

nipsa

The Leading Public Service Union

Civil Service Group Annual Delegate Conference

**Slieve Donard Hotel
Newcastle**

Agenda 2010

Tuesday 1st June 2010

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TIME-TABLE

Tuesday 1 June 2010

10.30	TEA/COFFEE	
11.00	Chairperson's Address	
11.15	Appointment of Scrutineers and Tellers Adoption of Standing Orders Report No 1	
11.30	Pay Matters	Motions 1-11
12.30	HR Connect	Motions 16-18
12.45	Civil Service Reforms	Motions 23-25
1.00	LUNCH	
2.30	Terms and Conditions	Motions 30-34
3.00	Health Issues	Motions 39-41
3.15	Leave and Allowances	Motions 46-50
3.40	Staffing	Motion 55
3.45	TEA/COFFEE	
4.00	General	Motions 59-65
4.40	Guillotined Motions	
5.00	CLOSE OF CONFERENCE	

SPECIAL NOTICE TO DELEGATES

The Standing Orders and Standing Orders Committee Report No 1 should be read in conjunction with the list of motions. In accordance with Standing Order 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 25 May 2010**.

Those branches who have so notified their intention to move reference back of Report No 1 will be required to meet the Standing Orders Committee prior to Conference on **Friday 28 May 2010**.

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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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

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.

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 Motions have been used in accordance with Standing Order 8. Comprehensive Motions have been used in accordance with Standing Order 9.
3. Delegates representing Branches whose motions are covered by either a Composite Motion or Comprehensive Motion which their Branch is not due to propose shall be afforded an opportunity to speak to the relevant Composite or Comprehensive Motion.

Motions	Motions Covered By It
Composite Motion No 1	70 - 71
Comprehensive Motion No 9	72 - 77
Composite Motion No 17	78
Comprehensive Motion No 23	79 - 80
Composite Motion No 24	81 - 82
Composite Motion No 30	83 - 86
Composite Motion No 55	87

4. It is recommended that Motion No 61 falls if Motion No 60 is carried.
5. In order to expedite Conference business, Standing Orders Committee recommend that delegates wishing to speak to a Motion once it has been moved, occupy seats reserved for such persons at the front of the Conference Hall. Only those delegates who comply with this procedure may be called upon to address Conference.
6. In accordance with Standing Order 12. Branches are hereby informed that Notice of Emergency Motions must be submitted in writing to the Standing Orders Committee at Harkin House not later than **12 noon on Thursday 27 May 2010**. 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 M Herron (Chairperson)
D McGirr
B White

2010 ANNUAL DELEGATE CONFERENCE

PRIMARY AGENDA

All motions in this Agenda are due to be discussed

- **PAY MATTERS**

Composite Motion No 1 (To be moved by the Executive Committee)

Conference is concerned that the NI Executive is following in the footsteps of Direct Rule administrations by enforcing unacceptable pay settlements on staff employed in the NI Civil Service.

In particular Conference is appalled that:-

- (a) The Management Side has not made a pay offer for 2009 which provides for payment of annual progression increment or any revalorisation of pay scales to reflect a cost of living increase.
- (b) The NI Executive decided to unilaterally withdraw from the NICS pay agreement freely entered into by both Management and Trade Union Sides in 2002. Conference opposes this action which is designed to deprive staff of their annual incremental progression entitlements.

Conference calls upon the Executive Committee to:-

- (a) Embark on a campaign to convince members that there is a compelling case for redressing the wrongs created by the many years of poor and unfair pay outcomes.
- (b) Develop a campaign directed at both members and MLAs, Executive Ministers and others to persuade them of the justice of the case for adequate annual pay and progression increases for staff in the NI Civil Service.
- (c) Work with branches to build the confidence and capacity of members to secure decent pay increases by embarking on programmes of industrial action, including strike action.

Motion No 2 (To be moved by the Executive Committee)

Conference opposes any attempt by the UK Government or the Northern Ireland Executive to apply a pay freeze to civil servants in 2010 and beyond.

Conference pledges its support to any UK Wide campaign of opposition to any pay freeze up to and including industrial action.

Furthermore Conference calls upon the Executive Committee to build a campaign of opposition to any action by the NI Executive to freeze the pay of Northern Ireland civil servants and to highlight the unfair treatment of successive Governments to depress the value of civil service pay.

Conference opposes all attempts to reduce the public debt, created as a result of the current recession and triggered by the banking and financial sectors pursuit of greater profits, which involve the suppression of the pay of ordinary civil servants.

Motion No 3 (Branch 19)

Conference opposes Managements formal notice stating their intention to terminate the current pay agreement for the NI Civil Service. This action will deny members annual incremental pay progression increases.

Conference notes the recent Employment Appeal Tribunal (EAT) decision in the Wilson v (UK) Health and Safety Executive, Equal Pay case in relation to the incremental pay.

Conference recognises that the issue in respect of this case is that if an employer wishes to apply an incremental pay scale which is based on employees length of service the employer will need to be able to justify the relationship between pay and length of service so as not to fall foul of the Equal Pay Act.

Conference believes that the current NICS incremental pay structure is discriminatory and is contrary to the provisions of the Equal Pay Act.

Conference therefore instructs the Executive Committee to:

- Obtain legal advice regarding the possibility of submitting Equal Pay cases in relation to this matter
- Highlight any findings as part of NICS wide campaign against discrimination in this area of incremental pay progression
- Inform lodging Equal Pay cases in relation to this matter in order that the issue is redressed

Motion No 4 (Branch 7)

Conference views with dismay the roll over of the 2009 pay negotiations into 2010 without progress. Conference calls on the Civil Service Group Executive to insist that future pay rounds are completed in the relevant year and, if necessary, to consider industrial action to reinforce this reasonable request.

