

# Peace, Progress & Equality

Biennial Delegate Conference | 2014

City Hotel, Derry 9th-10th April 2014



# Agenda

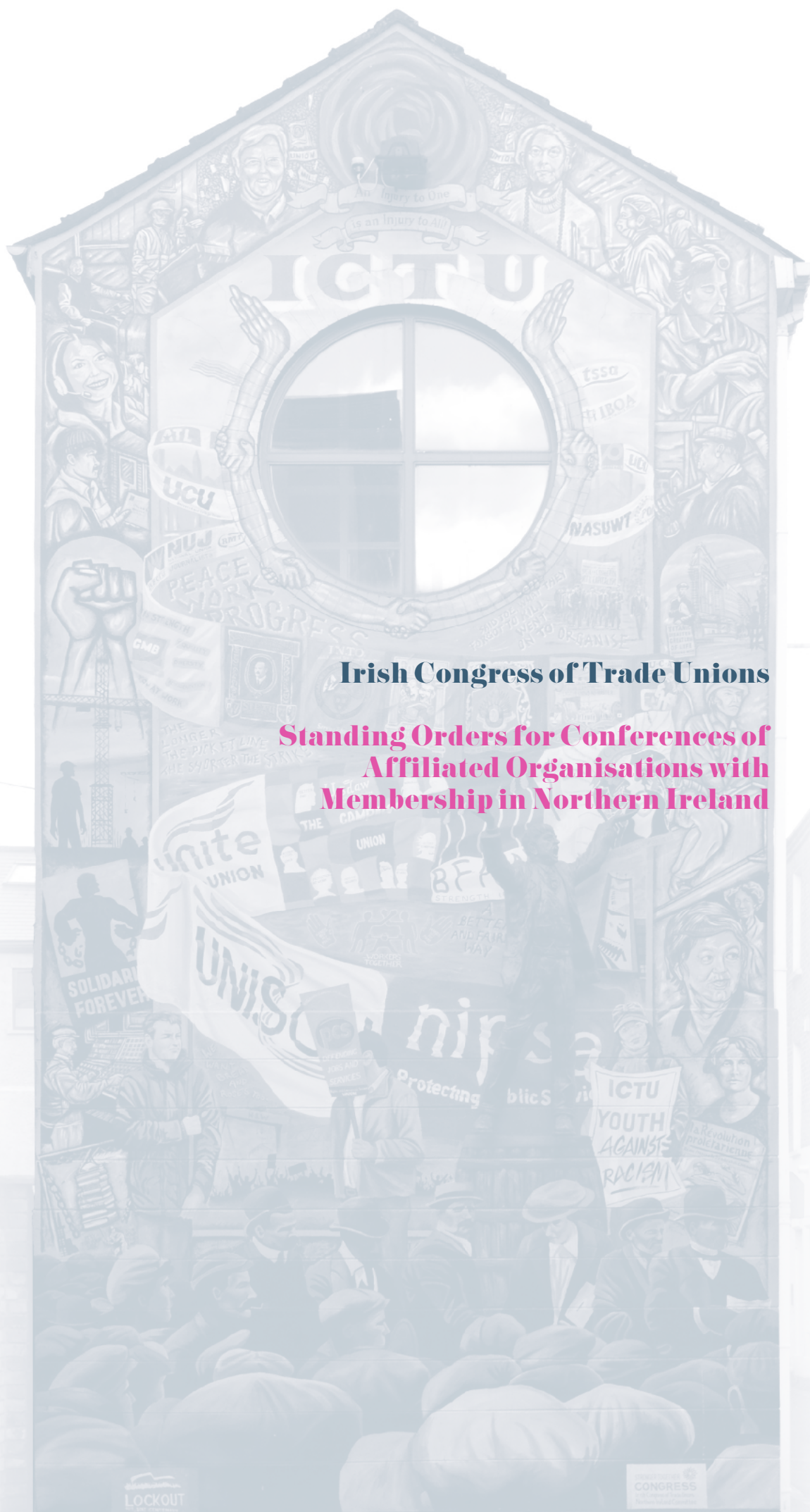
STRONGER TOGETHER

CONGRESS

Irish Congress of Trade Unions  
Northern Ireland Committee







## **Irish Congress of Trade Unions**

### **Standing Orders for Conferences of Affiliated Organisations with Membership in Northern Ireland**

## 1. Northern Ireland Conference

- 1.1 The Northern Ireland Conference shall meet biennially. The place and date shall be decided by the Northern Ireland Committee, subject to the approval of the Executive Council.
- 1.2 The Chairperson for the Sessions of the Conference shall be the Chairperson of the outgoing Northern Ireland Committee.
- 1.3 A Conference Arrangements Committee of five persons and two substitutes, elected at the previous Northern Ireland Conference, shall be responsible for the arrangements of the business of Conference, and generally take charge of the meeting place.

## 2. Representation

Only bona fide members or full-time officials who are members of an affiliated trade union and resident in Ireland may be appointed as delegates in accordance with the following scales:

- a. Trade unions with an affiliated membership in Northern Ireland of less than 1000 members  
= **one delegate**

Trade unions having an affiliated membership in Northern Ireland of:-

|                            |       |   |    |           |
|----------------------------|-------|---|----|-----------|
| 1000 members but less than | 2000  | = | 2  | delegates |
| 2000 " " "                 | 3000  | = | 3  | "         |
| 3000 " " "                 | 4000  | = | 4  | "         |
| 4000 " " "                 | 5000  | = | 5  | "         |
| 5000 " " "                 | 6000  | = | 6  | "         |
| 6000 " " "                 | 7000  | = | 7  | "         |
| 7000 " " "                 | 8000  | = | 8  | "         |
| 8000 " " "                 | 9000  | = | 9  | "         |
| 9000 " " "                 | 10000 | = | 10 | "         |
| 10000 " " "                | 11000 | = | 11 | "         |
| 11000 " " "                | 12000 | = | 12 | "         |
| 12000 " " "                | 13500 | = | 13 | "         |
| 13500 " " "                | 15000 | = | 14 | "         |
| 15000 " " "                | 16500 | = | 15 | "         |
| 16500 " " "                | 18000 | = | 16 | "         |
| 18000 " " "                | 19500 | = | 17 | "         |
| 19500 " " "                | 21000 | = | 18 | "         |
| 21000 " " "                | 22500 | = | 19 | "         |
| 22500 " " "                | 24000 | = | 20 | "         |
| 24000 " " "                | 25500 | = | 21 | "         |
| 25500 " " "                | 27000 | = | 22 | "         |
| 27000 " " "                | 29000 | = | 23 | "         |
| 29000 " " "                | 31000 | = | 24 | "         |
| 31000 " " "                | 33000 | = | 25 | "         |
| 33000 " " "                | 35000 | = | 26 | "         |
| 35000 " " "                | 37000 | = | 27 | "         |
| 37000 " " "                | 39000 | = | 28 | "         |
| 39000 " " "                | 42000 | = | 29 | "         |
| 42000 " " "                | 45000 | = | 30 | "         |

and **one delegate** for each 3000 members above 45000 and up to 75000 and thereafter in accordance with Paragraph 37 of the Constitution of Congress.

