

nipsa

The Leading Public Service Union

NIPSA Annual Delegate Conference

**Slieve Donard Hotel
Newcastle**

Agenda 2010

**Wednesday 2nd June -
Friday 4th June 2010**

E-Mail: info@nipsa.org.uk

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TIME-TABLE

Wednesday 2 June 2010

10.30 am - 1.00 pm	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 1 Equal Opportunities
2.30 pm - 5.00 pm	Constitutional Amendments 1 Life Membership 1 Public Policy 1

Thursday 3 June 2010

10.00 am - 1.00 pm	Trade Union Issues Public Policy 2 Life Membership 2 Human Rights Guest Speaker Public Services 2
2.30 pm - 5.00 pm	Constitutional Amendments 2 Organisation and Administration 1 Life Membership 3 Public Policy 3

Friday 4 June 2010

10.30 am - 1.00 pm	Health & Safety Review of Public Administration Organisation and Administration 2 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 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 **Thursday 27 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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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.

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:-

Motions	Motions Covered By It
Comprehensive Motion No 1	111 - 112
Comprehensive Motion No 2	113 - 116
Comprehensive Motion No 4	117 - 118
Composite Motion No 12	119 - 120
Composite Motion No 20	121
Composite Motion No 23	122
Composite Motion No 39	123
Composite Motion No 68	124
Composite Motion No 86	125
Comprehensive Motion No 101	126 - 127

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 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 John McCloskey (Chairperson)
 Leonard Barr
 Brian White
 Tommy Wright

2010 ANNUAL DELEGATE CONFERENCE

PRIMARY AGENDA

All motions in this Agenda are due to be discussed

- **PUBLIC SERVICES 1**

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

Conference is appalled that public services are targeted to bear the brunt of the Government's plans to reduce the public debt which had resulted from the recession and the bail out from public funds of banks and financial institutions. Conference condemns the Political Parties who are vying with each other over how much and how quickly they can cut the public service after the General Election.

Conference declares that working people and their families should not be subjected to these severe austerity measures to pay for a crisis that was triggered by the unrelenting pursuit of super profits by private financial institutions.

Conference welcomes the steps that have been taken to date by the General Council, including the organisation of the branch representatives event on 26th March and the publication of the "Case for Public Services in Northern Ireland", and calls upon the General Council to intensify the preparations required by the union to build a robust defence of public services and public servants.

In particular Conference calls upon the General Council to:-

- (a) Ensure that both local representatives and members have a clear understanding of the causes of the current financial and economic crisis.
- (b) Provide branches with the fullest possible support to defend members interests including the production of an updated campaign toolkit.
- (c) Encourage branches to actively consider industrial action, including strike action, as an important element in any campaigns to defend public services, jobs, pay and pensions.
- (d) Lobby and make representations to the NI Executive, political parties, MLAs in defence of public services.
- (e) Work with the broader trade union movement and community interests to build a broad based campaign in defence of public services.

Comprehensive Motion No 2 (To be moved by Branch 560)

Conference congratulates NIPSA on its campaign to impose the closure of community libraries. Conference therefore recognising the important role played by our libraries in providing the gateway to both personal and community development, conference is concerned that the Strategic Review of the Library Provision in the Greater Belfast Area, has proposed the closure of 15 out of the 32 libraries covered in the review. Conference notes the work already done to build support for a campaign to retain these libraries, involving protest meetings, lobbying of local councils and politicians. Conference instructs the incoming General Council to commit the necessary resources to an ongoing public campaign to defend this important service to the public.

Motion No 3 (Branch 733)

Conference notes with concern the further cuts in public expenditure outlined by Finance Minister Sammy Wilson which will impact on all sections of the public sector.

Conference therefore instructs the General Council to lobby local government to ensure public servants pay, pensions and jobs are not lined up for further unnecessary attacks, as this has the potential to effect communities and have a further detrimental effect on our economy as a whole.

Comprehensive Motion No 4 (To be moved by Branch 6)

Conference condemns the £367 million cut in Public Services announced by the Finance Minister. Conference recognises that this will have a detrimental effect on the services provided to the public and will be a massive threat to jobs.

Conference rejects the Government's decision to impose the burden of the current financial crisis on to workers and communities by cutting services and attacking pay, pensions and working conditions, having spent billions of taxpayers' money on bailing out greedy bankers who were responsible for creating the financial mess.

Conference welcomes the General Council's recognition of the need to organise and prepare the membership for a fighting campaign in defence of this attack on workers and services. Conference instructs the General Council to build the campaign throughout the unions and prepare members for the fight which is required, including taking industrial action if necessary.

Motion No 5 (Branch 28)

Conference notes with interest the work of the New Economics Foundation and it's "Seven Principles for Measuring what Matters". These principles seek to evaluate the delivery of public service work in the context of people and the planet and to introduce a model that values these issues as opposed to solely financial measures of value. Conference instructs the General Council to investigate the applicability and relevance of this model to the Northern Ireland public services and to consider how application of the model can be pursued if it is found to be of benefit to members when assessing their work as public servants.

(Motion Nos 6-8 unallocated)

• **EQUAL OPPORTUNITIES**

Motion No 9 (Branch 8)

Conference is concerned with the criteria that applies to the selection of children for attendance at primary school.

While recognising that social deprivation is an important issue in regard to education, conference is concerned that working class families in employment are being unfairly discriminated against by the use of this criteria.

Conference therefore calls upon the General Council to raise this matter with the relevant bodies to ensure that all children, regardless of class, are offered an equal opportunity for admittance to a school.

(Motion Nos 10-11 unallocated)

• **CONSTITUTIONAL AMENDMENTS 1**

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>POLITICAL FUND CONTRIBUTION NOTICE – NORTHERN IRELAND</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>

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.

Motion No 13 (Branch 517)

BRANCH FUNDS: Constitutional Amendment

In **Section 9: Branch 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 31 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 branch 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 14 (General Council)

Union Learning Representatives Constitutional Amendment

In **Section 4: Branches** of the NIPSA Constitution the following amendments shall be made:

4.6 line 3 after **“Organiser”** insert:

“, Learning Representative/s”

In the NIPSA Constitution **Annex A: Duties of Branch Officers**: the following amendments shall be made:

6(f) add **“and Branch Union Learning Representatives”**

Following paragraph **8** insert a new paragraph **9** as follows:

The Branch Organiser shall arrange for Branch Union Learning Representatives to be appointed in accordance with the provisions of the Employment (Northern Ireland) Order 2003. The Branch Learning Representative shall have the following functions:

- (a) to promote the value of learning and training and improve learning opportunities within the workplace***
- (b) to analyse members’ learning or training needs***
- (c) to provide information and advice about learning or training matters***
- (d) to arrange learning or training for members***
- (e) to make representations to the employer on matters arising out of the pre-ceding paragraphs***

Existing paragraph **9** shall be re-numbered as **10**.