Motion No 5 (To be moved by the Executive Committee)

Conference welcomes the vote by members in the AA, AO and EO11 grades in the NI Civil Service to accept the terms of the proposed equal pay settlement and calls for early and full implementation of the agreement.

Conference remains concerned that the terms of the agreement applied only to NI Civil Service Departments and that as a result many Northern Ireland civil servants employed outside of the NI Civil Service Departments, as well as other staff whose pay arrangements have always followed NICS pay settlements have been disadvantaged.

Conference welcomes the efforts by NIPSA to have the terms of the equal pay settlement applied to all NI civil servants, to members in the NI Office, PSNI, NI Court Service, NI Water and to NIPSA members in the relevant controlled fringe bodies which follow NICS pay.

Conference pledges its full support for all efforts to secure the application of the equal pay settlement to members employed in all relevant organisations.

Motion No 6 (Branch 16)

Conference condemns the failure of Management to implement the NI Civil Service equal pay settlement in full for staff previously employed in the NI Office. Conference calls upon the Executive Committee to do all in its power to ensure such staff receive the full benefits of the equal pay settlement.

Motion No 7 (Branch 138)

Conference expresses its disbelief and anger that the issue of Equal Pay for Support Staff within the PSNI was not resolved at the same time as the main stream Civil Service. Many members within the PSNI were Civil Servants until October 2008 and yet were excluded from the deal.

Conference calls upon the Executive Committee to explain how this was allowed to happen. It was only at a very late stage we became aware that we were not included in submissions to the Industrial Tribunal. An industrial tribunal claim from PSNI should have been included to ensure that PSNI Support Staff would have been incorporated along with NICS Staff in the settlement.

Conference calls upon the Executive Committee to recognise the fact that in future any issues being pursued by them to ensure that PSNI Support Staff are linked into negotiations as they are linked into the NICS Pay and Conditions.

Motion No 8 (Branch 312)

Conference applauds the momentous success of NIPSA negotiations in the long running struggle to achieve an end to discrimination in the pay of General Service grades and the settlement to recompense members for the years of underpayment.

Conference instructs the executive committee to address all pay inequalities of our members in the P&T, Scientific and related grades who are underpaid in relation to their analogous grades in the General Service, particularly in the rates of pay for overtime, and to investigate the possibility of a case based on gender inequality. Any settlement should seek to address the historical underpayment of our members.

Comprehensive Motion No 9 (To be moved by the Executive Committee)

Conference recognises the importance of the Comprehensive Pay and Grading Review as part of the terms of settlement for the equal pay claims in respect of Administrative Assistants and Administrative Officers, Executive Officer II and related grades.

Conference instructs the Civil Service Group Executive to ensure that terms of reference agreed with NICS Management seek to address a number of outstanding pay anomalies and concerns raised in recent years by members. In particular that such areas are given priority within this comprehensive exercise, for example.

- (a) The commitment to deal urgently with the Executive Officer II grade and pay in the context of additional anomalies created by the terms of settlement in the Administrative Officer equal pay case. This should include a change in NIPSA policy to now negotiate a single Executive Officer grade;
- (b) The negative impact of 2006 three year pay settlement on those grades that did not receive a fully consolidated 2% increase at the maximum point of their pay scale as a result of management claims on an equal pay vulnerability.
- (c) Outstanding equality concerns such as pay scales in excess of 5 points and other issues identified in the 2006 NICS Equal Pay Audit.
- (d) Pay and grading issues relating to doctors and nurses and the anomalies with colleagues in other parts of the public sector.

Conference being conscious of the current and projected public expenditure environment calls on the Executive Committee to ensure that any proposals emanating from the Comprehensive Pay and Grading review are the subject of full consultation with members and are based on no detriment protections.

Conference also calls on the Executive Committee to open negotiations without delay and to ensure the Review is completed as quickly as possible.

Motion No 10 (Branch 19)

Conference notes that Motion 3 from 2008 defines NIPSA – Civil Service Group Policy in relation to the Employment Equality (Age) Regulations 2006. Conference expresses concern that no progress has been made in relation to the issues raised.

Conference recognises that the issue in respect of this case is that if an employer applies an incremental pay scale that is based on employees' length of service the employer will need to be able to justify the relationship between pay and length of service so as not to fall foul of the Age Discrimination legislation, particularly when the length of service extends beyond 5 years.

Conference believes that the current NI Civil Service incremental pay structure is discriminatory and contrary to the provisions of the Employment Equality (Age) Regulations 2006.

Conference therefore re-iterates current policy, which requires the Executive Committee to:

- Commission statistical research regarding the numbers of civil servants with more than 5 years service who are not on pay maximum
- Commission statistical research regarding the number of civil servants with more than 5 years service who are not eligible for full annual leave entitlement

Conference further instructs the Executive Committee to:

- Obtain legal advice regarding the possibility of submitting Age Discrimination cases in relation to this matter
- Highlight any findings a part of NI Civil Service wide campaign against discrimination in the area of incremental pay progression
- Inform Management of the findings
- Consider lodging Age Discrimination cases in relation to this matter in order that the issue be redressed

Motion No 11 (Branch 301)

Conference is concerned at the way pay slips are presented to members of staff in relation to overtime. There is no clear indication on pay slips issued by HR Connect as to how overtime has been calculated. This leaves members unable to check if the correct amount has been paid for hours worked outside the normal working period. Surely the employer has a duty of care towards their staff to make sure their pay slips are clear, concise and accurate.

