

nipsa

The Leading Public Service Union

Public Officers' Group Annual Delegate Conference

Slieve Donard Hotel
Newcastle

Agenda 2010

Tuesday 1st June 2010

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TIME-TABLE

Tuesday 1 June 2010

2.00	Chairperson's Address	
2.10	Appointment of Scrutineers and Tellers Adoption of Standing Orders Report No 1	
2.20	Pay and Pensions	Motions 1-5
3.15	Tea Break	
3.30	Review of Public Administration	Motions 8-9
3.45	Organisation/Registration	Motions 12-15
4.00	Public Service Defence Campaign - POG Implications - Discussion	
	Close of Conference	

SPECIAL NOTICE TO DELEGATES

The Standing Orders and Standing Orders Committee Report No 1 should read in conjunction with the list of motions. In accordance with Standing Order 38, Branches wishing to move reference back of 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 These standing orders will apply to General and Group Conferences until they are amended or rescinded by a motion adopted by an annual Delegate General Conference.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.
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 those 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 submissions 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 E McLaughlin (Chairperson)

2010 ANNUAL DELEGATE CONFERENCE

PRIMARY AGENDA

All motions in this Agenda are due to be discussed

- **PAY AND PENSIONS**

Motion No 1 (Public Officers' Group Executive Committee)

Conference notes the while the NJC trade union claim of 2.5% or £500 for 2010 was against a background of negative Retail Price Index figures, inflation in 2010 has once again began to rise to over 3%.

Against this background Conference deplores the 0% pay increase offered by the Employers Side of the NJC. Conference calls on the Executive Committee to ensure that the Employers Side of the Northern Ireland Joint Council are pressed to ensure they put pressure on the Employers Side representatives in Britain to offer a realistic and acceptable increase to ensure the take home pay of members does not fall further behind other public and private sector pay increases and below the increasing levels of inflation.

Conference recognises that although many public sector employees are concerned about job security during the current recession it is nevertheless essential that staff are encouraged to fight to secure an acceptable pay increase, particularly given the fact that the current financial crisis was not as a result of NJC workers, yet they are being penalised by Government.

Conference calls upon the Executive Committee to ensure that NIPSA is in a position to fully support any campaign of action, including industrial action in support of a decent pay increase for 2010.

Motion No 2 (Branch 517)

Conference calls upon the incoming Public Officers Executive to campaign and fight to achieve real gains for members in terms of pay and conditions. Considering the real victory that the Civil Service Executive has achieved in terms of the equal pay settlements that runs into hundreds of millions of pounds, conference further calls on the incoming Executive to seek and examine data from employers with a view to submitting equal pay claims within the Public Officers section of the union.

Motion No 3 (Public Officers' Group Executive Committee)

Conference is appalled at the totally unacceptable delays in the payment of the 2009 NJC pay awarded to members in Education and Housing in particular whereby members have not received their contractual pay increases in the financial year.

Conference is further concerned that the delays are caused by the Minister of Finance and Personnel insistence that contractual pay increases are cleared and approved, via their sponsoring Department before the contractual pay increase can be paid to staff.

Conference calls on the Executive Committee to redouble its efforts to ensure all staff with contractual entitlements to NJC pay increases have their pay increases paid immediately a settlement is concluded.

Motion No 4 (Public Officers' Group Executive Committee)

Conference notes that following persistent representations by NIPSA the Minister of the Environment initiated a consultation exercise on improvements to the protection arrangements following the removal of the 85 year rule, with a recommendation to extend full protection until 2020 in place of the limited protection which currently applies between 2016 and 2020.

Conference while disappointed that the original trade union side proposal for protection to 2024 has not been achieved nevertheless endorses the NIPSA response in accepting the improvement to 2020 and calls on the Executive Committee to press the Minister of the Environment to introduce the amended regulations to provide for the improved protection arrangements as soon as possible.

Motion No 5 (Public Officers' Group Executive Committee)

Conference notes the establishment of the Department of the Environment Review Group on the Local Government Pension Scheme to examine:-

- (i) the operation of the revised ill-health retirement provision;
- (ii) cost sharing; and
- (iii) any necessary draft revised or new regulations.

Conference calls on the Public Officers' Group Executive Committee to take all possible measures to defend the Local Government Pension Scheme and in particular to:-

- (i) vigorously oppose any attempts by employers to either leave the scheme or close membership to new entrants;
- (ii) resist any unfair changes to employee contribution rates, including via cost sharing;
- (iii) defend the Local Government Pension Scheme benefits package; and
- (iv) oppose any changes to the age of retirement for the purposes of pension entitlement.

