual costs for the London 2012 Olympics are kept within realistic levels and that public money is not spent wastefully or unnecessarily.

### *Motion No 46 (Branch 8)*

Conference congratulates Barrack Obama on winning the USA Presidential election.

Exactly forty years after Tommy Smith and John Carlos bravely stood on the Olympic podium presenting the Black Power salute it was gratifying to see that it was indeed possible that “we shall overcome” as the United States elected a black president.

That one event can provide encouragement to others who struggle in the face of what appear to be impossible odds to achieve equality.

Conference also welcomes the new President’s call for an end to torture and internment in Guantanamo Bay, and the withdrawal of US troops from Iraq. Conference calls upon the incoming General Council to send a congratulatory message to the new President expressing these sentiments.

### *Motion No 47 (Branch 503)*

Conference instructs the General Council to campaign against the Government decision to commission a new generation of nuclear power stations in the UK.

## *Motion No 48 (Branch 303)*

Conference notes with deep concern the proposed changes of the Northern Ireland Teacher's early retirement and redundancy packages to be introduced in this financial year 2009-10. The net effect is many teachers will be forced to take compulsory redundancy with only the minimum notice of 4 months. Teachers over the age of 50 have now lost all entitlement to an early pension and are being offered only 26 weeks redundancy pay for over 30 years service. This is a deeply worrying development in the public sector and our own future pension and early retirement provisions for our members.

**(Motion Nos 49-50 unallocated)**

## • **CONSTITUTIONAL AMENDMENTS 2**

### ***Composite Motion No 51 (Branch 8)***

**ELECTION OF DEPUTY GENERAL SECRETARY  
ASSISTANT 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 Deputy General Secretary, Assistant General Secretary 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.

### **Deputy General Secretary and Assistant Secretary (Public Officers Group)**

- 7.7 The Deputy General Secretary post and the Assistant General Secretary (Public Officers Group) post shall be subject to election by the members of the NIPSA Public Officers Group. Candidates for election must be nominated by a Branch or by the Public Officers' Group Executive Committee.

### **Assistant General Secretary (Civil Service Group)**

- 7.8 The Assistant General Secretary (Civil Service Group) shall be subject to election by the members of the Civil Service Group. Candidates for election must be nominated by a Branch or the Civil Service Group Executive Committee.

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

- 7.9 Assistant Secretary (Negotiations) posts responsible for negotiations within the Civil Service and the Public Officers Groups shall be subject to election by those members of the Branch(es), Panels, Departmental/Section Committees within the Assistant Secretary posts 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 know 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 7.16 shall be renumbered to become Rules 7.14 to 7.25.

## ***Composite Motion No 52 (Branch 517)***

### **BRANCH FUNDS: Constitutional Amendment**

In **Section 9: Funds of the Union** of the NIPSA Constitution the following new rules shall be inserted after the existing rule 9.11.

- “9.12 Each Branch at its Annual General Meeting, shall elect 2 branch members to act as auditors and who shall not be members of the Branch Committee, to audit the Branch Accounts.**
- 9.13 The Branch Treasurer shall present to a general meeting, within two months of the 31st December each year a financial report.**
- 9.14 A copy of the financial report shall be sent to the General Secretary as soon as possible and in any case not later than 31 March each year. Branch Accounts shall be kept available for inspection for 6 years following the last date to which they related.**
- 9.15 The Branch Treasurer will make available to the NIPSA auditors all books, receipts and details of all financial transactions.**
- 9.16 The General Council shall make payments to each branch annually on application. The level of payment shall be based on a set rate per member. This amount will be determined by the General Council annually. The General Council may take account of special circumstances affecting branches in determining the amount available.**
- 9.17 Payments to Branches may be varied by the General Council to reflect the balance of branch funds at the end of the previous financial year.**
- 9.18 Payments to Branches shall be used solely to meet expenditure that the General Council considers to be in conformity with the union’s policies.**
- 9.19 The arrangements relating to the use of banking of branch funds shall be determined by the General Council and notified to Branches.”**

The existing Rules 9.12 to 9.25 shall be renumbered to become Rules 9.20 to 9.33.