Trade Unions must include women delegates in their delegation in accordance with the following scale:

- b. Trade Unions having an affiliated membership in Northern Ireland of more than 500 but less than 1000 women shall appoint at least one woman delegate.

Trade Unions having in Northern Ireland:-

| Women Membership |                    | Women Delegates |   |
|------------------|--------------------|-----------------|---|
| 1000             | but less than 5000 | at least        | 2 |
| 5000             | " 10000            | "               | 3 |
| 10000            | " 15000            | "               | 4 |
| 15000            | " 20000            | "               | 5 |

and at least one woman delegate for each 5000 women members above 20,000.

- c. Local Councils of Trade Unions may appoint delegates (who must be members of affiliated trade unions) to the Conference in accordance with the following scale:-

|                                  |                    |
|----------------------------------|--------------------|
| Up to 6500 affiliated membership | <b>1 delegate</b>  |
| Over 6500 affiliated membership  | <b>2 delegates</b> |

## 3. Motions

- 3.1 Affiliated organisations may submit up to three motions for the Conference Agenda. Motions must be signed by the authorised official of the organisation and forwarded to Congress not later than the date specified in the notice to organisations.
- 3.2 The Northern Ireland Committee may submit up to three motions for the Conference Agenda.
- 3.3 Motions must be within the scope of the Objects of Congress as set out in the Constitution. They must relate to the matters provided for in Paragraph 37 of the Constitution, viz "matters relating to the internal, industrial, economic and political conditions of Northern Ireland, and of direct concern to Northern Ireland members only". The Executive Council shall determine whether motions submitted are in order and its decision shall be final.

## 4. Business of Conference

The business of Conference may include the following items:

- a. The Report of the Northern Ireland Committee
- b. Special Reports from the Northern Ireland Committee
- c. Motions from affiliated organisations and the Northern Ireland Committee
- d. Guest speaker/s invited by the Northern Ireland Committee

## 5. Election of northern ireland committee and conference arrangements committee

The election of the Northern Ireland Committee (NIC) will be conducted using the single transferable vote system. The Congress Constitution provides that the election of the Northern Ireland Committee must result in the election of at least four women.

In the event that only four women are nominated for election to the Northern Ireland Committee, prior to the vote commencing these candidates will be declared elected and an election will be held to elect a further 14 members of the committee using the single transferable vote system.

In the event that there are more than four women nominated for election to the Northern Ireland Committee a single election will be held using the single transferable vote system. If the outcome of the election of the Northern Ireland Committee results in less than four women being elected then the following procedure should apply. The last man to be elected amongst the 18 should be replaced by the last woman to be eliminated. In the event that this does not result in four women being elected then the second last man to be elected shall be replaced by the second last women to be eliminated and so on until the minimum requirement of four women is met.

Nominations of persons for election as members of the Northern Ireland Committee (18 members, including four Reserved Seats for Women and one Reserved Seat for Councils of Trade Unions) and of the Conference Arrangements Committee (5 members plus 2 substitutes) may be made by any affiliated trade union entitled to representation at the Conference. Each nomination must be signed by the authorised official of the nominating union and must be forwarded so as to reach Congress not later than four weeks prior to the date of Conference. Nominations must be confined to persons who are delegates to Conference. A nomination shall not be made without the expressed consent of the person nominated.

Nominations for the Conference Arrangements Committee must be persons who are delegates to Conference, and may not be a member of the incoming Northern Ireland Committee.

A list of persons nominated as members of the Northern Ireland Committee and of the Conference Arrangements Committee will be sent to each affiliated organisation and to delegates not later than two weeks prior to the date of Conference.

## 6. Methods of Voting on Motions and Reports

Voting at Conference shall be confined to delegates and be by a show of hands, each delegate having one vote. Four delegates shall be appointed as Tellers.

## 7. Limitation of Speeches

The Conference Arrangements Committee shall make recommendations to Conference on time limits of speeches. No speaker shall speak more than once on the same question except the mover of a motion replying to the discussion.

## 8. Executive Council

Executive Council members and Congress Officials are entitled to attend Conference. Officials may speak as appropriate on motions or reports.

## 9. Other Matters

Matters not covered by these Standing Orders in principle shall be dealt with in accordance with the Standing Orders of Congress.

## Order of Business

### SESSION 1 WEDNESDAY 9 APRIL: 10.30 – 1PM

Fraternal Greetings from representative of Derry Council of Trade Unions

Conference Opening by Mayor of Derry, Alderman Martin Reilly

Conference Arrangements Committee Report No. 1 (circulated)

Conference Arrangements Committee Report No. 2 (to be circulated if appropriate)

Additional Reports as necessary (verbal)

Appointment of **SCRUTINEERS AND TELLERS**

**CHAIRPERSON'S ADDRESS** – Pamela Dooley

**ICTU PRESIDENT'S ADDRESS** – John Douglas

Section A Introduction & Obituaries

Section B 2012 Conference Resolutions

## PEACE, PROGRESS & EQUALITY

NIC Speaker to introduce the Debate

**Motion 1** Peace, Progress & Equality  
*NIC*

**Motion 2** Reclaiming the Peace Process  
*UNISON*

**Motion 3** Anti-Sectarianism  
*NIPSA*

**Motion 4** Press Freedom  
*NUJ*

**Motion 5** Free Speech  
*Equity*

*Together with Section E of the Report*

## ECONOMIC & SOCIAL

Guest Speaker – Mary O'Hara, author, *Austerity Bites*

**Motion 6** Economic & Social  
*NIC*

**Motion 7** A Progressive Economic Strategy  
*Unite*

## Lunch

Lunchtime (1.15pm–2.15pm) Fringe Meetings: All welcome! Refreshments will be available.