(Motion Nos 15-16 unallocated)

• **LIFE MEMBERSHIP 1**

Motion No 17 (General Council)

In recognition of his outstanding service to NIPSA, Conference confers life membership on John Corey.

(Motion Nos 18-19 unallocated)

• **PUBLIC POLICY 1**

Composite Motion No 20 (Branch 270)

Conference notes that there are great benefits for children's health and wellbeing, where schools are able to open their sports and other facilities during the summer holidays. This can have other benefits too, in terms of alleviating the high costs of childcare, obviating the need for term time working and promoting cross-community cooperation. However this provision is not consistent and is often constrained by the nature of the school's funding and the proper need to avoid undue pressures on existing schools based staff. Conference therefore instructs the General Council to raise with the NI Assembly and the local councils the need to make the necessary arrangements with the relevant stakeholders and to provide sufficient additional funding to enable those facilities that are currently unused in the summer months, to be made available on as wide a basis as is practicable. Particular emphasis should be placed on ensuring that this sort of provision becomes one of the legacies of the Olympics in 2012.

Motion No 21 (General Council)

Conference, recognising the ground is once again being prepared for the introduction of water charges following the January budget statement from the Finance Minister, Sammy Wilson, reaffirms its policy of non payment of household water charges as detailed in Comprehensive Motion No 20 of the 2008 NIPSA Conference.

Conference calls upon the General Council to:-

- (a) press all political parties in Northern Ireland to clarify their position on water charges, and
- (b) press the Irish Congress of Trade Unions to restate its commitment to the non payment campaign in the event of plans for the introduction of household water charges.

Motion No 22 (Branch 15)

Conference reiterates NIPSA's policy that charges for water and sewerage services should continue to be made through the rates system, representing the most relatively progressive tax measure available. We remain opposed to the separate household water charges as proposed under direct rule and also oppose the cap on rates, which has meant that the burden of charges falls disproportionately on those least able to pay. Conference notes the Finance Minister's announcement on the facility for owner occupier pensioners to defer their payment of domestic rates. Conference also notes the concern expressed for pensioners living in properties with a high rateable value, who do not qualify for the existing rate relief and who are reluctant to sell the family home. Accordingly Conference instructs the General Council to bring this rates deferment measure to the attention of David Hall for his consideration of alternative proposals for the delivery of Water and Sewerage services.

Composite Motion No 23 (General Council)

Conference expresses its alarm that the future of the NI Housing Executive as a public body is being deliberately placed in jeopardy as a result of the continuing severe underfunding of the budget for social housing.

Conference opposes any attempt to change the status of the NIHE as the strategic housing authority for Northern Ireland and calls upon the General Council to campaign for a significant increase in the public funding for housing especially in light of the number of applicants on the housing waiting list and the number of registered homeless.

Conference demands that if necessary the NI Executive increase its level of public borrowing in order to provide sufficient funds to meet housing need and to ensure that the state of disrepair of dwellings in Northern Ireland does not deteriorate from the current levels.

Conference further calls upon the General Council as part of the campaign for adequate levels of funding for housing to make strenuous representations to the NI Assembly and the NI Executive and to work along with tenants and other relevant organisations to build the pressure on Government to treat housing as a vital public service and as a consequence meet its responsibilities to those in housing need.

Motion No 24 (Branch 501)

Conference condemns the continued privatisation of Social Housing by using the lack of social funding as a reason to transfer current Housing Executive stock to Housing Associations.

Conference calls on the incoming General Council to vigorously campaign to halt this practice and campaign for adequate funding for Social Housing.

Motion No 25 (Branch 27)

Conference is appalled at the number of Northern Ireland businesses that have closed in the last year with a knock on affect of a major impact on the rise in unemployment in Northern Ireland.

Conference believes in the aspect that if you wish to work then you should have the right to work.

Conference therefore instructs the General Council to call on the Northern Ireland Assembly to ensure that major business and job creation are put at the top of its agenda.

Motion No 26 (Branch 521)

Conference is alarmed at the significant implications which the proposals in the Special Educational Needs and Inclusion review place on the provision for children with special education needs and their statutory rights.

Conference calls on the General Council to fight to defend the rights of children with special education needs and the services they require.

Motion No 27 (Branch 270)

Conference is concerned at the threatened sell off of surplus reservoirs to the private sector by NI Water Ltd. This would reduce the public angling estate, deprive the public of a valuable recreational resource which has proven health benefits for all participants and would also have an impact on tourism. The Public Angling Estate currently consists of 60 Game & Coarse Waters with prices for anglers starting from £8.00 for three days fishing and juveniles getting a season permit for £2.00. As the aim of the private sector is to maximise profits regardless of the greater good of the public and the anglers, there is a real danger that this valuable but largely hidden community resource will be lost to future generations. Conference therefore instructs the General Council to raise this concern with the relevant Assembly Committee and the Minister for DRD because of his responsibility for NI Water Ltd.

Motion No 28 (Branch 503)

Conference condemns the increase in Cyber bullying and calls on the General Council to re-launch a campaign of zero tolerance of bullying with particular reference to Cyber bullying which can have devastating effects on its victims.

(Motion Nos 29-31 unallocated)

• **TRADE UNION ISSUES**

Motion No 32 (Branch 60)

Conference applauds the recent strike action taken by Unite members in Fujitsu. Using the recession as an excuse, private sector companies are announcing job cuts or are slashing terms and conditions yet those like Fujitsu, which have been supported by Invest NI with tax-payers money, have continued to make millions in profits throughout the recession.

Conference recognises that the struggle for decent wages and conditions is a struggle for all workers and that protecting workers rights in the private sector can help protect the public services against privatisation.

Conference instructs the General Council to give all possible support to private sector workers who are fighting against job cuts and attacks on their terms and conditions.

Motion No 33 (Branch 5)

Conference calls upon NIPSA to give what support it can to the Unite union in its campaign to defend the pay, conditions and jobs of BA cabin crews.

Motion No 34 (Branch 27)

Conference recognises that the Public Services international (PSI) does magnificent work in defending and promoting Public Services across the world.

Conference is of the opinion that NIPSA must continue to have the strongest links possible with PSI and therefore calls upon the General Council to liaise with PSI on the best way that NIPSA can support and participate in PSI's work and therefore strengthen the bond between the 2 organisations.