Conference instructs the Civil Service Executive Committee to bring pressure to bear on Management to rectify this matter.

(Motion Nos 12-15 unallocated)

• **HR CONNECT**

Motion No 16 (To be moved by the Executive Committee)

In light of the disastrous experience of HR Connect privatisation project, Conference calls upon the Civil Service Executive Committee to step up the campaign to have the civil service work currently performed by HR Connect returned to NI Civil Service.

Conference calls on the Executive Committee to:

- (a) Lobby all MLAs and political parties and Ministers to secure the return of the HR Connect work to the NI Civil Service.
- (b) Call upon the NI Audit Office to investigate the value for money and quality of service provided by the HR Connect project.
- (c) Expose the deficiencies in service levels that have resulted from this privatisation and challenge these dysfunctional consequences of the HR Connect at every level of negotiation with Management.

Composite Motion No 17 (Branch 15)

Conference is concerned that there appears to be no suitable Service Level Agreements of Key Performance Indicators in place in the HR Connect contract, by which to judge the effectiveness of the delivery of key services. This is a particular concern in Dignity at Work cases, where there are statutory deadlines to be met for the submission of cases to the Industrial Tribunals and Fair Employment Tribunals. TUS experience to date, of cases taken through HR Connect's processes, indicates that there are considerable delays and few if any Grievance cases have been completed within the previously established deadlines, or within the statutory disputes Resolution guidelines. As a consequence it is almost impossible for the employing Department to offer any timely remedy. In Dignity at Work cases, the sheer length of the investigative process alone, has compromised the ability of the employing Department to meet its duty of care for its staff. Many of our members will have been driven to sick absence through stress arising from these delays and will return to work with the threat of receiving a written warning on attendance. Accordingly, Conference instructs the Civil Service Executive Committee to raise this matter at the appropriate Central Whitley Committee to ensure proper processes are adhered to. Furthermore it instructs the Committee to give consideration to issuing advice to all branch officers to advise them of the need to consult with their HQ Official on the lodging of tribunal cases within the statutory deadlines, where no timely remedy is likely to be offered by the employer.

Motion No 18 (Branch 150)

Conference calls on the Executive Committee to ensure that H.R. Connect correctly uses the procedures set down for transferring staff from an office where a surplus has been declared.

(Motion Nos 19-22 unallocated)

• CIVIL SERVICE REFORMS

Comprehensive Motion No 23 (To be moved by the Executive Committee)

Conference is appalled at the proposal from Management to put out to tender the “soft services” that were identified during the disastrous Workplace 2010 project and expand the appeal of this privatisation to the private sector by adding catering and cleaning to a single expanded soft services contract.

Conference regards this approach as a superficial and cynical attempt to salvage some credibility from the wreckage of Workplace 2010 in order to camouflage the enormous waste of public money, including over £10m in consultancy fees, which was squandered by this exercise.

Conference is concerned that the lessons of privatisation have not been learned by the NI Executive and that no rational case has been produced to justify the plans to contract out the NICS “soft services”.

Conference calls upon the Executive Committee to vigorously resist any attempts by Management Side to live or work to the Private Sector also to campaign for the delivery of “soft services” that focuses on public service delivery, genuine value for money and against the cost cutting lowering of standards and threat to employee terms and conditions offered by this privatisation.

Composite Motion No 24 (Branch 6)

Conference is deeply concerned about the introduction of efficiency saving measures being taken across Departments. Conference is particularly concerned at the introduction of LEAN techniques within some Departments but most especially the introduction of LEAN within Social Security Agency.

Management’s proposals indicate 15% ‘staff savings and this equates to 371 posts within the Social Security Agency. Conference is aware that the introduction of LEAN pilots in Pension Credit Branch led to increased levels of stress amongst staff, over-supervision, stringent productivity targets and a significant drop in staff morale.

Conference instructs the incoming Civil Service Executive Committee to give all support necessary to those areas subjected to LEAN and to issue information to branches which dispels the myth that LEAN is anything but a crude job cutting exercise.

Conference also instructs the Executive Committee to issue guidance to members on how to tackle the LEAN tool and techniques in the workplace and to consider all action including industrial action in opposing these ‘efficiency cuts’ under the guise of Service improvement.

Motion No 25 (Branch 27)

Conference is concerned at the level of cuts being imposed on all departments across the NI Civil Service as a result of the Comprehensive Spending Review and other financial reductions in budgets.

Conference instructs the incoming Executive Committee to continue to monitor the spending plans of Business areas closely to ensure that jobs and services are fully protected.

(Motion Nos 26-29 unallocated)

• TERMS AND CONDITIONS

Composite Motion No 30 (To be moved by the Executive Committee)

Conference condemns the unilateral and unacceptable changes that the Government has made to the Civil Service Compensation Scheme (with effect from 1 April 2010) and endorses the decision of the Executive Committee to support our sister union (PCS) in its application for a Judicial Review of the decision.

Conference is concerned that this attack on the Compensation Scheme is a prelude for a renewed attack on civil service pensions.

Consequently Conference calls upon the Executive Committee to keep the option of industrial action under active consideration and to ensure that NIPSA is in a position to participate in any campaigns and actions initiated in Great Britain to defend terms and conditions of employment which are mirrored in the NI Civil Service.

Motion No 31 (Branch 303)

Conference is alarmed that the Agri-Food Biosciences Institute, because of its status as an NDPB linked to DARD, will be unable to transfer surplus staff to the rest of the NICS and avoid voluntary and compulsory redundancies. The position is inconsistent with UK Cabinet Office Guidance (see UK Cabinet Office Booklet, **Public Bodies: A guide for Depts.**, Chapter 5 Public Body staff and DFP Publication **Public Bodies A guide for NI Depts.**) which permits such arrangements in the event of the likelihood of redundancy situations. Conference calls on the incoming Executive Committee to fully explore the reasons why this guidance is not applicable in Northern Ireland and propose the extension of the guidance.