In addition the following consequential rule changes shall be made:-

Amend existing Rule 4.3 to include an additional provision as Rule 4.3(m)

**“consideration of the financial report from the branch treasurer”.**

Amend existing Rule 4.5(f) by inserting in the first line the word **“audited”** before the word **“account”**.

Amend existing Rule 10.3 by inserting in line 8 the following words **“including those of branches if required”** after the word **“union”**.

Amend existing paragraph 5 of Annex A: Duties of Branch Officers of the NIPSA Constitution by adding the following:-

**“S/he is also responsible for the presentation of the annual Financial Report on branch funds to the general meeting of the branch, maintaining accurate records of all transactions and ensuring the records are available to the branch auditors.”**

*Motion No 53 (General Council)*

**Standing Orders for Conference:** Amend the Standing Orders for Conference by deleting paragraph 20 and renumbering the existing paragraphs 21 to 44 to become paragraphs 20 to 43.

**(Motion Nos 54-56 unallocated)**

## • **ORGANISATION AND ADMINISTRATION**

*Motion No 57 (General Council)*

Conference notes the content of Conference Paper No 2 addressing the current levels of participation in NIPSA business. Conference endorses the proposed strategies to further improve membership and NIPSA Branch participation at all levels of trade union activity.

*Motion No 58 (Branch 733)*

Conference calls upon the General Council to bring forward recommendations to next years Conference regarding the introduction of equality officers within Branches. This Role will ensure the wider equality issues within the workplace will be addressed.

*Motion No 59 (Branch 303)*

This conference instructs the General Council to produce a paper to address the weakness in recruiting new members to NIPSA outlining the possibility of discounted membership for 1 year only.

*Motion No 60 (Branch 730)*

Conference calls on the General Council to consider the feasibility for the introduction of a student subscription rate for students who have to undertake their professional training within the HPSS.



*Motion No 61 (Branch 8)*

Conference notes the popularity of "Awards" ceremonies in the entertainment industry.

In acknowledging this Conference calls upon the incoming General Council to establish an annual NIPSA awards Ceremony, specifically aimed at those representatives and members with five years or less membership.

Such an Awards Ceremony could encourage greater participation from new members, especially young members, and perhaps encourage more members to become more active within the union.

*Motion No 62 (Branch 516)*

Conference commends the General Council and the P.O.G. executive for the work they do with motions in trying to resolve problems that arise from them.

Although some branches feel that some kind of response to the branch with reference to the outcome of said work would need to be given as many branches do not presently hear what action has been taken.

Conference calls upon these executive committees to send branches an update on how their motions have been resolved.

**(Motion Nos 63-65 unallocated)**

## • HEALTH AND SAFETY

### *Motion No 66 (Branch 8)*

Conference believes our members deserve a properly resourced professional union service in **all** areas of their work. Conference believes that health and safety deserves greater visibility within NIPSA as this will help the health & safety reps get the support they need to help members which in turn can help union reps in their dealing with management.

ICTU & Belfast Met are helping H and S reps become more capable by providing good quality training courses. Conference believes NIPSA should build on this good work. This can only be a positive step moving into the future.

According to the TUC:

- *A TUC has found, 70 per cent of new trade union members considered health and safety a 'very important' union issue – more than even for pay.*
- *Health and safety is a top reason people join unions and people stay in unions. Health and safety is a particularly effective organising tool.*

Conference therefore call upon the incoming General Council to consider implementing the following recommendations.

- 1) A properly resourced health & safety website within the NIPSA webpages.
- 2) Health & Safety to be a fixed agenda item at all levels for meeting within NIPSA eg Branch meetings, Panels, Group Executive right up to General Council meetings.
- 3) Health & Safety Reps to meet on a quarterly basis to share knowledge on current working practices & new legislation etc & bring this knowledge back to their branches. This will empower reps & demonstrate that NIPSA takes health & safety seriously.
- 4) Health & Safety Reps to be issued with a quarterly newsletter to keep them up to date with current topics in the health & safety field & to provide a communication link between colleagues across the province.
- 5) A member at each layer of the organisation to become the focal point for health & safety issues eg not only at branch level but also at Panel, Departmental, Group Executive & General Council etc.