Motion No 35 (Branch 60)

Greek public and private sector workers have united in a number of general strikes action against Prime Minister George Papandreu's attempts to cut public spending and impose major tax hikes on working people.

Backed up by the major EU powers, the government is introducing €4.8 billion worth of cuts, the worst assault on the wages and conditions of Greek workers since the Second World War.

As part of this attack Greek public sector workers face a pay cut which is the equivalent of two-three months wages.

In Greece, just as in Northern Ireland, a government which represents the rich and big business is trying to make the working class pay for an economic crisis they did not create.

NIPSA members also face draconian cuts in public spending that will impact on wages, conditions and job security as well as the quality of public services.

The struggle by Greek workers is an example to all workers of how to resist and defeat the neo-liberal assault on the public sector which has swept across Europe.

Conference agrees to send a message of solidarity and support to the members of the Greek civil and public servants' union ADEDY for its campaign of opposition to the Pasok government's draconian austerity measures.

(Motion Nos 36-38 unallocated)

• **PUBLIC POLICY 2**

Composite Motion No 39 (Branch 219)

Conference is dismayed that Northern Ireland is currently exempt from legislation, which in Great Britain, provides for transparency in donations to political parties. This absence of transparency is problematical in all sorts of areas, from public procurement contracts to Planning applications. For example, it has meant (not unexpectedly) that journalists and others use the open file policy in Planning Service to examine live applications for possible evidence of political lobbying in favour of applications from, what might be, undeclared party donors. Unfortunately, an ignorance of procedures and over-zealousness has driven some journalists to make unwarranted insinuations on the integrity of public services and to guard against the potential for corruption, is to enact similar legislation in Northern Ireland, Conference instructs the incoming General Council to raise our view on this issue with the appropriate Assembly Committee and to copy the terms of this motion to the National Union of Journalists.

Motion No 40 (General Council)

Conference welcomes the publication of the book *The Spirit Level* by Kate Pickett and Richard Wilkinson the research for which demonstrates that inequality in income creates societies which are dysfunctional, have greater levels of crime, lower educational achievements and worse health outcomes.

Conference calls upon the General Council to highlight the findings of this research and to campaign vigorously for policies and measures which contribute to creating a more equal society, including a significant reduction in the gap between the highest and lowest wage earners and people reliant on state benefits and increased investment in public services as a means of redistributing the wealth in our society.

Conference calls upon the General Council to pursue this issue through the Irish Congress of Trade Unions and to seek the active support of all those forces in Northern Ireland who are committed to the objective of creating a decent and civilised society based on equality in the social and economic spheres.

Motion No 41 (Branch 730)

Conference notes the risks to all NIPSA members working with vulnerable people arising from the Independent Safeguarding Authority (ISA) Conference is concerned at the undemocratic nature of this Agency and the threat to members livelihood arising from unproven and uncorroborated complaints. Conference also notes the cost of application to the Authority (some £58) which is prohibitive for low paid employees. Conference calls for NIPSA to campaign vigorously on these issues.

Motion No 42 (Branch 8)

Conference welcomes the devolution of the Policing and Justice Powers to the N. Ireland assembly. This measure hopefully cements the Peace Process in the province and conference hopes that the province can enjoy a peaceful and prosperous future.

Conference calls upon the General Council to endorse this process by writing to the First Minister and Deputy First Minister congratulating them on this development.

Motion No 43 (Branch 15)

Conference notes that despite the economic crisis the NI Assembly has failed to properly consider the Programme for Government, which was agreed prior to the recession. Nor has it reviewed the particular role of the unelected Strategic Investment Board, in the delivery of the capital programmes arising from the 10 year Investment Strategy for Northern Ireland. Conference believes that the sustainable growth required in the economy will only come about if the Assembly takes democratic control of the SIB function and reverts to conventional procurement and funding methods for public sector contracts. In doing so, it must avoid the bundling of contracts that has characterised PPP/PFI contracts. This approach has operated to the detriment of local Small and Medium Enterprises, who have been unable to meet the high initial costs of the bid process and have lost out to multi-nationals, many of whom pay their corporation tax off-shore, to the detriment of the economy. Conference instructs the General Council to challenge the Assembly on this point and to make the growth of the private sector economy in this manner a campaigning feature of the public Service Defence Campaign.

Motion No 44 (Branch 27)

Conference is concerned that no progress has been made in respect of the relocation of public and civil service sector jobs from the Greater Belfast area as contained in the Bain Report.

Conference accepts that members' wishes should be considered in any proposed staff movement but recognises that there are important environmental, economic and social benefits to rural areas arising from public service and civil service sector job relocation.

Conference calls on the incoming General Council to press for the development and implementation of proposals in relation to the Bain Report and to ensure that NIPSA members' wishes are considered in any subsequent negotiations.

(Motion Nos 45-47 unallocated)

• **LIFE MEMBERSHIP 2**

Motion No 48 (General Council)

In recognition of his outstanding service to NIPSA, Conference confers life membership on David Stuart.

(Motion Nos 49-50 unallocated)

• **HUMAN RIGHTS**

Motion No 51 (Branch 8)

Conference is appalled at the attitude taken by the Westminster Government in regard to the proposed Bill of Rights for N. Ireland. In their scenario the Bill will allow National determination and little else.

Conference calls upon the incoming General Council to intensify a campaign to ensure that the Bill encompasses rights to health, education, a home, and employment rights.

In this way we can ensure that standards are set for future development and hopefully build a better society for all.

Motion No 52 (Branch 551)

Conference believes that since its inception Histadrut has functioned as an arm of the Israeli state.

Conference also wishes to express its revulsion at the statement issued by Histadrut supporting the Israeli government's military assault on the people of Gaza between in December and January 2009 – an attack that involved mass bombing of densely populated civilian areas, including hospitals and schools, as well as direct military incursion, that together resulted in over 1400 Palestinian deaths, most of them civilians including over 400 children.

Conference notes the decisions of the STUC to review their relationship with Histadrut. Conference agrees that as part of our commitment to oppose the Israeli occupation and oppression of the Palestinian people that the General Council campaign to have the ICTU similarly review their relationship with Histadrut.

Motion No 53 (Branch 5)

Conference condemns the increase in “hate crimes” and is concerned by the activities of “far right” racist and fascist groups.

Conference calls on NIPSA to continue campaigning against both racism and fascism.