### Mapping the Rollback on Equality.

Venue: The McCorkell Suite

### The Living Wage

Venue: The Alexander Suite

## SESSION 2 WEDNESDAY 9 APRIL: 2.30 – 5.30PM

### Economic & Social (cont'd)

**Motion 8** People's Charter  
*NIPSA*

**Motion 9** Welfare  
*NIPSA*

**Motion 10** Living Wage  
*ATL*

**Motion 11** NI LIVING WAGE  
*Unite*

**Motion 12** Off-Shoring  
*Belfast & District Trades Council*

**Motion 13** Defeating Austerity  
*PCS*

**Motion 14** HMRC office closures  
*PCS*

**Motion 15** Challenging the Race to the Bottom  
*Unison*

**Motion 16** NI Planning Legislation  
*Prospect*

**Motion 17** Public Sector Pay (Economy and Industry)  
*NASUWT*

**Motion 18** The Public Service Pensions Act  
*NASUWT*

**Motion 19** NI Housing Executive  
*Craigavon Trades Council*

**Motion 20** Housing  
*SIPTU*

**Motion 21** Hands Off Universal Benefits  
*Retired Workers Committee (Proposed to Conference by the NIC)*

**Motion 22** Energy Costs  
*Fermanagh Trades Council*

*Together with Section F of the Report*

**ICTU GENERAL SECRETARY'S ADDRESS** – David Begg

**ADJOURNMENT at 5.30**

Evening (5.45pm-7pm) LGBT Fringe Meeting: All welcome! Refreshments will be available.  
Venue: The McCorkell Suite

## **SESSION 3 THURSDAY 10 APRIL: 9.00AM – 1PM**

Youth Committee speaker

### **Trade Union Organisation**

**Motion 23** Young Workers and Unions  
*Belfast & District Trades Council*

*Together with Section C of the Report*

### **Equality and Human Rights**

**Motion 24** Women in Science, Technology, Engineering and Mathematics  
*PROSPECT*

**Motion 25** Disability Legislation  
*UTU*

**Motion 26** Age discrimination  
*Fermanagh Trades Council*

**Motion 27** LGBT Rights  
*Belfast & District Trades Council*

*Together with Section G of the Report*

FRANCES O'GRADY, TUC GENERAL SECRETARY

## Health

**Motion 28** Pulling the plug on Transforming Your Care  
*Unison*

**Motion 29** Mental Health  
*USDAW*

**Motion 30** Organ Transplants  
*CWU*

*Together with Section I of the Report*

## Employment

Guest Speaker – Dr Stephen Farry, Minister for Employment & Learning

**Motion 31** Employment Rights  
*NIC*

**Motion 32** Multi Jobbing in Schools  
*GMB*

**Motion 33** Zero Hours Contracts  
*SIPTU*

**Motion 34** Exploitation of Seafarers  
*RMT*

*Together with Section H of the Report*

*Fraternal greetings from STUC and WTUC*

## Lunch

Fringe meeting held by the Trade Union Friends of Palestine 1PM-2PM  
Venue: The Alexander Suite

## SESSION 4 THURSDAY 10 APRIL: 2.15 – 5.15PM

### Education

**Motion 35** Training & Professional Development  
*UTU*

**Motion 36** Accountability  
*NASUWT*

**Motion 37** Education Funding  
*Craigavon Trades Council*

*Together with Section D of the Report*

## PEACE, PROGRESS & EQUALITY

### 1. NIC – Peace, Progress & Equality

Conference affirms its belief in the three tenets of Peace, Progress and Equality all of which are central to the creation of a peaceful, democratic and just society.

Conference expresses its profound concern at the rollback on equality and human rights and the ongoing political stalemate evidenced by the lack of Government decision on:

- Education including Academic Selection and Integrated Education;
- A strong and inclusive Bill of Rights for ALL in NI;
- A Shared Future strategy that places equality and human rights at its centre;
- Infrastructural Projects; A5, Narrow Water Bridge, Maze / Long Kesh;
- An anti-poverty strategy that tackles social exclusion and existing patterns of deprivation based on objective need.

We also continue to oppose the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Act 2014, part 2 of which deals with non-party campaigning. This Act has profound implications for our peace agreement and its commitments to equality and human rights,

In the absence of joint political leadership we have witnessed a rise in paramilitary activity, inter-communal unrest, contentious parades and no agreement from the Haass talks.

For forty years, the Trade Union Movement has emphasised the importance of equality and human rights to creating just relationships and tackling division and discrimination in our deeply divided society.

Conference pledges the pursuit of Peace, Progress and Equality as the means to achieving a rights based society rooted in social justice in which every person can thrive, where equality rather than discrimination and exploitation is the hallmark.

### 2. UNISON – Reclaiming the Peace Process

It is now evident that in our desire for political stability and a lasting peace we placed too much faith in our politicians.

Across civil society, and within our movement, the clear evidence of a roll-back on equality and human rights is mounting, coupled with deepening division, rising intolerance, and increasing violence and intimidation.

All of this is taking place against a backdrop of increased poverty, collapsing public services and rising unemployment. The health and life expectancy for working class people in particular has been damaged.

This is a damning indictment of dysfunctional Government. It amounts to a betrayal of the people and requires us to reclaim the peace process.

To this end Conference resolves that the incoming NI Committee will build on the public and political protest it led at the collapse of the Haass process in order to galvanise public opinion and build a mass demand from our people to force our unique form of coalition Government into a new political momentum to drive forward a new agenda designed to uplift all those in our society left behind.

Central to our programme of action will be the implementation of our demand for real action on the unfinished but fundamentally important elements of the Peace Agreement including a Bill of Rights for Northern Ireland, genuine initiatives to promote equality of opportunity and challenge discrimination, the urgent establishment of a process for dealing with the past, an agreed definition on sectarianism and a wholly inclusive process to meet the needs of all victims of the conflict.

### 3. NIPSA – Anti-Sectarianism

Conference expresses its concerns at recent developments in our society which have increased community and sectarian tensions. Furthermore Conference is concerned that these problems, together with political stalemate and severe attacks on working class communities as a result of the austerity agenda can create a degree of instability which could jeopardise the peace in Northern Ireland and revisit the worst aspects of our recent violent history on the whole community.

Conference welcomes the rally organised by the NI Committee on 31st January in Belfast as an important step in progressing the trade union demands for:

- (a) An end to all violence by paramilitary groups.
- (b) A breaking of the political stalemate around flags, parades and the past.
- (c) The adoption of measures by the NI Assembly to tackle unemployment, especially among youth.
- (d) An end to the attacks on the Welfare State, including rejection of the so called Welfare Reform Bill and an end to cuts in public expenditure.

Conference reiterates its view that the introduction of a Bill of Rights for Northern Ireland could create a framework within which many of the contentious community issues could be better resolved.

Conference also takes the opportunity to declare its commitment to progressing the interests of all working class people and their families, irrespective of religion or political allegiances, and calls upon the NI Committee to reinforce the anti-sectarian message of the trade union movement in Northern Ireland at every appropriate opportunity.

### 4. NUJ – Press Freedom

Conference notes and deplores the failure of authorities in Britain and Northern Ireland to take seriously the clear threat to press freedom and democracy inherent in the threats against NUJ members in Northern Ireland by paramilitary, sectarian, racist and criminal elements anxious to prevent investigation of their activities.

It notes with particular concern the on-going death threats by Loyalist sectarian elements against Derry and North West NUJ member Phil Mac Giolla Bháin.

Conference also deplores the ongoing legal pressures by government on journalists in Northern Ireland to disclose material. At best, this restricts their ability to do their job: at worst, it puts their lives in danger.