### *Motion No 67 (Branch 304)*

Conference notes that in the year 2007/2008 16 people died in work related accidents in N. Ireland. Members of NIPSA face a wide range of threats to their Health and Safety on a daily basis. Health and Safety in the workplace is threatened by management ignoring best practice and privatisation putting profit above all else.

During this recession standards will be further threatened.

To face these threats and protect members Branches must be able to have Health and Safety training, support and information from NIPSA.

Conference urges the incoming General Council to highlight Health and Safety issues and improve organisation through appropriate;

- Training for reps
- Advice and information
- Publications
- Development of a Health and Safety Committees.

### *Motion No 68 (Branch 733)*

In the current climate regarding Review of Public Administration there are many health and safety issues around, particularly stress in the workplace. It is important that Health and Safety Reps on the ground are supported so they can provide the best possible health and safety service to members. Conference instructs the General Council to explore avenues which will enable Health and Safety Reps from the region to meet, support each other and drive health and safety forward.

### *Motion No 69 (Branch 516)*

Conference is concerned at the amount of work related stress placed on NIPSA members and Reps. Conference would ask NIPSA to provide stress counselling courses with training for members and Reps.

**(Motion Nos 70-71 unallocated)**

## **• EMPLOYMENT TERMS AND CONDITIONS**

### *Motion No 72 (Branch 22)*

Conference calls on the Executive Committee to do everything possible to ensure all employment contracts that is Agency Staff, Temporary Staff, Fixed Term Staff – have the same terms and conditions of employment as permanent staff.

To work towards changing legislation that employers cannot abuse the 52 week qualifying rule. That NIPSA promotes equal treatment for all employees and does not support any inequalities.

### *Motion No 73 (Branch 70)*

Conference calls on the General Council to promote the benefits of supporting carers in the workplace through securing membership of the 'Employers for Carers' Partnership. In the negotiations required to secure this, Management should be informed of the advice & support available for employers seeking to develop carer friendly policies & practice.

**(Motion Nos 74-75 unallocated)**



# **SECONDARY AGENDA**

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

# SECONDARY AGENDA

*Motions in this Agenda are not to be discussed*

## CATEGORY A

***Motions covered by Composite or Comprehensive Motions in the Primary Agenda***

### ***Comprehensive Motion No 1***

*Motion No 76 (Branch 5)*

Conference is concerned that up to £200 million will be taken from the Northern Ireland budget in addition to the millions already cut under the Comprehensive Spending Review. Conference calls upon NIPSA to campaign against any cuts in public expenditure in Northern Ireland such a campaign should include days of action and industrial action if necessary.

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

*Motion No 77 (Branch 111)*

Conference, in recognising that some aspects of RPA are now unavoidable at this late stage, and that some members across the public services are already, or are due to be affected in some way, calls on the incoming General Council to ensure there is no let-up in our Union's monitoring of this and asks that members' pay and terms and conditions, and indeed their job security is protected vigorously and with every utility at NIPSA's disposal to ensure that none or as little detriment to members as possible may be achieved.

### ***Composite Motion No 12***

*Motion No 78 (Branch 8)*

Branch 8 submitted an identical motion as Composite Motion No 12 - not reprinted.

*Motion No 79 (Branch 517)*

Branch 517 submitted an identical motion as Composite Motion No 12 - not reprinted.

### ***Comprehensive Motion No 16***

*Motion No 80 (Branch 5)*

Conference is angry that in this recession the Government has bailed out the greedy fat cat bankers with billions of pounds of taxpayers money while at the same time tens of thousands of workers are losing their jobs. Conference calls upon the Government to bring into public ownership companies where or are under threat of losing their jobs.

Conference also calls upon the Government to indicate a programme of socially useful and socially necessary public works to create jobs.

### *Motion No 81 (Branch 5)*

Conference is angry that the Government has poured billions of taxpayers money into failed banks. In effect the Government has nationalised the banks debts.

Conference calls upon the Government to nationalise the assets of the banks under democratic workers control and management.