Motion No 54 (Branch 516)

This conference notes that recorded racist incidents in Northern Ireland are on track to surpass 1,000 in 2010. Conference also notes the worrying increase in violent attacks, such as those on Roma families in South Belfast and an Indian family in New Lodge area. Conference applauds NIPSA is supporting an anti racism poster for schools.

Conference understands that the increase in unemployment and the lack of social housing will only increase the breeding ground for racism.

Therefore, this conference resolves to fight for jobs and homes in opposition to racism.

This conference also resolves to assist by every means possible anti-racist campaigns such as Youth Against Racism and the anti racism network.

Motion No 55 (Branch 70)

Conference calls on the General Council to lobby Government to facilitate the victims rather than the perpetrators of domestic violence to be able to stay in their own homes if they so choose. Where the perpetrator of domestic violence stay in the family home it is the victims particularly those with children, who suffer further stress, anxiety, disruption and financial detriment.

Motion No 56 (Branch 730)

Conference notes with alarm the increasing death toll of civilians and NATO troops in the ongoing war in Afghanistan. The civilian death toll is now estimated at over 30,000. Operation Enduring Freedom has been a disaster for the people of Afghanistan and has spread beyond its borders into Pakistan where US CIA forces are now engaged in military action in the SWAT Valley.

The US and British governments claimed this was a war to bring democracy and freedom to Afghanistan. Eight years on the recent elections were marred by massive fraud. The Karzai government is propped up by corrupt warlords, drug traffickers, and foreign troops rather than any legitimacy among the Afghan people.

Women are still subject to severe repression and are denied even the most basic freedoms such as education. President Karzai passed a law in August 2009 which legalises rape in marriage and means that a woman cannot leave her house without her husband's permission!

UNICEF says, "Afghanistan today is without a doubt the most dangerous place for a child to be born," with one-in-four Afghan children dying before the age of five, most of preventable diseases. Despite having spent \$300 billion on the war Afghanistan is the fourth poorest country in the world and the second most corrupt.

President Obama's plans to increase US troops numbers by another 30,000 to 100,000 will only make this disastrous war worse and will result in even greater suffering for the Afghan peoples. Conference calls on the General Council to lobby the Government seeking the withdrawal of all foreign troops from the region. It is the people of the area who must find a way out. The working class, especially the working class of Pakistan, have the key role in fighting for a socialist alternative that would unite all the oppressed across tribal, national and religious barriers.

(Motion Nos 57-59 unallocated)

• **PUBLIC SERVICES 2**

Motion No 60 (General Council)

Conference reiterates its opposition to any form of privatisation of public services on the grounds that the *raison d'être* for privatisation is not based on improving the efficiency of public services but on the agenda to open up additional areas of the public sector economy to private sector interests in order to generate greater profits for private companies and their shareholders.

Conference notes that privatisation reduces public accountability, undermines democracy and directly subsidises private sector profits.

Conference is appalled at the statement by the European Commission proposing measures to encourage the increased use of Public Private Partnerships as a means of supporting the private sector during economic recession.

Conference calls upon the General Council to vigorously oppose renewed attempts to privatise public service functions and to campaign against any plans by the NI Executive, Government Departments or other public bodies to utilise PPPs or any other form of privatisation.

Motion No 61 (Branch 8)

Conference is disheartened at the ongoing attacks on public services that seem to continue regardless of the action that NIPSA is currently taking. Conference feels that more needs to be done to address this ongoing problem and urges the incoming General Council to launch a stronger campaign leading to industrial action for all public sector workers in all areas of NIPSA.

This should be done in co-ordination with other unions to present a united front with an aim of stopping further attacks on our public services.

Motion No 62 (Branch 15)

Conference is concerned that one of the consequences of the draconian cuts in public finance could be the relaxation of the enforcement functions in areas such as the Planning Service and NI Environment Agency, neither of which benefit financially from the fines imposed, which are simply returned to the Treasury. These functions should not be regarded as “non-essential”, despite the current economic climate. Any failure to enforce environmental regulations and the “polluter pays” principle, could be short sighted and would lead to permanent environmental degradation and an unacceptable culture of avoidance by unscrupulous developers and others. Accordingly, Conference instructs the General Council to raise the issue with Assembly’s Environment Committee and the relevant Ministers with a view to protecting both the workers engaged in this important function and the environment itself.

Motion No 63 (Branch 28)

Conference notes with concern and disappointment the decision by the Union’s leadership not to make use of a public service body, the Labour Relations Agency, in the settlement of members’ legal action against the NICS, most notably in the recent equal pay cases. Conference believes that the decision to use Private Sector legal services is inconsistent with the Union’s policy to campaign to protect public sector jobs and services as well as providing to the members involved a lesser level of service, at greater cost to the union. Conference censures those responsible for this decision within NIPSA and re-affirms the union’s commitment always to favour public service providers over private sector alternatives when advancing the business of the union.

(Motion Nos 64-67 unallocated)

• **CONSTITUTIONAL AMENDMENTS 2**

Composite Motion No 68 (Branch 6)

ELECTION OF DEPUTY GENERAL SECRETARY ASSISTANT GENERAL SECRETARY 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). When 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 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.

Nominations 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 indicated forenames or the name by which they are commonly known and surnames.

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

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

The existing Rules 7.5 to 7.16 shall be renumbered to become Rules 7.14 to 7.25.

Motion No 69 (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 but notes that this does not affect the voting rights/strengths of branches at conference which are preserved by the block vote system;

“Conference Representation

5.16 Representation at General and Group Conferences shall be from branches on the basis of 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 up to 201-300 ordinary members - 3 delegates
- With one additional delegate for each complete 100 ordinary members thereafter.”

(Motion Nos 70-71 unallocated)

• **ORGANISATION & ADMINISTRATION 1**

Motion No 72 (General Council)

Conference calls upon the General Council to bring to the 2011 NIPSA Conference the necessary constitutional amendments to provide for the establishment of a Branch Equality Officer, including the duties and responsibilities of a Branch Equality Officer.

Motion No 73 (Branch 70) (If Motion No 72 is carried Motion No 73 falls)

At last year’s Conference Motion 58 called on the General Council to bring forward a paper to this year’s Conference regarding the introduction of Equality Officers within Branches. Branch 70 calls on Conference not to throw the baby out with the bath water and to retain the role of Women’s Officer.

Motion No 74 (Branch 8)

Conference is aware that there is still an imbalance of representation throughout NIPSA and the union need to do more to encourage women, part time workers and younger representatives especially to play a bigger role not only within branches but throughout NIPSA.

Conference asks that the incoming General Council explore methods of providing extra support, facilities, encouragement and training as necessary to help these less represented areas within NIPSA to become more active.