(Motion Nos 6-7 unallocated)

• REVIEW OF PUBLIC ADMINISTRATION

Motion No 8 (Public Officers' Group Executive Committee)

Conference notes the continued uncertainty over the implementation of the Review of Public Administration in Education, Housing and Local Government.

Conference is concerned about the impact of staff in the Sectors where Vacancy Control has been in place for almost 4 years and the detrimental impact this has caused to members and service delivery.

Conference notes that while the implementation of the RPA may have been further delayed, the impact on staff has increased with various cutbacks being imposed on members and service delivery.

Conference calls on the Executive Committee to redouble the efforts to press for the halting of RPA in the Education and Local Government sectors as it is no longer about diverting resources to the frontline, but cutting jobs and services in all sectors.

Motion No 9 (Branch 516)

Conference is disgusted at managements over reliance on vacancy control and demands NIPSA steps in to make these posts permanent and protect our members from any cuts.

(Motion Nos 10-11 unallocated)

• ORGANISATION

Motion No 12 (Public Officers' Group Executive Committee)

Conference notes Conference Paper No 1. In recognition of the changing structures in the organisation of public services in Northern Ireland the Executive Committee were tasked by Conference 2009 to bring forward a review and proposals as soon as possible.

Conference therefore welcomes debate on proposed changes to union structures as outlined within Conference Paper No 1 with a view to consulting with branches after Conference.

(Motion Nos 13-14 unallocated)

• **REGISTRATION**

Motion No 15 (Public Officers' Group Executive Committee)

Conference fully endorses the view that staff and volunteers who work with young people and vulnerable adults should be subject to adequate vetting processes to ensure that individuals are provided with the greatest degree of protection.

Conference notes that the establishment of the Independent Safeguarding Authority will add an additional requirement for social care staff and Education Welfare Officers on top of having to register with the NI Social Care Council.

In addition, Conference notes that the vetting arrangements are extended to school based staff, library staff and other staff who may be in contact with children and vulnerable adults.

Conference expresses its concern that before a new employee can take up post they will have to pay a fee to pay for the application of the checking procedures carried out by the ISA and that such fees would be additional to that required for those staff who are required to register with the NI Social Care Council.

Conference calls upon the Executive Committee to take all necessary measures to ensure that the rights of existing and new staff are protected in the context of the roll out of the ISA requirements in Northern Ireland.

SECONDARY AGENDA

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

No items in this Secondary Agenda

Northern Ireland Public Service Alliance PUBLIC OFFICERS' GROUP ANNUAL DELEGATE CONFERENCE 2010

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

Candidate's Name Employer/Group

CHAIRPERSON

*Clifford, R South Eastern E&LB

VICE-CHAIRPERSONS

*Reid, R Belfast HSCT (SS)

STANDING ORDERS

No nominations received

EXECUTIVE COMMITTEE (19 VOTES)

<i>Candidate's Name</i>	<i>Employer/Group</i>	<i>Candidate's Name</i>	<i>Employer/Group</i>
^Baker, P	Down DC	McKeegan, J	Libraries NI
Barr, L	NIHE	McKinstry, H	Southern E&LB
Black, T	Belfast E&LB	McSherry, H	Southern E&LB
Booth, B	South Eastern E&LB	Maguire, D	Belfast HSCT (SS)
Dobbs, P	Western E&LB	Morrison, J	NIHE
Donaghy, P	NIHE	Mulholland, P	South Eastern E&LB
Fenton, M	Belfast E&LB	Murdock, J	South Eastern E&LB
^Haughey, C	Newry & Mourne DC	Murphy, S	Western HSCT (SS)
Kelley, J	South Eastern E&LB	Owens, J	NIHE
Killen, T	Belfast HSCT (SS)	Quinn, J	Libraries NI
Largey, G	Belfast HSCT (SS)	Scott, J	Belfast E&LB
Lawrenson, K	Belfast HSCT (SS)	Vaughan, M	Northern HSCT (SS)
#Lee, C	Northern HSCT (A&C)	Webster, E	Western HSCT (SS)
McCourt, C	Western HSCT (SS)	#Wilson, R	Northern HSCT (A&C)
McDonald, S	NIHE		

* Returned unopposed

^ Elected by virtue of Rule 29(a) of the Public Officers' Group Constitution

Elected by virtue of Rule 29(c) of the Public Officers' Group Constitution

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