### ***Composite Motion No 51***

#### *Motion No 82 (Branch 517)*

Branch 517 submitted an identical motion as Composite Motion No 51 - not reprinted.

### ***Composite Motion No 52***

#### *Motion No 83 (Branch 8)*

Branch 8 submitted an identical motion as Composite Motion No 52 - not reprinted.

## **CATEGORY B**

### ***Motions which restate NIPSA policy and therefore do not require a conference decision***

#### *Motion No 84 (Branch 27)*

Conference recognises that the amount of social housing in Northern Ireland falls far short of the need by low income families. A program of social housing is of great importance communally, it would improve the atrocious situation and hardships experienced by those currently needing social housing and is necessary economically to improve the overall economic situation in Northern Ireland, by giving work to the NI Building Industry and to protect important jobs in the building and associated sectors.”

Conference therefore instructs the General Council to press the NI Executive to increase substantially the amount of social housing being built in Northern Ireland.

#### *Motion No 85 (Branch 27)*

Conference notes with concern the further cuts in Public Finances being imposed by the Comprehensive Spending Review. Conference believes that these cuts will result in a real reduction in the services being provided to customers and increased stress on our members. A properly funded Public Sector is vital to efficient running and provision of the best possible service.

Conference calls on the incoming General Council to closely monitor all funding proposals from Management and to ensure that NIPSA members' jobs, Terms and Conditions are protected.

### *Motion No 86 (Branch 501)*

Conference calls on the NI Assembly to properly fund the Housing Executive to deliver new-build social housing to reduce the over-subscribed Housing waiting lists and to provide and maintain much needed employment both in the Public Sector and the Construction Sector so badly affected by the current recession.

## **CATEGORY X**

### **Motions which the Chairperson has ruled out of order**

**Motion No 87 is ruled out of order as it conflicts with Rules 6.1 and 6.9 of the NIPSA Constitution and it is not sufficiently clear as a means of determining policy.**

### *Motion No 87 (Branch 8)*

Conference recognises that every year valuable time at conference is used up as branches challenge the fact that motions have been placed in Category X of the agenda.

The fact that many motions appear in Category X also acts as a deterrent on branches submitting motions for consideration at Annual Conference. Conference believes that branches should be actively encouraged to submit motions.

In light of the above Conference calls upon the incoming General Council to consider producing a pamphlet explaining rule 5.1 of the constitution in a layperson's terms.

This rule states "The Annual General Conference shall determine the principles and policies of the Union".

Such a pamphlet could avoid much confusion at Conference, and save valuable time as at present many motions appear to be ruled out of order primarily on the grounds that General Council determines the principles and policies of the union, contrary to rule 6.1 of the NIPSA constitution.

**Motion No 88 is ruled out of order as it conflicts with the objects of the union at Rule 1.3.**

### *Motion No 88 (Branch 8)*

Conference instructs the incoming General Council to offer the union's full support to Cork hurlers in their current dispute with the Cork County GAA Board.

The board have acted in a manner with little regard to workers rights or conditions, and this draconian approach is epitomised in the actions of Frank Murphy, the lifetime secretary of the board, who has constantly attempted to undermine the privileges won by the hurlers and the GPA in the last few years.



**Motion No 89 is ruled out of order as it conflicts with Rules 6.1, 6.9(g) and 7.4(f) of the NIPSA Constitution.**

*Motion No 89 (Branch 8)*

Conference welcomes and supports the ongoing work of the NIPSA Regional Office in Derry. However during the Classroom Assistants dispute, it was clear that information was not being delivered to members to which this office serves, namely in Enniskillen and other rural parts of Fermanagh.

Given this shortfall, Conference asks the incoming General Council to consider an 'expansion' of the Regional Office to offer a 'satellite' service in either Omagh or Enniskillen to renew communication links and to improve the flow of information members to those who do not have ready access to the Regional Office.