Motion No 75 (Branch 77)

Conference is aware of the difficulty the union has in attracting young members as union membership nationwide has been in steady decline for some considerable time.

As a mechanism to combat this Conference calls upon the incoming General Council to formally establish the NIPSA Youth Committee.

Including the functions to organise and promote youth membership, activism, dialogue and education, through raising awareness and campaigning around young people's issues in the workplace.

This will encourage the participation of young people in NIPSA business as a first step to addressing the trend of declining membership generally, ensuring the future of the union.

Motion No 76 (Branch 5)

Conference recognises and highly commends the efforts of our former General Secretary, John Corey, continued by current G.S. Brian Campfield, and the General Council in recognising the importance of engaging with young workers for the present and future of our movement.

Initiatives such as the collaboration with 'Trademark' in undertaking a research project to assess young people's views on and experiences of NIPSA, the encouragement of our young members to participate at all levels within our union and the active roll played by a number of our members in, and the support of NIPSA, for NIC-ICTU Youth Committees and throughout the wider Trade Union Movement.

In furtherance of these initiatives and with a view to nurturing and developing the active participation of young workers across NIPSA, Conference calls on the incoming General Council to formally establish the NIPSA Youth Committee.

(Motion Nos 77-80 unallocated)

• **LIFE MEMBERSHIP 3**

Motion No 81 (General Council)

In recognition of her outstanding service to NIPSA, Conference confers life membership on Mary McVeigh.

(Motion Nos 82-84 unallocated)

• PUBLIC POLICY 3

Motion No 85 (General Council)

Conference condemns any attempt by either the UK Government or the NI Executive to freeze public sector pay and calls upon all political parties to give a commitment that public sector workers will not be expected to shoulder the burden of the financial and economic crisis which they had no part in making.

Conference calls upon the General Council to:-

- (a) Highlight the positive contribution that public spending makes to the economic life of Northern Ireland.
- (b) Expose the myth that is continually peddled by a range of establishment economists and other commentators that the way to grow the private sector is through cutting public sector pay, pensions and services.
- (c) Campaign against all attempts to introduce an even lower wage based economy on Northern Ireland.
- (d) Consider a cross public sector programme of industrial action to defend public sector pay.
- (e) Cooperate with other public sector trade unions to prevent a freeze or similar unfair restrictions on public sector pay.

Composite Motion No 86 (Branch 15)

Conference has been disturbed by the media stories in respect of repeated lobbying of Planning Service staff by Ministers of the Assembly, MLAs, MPs and local councillors, in respect of various planning applications. Much of this lobbying is shamelessly conducted through the media, despite the knowledge that the professional planners who can be identified from the open files, have little public redress to the sometimes outrageous challenges made to their integrity and professionalism. Conference notes that this practice is not a feature of the planning process in either Great Britain, or in the Republic of Ireland and that such lobbying has the deliberate intention of attempting to harass a planning officer into making a particular decision – almost always a planning approval. This constitutes an unwarranted intrusion into what should be an area of work based solely on compliance with objective planning guidance. Accordingly, Conference instructs the incoming General Council to lobby the Assembly to win support for a convention, or appropriate legislation if required, to end this practice. If this is not forthcoming, the General Council should publicly expose the hypocrisy of those local politicians who are recorded on various planning files as having submitted, simultaneously, letters supporting a developer and letters on behalf of their constituents, objecting to the same development.

Motion No 87 (General Council)

Conference is dismayed at the proposal by ergNI to the UK Government that in return for a reduction in the Northern Ireland block grant from Westminster the rate of corporation tax in Northern Ireland should be reduced.

Conference opposes any attempt to trade public expenditure to enable private business to pay even less tax than they do so currently.

Conference notes that the NI Executive decision to maintain the cap on the rates is a socially regressive measure which results in the less well off in society subsidising the better off.

Recognising the limited powers of the NI Executive to raise finance Conference nonetheless calls upon the NI Executive to introduce a more progressive system of rates collection which takes into account the distribution of wealth across Northern Ireland.

Conference calls upon the NI Executive to make strenuous representations to the UK Government in support of the introduction of a more progressive taxation system which ensures there is sufficient public money available to properly fund public services.

Motion No 88 (Branch 15)

Conference rejects the proposals from the NI Economic Reform Group and the Conservative Party's Shadow Secretary of State, amongst others, for a reduction in the rate of Corporation Tax in Northern Ireland. Conference notes that our region already has the lowest wages in the private sector across the UK and that it is proposed to pay for this measure by savage cuts in public expenditure and the threat of regional pay and regional social security benefits. Conference is aware from information gleaned by the TUC and subsequently verified by the Treasury, that billions of pounds of corporation tax is already avoided by the major companies in Britain through off-shore accounting. Accordingly Conference instructs the General Council to raise these issues with the relevant Assembly Committee and Minister and to consider how it might capture information on the extent of such tax avoidance by companies operating within Northern Ireland, in particular those engaged in government contracts.

Motion No 89 (Branch 70)

Conference calls on General Council to highlight the NHS Organ Donor Register and to encourage NIPSA members to sign this.

Motion No 90 (Branch 27)

Conference instructs the General Council to affiliate to the Debt and Development Coalition Ireland.

(Motion Nos 91-93 unallocated)

• **HEALTH AND SAFETY**

Motion No 94 (Branch 734)

Conference believes that members need to be consulted on the current status of the Working Time Regulations across the Province. Some 12 years on since its introduction the WTR is still not being implemented in its entirety and this is to the detriment of our membership. These members continue to work long, tiresome hours, without the appropriate breaks, in increasingly difficult environments. Conference is requested to identify the legal position in relation to the implementation of the WTR for both members and employers alike and advise our members accordingly.

Motion No 95 (Branch 517)

Conference believes that the health and safety of all members is of paramount importance to this union.

Conference recognises and welcomes improvements and advances this union has made due to motions passed at previous conferences.

However in these difficult times Health and Safety may find itself being relegated to a side issue that it most certainly is not.

Conference calls on the incoming General Council to:

Ensure every member receives user friendly purpose written "Members guide to Health and Safety".

Reps and branch Health and Safety committees are adequately supplied with up to date literature and materials, and have a ready line of communication for professional advice and support.

NIPSA establishes formal links with the Health and Safety Executive and arrange a seminar for NIPSA reps and the HSE to discuss the best way forward in workplace Health and Safety.

Motion No 96 (Branch 27)

Conference believes that Health and Safety will be one area that suffers because of the massive impact of severe future Government budgets cuts on the Public Services in Northern Ireland.