Motion No 32 (Branch 301)

Conference welcomes the introduction of the Partial Retirement Scheme and the benefits it will bring to members. It is acknowledged that there are still some problems with the Scheme.

Conference calls on Management to remove the link between staff taking Partial Retirement and established posts. As this is making it difficult for Managers to allow staff to take advantage of this Scheme. This means that few staff will have the opportunity to use this innovative Scheme as a means of preparing themselves for retirement.

Conference instructs the Civil Service Executive Committee to ensure members who wish to can avail of the Scheme.

Motion No 33 (Branch 4)

Conference notes that “permitted work” is a facility afforded to claimants of Incapacity Benefit/Employment Support Allowance in order that they can be helped back into the workplace after periods of long term illness. Conference is appalled to learn that the only workers currently unable to avail of this are Northern Ireland Civil Servants, meaning that the very people who administer the benefit cannot return to work with the help of this facility.

Conference instructs the incoming Civil Service Group Executive to engage with Management Side in order to remove this discriminatory practice.

Motion No 34 (Branch 8)

Conference calls on the incoming Civil Service Executive Committee to actively oppose attempts by management to introduce electronic monitoring of flexi-time by stealth.

In some departments management are attempting to use new telephone technology such as the Internet Protocol Contact Centre system to monitor the daily movements of staff. In extreme cases this is being used to monitor flexi-time recording, tea breaks and comfort breaks.

The introduction of new technology is designed to provide a better service to customers and not a "back door" method for disciplining staff.

(Motion Nos 35-38 unallocated)

• **HEALTH ISSUES**

Motion No 39 (Branch 8)

Conference calls upon the incoming Civil Service Group Executive Committee to lobby/negotiate to ensure that a consistent approach is applied to managing attendance procedures throughout the northern Ireland civil service and its various departments and to ensure that decisions made are fair, consistent and clear to the members. Within the DSD there are various different managing attendance policies in place that are only now being combined to reflect a consistent approach which calls into question the interpretation of CSC74/04 throughout the wider civil service and the ramifications of this on members in that not all staff are effectively being treated the same. In considering that NIPSA currently opposes this circular and the ongoing detrimental effect this is having on staff we ask that a further campaign is launched in opposition to the continuation of the use of this circular in line with the inconsistencies with its application.

Motion No 40 (Branch 8)

Conference calls upon the incoming Civil Service Group Executive Committee to actively campaign among all staff who use display screen equipment in their daily work, to take compulsory screen breaks as outlined by the NI Health and Safety Executive guidelines. This important step would help reduce the number of members who suffer from work related stress, muscular skeletal injury and disease, as well as repetitive strain injury.

Motion No 41 (Branch 8)

Conference is extremely concerned at the ever increasing waiting time for Departmental HR to render any decision pertaining to Managing Attendance or Disciplinary matters.

In some cases, this period of time can be as much as three or four months. This means that members are placed in an unacceptable position in terms of high stress levels, feelings of insecurity which could lead to severe mental health issues in the future.

Conference calls on the Civil Service Group Executive to take whatever action is necessary to address this issue to ensure that decisions are rendered fairly and within a reasonable timeframe.

(Motion Nos 42-45 unallocated)

• LEAVE AND ALLOWANCES

Motion No 46 (Branch 301)

Conference is deeply concerned that travel and subsistence rates no longer cover the cost of motoring due to the escalating costs of fuel and maintenance. Members feel they are being used by Government to facilitate Departments with subsidised travel. Members feel this has gone on far too long.

Conference calls on the Civil Service Executive Committee to press the relevant body with great urgency to have this injustice rectified.

Motion No 47 (Branch 27)

Conference instructs the incoming Civil Service Executive Committee to ensure that the current provisions of 9 days Carers Leave enjoyed by staff working in the NI Office be extended to all NI Civil Service staff including staff joining the proposed Department of Justice.

Motion No 48 (Branch 214)

Conference calls on the Civil Service Executive Committee to seek an allowance for P&T staff similar to that paid to ICT/Accountant staff etc.

Motion No 49 (Branch 301)

Conference instructs the Civil Service Executive Committee to seek from Management an allowance as an acknowledgement of the responsibility, training and duty of care that qualified First Aiders carry-out as part of their Departmental work.

Motion No 50 (Branch 8)

Conference calls upon the Civil Service Group Executive Committee to negotiate with management to ensure that all staff in the NI Civil Service receive 35 days annual leave.

The introduction of this measure would have an immediate impact on sickness figures in the NI Civil Service as the extra leave would help to combat the effects of stress and fatigue in the modern working environment.

(Motion Nos 51-54 unallocated)

• STAFFING

Composite Motion No 55 (To be moved by the Executive Committee)

Conference expresses its outright opposition to the decision to introduce a freeze on recruitment and promotion in the General Service grades AA to Grade 6.

In particular Conference notes that this freeze was due to last initially from January until the end of April 2010 but is concerned that it heralds the beginning of a longer term attack on promotion and recruitment in the civil service and related NDPBs as part of the overall agenda of public spending cutbacks in the public services.

Conference calls upon the Executive Committee to develop a comprehensive strategy for opposing any long term freeze on recruitment and promotion to and ensure that this strategy contains as a minimum the following elements:-

- (a) Advice to members who are asked to take on additional workloads
- (b) Information about the health and safety dimensions to work related stress and unacceptable workloads.
- (c) Guidance for branches to assist with local resistance to job cuts and staffing pressures.