**Motion No 90 is ruled out of order as it conflicts with Rules 6.1, 6.9(g) and 7.4(f) of the NIPSA Constitution.**

*Motion No 90 (Branch 8)*

Conference asks the incoming general council to organise compulsory employment tribunal training for all full time officials and seconded officers. This training should include core elements from the labour relations agency as well as direct input from NIPSA solicitors as to the content of the course. The course should also be of suitable length as to ensure that all practical elements of lodging and contesting a tribunal case are covered.

**Motion No 91 is ruled out of order as it conflicts with Rules 6.1, and 6.9 of the NIPSA Constitution and it is not sufficiently clear as a means of determining policy.**

*Motion No 91 (Branch 8)*

Conference accepts that given the current economic climate and the fact that the members are employed as public servants, a review of the tactics and strategies employed in confrontational situations with management is overdue and imperative if we are to continue to represent our members to maximum effect. Further to this end, conference urges the incoming General Council to set up a consultative group tasked with responsibility for examining all and every avenue, aimed at improving our effectiveness.

**Motion No 92 is ruled out of order as it conflicts with Rules 4.3(g) as a constitutional amendment and 7.4 of the NIPSA Constitution and is not in proper motion form.**

*Motion No 92 (Branch 62)*

Conference calls for the constitutional amendment of Rule 5.13 of the NIPSA Constitution so that it includes reference to seconded officials and thereby ensures their automatic right to attend conferences such as NIPSA's Annual Delegate Conference.

Conference therefore endorses the following constitutional amendment to Rule 5.13 in pursuance of the aim of ensuring the attendance of seconded officials at conferences:

**"5.13** Conferences shall be attended by officials employed by the union, seconded officials and such staff and other personnel as the General Secretary may authorise. Trustees shall also attend the Conferences."

**Motion No 93 is ruled out of order as it conflicts with Rules 6.1 and 6.9 of the NIPSA Constitution and it is not sufficiently clear as a means of determining policy.**

*Motion No 93 (Branch 70)*

Conference calls on the General Council to adopt a more diplomatic approach when notifying members of its support of social issues. Conference endorses the democratic process involved in selecting the issues where NIPSA publicly lends its support and also endorses the publication of such items in NIPSA Reports and NIPSA News etc. When it is appropriate to issue a bulletin, Conference instructs that members should be advised (where possible) by e-mail that a bulletin has issued on a specific social issue and where a copy of the bulletin can be obtained. Forwarding the bulletin itself directly to members should cease. By not issuing potentially offensive bulletins directly to the inbox of every member, members who have not lent their support to a social issue are less likely to be alienated. In this way the feeling & opinions of individual members will be respected & the diverse nature of NIPSA membership recognised.

**Motion No 94 is ruled out of order as it conflicts with Rules 6.1 and 6.9 of the NIPSA Constitution.**

*Motion No 94 (Branch 77)*

In light of the current economic climate Conference recognises the need for financial prudence with regards to major expenditure; as such it instructs the incoming General Council to investigate the possibility of a non-residential conference held at a suitable venue, possibly Belfast, from 2010 onwards.

**Motion No 95 is ruled out of order as it conflicts with Rules 6.1, 6.9(g), 7.4 and 7.8 of the NIPSA Constitution.**

*Motion No 95 (Branch 516)*

Conference commends NIPSA for gaining the release of activists in branches to assist with job evaluation.

However it is noted that activists in education and some other branches are still constantly being denied facility release time to be active and trained in trade union matters and they feel that NIPSA HQ is not active enough in fighting for the release of activists in these sectors.

Conference calls for a more active approach from headquarters to support, demand and pursue release for activists.

**Motion No 96 is ruled out of order as it conflicts with the objects of the union at Rule 1.3.**

*Motion No 96 (Branch 517)*

Conference notes that the N.I. Assembly continues to advance anti-working class policies and remains a hot bed of sectarian policies. Conference believes that these issues can only be resolved through the development of a political alternative that opposes sectarianism and advances working class policies.

Conference instructs the incoming General Council to give consideration to how such an alternative can be developed.