Conference therefore believes that NIPSA requires a specific committee set up to deal with Health and Safety matters.

Conference therefore instructs the General Council to bring forward to the 2011 NIPSA Conference the required constitutional amendments for the formation of a NIPSA Health and Safety committee including it's size, format and remit.

Motion No 97 (Branch 730)

Conference is concerned that the cutbacks across public services are endangering the lives and welfare of people using public services as well as public service employees. Conference is of the opinion that the Health and Safety of the public and staff must be a priority for public service employers and condemns those employers that have compromised Health and Safety in order to save money. Conference calls on the incoming General Council to highlight this issue by:

- Reporting employers to such bodies as the RQIA and the H & S Executive of Northern Ireland.
- Highlight the shortcomings of employers on H & S issues through the media etc.
- Examine how issues can be addressed internally with each employer.
- Develop a regular NIPSA H & S Newsheet or Bulletin.

(Motion Nos 98-99 unallocated)

• **REVIEW OF PUBLIC ADMINISTRATION**

Motion No 100 (General Council)

Conference reiterates its view that the Review of Public Administration is being used not as a means of improving the organisation of public administration but as a vehicle to deliver public spending cuts.

Conference pledges its full support for any staff threatened with compulsory redundancy, downgrading or other detriment arising from the RPA and reiterates its commitment to supporting industrial action in defence of members interests.

In particular conference condemns:-

- (a) The Governments plan to abolish the Public Service Commission.
- (b) The refusal to carry out any serious equality impact assessment of the consequences of RPA implementation and
- (c) The total disregard for the recommendations in the Bain Report on the location and distribution of public sector jobs across Northern Ireland.

Conference calls upon the General Council to make strenuous representations to Government to address these issues and to continue to expose the fallacy that the Review of Public Administration is of benefit to the people of Northern Ireland.

Comprehensive Motion No 101 (To be moved by Branch 516)

Conference recognises that the RPA process has been to the detriment of NIPSA members and notes that the vacancy control process has led to serious attacks on jobs and terms and conditions. Conference agrees that the General Council needs to ensure that members receive advice, support and guidance regarding the convergence plan, particularly in relation to the fact that over 40 per cent of Education staff in RPA affected posts are in temporary or fixed term contracts.

Conference believes that the Education Minister has used the process of preparations for ESA, and more recently convergence, as a vehicle for her ongoing Thatcher style attack on education. Conference accepts that planned action by members against this attack and these cuts is required.

Conference calls on the General Council to take all necessary steps to put pressure on the Education Minister and future Ministers to defend and protect workers rights and to secure an education system based on the needs of working class families.

(Motion Nos 102-103 unallocated)

• ORGANISATION & ADMINISTRATION 2

Motion No 104 (Branch 304)

Conference recognises the importance of democratic accountability and control in developing a strong and healthy union which is capable of representing members. Conference therefore calls on the incoming General Council to review current procedures and put in place any measures needed to ensure NIPSA members have the maximum opportunity to use their vote in all NIPSA elections.

Motion No 105 (Branch 501)

Conference calls upon NIPSA to fully recognise and thereafter provide such resource as is deemed necessary to tackle the very real issues of mental health and associated difficulties which are prevalent within our members and which are manifesting more frequently in the very recent past and are indicative of the pressure upon our members. Conference further calls upon NIPSA to ensure that information, training and support is put across the membership to tackle this ever increasing problem.

Motion No 106 (Branch 27)

Conference applauds the work done over many years by the NIPSA Global Solidarity Committee (GSC), including its administration of the NIPSA Developing World Fund (DWF).

Conference is however quite disappointed that only 0.6% of the total NIPSA membership donates to the fund mainly through GAYE. Conference realises this constitutes quite a small annual budget within the DWF and puts enormous constraints and pressure on the GSC in deciding which projects can be funded and which cannot, even if they meet all the criteria.

Conference believes that there must be a much better way to finance the DWF so as to increase significantly member participation and help our brothers and sister across the globe, especially in poverty stricken countries.

Conference therefore calls on the incoming General Council to bring forward to the 2011 conference a Conference paper examining options for increasing the funding available to the GSC through the DWF to finance much more project work and to make appropriate recommendations to that end.

Motion No 107 (Branch 8)

Conference calls on the incoming General Council to consider reviewing NIPSA application forms with a view to changing them and adding in a section whereby members can sign up to making contributions to the global solidarity fund via the “give as you earn” scheme.

Currently not enough members pay into this worthy cause via give as you earn and conference feel this measure would be a start in addressing this problem and increasing support for global solidarity.

(Motion Nos 108-110 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 111 (General Council)

Conference is appalled that public services are targeted to bear the brunt of the Government's plans to reduce the public debt which had resulted from the recession and the bail out from public funds of banks and financial institutions.

Conference declares that working people and their families should not be subjected to these severe austerity measures to pay for a crisis that was triggered by the unrelenting pursuit of super profits by private financial institutions.

Conference welcomes the steps that have been taken to date by the General Council, including the organisation of the branch representatives event on 26th March and the publication of the "**Case for Public Services in Northern Ireland**", and calls upon the General Council to intensify the preparations required by the union to build a robust defence of public services and public servants.

In particular Conference calls upon the General Council to:-

- (a) Ensure that both local representatives and members have a clear understanding of the causes of the current financial and economic crisis.
- (b) Provide branches with the fullest possible support to defend members interests including the production of an updated campaign toolkit.
- (c) Encourage branches to actively consider industrial action, including strike action, as an important element in any campaigns to defend public services, jobs, pay and pensions.
- (d) Lobby and make representations to the NI Executive, political parties, MLAs in defence of public services.
- (e) Work with the broader trade union movement and community interests to build a broad based campaign in defence of public services.

Motion No 112 (Branch 5)

Conference welcomes the setting up of NIPSA's "Public Service Defence Campaign". Conference condemns the Political Parties who are vying with each other over how much and how quickly they can cut the public service after the General Election. Conference calls upon NIPSA to campaign against any proposed cuts including by industrial action if necessary.

Comprehensive Motion No 2

Motion No 113 (Branch 15)

Recognising the important role played by our libraries in providing the gateway to both personal and community development, conference is concerned that the Strategic Review of the Library Provision in the Greater Belfast Area, has proposed the closure of 15 out of the 32 libraries covered in the review. Conference notes the work already done to build support for a campaign to retain these libraries, involving protest meetings, lobbying of local councils and politicians. Conference instructs the incoming General Council to commit the necessary resources to an ongoing public campaign to defend this important service to the public.