(Motion Nos 56-58 unallocated)

• GENERAL

Motion No 59 (Branch 200)

Conference welcomes the action of the DRD Minister for the decisions he has taken against the NI Water Board with regards to the maladministration and financial irregularities of awarding contracts with NIW.

Conference calls on the Civil Service Executive Committee to press the NIW Chief Executive and service team to ensure that all those responsible within NIW are held to account and that proper mechanisms are put in place to ensure that this latest financial scandal does not happen again.

Motion No 60 (Branch 62)

Conference calls upon the incoming Civil Service Group Executive Committee to press Management to look into the possibility of using office car parking spaces to provide parking for parents and guardians of school age children who have to drive their children to school and are required to drive and park near their place of work because of this. This would help the parents and guardians concerned with their parental responsibilities and comply with the family friendly policies of the Northern Ireland Civil Service.

Conference further instructs the incoming Executive Committee to vigorously negotiate that any new building being considered for procurement, under whatever system will replace the now defunct Workplace 2010, should have adequate free parking for all of the staff that they expect to be posted there.

Motion No 61 (Branch 4) (This motion falls if Motion No 60 is carried)

Conference condemns the ongoing practice within the Civil Service of providing car parking spaces for Senior Manager Grades paid for by the Department.

As an organisation that provides benefit payments to many of the most disadvantaged members of society. It seems incredible that it continues to provide it's Senior Management Grades with advantages such as these.

Conference calls for the incoming Civil Service Group Executive to actively pursue the removal of the perk from the Senior Management Grades as a matter of priority.

Motion No 62 (Branch 7)

Conference deplores the comments made by Minister Edwin Poots in his statement made to BBC Radio Ulster when he said "it is incredibly difficult to sack civil servants even if they are grossly incompetent or no longer required"

This is in direct opposition to the current inefficiency and PRS procedures that are currently in place within the civil service. If ministers are allowed to threaten staff like this it will only affect staff stress and moral levels.

Conference echo's the general secretary's statement, that the comments made by Mr Poots did a "great disservice to all the hard-working civil servants that are currently in the civil service."

Conference asks the incoming Civil Service Group Executive to urge the minister to withdraw his statements.

Motion No 63 (Branch 219)

Translink is operating an annual Bus Travel Card called Tax Smart. With Tax Smart an employee can save money on Income Tax and National Insurance contributions by paying for their bus travel directly from salary. A member could save up to 31% on their annual bus travel, whilst the NICVS also sees a reduction in the employer NI contributions. The scheme operates as a salary sacrifice scheme. The NICS has not signed up to the scheme yet, and as a result NIPSA members who travel daily by bus are missing out on savings. For example, the annual bus fare from Bangor to Belfast is £874. With a Tax Smart Card the cost is £603, a saving of £271 a year. Conference calls on the Civil Service Group Executive to raise the importance of introducing the Tax Smart Scheme in the NICS as soon as possible in order that members who travel by bus to work can avail of these savings.

Motion No 64 (Branch 8)

Conference deplores the recent decision taken by the civil service management to withdraw funding for the "Bot's Holiday Playscheme" and instructs the Civil Service Group Executive to do everything in its power to ensure funding is maintained, especially since the NI Civil Service prides itself on offering family friendly policies and meeting its obligations under the Section 75 Northern Ireland Act 1998.

Motion No 65 (Branch 62)

Conference notes that instructions to members from Departmental HR Project Teams, HR Connect and Management in general no longer include a paragraph indicating that the instructions have been duly consulted upon under the Whitley Process and agreement of them has or has not been reached with T.U.S.

This leads to confusion on compliance amongst the membership, resulting in some issues being complied with to the detriment of the membership and therefore increases pressure on local elected representatives and full time officers.

Conference instructs the incoming Executive Committee to issue an immediate bulletin to all members instructing them not to comply with any instructions from Management or their agents unless the instructions contain a paragraph informing members that the instruction has been duly consulted upon within the Whitley Process and agreement has or has not been reached.

Furthermore, where Management instructions have been duly consulted upon but not agreed, conference also instructs the incoming Executive Committee to publish bulletins instructing members whether or not to comply with the Management instructions within 1 working day of the issuing of the Management instruction.

(Motion Nos 66-69 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/Comprehensive Motions contained in the Primary Agenda.

Composite Motion No 1

Motion No 70 (Branch 60)

Conference recognises that all the current indicators point to further attempts by the NI Civil Service to cut pay in the 2010 pay round.

Public sector cuts and treasury limits are the excuses used by NICS management and, unfortunately this has been accepted without question and even endorsed by the Assembly parties. We are being asked to pay for a financial crisis that is not of our making.

Conference therefore instructs the Civil Service Executive Committee to take immediate steps to begin a campaign to galvanise our members to fight, through industrial action if necessary, to defend our increments and to achieve a pay deal that protects members' living standards.

Motion No 71 (Branch 8)

In light of the fact that management have withdrawn from the 2002 Civil service Pay Agreement, conference calls upon the incoming Civil Service Group Executive Committee to consider any measures, including industrial action, to ensure that members receive a just and equitable pay deal in 2010.

Comprehensive Motion No 9

Motion No 72 (Executive Committee)

Conference recognises the importance of the Comprehensive Pay and Grading Review as part of the terms of settlement for the equal pay claims in respect of Administrative Assistants, Administrative Officers, Executive Officer II and related grades.

Conference instructs the Civil Service Group Executive to ensure that terms of reference agreed with NICS Management seek to address a number of outstanding pay anomalies and concerns raised in recent years by members. In particular that such areas are given priority within this comprehensive exercise, for example.