Conference acknowledges that a free media is a necessary condition for democracy

## 5. EQUITY – Free Speech

The recent publicity surrounding the banning, by Newtownabbey Council's "Artistic Board", of the Reduced Theatre Company's production of "The Bible" highlighted the worst aspects of locally elected officials taking decisions with no recourse to democratic accountability and again put Northern Ireland in the confines of a cultural backwater. However more importantly it was blatant censorship of the Arts and freedom of expression which is not what we expect from democratically elected Councillors and Boards of representation.

This Conference urges that the ICTU-NI uses its offices and its Northern Ireland Secretary to engage with the Devolved Government and any necessary statutory bodies and Local Authority Organisations, including their internal committees to ensure that freedom of expression is enshrined in all matters of policy. In terms of Artistic Policy we further seek that Councils actively promote the Arts and decry censorship within the Arts.

## ECONOMIC & SOCIAL

### 6. NIC - Economic & Social

Conference reaffirms its belief in contributing to the building of a sustainable economy in which workers can receive a decent living through employment in which quality terms and conditions are the norm. To this end Conference deplores the on-going loss of jobs in both the private and public sectors and attacks on workers standard of living through the introduction of outsourcing or imposition of precarious forms of employment.

Conference reiterates our call for the NI Executive and Assembly to adopt and implement Congress policies on:-

1. Utilisation of Public Procurement as a means of job creation and tackling social disadvantage;
2. Use of State Assets to invest in public infrastructure such as social housing;
3. Introduction of Living Wage with quality contracts of employment.

The above policies will impact positively on the private sector resulting in job security in the retail, hospitality and services sector.

In pursuit of the Congress economic model Conference calls on the NIC to continue its opposition to current Welfare Reform proposals and commits to a continuation of the broad Congress based campaign against these cuts and other austerity measures by the NI Assembly and Westminster Government which has resulted in an increase in inequality, homelessness and a dependency of Food Banks.

Conference calls on the NIC to pursue with vigour a robust campaign for our economic and social model based on equality and social justice.

## 7. Unite — A Progressive Economic Strategy

Conference, noting the depressed state of the Northern Ireland market economy, continuing high levels of unemployment, and chronic levels of low-pay with resulting high levels of poverty, welcomes UNITE's policy document, 'Growing the Economy and Living Standards' as a contribution to developing a comprehensive policy on the Northern Ireland economy,

And calls on the incoming Executive to develop policies in the following key areas:

- Innovative approaches to raising public investment in key infrastructural areas such as energy and energy efficiency, water, transport and other areas which have the capacity to greatly increase the productivity of the Northern Ireland economy;
- The introduction of a sectorial collective bargaining framework to increase the bargaining power of workers, especially in the low-paid sectors;
- The promotion of an interventionist state role in the business economy, to enhance indigenous enterprise activity, especially in the traded sectors; the development of public and municipal enterprise; greater worker consultation and participation; and more democratic accountability;
- Opposition to privatisation and the development of strategies which promote the public sector as a creator of economic and social value-added;
- An all-party drive to seek support from the UK Exchequer for new growth and productivity platforms for Northern Ireland, including an infrastructural bank, funding for institutional supports and funding for an infrastructural investment drive.

And further to these, all policy areas that impact on the living standards and life-quality of workers and their families.

Conference is determined that a new and progressive economic strategy in Northern Ireland will be driven by the trade union movement and calls on the incoming NIC to give urgency to this task.

## 8. NIPSA — People's Charter

Conference reiterates its support for a "People's Charter" for Northern Ireland as adopted by the NI Conference of ICTU in 2012.

Conference recognises that the austerity agenda of the Westminster Coalition Government continues to affect all working people and their families in an extremely negative fashion and acknowledges that resistance to the austerity programme and public expenditure cuts needs to be developed in a much more structured and organised way to enable trade unions, trades councils and local community interests to raise the level of opposition to the cuts to make it more difficult for cuts to be implemented by the NI Assembly and Executive.

Conference recognises that the real agenda of the Coalition Government is not to address the debt and the deficit by "balancing the books" but to effect a fundamental change in the nature of our society in a way which undermines hard won public services, social security provision and workers' rights.

As a consequence it is clear that those public institutions in the health, education, social services and social security areas which were created to protect working class people from the vagaries and abuse of the market system are being dismantled, thereby undermining the very tenets of the welfare state and threatening the wellbeing of the vast majority of citizens.

Mindful of these developments, Conference calls for the building of an alliance, similar to the Peoples' Assembly initiative in Britain and Scotland, involving all the different interests in our society which are under threat from the austerity agenda, including older people, youth, women, local communities and workers around common demands which will challenge the austerity and cuts agenda as well as highlight the alternatives to the current neo liberal, pro market and anti-welfare state values of the existing political and economic orthodoxy.

Conference calls upon the NI Committee to initiate a series of discussions, meetings and engagement with all the above interests as the first steps in building this alliance against austerity and for an alternative way forward but recognises that an effective resistance to the cuts must involve active opposition on the ground by local communities and trade unions.

## 9. NIPSA – Welfare

Conference condemns the UK Coalition Government's attacks on the social security system and the unacceptable and false claims that so-called welfare reform is designed to facilitate the unemployed move into work.

Conference acknowledges that the bulk of the social security spend goes directly to people in work because they are paid unacceptably low wages by employers and therefore have to rely on social security payments to supplement their income.

Conference calls on the NI Committee to highlight this form of "corporate welfare" which enables employers to continue to pay the minimum wage possible and which directly assists employers maintain and increase their profit levels.

Conference notes the report by Sheffield University that in the region of £750m per annum will be lost to the Northern Ireland economy and that this will have a major detrimental impact, not only on those who will have their benefits cut but also on the local economy which will in turn result in further job losses.

While it is accepted that there has been some opposition to the implementation of these "reforms" in the NI Assembly, Conference is concerned that marginal concessions negotiated with the UK Government might be regarded as sufficient to enable the "Welfare Reform" Bill to be adopted by the NI Assembly.

Conference declares its continued opposition to the Welfare Reform Bill and calls on the NI Committee to work towards the strengthening of the campaign to prevent the Bill becoming law and to continue with its opposition to the changes to social security provision in the event of the Bill being adopted by the NI Assembly.

## 10. ATL – Living Wage

Conference welcomes the endorsement of Congress for the Living Wage Campaign, but sadly notes that the many staff working in Northern Ireland, in the private, public and voluntary sectors, are paid less than the Living Wage. Conference calls upon Congress to develop a broad based living wage campaign and work to promote the Living Wage as a minimum, or 'floor' level, of pay for members across the education sector

Within Northern Ireland, we call upon Congress to take immediate measures to develop a trade union led Campaign for the Living Wage which would

- Develop awareness amongst trade union activists and members of the Living Wage campaign;
- Take advice from Living Wage campaigns in London, Scotland, Wales and elsewhere;
- Ensure that all staff directly employed by the Government (or working in government outsourced or sub-contracted roles) are paid no less than the living wage;
- Make appropriate alliances with like minded community groups, churches, and civil society organisations;
- Lobby local government to ensure that all local government staff and all staff working on services outsourced to local government receive no less than the Living Wage;
- Lobby politically for the Northern Ireland Executive and all Government Departments to become Living Wage employers;
- Lobby for public sector organisations and Living wage compliant companies to spread compliance through their respective supply chains, contracts and through their quality and regulatory systems.

