

NIPSA Transformation Programme 2026–2030

What is this?

A short summary of NIPSA's draft plan to modernise the union between **2026 and 2030**. It is for **member discussion and consultation**.

In short

This plan aims to make NIPSA:

- **Easier to engage with**
 - **Faster at helping members**
 - **More democratic and inclusive**
 - **Stronger in workplaces**
 - **Financially stable for the future**
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Why change is needed

- Membership fell in the past and must **keep growing**.
- Many systems are **out of date**, which slows support.
- Members expect **quick replies, clear information, and a say**.
- Participation in meetings, ballots, and roles can be **too low**.
- NIPSA needs a **clear long-term plan**.

Why this matters:

A modern, well-organised union is better able to **win pay, protect conditions, and support members**.

What will change: the 7 projects

1. **Exemplar Employer** – Improve how NIPSA is run internally, working with staff and their union. No compulsory redundancies.
2. **Democracy That Works** – Simpler rules and more remote/hybrid participation.
3. **Organising & Activism** – More reps, more active members, stronger bargaining power.
4. **Strategy & Sustainability** – A clear five-year plan based on members' priorities.
5. **Digital Transformation** – A new *MyNIPSA* portal and better communications.
6. **Service Excellence** – Clear service standards and better tracking of member queries.
7. **Financial Accountability** – Careful budgeting and clear reporting on how money is used.

How it will happen

The programme will roll out **in stages**:

- **2026**: Set up, listen to members, quick improvements begin.
- **2027**: Design and test major changes (rules, systems, staffing).
- **2028–29**: Roll out agreed changes across the union.
- **2029–30**: Review, improve, and make changes part of normal practice.

What members will notice

- **Quicker responses** and clearer support.
- **More ways to take part**, including online.
- **Better communication** that reaches you.
- **Stronger workplace organisation**.
- A union that is **modern, fair, and accountable**.

Member control and safeguards

- A **Special Delegate Conference** decides whether the programme goes ahead.
- **All rule or subscription changes must be approved by Conference**.
- Members get **regular, plain-language updates**.
- Staff changes are **negotiated with the staff union**.

What special Delegate Conference is being asked to do

- Approve the Transformation Programme as the plan for renewal.
- Allow General Council to implement it with **member involvement**.
- Require **regular reporting** to members and Conference.
- Confirm that **members decide** on any major rule or fee changes.

Bottom line:

This plan is about building a **stronger, more democratic, and more responsive NIPSA** – shaped by members and controlled by members.