Motion No 114 (Branch 28)

Recognising the important role played by our libraries in providing the gateway to both personal and community development, conference is concerned that the Strategic Review of the Library Provision in the Greater Belfast Area, has proposed the closure of 15 out of the 32 libraries covered in the review. Conference notes the work already done to build support for a campaign to retain these libraries, involving protest meetings, lobbying of local councils and politicians. Conference instructs the incoming General Council to commit the necessary resources to an ongoing public campaign to defend this important service to the public.

Motion No 115 (Branch 503)

Conference condemns the continued underfunding of the Library Service and the consequent closing of many local Libraries. Conference calls upon the General Council to intensify the campaign for a fully funded Library Service.

Motion No 116 (Branch 560)

Conference congratulates NIPSA on its campaign to oppose the closure of community libraries and calls on it to vigorously continue and maintain its opposition to any reduction in funding of the Library Service.

Comprehensive Motion No 4

Motion No 117 (Branch 5)

Conference condemns the £367 million cuts in the Public Service announced by the Finance Minister. Conference believes that this will have a detrimental effect on the services provided to the public.

Conference calls upon NIPSA to campaign against these cuts including taking industrial action if necessary.

Motion No 118 (Branch 6)

Conference recognises the massive threat to jobs and Public Services. This is a consequence of the Government imposing the burden of the current financial crisis on workers and communities, by cutting services, pay, pensions and working conditions. The same Government who have spent billions of taxpayers' money bailing out greedy bankers who maladministered us into a financial mess. This is not acceptable!

Conference welcomes NIPSA's recognition of the real need to plan and prepare our membership for a fighting campaign in defence of the proposed attacks. Conference instructs the General Council to ensure that this work is ongoing and built upon to ensure that members, representatives and the entire union are focused and informed on the future attacks in order that together we can fight back.

Composite Motion No 12

Motion No 119 (Branch 8)

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

Motion No 120 (General Council)

General Council submitted an identical motion to Composite Motion No 12 - not reprinted.

Composite Motion No 20

Motion No 121 (Branch 15)

Branch 15 submitted an identical motion to Composite Motion No 20 - not reprinted.

Composite Motion No 23

Motion No 122 (Branch 503)

Conference condemns the continued underfunding of the Housing Executive. Conference also condemns the proposed transfer of housing stock from the Housing Executive to other bodies as this will lead to the dismantling of the Housing Executive which has provided a fair and cost effective social housing service for nearly 40 years.

Conference calls on the General Council to intensify the campaign for the retention of the Housing Executive as Northern Ireland's a comprehensive Housing Authority and for the reinstatement of a fully funded new build and improvement programme so that waiting lists are reduced and housing need is met.

Composite Motion No 39

Motion No 123 (Branch 15)

Branch 15 submitted an identical motion to Composite Motion No 39 - not reprinted.

Composite Motion No 68

Motion No 124 (Branch 516)

Branch 516 submitted an identical motion to Composite Motion No 68 - not reprinted.

Composite Motion No 86

Motion No 125 (Branch 219)

Branch 219 submitted an identical motion to Composite Motion No 86 - not reprinted.

Comprehensive Motion No 101

Motion No 126 (Branch 516)

Conference asks the General Council to be proactive in providing members with support and advice re the convergence plan. We ask the general council to step up the public service defence campaign and provide members with understandable advice meetings and information which will help members plan for any day of action against such cuts.

Motion No 127 (Branch 517)

Conference notes that the RPA process has been to the detriment of NIPSA members. Conference notes that the vacancy control process has led to serious attacks on jobs and terms and conditions. In particular Conference notes that in education over 40 per cent of RPA affected staff are in temporary or fixed term contracts and that the process of preparing for ESA and now Convergence has been used by the Northern Ireland Executive Education Minister as a vehicle for her continued Thatcher style attack on education.

Therefore Conference calls upon the General Council to take all necessary steps to ensure that future Education Ministers are committed to defending workers rights and fighting for an education system based on the needs of working class families.

CATEGORY B

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

Motion No 128 (Branch 516)

Conference is concerned with the changes imposed on our members terms and conditions as a result of PPP/PFI Schools. Members have been promised no changes to their terms and conditions of service. Conference requests that NIPSA protect all members historical terms and conditions and prevent any changes imposed on members due to PPP PFI Projects.

Motion No 129 (Branch 517)

In this climate of cuts and job insecurity the people whose greed and irresponsibility brought about the current financial problems would be delighted if a further by product of their "Vandalism" created a "Dog eat Dog" "I'm alright Jack" "Look after number one" culture.

This Conference calls on the incoming General Council to continue NIPSA's proud record of standing shoulder to shoulder with other trade unionists in times of struggle.

Whether private or public sector and injury to one is an injury to all and we call on the General Council to:

Show NIPSA's Solidarity, offering all suitable and available help, including financial where necessary to our brothers and sisters in their hour of need.

Motion No 130 (Branch 517)

Conference calls on the incoming General Council to mount and maintain a credible campaign to resist cuts in public services.

Conference believes co-ordinated and inter-union action would be most effective; however this ideal cannot be at the expense of members needs and wishes.

Conference calls on the General Council to ensure that NIPSA's position is clear and unequivocal and if need be NIPSA will act alone to defend members jobs terms and Conditions rights and futures.

Motion No 131 (Branch 730)

Such is the scale of attack on the Public Sector, Health, Education, Civil Service, NIHE and Councils, NIPSA is required to use all resources at its disposal. Conference demands that NIPSA should have an effective media presence through a public relations mechanism. We need to ensure that the public and members alike are made aware and informed of the impact on direct services as a result of the financial stranglehold within PO group areas.

NIPSA needs to be seen to be at the forefront of this campaign through the use of media such as TV, Radio, Press and Internet. This will help to build confidence in the union and reinstate NIPSA as the leading Public Service Union in the NI Public life.

Motion No 132 (Branch 734)

Such is the scale of attack on Public Services at this time, NIPSA is required to use all resources at its disposal. Conference demands that NIPSA should have an effective media presence through public relations mechanisms. We need to ensure that the public and members alike, are made aware and informed of the impact on direct services as a result of the financial stranglehold within Public Services. NIPSA needs to be seen at the forefront of this campaign through the use of media such as TV, Radio, Press and Internet. This will help build confidence in the union and reinstate NIPSA as the leading Public Services Union in eye of the NI Public.