## 11. UNITE – NI Living Wage

Noting that the Living Wage, calculated annually as the level above which a person can live adequately and with dignity, is currently £7.65 per hour in the United Kingdom outside London; noting further that more than one in four workers in Northern Ireland earn less than this Living Wage, and that Northern Ireland has a higher proportion of workers earning less than the Living Wage than England, Scotland and Wales, this Conference calls:

- (1) on the Low Pay Commission, in consultation with relevant civil society organisations, to establish as the benchmark a Living Wage for Northern Ireland, currently £7.65;
- (2) on each local authority in Northern Ireland to introduce as a minimum the current Living Wage of £7.65 per hour, not only for the local authority's own employees, but also as a condition of contracts being awarded by the local authority to private companies;
- (3) for a lobby of local authorities to introduce a system of 'Living Wage certification' so that citizens can include this when making business and consumer decisions.

## 12. Belfast and District Trades Council – Off-Shoring

Conference recognizes that on many occasions private sector businesses have been offshored despite the fact that they were economically viable in NI.

Devoid of any sense of social responsibility employers have moved their operation simply to make greater profits condemning workers here to unemployment. Commonly these employers have previously been in receipt of generous financial incentives from the public purse to establish and develop their businesses in NI.

Conference is also aware that every year, businesses close as a result of succession failure (viable businesses which shut up shop because no suitable successor can be found) or a difficulty to attract investors while still being profitable.

Conference notes the use of worker occupations over recent years to secure redundancy payments and protect pension entitlements when employers have closed businesses or moved production operations to other countries. While welcoming the use of worker occupations as a tactic conference believes that in certain conditions the associated demands could go further. In circumstances where a potentially viable business declares its intention to cease operating conference calls on the NIC and the wider trade union movement to consider campaigning for the continuance of the business as a worker self-directed cooperative.

As well as saving jobs this alternative approach fits the trade union ethos as cooperatives pursue goals relating to employment, innovation, education, social inclusion, equality and sustainability and see work as a driver for both individual and collective development.

Worker buy-outs constitute a common practice in European countries such as Italy and France where legislation supports, informs and guides workers with the option of a buyout.

Conference views worker self-directed cooperatives as an alternative model strictly for private sector businesses and not to be used as a 'Trojan horse' for the outsourcing of existing public services.

Conference therefore calls on the NIC, in circumstances where businesses close down in Northern Ireland, to promote the worker self-directed cooperative alternative. Conference also calls on the NIC to lobby the devolved administration at Stormont to introduce legislation similar to Italy and France that supports, informs and guides workers with the option of a buyout.

## 13. PCS – Defeating austerity

Conference notes that the people of Northern Ireland we are facing the biggest fall in living standards on record with declining real wages, long term youth unemployment, increasing underemployment along with the marked rise in use of zero hours contracts.

Conference further notes that far from tackling the deficit, UK chancellor Osborne's austerity strategy is simply not working and that the UK coalition government have failed to deliver on their economic policies of 2010. On 6 January the Chancellor confirmed that there will be a further £25 billion in spending cuts after the next general election.

Conference is disappointed that all major GB political parties remain signed up to the restricted spending plans and all promise further austerity after the 2015 general election.

Congress believes that it is now up to trade unions and communities to resist these failed policies which only succeed in impoverishing increasing numbers of people. The programme of cuts in welfare benefits and the social security as well as public services is a co-ordinated and systematic attack that is disproportionately hitting working class communities, and in particular women, disabled people and ethnic minorities..

Conference believes that the crisis facing people and their local services has become so severe that we cannot wait for a general election in 2015, we must act now.

Conference therefore instructs the ICTU-NIC to:

- support a co-ordinated programme of trade union responses to austerity;
- continue to assist affiliates in the public and private sectors industrial action;
- step up the campaign against austerity and for an economic alternative based on tax justice, investment, job creation, public ownership, and the redistribution of wealth.

## 14. PCS – HMRC office closures

Conference notes that HMRC management announced on 20 November a voluntary exit scheme for staff which is targeted at around 2,000 staff, including some in public offices whose future remains uncertain.

Conference remains concerned that the impact of this is that some of these jobs are in Northern Ireland. Three of the offices impacted by the announcement on 20 November include Newry 134 staff (all offered VE terms), Foyle house, Derry 144 staff (77 offered VE) Enniskillen 62 staff (24 offered VE).

Conference believes that these proposed closures could have devastating impacts on communities. It is clear that the offices targeted do not fit with the medium to long term plans to remain in that location. The message also indicated those offices would disappear by April 2015.

Conference notes that in similar circumstances in the past Ministerial approval has been sought and an EQIA (Section 75 N.I) implemented and full consultation process with all stakeholders in the public arena but is concerned that this has not happened in this case.

Conference calls on the ICTU-NIC to:-

- Seek a review of HMRC's decision in Northern Ireland;
- To attempt to ensure that HMRC adheres to due process and seek to test these proposals with an EQIA (S75 NI.);
- Facilitate discussions with Ministers in the Northern Ireland Assembly about the impact of the decision;
- Assess the potential economic impact of such closures on affected communities.

## 15. UNISON— Challenging the Race to the Bottom

Fifteen years after the Good Friday Agreement and thirteen years after devolution we should be celebrating a society on the move in which people live together in harmony and where good health and education, decent housing, and decent jobs are part of its bedrock.

Instead we are facing regression in all the areas which underpin peace, progress and equality.

For those both in and out of work the deterioration cannot solely be laid at the door of a global crisis. There were and there still are opportunities available to our Government to commence turning a bad situation around. Instead our Government has colluded with an austerity programme that promotes the casualisation of public and private sector employment and perpetuates unemployment and economic inactivity particularly for our younger generation and for entire communities left untouched by the so called peace dividend.

Faced with the race to bottom, our Government is actively promoting it. Indeed without shame successive delegations to the US and elsewhere have marketed us as a plentiful and cheap labour force.

A range of trade union initiatives and campaigns have been developed to challenge this situation and ICTU itself has led workers and communities in public protest but we now need a co-ordinated campaign to challenge effectively the impact of these failed policies.