- (a) The commitment to deal urgently with the Executive Officer II grade and pay in the context of the additional anomalies created by the terms of settlement in the Administrative Officer equal pay case. This should include a change in NIPSA policy to now negotiate a single Executive Officer grade;
- (b) The negative impact of the 2006 three year pay settlement on those grades that did not receive a fully consolidated 2% increase at the maximum point of their pay scale as a result of management claims of an equal pay vulnerability.

- (c) Outstanding equality concerns such as pay scales in excess of 5 points and other issues identified in the 2005 NICS Equal Pay Audit.
- (d) Pay and grading issues relating to doctors and nurses and the anomalies with colleagues in other parts of the public sector.

Conference being conscious of the current and projected public expenditure environment calls on the Executive Committee to ensure that any proposals emanating from the Comprehensive Pay and Grading review are the subject of full consultation with members and are based on no detriment protections.

Motion No 73 (Branch 5)

Conference welcomes the Comprehensive Pay and Grading Review as part of the NI Civil Service Equal Pay settlement. Conference calls on the Civil Service Group Executive Committee to press Management Side to ensure that the Review is completed as quickly as possible to our members' satisfaction.

Motion No 74 (Branch 7)

Conference congratulates the Civil Service Group Executive on negotiating and securing an excellent equal pay settlement for the AA, AO and EO2 grades. Conference now calls on the incoming civil service group executive to open negotiations without delay on the review of the civil service pay as outlined in the original statement.

Motion No 75 (Branch 8)

Conference congratulates Group Executive, full time officials and indeed all members who played a role in securing a ground breaking settlement in the Equal Pay Claim.

However Conference calls upon the Group Executive to continue to press management to ensure that the settlement is implemented in full. In particular, Group Executive should ensure that priority is given to further examination of the EOII pay and grading in a comprehensive pay and grading review covering all grades in the NI Civil Service.

Motion No 76 (Branch 19)

This Conference calls on the Executive Committee to vigorously ensure that the EOII payscale is reviewed as a matter of urgency as per the terms of the equal pay deal, within a short defined timescale and not in a further 10 years time, to try and overcome the anomalies created by settlement of the equal pay claims for AAs and AOs ie EOII's with longer service than their AOs yet earning less; EOII's with up to 10 years satisfactory service yet still near the bottom of the payscale; newly promoted EOII's from the AO grade jumping to near the top of the EOII scale with their uplift on promotion whilst experienced EOII's still remain near the bottom of the scale.

Motion No 77 (Branch 38)

Conference calls on the incoming Executive Committee to press for an early commencement of the Comprehensive Pay and Grading Review referred to within the Equal Pay settlement.

Composite Motion No 17

Motion No 78 (Branch 7)

Conference condemns the deplorable way HR Connect have dealt with the NICS Grievance process. Time after time, HR Connect have failed to adhere to the timescales and proper procedures for investigation as laid down in the NICS Handbook. These delays have added to the stress members have been under during the whole grievance process. This flawed investigative process employed by HR Connect is yet another example of their ineptitude at carrying out the duties previously dealt with by NICS Personnel Departments. Conference calls on the Civil Service Group Executive Committee to pressure senior management to ensure that proper processes are adhered to.

Comprehensive Motion No 23

Motion No 79 (Executive Committee)

Conference is appalled at the proposal from Management to put out to tender the “soft services” that were identified during the disastrous Workplace 2010 project and expand the appeal of this privatisation to the private sector by adding catering and cleaning to a single expanded soft services contract.

Conference regards this approach as a superficial and cynical attempt to salvage some credibility from the wreckage of Workplace 2010 in order to camouflage the enormous waste of public money, including over £10m in consultancy fees, which was squandered by this exercise.

Conference is concerned that the lessons of privatisation have not been learned by the NI Executive and that no rational case has been produced to justify the plans to contract out the NICS “soft services”.

Conference calls upon the Executive Committee to campaign for the delivery of “soft services” that focuses on public service delivery, genuine value for money and against the cost cutting lowering of standards and threat to employee terms and conditions offered by this privatisation.

Motion No 80 (Branch 27)

Conference is concerned at the ongoing review of Support Grades as part of the Workplace 2010 initiative.

Conference calls on the incoming Executive Committee to protect the jobs of these NIPSA members and to vigorously resist any attempts from Management to hive off this work to the Private Sector.

Composite Motion No 24

Motion No 81 (Branch 84)

Conference calls on the Civil Service Group Executive to challenge NI Civil Service Management on the use of LEAN tools such as the “White Board” which results in excessive monitoring, leading to severe stress in LEAN teams.

Motion No 82 (Branch 84)

Conference instructs the incoming Civil Service Group Executive to liaise with Department for Social Development Trade Union Side to raise awareness of all NICS departments of the dangers of LEAN. The Civil Service Group Executive Committee should also take all other action necessary to fight any attempts to extend LEAN in other NI Civil Service Departments.

Composite Motion No 30

Motion No 83 (Branch 6)

Conference is appalled at the Governments proposals to impose changes to the Civil Service Compensation Scheme which are designed to tear up accrued compensation rights and rob many hard-working civil servants of tens of thousands of pounds if made redundant. Conference believes that there is a wider agenda at work here which will put all our members jobs under greater threat than ever before, at a time when all the political parties are planning massive public spending cuts, opening the way to more privatisation as reduced compensation is more attractive to private companies seeking to make a profit by cutting jobs.