Motion No 133 (Branch 730)

Conference is concerned that NIPSA does not attract the level of membership it should across the public sector. Conference acknowledges that certain Sections of NIPSA face huge challenges such as competition from other Unions and lack of facility time. As a matter of priority Conference urges the incoming General Council to

- Take a co-ordinated approach to recruit which may include targeting specific groups of workers
- Review and develop recruitment material such as posters and recruitment packs.
- Examine issues such as facility time across all sections of NIPSA.
- Examine such issues as joining NIPSA online.

Motion No 134 (Branch 733)

Conference calls upon General Council to bring forward measures to protect the jobs and condition of administrative staff across all sectors. These staff appear to be an easy target for efficiency savings when in fact they are of crucial importance in the delivery of services.

CATEGORY C

Motions which can be dealt with by correspondence with Union Headquarters

Motion No 135 (Branch 8)

In light of the current economic climate and recession, Conference calls upon General Council to consider holding future conferences at cost cutting venues such as The Lock Keeper's Cottage Café.

CATEGORY X

Motions which the President has ruled out of order

Motion No 136 is ruled out of order as it conflicts with Rule (ii) 7.4(f) of the NIPSA Constitution and it is not sufficiently clear as a means of determining policy.

Motion No 136 (Branch 8)

Conference calls on the General Council to hold training courses for members of the Standing Orders Committee explaining what rule 5.1 of the union means.

Motion No 137 is ruled out of order as it conflicts with Rules 7.4(f) and 6.9(g) of the NIPSA Constitution.

Motion No 137 (Branch 8)

Conference calls upon the incoming General Council to appoint a full time Equality Officer.

As equality issues become more prevalent in the workplace the Equality Officer could liaise with Branch Officers and Management to ensure that Equality legislation is being adhered to.

Motion No 138 is ruled out of order as it is not sufficiently clear as a means of determining policy.

Motion No 138 (Branch 29)

Conference calls on the Northern Ireland Assembly to use the arrangements used to negotiate the Hillsborough Agreement as a template in dealing with major issues such as the Health Service, Unemployment, Education and Sectarianism.

Motion No 139 is ruled out of order, the motion as written is self contradictory.

Motion No 139 (Branch 62)

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

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

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

Motion No 140 is ruled out of order as it is not sufficiently clear as a means of determining policy.

Motion No 140 (Branch 70)

Conference calls on General Council to lobby Government and negotiate with employers to introduce an action level of 24°C as recommended by the World Health Organisation as the maximum temperature for working in comfort for indoor work. Also an absolute maximum of 30°C (27°C for those doing strenuous work) at which point workers should not have to work.

Motion No 141 is ruled out of order as it is not sufficiently clear as a means of determining policy.

Motion No 141 (Branch 70)

Conference instructs the General Council to drive forward to next year's Conference the necessary constitutional amendments to ensure that new NIPSA members seeking representation have been members for a minimum period. Conference instructs the incoming General Council to set what that minimum period should be.

Motion No 142 is ruled out of order on the basis that such a rule would be impossible to enforce.

Motion No 142 (Branch 150)

Conference calls on the General Council to bring into place a clause in the member application form where by upon signing the form the new member must remain in the union for a minimum of one year.

Motion No 143 is ruled out of order as it conflicts with Rule 7.4(f) of the NIPSA Constitution.

Motion No 143 (Branch 517)

Conference calls upon the incoming General Council to ensure that the first point of advice and information service within NIPSA is fully resourced and that this service is publicised to members.

Motion No 144 is ruled out of order as it conflicts with Rules 9.8(c); 9.11(b) and 9.11(c) of the NIPSA Constitution.

Motion No 144 (Branch 517)

Conference recognises that the trade union movement has been built by tenacious sacrifices by its activists and members. Conference believes that this spirit remains essential if the trade union movement is to be a strong and democratic weapon in the hands of workers. Conference utterly rejects the pursuit of junkets and the grabbing of inflated expenses which can mar the reputation of the trade union movement.

Conference therefore calls on the General Council to ensure that.

- All expenses paid by NIPSA are sufficient to meet genuine costs incurred but that they are not inflated to provide a profit for activists.
- All expenses claims are properly audited and a process is introduced to allow inspection of records of expenses by members.

Motion No 145 is ruled out of order as it is not in proper motion form and it conflicts with Rule 6.9(i) of the NIPSA Constitution and it is not sufficiently clear as a means of determining policy.

Motion No 145 (Branch 733)

Conference, as you know the changes and face of changes within the public sector over the last few years has been unprecedented. This has led to more stress on individuals trying to carry the excessive work load. Branch 733 are fearful for members who are working in excess of 37½ hours due to the feeling of “not coping” being seen as a weakness or stress being worn as a “badge of office”. These members are keeping the Departments afloat through goodwill.

We need to educate members (managers and staff) about their health and wellbeing and stand united regionally regarding this as strength is “in numbers”. Therefore I ask Conference to work towards creating a group re H&S like Panels where reps can come together, plan strategically and support each other.

Northern Ireland Public Service Alliance ANNUAL DELEGATE CONFERENCE 2010

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

Candidate's Name *Candidates's Name*

PRESIDENT (1 VOTE)

Moore, B

Morgan, M

VICE-PRESIDENT (1 VOTE)

McCarthy, C

McGinley, P

HONORARY TREASURER

*McKinstry, H

* Returned unopposed

EQUAL OPPORTUNITIES COMMITTEE (12 VOTES)

<i>Candidate's Name</i>	<i>Branch No</i>	<i>Candidate's Name</i>	<i>Branch No</i>
Barr, L	501	McKeegan, J	560
Burch, K	8	McKinstry, H	521
Captain, E	70	McLeish, T	7
Clarke, H	22	McNally, N	219
Collins, L	6	McNulty, J	21
Crawford, B	111	Morrison, J	503
Dobbs, P	523	Owens, J	501
Dummigan, M	38	Toal, J	6
Lilley, J	27	Topping, D	8
McCloskey, J	6	Wilson, R	8
McDonald, S	501		

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	Malone, G	1
Dummigan, M	38	Mulholland, P	517
Lowry, D	219	Robinson, M	15
Maguire, D	730	Wright, T	28

GLOBAL SOLIDARITY COMMITTEE (5 VOTES)

<i>Candidate's Name</i>	<i>Branch No</i>	<i>Candidate's Name</i>	<i>Branch No</i>
Clarke, H	22	McWilliams, P	8
Lowry, D	219	Moore, B	15
Dummigan, M	38	Mossman, S	219
Hughes, D	8	Robinson, M	15
McDowell, M	77	Smyth, T	27
McKinney, R	28	Wilson, R	8
*McKinstry, H	521		

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

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