Conference calls on the incoming NI Committee to develop a strong co-ordinating role with affiliates:

- To progress a Living Wage Campaign across the public and private sector starting with those employers with whom we have formal collective bargaining arrangements;
- To challenge and halt outsourcing of public services;
- To promote the repatriation of private and public services that have been outsourced globally;
- To press the NI Government to promote inward investment on the basis of a highly skilled and properly remunerated workforce, and in so doing to promote social gain;
- To press the NI Government to recognise that it has complete control over our employment and trade union laws which should be used to improve workers rights rather than attacking them. This should include establishing a requirement that all transfers of ownership be notified to the relevant Government Department and available to the trade union movement for the protection of worker's rights;
- To press NI Government to bring forward legislation to abolish Gangmasters and the abuse of migrant workers; and
- To insist that the NI Government maximises the impact of public procurement to ensure the advancement of the equality and human rights agenda.

## 16. PROSPECT – NI Planning Legislation

Conference notes the recently proposed Northern Ireland planning bill which would grant OFMDFM powers to grant planning permission based on of financial benefits (whether short or long term) without properly taking into account the social and environmental impacts.

Conference agrees that the planning system can work for our economy and its citizens and workforce by ensuring the right things are built in the right places for both business and local communities. However, Conference is concerned that without mechanisms to ensure that development will create benefits for more than just a select few, then new legislation could make it easier for large multinationals to export profits at the expense of the community, environment and smaller businesses, whilst damaging social fabric and the environment.

Conference notes that the bill would grant OFMDFM the power to designate economic zones wherever they wished, avoiding safeguards in the planning system such as public consultation and reducing the time frame for judicial review from 12 to 6 weeks.

This one-sided approach by OFMDFM subverts meaningful democracy and is likely to contravene the European Convention on Human Rights.

Conference is concerned that the Bill now stands as 'not moved' but it has not been 'dropped' and therefore the process could be restarted.

Conference instructs the Northern Ireland Committee to oppose any future changes in planning law that do not take into consideration factors such as:

- ensuring a strong, healthy and just society, that promotes wellbeing;
- achieving a sustainable economy;
- living within environmental limits;
- promoting good governance; and
- using sound science responsibly.

## 17. NASUWT - Public Sector Pay (Economy and Industry)

Congress asserts its fundamental opposition to the British Government's policy of public sector pay restraint, which makes ordinary working people and their families pay for an economic crisis that they did not create.

Congress further asserts that attacks on pay and jobs have brought severe hardship to working people and their families and that attacks on their pensions are condemning them to poverty in old age.

Congress congratulates all those affiliates who are engaged in industrial action to defend their pay, pensions and working conditions and calls upon the ICTU to make its support clear in policy publications and public statements.

## 18. NASUWT - The Public Service Pensions Act

Congress condemns the Public Service Pensions Act which will:

- (i) worsen the pensions of all public service workers, who form a bigger proportion of society in Northern Ireland than elsewhere in the UK;
- (ii) force public service workers to work much longer to receive an adequate pension;
- (iii) devastate the morale of the public service workforce;
- (iv) exacerbate unacceptably high levels of unemployment in Northern Ireland;
- (v) potentially discriminate against public service workers, particularly women and younger workers;
- (vi) damage the Northern Ireland economy by reducing public service workers' spending power because of increased employee pension contributions;
- (vii) damage the Northern Ireland economy by reducing public service pensioners' incomes.

Congress congratulates those MLAs who have sought to defend public service workers' pensions by moving amendments to the Bill and those unions and public service workers who engaged with MLAs to encourage them to do so.

Congress deplores the threats by the British Government to reduce the Northern Ireland Block Grant in the event of the Northern Ireland Assembly deciding to defend public service workers' pensions, supposedly because of increased future pension liabilities.

Congress notes that scheme specific discussions will be crucial to the future of public service workers' pensions and calls on the British Government not to reduce the Northern Ireland Block Grant in response to scheme specific agreements being reached.

## 19. Craigavon Trades Council – NI Housing Executive

Conference condemns the proposal by the Social Development Minister Nelson McCausland to effectively abolish the Housing Executive and privatise social housing in Northern Ireland. NIHE is one of the success stories from Northern Ireland's recent history with the quality of the housing stock having moved from one of the worst in Western Europe to what is now regarded as best quality stock.

This transfer proposal would mean handing this valuable public asset over to private housing associations. The impact for tenants would see rents rising by up to £30 per week. NIHE housing stock which is currently valued at £3.3 billion will be used as collateral to borrow money from private financiers. The proposed privatisation could see up to 5 Housing Associations established to replace the Landlord Function of NIHE which will lead to loss of democratic accountability and control. Tenants must be allowed to vote regarding any transfer of stock this is their homes and they should demand their rights.

Conference calls on NIC-ICTU and affiliate Unions to campaign for the retention of the NIHE as a single overarching housing body with responsibility for both housing strategy and landlord functions.

## 20. SIPTU - Housing

This conference strongly opposes the backdoor privatisation of public housing through the proposals to abolish the Northern Ireland Housing Association (NIHE). One of the success stories from the Civil Rights era the NIHE has in its forty years of existence delivered significant social benefits with its current housing stock regarded amongst the best quality in Western Europe.

The NIHE's assets are to be transferred to housing associations with little or no democratic control or accountability. These housing associations are able to raise funds through borrowing from private financial institutions, a facility not currently available to the NIHE.

This conference demands the NI Executive immediately reverse its privatisation proposals and recommit itself to the provision of sustainable public housing. Furthermore conference calls on the NI Executive to amend the financial memorandum between DSD and NIHE to remove the clause that prevents NIHE borrowing, so it can invest as any other public corporation, under Treasury rules. The NIHE must then invest in the provision of the next generation of public housing that NI desperately needs while improving energy efficiency and creating much needed employment.

## 21. Retired Workers Committee — Hands Off Universal Benefits

This conference notes that the austerity policies of the Westminster government are adding to the insecurity of all citizens, in several distinct ways. The advocates of austerity are making the pernicious claim that older citizens are unfairly escaping the adverse effects of these policies. They claim that 'we are all in this together', while attempting to divide the population into the deserving and undeserving. After attacks on lone parents, migrants, the long-term-unemployed, and people with disabilities, the latest target for the Westminster consensus are older people, and especially the universal benefits which retired people have earned by a lifetime's work.

The Hands Off Campaign is a UK-wide campaign, but one which was initiated by the Northern Ireland Age Sector Platform, a campaigning body for older people in which retired trade unionists play a central role, utilising the skills they have learnt in organising, lobbying and negotiating.

The Hands Off Campaign calls for the defence of several universal benefits, some of which are devolved responsibilities for the Stormont Administration (such as the bus pass and free prescriptions), other are under the care of Westminster (TV licence and winter fuel payments).

The Retired Workers Committee asks this conference to support the Hands Off Campaign, to sign the online petition, to lobby their local politicians, to promote the campaign among their co-workers and communities and to stand up for older people and the principle of universal benefits.

This movement has always supported universal benefits, funded through progressive taxation. They are fair, they are efficient and they benefit everybody in exactly the same way, ensuring that the Welfare State is for the good of all, regardless of wealth. If we force people to opt-out of the Welfare State, support for its central idea will decline.