Conference applauds PCS Trade Union for their Industrial Action Campaign and instructs the Civil Service Group Executive to galvanise NIPSA members in the NI Civil Service in a similar manner with a concerted campaign up to and including Industrial Action against the tearing up of Civil Servants contractual rights.

Motion No 84 (Branch 7)

Conference calls on the Civil Service Group Executive to consider action up to an including industrial action and to press the government over the ongoing changes to civil service pensions and compensation schemes. The attack on public service pensions is nothing short of disgraceful and disrespectful to public service workers.

Motion No 85 (Branch 8)

Conference deplores the ongoing attacks on civil service pensions. The decision to change the Civil Service Compensation Scheme can be seen as an opening salvo by the Government as they target Public Sector pensions in an attempt to make savings and introduce cut backs.

Conference realises that we cannot stand idly by and allow this to continue and calls on the Civil Service Group Executive Committee to launch a campaign, including industrial action if necessary, to protect Civil Service pensions and oppose further attacks on our terms and conditions.

Motion No 86 (Branch 312)

Conference condemns the attack by the Labour Government on the terms and conditions of the Civil Service Compensation Scheme. If implemented these will result in many of our members suffering reduced entitlement to compensation. It could also increase the possibility of redundancy for our members by reducing the cost for the employer. The changes are also likely only to be the first attack on Civil Service pensions. We applaud the stand of our sister union PCS in taking action to defend the scheme and support the application for a judicial review of the decision.

Conference calls on the Executive Committee to prepare a campaign to defend NI Civil Service pensions. This should involve action up to and including industrial action and be in conjunction, if possible, with action to defend Civil Service pensions in Britain.

Composite Motion No 55

Motion No 87 (Branch 27)

Conference condemns Management for its policy of having an embargo on recruitment and promotion earlier this year. Conference further condemns management for not consulting with NIPSA on this drastic course of action before implementation.

Conference believes that this type of strategy does nothing for the high stress levels and low morale within the NICS.

Conference instructs the Civil Service Group Executive to continue its opposition to any future NICS similar approach as it is quite likely that this is not the last time that we will see this unfair course of action being implemented on NICS staff.

CATEGORY B

Motions which restate existing NIPSA policy.

Motion No 88 (Branch 15)

Conference notes with concern the prospect of a freeze on public sector pay increases and the intention by Management Side to withdraw from the NICS Single Pay Agreement which includes the provision for annual incremental progression and revalorisation of payscales. Conference believes that NICS staff have a valid expectation that they will progress towards the maximum of the payscale through incremental progression on an annual basis. Conference also notes that both Ministers and Management Side have previously acknowledged that NICS payscales are too long and is concerned that work on the Action Plan arising from the Equal Pay Audit commissioned following the 2004 NICS Pay Dispute is yet to be concluded. Conference believes that the maximum point of the payscale is the rate for the job and that any attempt by Management Side to withhold or defer incremental progression would be a breach not only of the expectation of staff but also of the stated intention to eradicate the potential for discrimination from the NICS pay system. Conference instructs the Civil Service Executive Committee to ensure, by all necessary means, that full incremental progression is retained.

Motion No 89 (Branch 19)

This Conference abhors the age discriminatory policy of the NI Civil Service of maintaining long payscales of up to 10 points or more and calls upon the Executive Committee to campaign vigorously to reach an agreement with corporate HR that all future pay scales will have no more than five points, with the fifth point being the maximum for the grade.

Motion No 90 (Branch 21)

Conference notes with concern the prospect of a freeze on public sector pay increases and the intention by Management Side to withdraw from the NICS 2002 Single Pay Agreement which includes the provision for annual incremental progression and revalorisation of payscales. Conference believes that NICS staff have a valid expectation that they will progress towards the maximum of the payscale through incremental progression on an annual basis. Conference also notes that both Ministers and Management Side have previously acknowledged that NICS payscales are too long and is concerned that work on the Action Plan arising from the Equal Pay Audit commissioned following the 2004 NICS Pay Dispute is yet to be concluded.

Conference believes that the maximum point of the scale is the rate for the job and that any attempt by Management Side to withhold, defer or extend annual incremental progression would be a breach not only of the expectation of staff but also of the stated intention to eradicate the potential for discrimination from the NICS pay system. Conference instructs the Civil Service Executive Committee to ensure, by all necessary means, that full incremental progression is retained.

Motion No 91 (Branch 28)

Conference notes with concern the prospect of a freeze on public sector pay increases and the intention by Management Side to withdraw from the NICS Single Pay Agreement which includes the provision for annual incremental progression and revalorisation of payscales. Conference believes that NICS staff have a valid expectation that they will progress towards the maximum of the payscale through incremental progression on an annual basis. Conference also notes that both Ministers and Management Side have previously acknowledged that NICS payscales are too long and is concerned that work on the Action Plan arising from the Equal Pay Audit commissioned following the 2004 NICS NIPSA Pay Dispute is yet to be concluded. Conference believes that the maximum point of the scale is the rate for the job and that any attempt by Management Side to withhold or defer annual incremental progression would be a breach not only of the expectation of staff but also of the stated intention to eradicate the potential for discrimination from the NICS pay system. Conference instructs the Civil Service Executive Committee to ensure, by all necessary means, that full incremental progression is retained.

Motion No 92 (Branch 214)

Conference notes with concern the prospect of a freeze on public sector pay increases and the intention by Management Side to withdraw from the NICS Single Pay Agreement. Conference believes that the maximum point of the scale is the rate for the job and instructs the Civil Service Executive to ensure by all means necessary that full incremental progression is retained.

Motion No 93 (Branch 301)

Conference is concerned about the effectual privatisation of Departmental Schemes and its effect on the future of staff. The decision to outsource the delivery of Schemes is being felt by many staff, with re-deployment to different duties in new areas a regular occurrence. This outsourcing will mean less promotion opportunities and staff satisfaction.