**Motion No 97 is ruled out of order as it conflicts with Rules 6.1, 6.9(g) and 7.4 of the NIPSA Constitution.**

*Motion No 97 (Branch 733)*

Conference calls on NIPSA to lobby at MLA's and the Northern Ireland Executive to oppose the efficiency savings being imposed by the Treasury. We have seen Government find resources to plough into the financial sector but Public Services continue to face unrelentant pressure to find unrealistic savings. Conference calls on NIPSA to make the appropriate time and resource available to Branches who are in the midst of Public Service cuts in many guises. RPA is having serious adverse effects on NIPSA members throughout the public service and adequate resources must be afforded to this widespread decimation of public services.

**Motion No 98 is ruled out of order as it conflicts with Rules 6.1, 6.9(g) and 7.4 of the NIPSA Constitution.**

*Motion No 98 (Branch 733)*

Conference calls upon Nipsa to make the appropriate time and resources available to Branches who are in the midst of Public Service cuts in many guises.

RPA is having serious adverse effects on NIPSA members throughout the Public Services and adequate resources must be afforded to this widespread decimation of Public Services.

# Northern Ireland Public Service Alliance ANNUAL DELEGATE CONFERENCE 2009

The following candidates have been nominated for election at Annual Delegate Conference 2009:-

*Candidate's Name*

*Candidates's Name*

## PRESIDENT (1 VOTE)

Moore, B

Morgan, M

## VICE-PRESIDENT (1 VOTE)

Donaghy, P

Murdock, J

## HONORARY TREASURER (1 VOTE)

Killen, T

McCarthy, C

## STANDING ORDERS COMMITTEE (2 VOTES)

<i>Candidate's Name</i>	<i>Branch No</i>	<i>Candidate's Name</i>	<i>Branch No</i>
*Barr, L	501	Holmes, J	1
Herron, M	27	White, B	81

\* Elected by virtue of Rule 5.22 of the NIPSA Constitution

## EQUAL OPPORTUNITIES COMMITTEE (12 VOTES)

<i>Candidate's Name</i>	<i>Branch No</i>	<i>Candidate's Name</i>	<i>Branch No</i>
Burch, K	8	McCrumlish, G	81
Captain, E	70	McDonald, S	501
Cardwell, S	21	McKeegan, J	560
Collins, L	6	McKinstry, H	521
Cowan, D	21	Morrison, J	503
Crawford, B	111	Mossman, S	219
Dummigan, M	38	Owens, J	501
Gordon, C	81	Toal, J	6
Lilley, J	27	Topping, D	8
McCloskey, J	6	Wilson, R	8

## NIPSA NEWS EDITORIAL COMMITTEE (5 VOTES)

<i>Candidate's Name</i>	<i>Branch No</i>	<i>Candidate's Name</i>	<i>Branch No</i>
Bannon, D	15	McKinstry, H	521
Collins, L	6	Mossman, S	219
Kerr, S	503	Mulholland, P	517
Maguire, D	730	Renshaw, P	27
Malone, G	1	Robinson, M	15
McGinley, P	8	Ward, W	77

**GLOBAL SOLIDARITY COMMITTEE (5 VOTES)**

<i>Candidate's Name</i>	<i>Branch No</i>	<i>Candidate's Name</i>	<i>Branch No</i>
Dummigan, M	38	McNulty, J	21
Flanagan, C	8	Mossman, S	219
Gordon, C	81	Robinson, M	15
Hughes, S	8	Smyth, T	27
McCrumlish, G	81	Somerville, J	15
*McKinstry, H	521	Wilson, R	8

\* Elected by virtue of Rule 6.9(o) of the NIPSA Constitution

**IRISH CONGRESS OF TRADE UNIONS (11 VOTES)**

<i>Candidate's Name</i>	<i>Branch No</i>	<i>Candidate's Name</i>	<i>Branch No</i>
Breslin, E	54	*McGinley, P	8
Clarke, R	733	McGrath, S	54
Crossan, J	25	McNulty, J	21
Doherty, E	1	Moore, B	8
Hughes, S	8	Mossman, S	219
Lyness, G	22	Murchan, C	733
Malone, G	1	O' Callaghan, M	733
McCloskey, J	6	Smyth, B	733
McCloskey, M	8	Stewart, W	107
McGinley, N	54	Topping, D	8

\* Elected as a General Council delegate

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