Support the Hands Off Campaign, support the principle of universal benefits and defend the central idea of the Welfare State and the generations which built it.

## 22. Fermanagh Trades Council - Energy Costs

That this conference is very concerned by the increasingly detrimental effects of energy costs to industry and households in Northern Ireland. Energy costs in NI are among the highest in the UK, especially the cost of heating a home. NI is unusual in that there is a very high proportion of households which depend on home heating oil, an industry which is completely unregulated.

We call on this Conference to demand, from our elected politicians, the establishment of a broadly based strategic and effective body to oversee all forms of energy supply (including electricity, gas, oil, wind, tidal, etc.) in a properly planned, integrated and strictly regulated manner.

## TRADE UNION ORGANISATION

### 23. Belfast and District Trades Council — Young Workers and Unions

Conference calls on NIC to commission research (from existing ICTU resources such as NERI) into the relationship between young people and the trade union movement in Northern Ireland. This research should look at all factors, social, economic and cultural, that influence young people's attitudes toward trade unions.

This research could include but would not be limited to:

- Young people's experience of entering the workforce and how this process and interaction with their employer will affect their view of joining a trade union;
- What types of employment young people are concentrated in, whether they more or less likely to be unionised workplaces;
- Ascertain the prevalence of trade unionism in the education curriculum, how could it be included in subjects like history, economics, politics etc;
- Discover ways that trade unions can engage with young unemployed people and work with them to mobilise for action in this area;
- What workplace issues particularly affect young people and what trade union policies are in place to tackle such issues;
- Honestly appraise how effective existing structures such as the 'Young members networks' are and what more could be done within these programmes to engage younger members;
- What proportion of the activists in individual unions are young members, how and why do they get involved;
- Bring together young activists to draw up a list of campaigns that will resonate with both existing and prospective youth members.

This conference also calls on the NIC to use the research outcomes to develop a 'Guide for Action' to support unions and NIC-ICTU in creating or enhancing youth structures and putting in place appropriate organising strategies to recruit and organise young people.

Conference also recommends that NIC-ICTU Youth Committee, in its role as youth advisory committee should be consulted with and involved in this process where possible.

## EQUALITY

### **24. PROSPECT — Women in Science, Technology, Engineering and Mathematics**

Conference notes the importance of Science, Technology, Engineering and Mathematics ('STEM') to the economy and the fact that the Northern Ireland Executive's Programme for Government and the Skills Strategy for Northern Ireland both recognise the need for increased numbers of STEM workers in order to grow the economy.

However, Conference is concerned to note that women make up only 25% of the Northern Ireland STEM workforce despite making up nearly half of the overall local workforce. At present this is not likely to change quickly as the Government's own figures show that women make up less than 30% of the local STEM graduate population and only 9% of STEM apprenticeships.

Conference welcomes initiatives by affiliated unions to promote, support and sustain the contribution made by women in STEM careers. It supports Prospect's Pledge campaign to increase the percentage of women in STEM careers to 30% by 2020. Conference instructs the Northern Ireland Committee to lobby for the Executive to set up a minister-led commission involving relevant unions and other stakeholders in order to achieve this objective.

### **25. UTU — Disability Legislation**

Conference calls on the NIC to initiate a campaign to raise awareness among employers of their responsibilities to their employees under current disability legislation.

### **26. Fermanagh Trades Council — Age discrimination**

This conference calls upon the NI Assembly and Executive to fulfill its obligation and bring forward legislation to outlaw age discrimination in the provision of goods, facilities and services. These include health and social care, retail, financial services and insurance, where older people are charged a premium on the grounds of age alone. Older people in the rest of the UK have benefited from similar legislation since 2012 and enjoy the protection of the law.

This motion calls upon all parties in the NI Executive to fulfill their promise on this issue and pass this legislation before the end of the current mandate in 2016.

### **27. Belfast and District Trades Council — LGBT Rights**

Conference recognizes that LGB&T people face continued attacks in both Ireland and the UK as well as across the world. These attacks have taken many forms including the use of 'Gay-to-Straight' conversion therapy (Reparative Therapy), bullying & violent attacks in schools and communities, severe persecution under government laws and more recently the emergence of vigilante groups performing inhumane and horrific attacks in Russia.

These horrendous attacks, which are captured on video, are readily available through social media. The misinformation and negative connotations on LGB&T people portrayed in these videos and on the

perpetrators profiles, while also not forgetting the comments made by our very own MLAs and Ministers during debates on Same-Sex Marriage and the Sexual Orientation Strategy & Action Plan, have a negative impact on the health and wellbeing of LGB&T people, specifically the young and vulnerable LGB&T.

Conference notes that improvements have been made for the rights of LGB&T people in our society, however, the NI Assembly should and must lead by example in creating a fair and just society to fully include LGB&T people.

Conference is aware that the use of LGB&T Reparative Therapy is detrimental to the health and wellbeing of LGB&T people. Groups target parents of LGB&T children to convince them that their child can be cured as if being LGB&T is a choice or a mental condition. This we know is not the case.

Conference calls on the affiliates to make available whatever resources are necessary to the LGB&T Committee to press upon the NI Executive through all available avenues to:

- introduce mandatory LGB&T education in schools;
- introduce a Bill to ban the use of LGB&T Reparative Therapy;
- introduce Same-Sex Marriage;
- implement the Sexual Orientation Strategy & Action Plan;
- change the male/female dichotomy or binary view to include a ternary view under the law.

## HEALTH

### 28. UNISON – Pulling the plug on Transforming Your Care

Transforming Your Care is one of the most dangerous con tricks to be pulled on the people of Northern Ireland to date. Its danger is demonstrated by its first out-workings – the closure of residential homes and the crisis in accident and emergency services. Less visible is the disturbing lurch to private medicine across the entire system.

Nothing in Transforming Your Care is about a new reorganised health and social care system designed to challenge health inequality, meet the needs of the people and create the public health model supported by ICTU.

Across Northern Ireland whole communities are now realising that their health and social care is under imminent threat. They are taking to their feet. They are making demands. They are engaging with trade unions in a collective calling to account at all levels of the healthcare system.

Now is the time for Congress to demonstrate in detail which elements of the current grotesque, bureaucratic, superstructure need to be set aside and to demand unashamedly the restoration of the budget and resources necessary to meet objective need.

## 29. USDAW – Mental Health

This NIC-ICTU Congress is concerned by the growing number of workers in N. Ireland who are struggling with mental health problems.

The welfare cuts, the cost of living crisis and job insecurity are all contributing to a sharp rise in conditions such as anxiety, stress and depression.

Redundancies, low pay, heavy workloads, long working hours, under-employment and unreasonable performance targets are all taking their toll on workers' mental health.

Mental health is a real issue in N. Ireland, with one in four people experiencing some difficulties at some point in their life, and one in six of us experiencing mental health issues at any given time.