Conference calls on the Civil Service Executive Committee to vigorously resist any attempts to outsource future schemes.

Motion No 94 (Branch 307)

Conference is concerned about the lack of proper consultation by NICS Management in relation to staffing reviews. Conference calls on the incoming Civil Service Executive Committee to raise this matter with management and to demand that TUS are properly consulted on all staffing matters.

CATEGORY C

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

Motion No 95 (Branch 303)

Conference is alarmed at the discrimination of staff in the Assistant Scientific Officer (ASO) grade.

Staff in this grade are analogous AO but have a longer pay spine than TG1 and until the pay settlement date (1/2/09) many earning up to £400 less than those on the maximum of the TG1 scale.

Conference calls on the incoming CSEC to explain why no compensation package was available for the ASO's below the maximum to take into account the compound effect of underpayment compared to TG1's

CATEGORY X

Motions which the Chairperson has ruled out of order.

Motion No 96 is ruled out of order as it is factually incorrect and is also not sufficiently clear as a means of determining policy.

Motion No 96 (Branch 8)

Conference calls on the Executive Committee to ensure that any new arrangements on dealing with Managing Attendance and Workforce Health do not apply sanctions if a warning is issued.

These sanctions are a clear breach of the Disability Discrimination Act in that they discriminate against members covered by the act by banning them from promotion due to a disability.

Motion No 97 is ruled out of order as it is not sufficiently clear as a means of determining policy.

Motion No 97 (Branch 84)

Conference calls on the Civil Service Group Executive Committee to have inefficiency warnings valid from the day a member returns to work following sick absence. This should be the case unless it is more beneficial for the member to have the warning issued from the decision date, if the member was designated or temporary promoted for example.

Motion No 98 is ruled out of order as it not in proper motion form.

Motion No 98 (Branch 123)

We the 123 would like to put forth the following: as the Privatisation of our civil service is well in motion, we the direct recruits are quite concerned for our jobs, Federal is doing security, resource in custody, armac doing the cleaning, ncp for the parking attendants, amey doing all the maintenance, suduxo in the kitchens and the continual hiring of agency staff from Grafton on continual 3 month contract where these temporary staff are at a base rate of £9.50/hour, we the direct recruits are quite concerned for our jobs and status, we are already hearing rumours of "selling us off" to the private sector, we see the reluctance of our pay rises to bring us up to par, the slimming down of our areas and units making us "look attractive" to the private sector. Our heads of states are getting larger salaries, better pensions, and we are being saddled with more work, salary freezes, and our pension plans are being fiddled with, having agency staff hired into positions above us, the retiring of officers with large payouts and huge pensions (more than we make a month by working), and bringing them back as "skilled" staff through Grafton at higher wages than us and doing less work due to training issues.

We therefore propose NIPSA in the coming year to work for us to get assurances that we will not be privatised, leading to worse conditions, less job security. We know through NCP and our beloved traffic wardens and the fiasco last year that this situation only leads to ways of increased Profits for the privatised company and worse conditions for the employees.

That NIPSA will continue to fight for our pension. That NIPSA stand against the fiddling of our pensions, the lowering of our redundancy payouts, the raising of our retirement age.

Northern Ireland Public Service Alliance

CIVIL SERVICE GROUP

ANNUAL DELEGATE CONFERENCE

2010

The following candidates have been nominated for election at Annual Delegate Conference 2010:-

<i>Candidates's Name</i>	<i>Grade</i>	<i>Candidates's Name</i>	<i>Grade</i>
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CHAIRPERSON (1 VOTE)

*Lynn, B	EOII
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* Returned unopposed

VICE-CHAIRPERSONS (2 VOTES)

Collins, L	EOII	Lilley, J	SO
Dale, P	Mapping & Charting Officer	Robinson, M	SO

STANDING ORDERS (1 VOTE)

Holmes, J	Systems Analyst	White, B	EOII
Topping, D	AO		

EXECUTIVE COMMITTEE (19 VOTES)

Allaway, A	SO	McKinney, R	ERO
Bannon, D	DP	McNulty, J	EOI
Captain, E	EO	McNulty, R	AO
Cardwell, S	EOII	Malone, G	Programme Analyst
¹ Caves, P	Scientific Officer	Milford, B	SO
Collins, L	EOII	Moore, B	DP
Conlon, T	EOI	Morgan, M	EOII
Crawford, B	Programmer	Mossman, S	SPTO
Dale, P	Mapping & Charting Officer	Mulholland, B	FOIII
Dawson, P	HPTO	O'Lynn, E	SO
Doherty, E	EOII	Patterson, R	PTO
Dummigan, M	SSO2B	Robinson, M	SO
Garland, P	AO	Robinson, S	AO
Gates, C	DP	Rooney, J	SO
Herron, M	EOI	Rooney, M	AO
² Higgins, G	Insp GP2	Russell, V	HPTO
Lilley, J	SO	Stewart, W	AO
Lyness, G	Assistant Assembly Clerk	³ Thornbury, J	Sen Instructional Officer
McAnallen, M	SO	Toal, J	EOI
McDaid, J	AO	Veighey, J	EOII
McGinley, P	AO	Ward, W	AO
McKee, M	AO	Wilson, R	AO
McKeown M	DP		

1 Elected by virtue of Rule 29(e) of the Civil Service Group Constitution

2 Elected by virtue of Rule 29(d) of the Civil Service Group Constitution

3 Elected by virtue of Rule 29(f) of the Civil Service Group Constitution

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