Despite such a high number of workers being affected by conditions such as depression and anxiety, many employers do not have mental health policies to help sustain good mental health in the workplace.

The stigma surrounding this issue, combined with increased insecurity at work, means many workers do not disclose that they are experiencing mental distress. This leaves them vulnerable to disciplinary action and dismissal.

Trade union reps play a crucial role in supporting members with mental health issues. Reps are keen to support members and are looking to their trade unions for advice and guidance.

The Minding Your Head campaign - along with the Public Health Agency here in N. Ireland - are doing good work supporting people with a range of mental health issues including stress and anxiety at work.

However, more always needs to be done. Workers with mental health issues need better protection and trade union reps dealing with members, sometimes with complex issues, need better support.

This conference agrees that the Northern Ireland Committee of the ICTU will:

- Make the case to employers' organisations on the importance of employers having effective mental health policies;
- Support affiliates with information, guidelines and campaign materials aimed at trade union reps on tackling the stigma of mental health at work;
- Lobby the N. Ireland Assembly to produce strong legislation that would protect and support workers living with mental health issues.

## 30. CWU – Organ Transplants

Conference notes with concern the number of deaths due to the lack of organs available for transplant. Conference therefore instructs the Northern Ireland Committee of the ICTU to raise awareness among its affiliated unions, and within all business/organizations that these unions have recognition with about donor donation.

The present procedure where individuals are asked to register their willingness to be a donor after their death has been subject of debate for many years. Although many lives have been saved by this process it is also true that many lives have been lost by the lack of donated organs.

Therefore Conference also instructs the Northern Ireland Committee of the ICTU to campaign to the Northern Ireland Assembly to change the current “opt in” to an “opt out” system.

## EMPLOYMENT

### 31. NIC – Employment Rights

Conference recognises that employment law is a devolved matter in NI and calls on the Northern Ireland Executive to reject the undermining of employment rights instigated by the Coalition Government and to implement policies for NI that raise standards for employees and employers, to ensure that workplaces are more harmonious, less stressful and that the whole economy benefits from the consequences of happier and healthier workplaces.

Conference believes that if the N.I. economy is to grow and create jobs it is time to reject the failed economic neoliberal dogma that worsens the conditions of working people and disregards trade unions. The countries that succeed in creating jobs, have a higher-skilled, higher-paid workforce are those that have developed a more genuine democracy and consultation in the workplace as a key driver for increased productivity.

Conference believes that an objective review of modern British political history would conclude that it is the default position of Conservative governments to undermine employees’ rights and to attack the organisations promoting workers’ interests –trade unions.

Conference notes that there is a the wealth of research into the economic effects of employment laws and that this evidence goes against the Government’s view that relaxing employment laws will generate large economic improvements in the UK.

Conference also notes that the UK has the lowest degree of protection in Europe and third lowest of all the countries examined by the OECD. This suggests that the economic downturn is being used as a front for a continued onslaught on workers.

Conference mandates the Northern Ireland Committee to lobby and campaign for an improvement in Employment Rights in Northern Ireland and a rejection of any legislation designed to reduce the rights of workers.

### 32. GMB – Multi Jobbing in Schools

This Conference calls on NIC- ICTU to continue to put pressure on the employers within education to rationalise and standardise the job descriptions and pay rates of Classroom Assistants and Special Education Needs workers who are providing high quality support throughout the education system. Many of these valuable workers are employed in multiple posts paid at differing rates, with increased hours paid at the lower pay rate, while still expected to provide the higher service and care they are trained for.

## 33. SIPTU – Zero Hours Contracts

This conference condemns the use of zero hour contracts which leave workers vulnerable and unable to cope economically. It calls on the NI Executive to use their devolved power to prohibit the use of zero hour contracts from workplaces within Northern Ireland. The recent widespread growth of zero hour contracts across the economy exposes that they are simply a further method of undermining the current minimum employment rights of workers.

## 34. RMT – Exploitation of seafarers

Conference remains deeply concerned at the impact on seafarers from highly exploitative operators trading in the Irish Sea who pay their overseas crew hourly rates substantially below the national minimum wage of £6.31 per hour.

Conference notes that roll on-roll off freight operator Seatruck pays seafarer ratings £3.66 per hour, to work on their Cypriot and Isle of Man registered fleet in the Irish Sea, including the Warrenpoint – Heysham route and that P&O passenger ferries also employ seafarers on £3.66 per hour to work on their Bahaman registered fleet in the Irish Sea, including the Larne – Cairnryan and Larne – Troon routes. The seafarers being paid below the minimum wage are from other EU and non-EU countries.

Conference notes that this pay discrimination against seafarers from other countries is in part a consequence of the failure of the Coalition Government to apply Part 5 of the Equality Act 2010 and its own guidance to the National Minimum Wage enforcement team.

Conference also notes the effect that this exploitation is having on jobs within Stena Line, the largest employer in the Irish Sea, where the company is threatening to adopt the same crewing practices as the operators under cutting them, to the detriment of seafarers from Northern Ireland, Ireland and UK.

Conference agrees to support the campaign to amend and enforce legislation in support of our seafarers and also urges the Governments of Northern Ireland, the Republic of Ireland, the Welsh Government, Scottish Government and UK government to formulate a joint approach to eliminate the exploitation of seafarers and to protect the domestic maritime skills base in the Irish Sea.

Conference reiterates its view that seafarers have long suffered from the adverse effects of globalisation and believes that if such nationality-based exploitation of seafarers is allowed to continue unchecked then Northern Ireland will lose their seafarers by the beginning of the next decade with damaging consequences for the economic, social and strategic future of these islands.

## EDUCATION

## 35. UTU – Training And Professional Development

Conference is concerned about the lack of Training and Professional Development opportunities for all education workers. Conference calls on the Northern Ireland Committee to press the Department of Education to look at alternative ways for providing Training and Professional Development for teachers and support staff and to provide sufficient funding to enable all those who wish to avail of it, to be able to do so.

### **36. NASUWT — Accountability (Education / Public Service)**

Conference welcomes the observations of the recent OECD Reviews of Evaluation and Assessment in Education that highlighted that teacher professionalism is a key pillar of the evaluation and assessment framework in Northern Ireland.

Conference notes that the aim of official education policy is to build on and strengthen teacher professionalism.

Conference asserts that the model of accountability being advocated by the DE undermines rather than strengthens teacher professionalism and adversely impacts upon teachers' workload, health and well-being.

Conference calls for the DE to review the current, increasingly punitive, politicised accountability regime to replace it with a system which acts in the public interest.

### **37. Craigavon Trades Council — Education funding**

Conference welcomes the news that the Department of Education is reviewing school funding with a view to providing extra financial help in the areas that it is most needed. However this cannot be at the expense and to the detriment of other areas.

Conference demands the Department of Education commit themselves to a properly funded education system and not enter into a "Robbing Peter to pay Paul" exercise.

# Agenda

## Notes

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