



Service Group Conference 2017

Preliminary Agenda

18 - 19 June 2017

Brighton Centre

2017 Local Government Service Group Conference

UNISON PRELIMINARY AGENDA

Brighton Centre

18 June 2017 - 19 June 2017

Prioritisation process

The standing orders committee has agreed a prioritisation process similar to that used at national delegate conference. The service group executive, national sector committees, national private contractors' forum, national self-organised groups, national young members' forum and regional local government service groups, in consultation with branches will now be asked to prioritise motions by 12:00 noon, Friday 21 April 2017. The standing orders committee will consider the results at its next meeting.

The deadline for submitting amendments to motions is also 12:00 noon on Friday 21 April 2017.

Bargaining, Negotiating and Equality

1. Food Standards Agency – pay, terms & conditions

Conference notes that our members employed by the Food Standards Agency (FSA) and its contractors are constantly under the threat of being deregulated out of employment. They continue to face bullying, harassment and attacks in the workplace, as well as erosion to their pay and benefits.

Conference also notes that the future of meat inspection and our members' jobs face the biggest threat in a generation due to the "Regulating Our Future" agenda, put forward by the board of the FSA.

Conference also notes that the future is even more uncertain due to the consequences of BREXIT given that all meat regulation comes from the European Union.

Conference calls upon the service group executive to continue to defend our members' terms and conditions, negotiated with the FSA as an independent regulatory function by:

- 1) Opposing privatisation and deregulation;
- 2) Continuing to increase our campaigning presence in all parts of the UK;
- 3) Continuing to oppose bullying and harassment in the workplace;
- 4) Opposing animal welfare abuses and working with animal welfare groups;
- 5) Making UNISON national media and communication resources available to highlight our campaigns;

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- 6) Opposing performance related pay and reductions to member terms and conditions;
- 7) Educating the public;
- 8) Working with the devolved administrations, UK parliament and international organisations to highlight the importance of state employed, independent meat inspectors and official veterinarians.

Food Standards Agency Committee

2. Youth work

Conference notes that youth work professionals, including both qualified youth workers and youth support workers, perform vital jobs in our communities. In countless ways they help young people to lead positive lives as members of society.

Conference further notes that the youth work profession has come under increasing attack in recent years. The 2016 UNISON report 'A future at risk: cuts in youth services' reported that between April 2010 and April 2016, £387m was cut from youth services. Between 2012 and 2016, 3,652 youth work jobs in the UK were lost.

More and more local authorities are re-structuring and merging services in ways which dilute youth work and threaten the youth work profession. Youth services can end up as part of young people's services, well-being services, or library services. Youth workers are increasingly forced to carry out a range of different professional roles – education worker, social worker, youth offending team worker.

At the same time, the employers' side of the Joint Negotiating Committee (JNC) for England and Wales have made clear their determination to wind up the JNC. As well as negotiating pay and conditions, the JNC is the endorser of youth work degree qualifications. Conference is extremely concerned about the possible loss of this function.

Conference also notes the recent introduction of registration for youth workers and youth support workers in Wales, though the Education Workforce Council. Conference supports this move, but believes that the cost of registration should be met by employers, or alternatively if that is not achieved, there should be a sliding scale so those who earn less pay less. Registration should involve actual learning and development opportunities for workers.

Conference believes that it is vital that youth support workers are given the opportunity to develop in their jobs and work towards youth work degrees, if they choose.

Conference calls on the service group executive:

- 1) To continue to campaign using media and social media for the retention of a strong youth work professional identity, emphasising the importance of the role and the qualifications needed;

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- 2) To campaign politically against cuts and re-structures which threaten youth work, as part of the service group's 'Save Our Local Services' campaign, and to support branches and Regions in their local campaigns;
- 3) To press the JNC employers' side to ensure that the JNC qualifications role is maintained, using negotiating channels and also working with Labour Link to put pressure on elected members on the employers' side;
- 4) To survey youth support worker members to obtain their views on their development opportunities, and to consider a campaign based on the results;
- 5) To produce recruitment and organising materials which focus on youth work professional issues so as to help build UNISON's strength in this area;
- 6) To ask the Cymru/Wales region for a report on its initial experience of registration for youth workers and youth support workers in Wales, and consider campaigning options for the rest of the UK on this issue.

Youth & Community Workers Committee

3. The impact of the Policing and Crime Act on fire and rescue support staff

Conference notes that the Policing and Crime Act became law on 31 January 2017, despite concerns raised by UNISON and other trade unions. This Act allows fire and rescue authorities to be abolished and replaced by Police and Crime Commissioners.

Across England, Police and Crime Commissioners (PCCs) will be able to take on the responsibilities of fire and rescue authorities, after agreement from the authority and a public consultation, including consulting with employee representatives. Most significantly, they will be able to create a single employer for police and fire staff. The government have been very clear that this option has been included with the intention of cutting jobs, through merging fire and rescue and police staff support roles and 'streamlining management'.

Conference is concerned about the impact this could have on our membership, who have already suffered disproportionately because of government cuts to fire and rescue services. Since 2010, 69% of compulsory and voluntary redundancies in fire and rescue services were support staff roles and almost 4,000 support staff have left fire and rescue services across Great Britain.

A recent UNISON survey of fire and rescue support staff found that worries about job security and increasing workloads were widespread. 61% of staff did not feel secure in their jobs and 77% said that both their workloads and stress levels had increased in the previous year. These already difficult working conditions will deteriorate further if PCCs choose to create a single employer and merge support roles across fire and rescue and police services.

If PCCs decide to implement the new reforms in full, this Act will push our members and particularly our fire and rescue stewards into uncharted territory. They will face

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negotiating with a new employer who may not know all the details of fire and rescue support staff roles or their terms and conditions. They may also have to support members through these changes and any resulting mergers of fire and police support roles, which could lead to complex negotiations to protect members' terms and conditions.

Conference strongly believes that fire and rescue members' terms and conditions must be protected in the face of further attacks by the government and calls on the service group executive to:

- 1) Encourage additional efforts to recruit and organise members from fire and rescue services to oppose the implementation of the Act;
- 2) Work with the police and justice service group executive, other colleagues within UNISON and our sister unions in fire and rescue and police services to develop a joint approach to the Policing and Crime Act at a national level;
- 3) Support branches to campaign to dissuade PCCs from taking up the reforms permitted by the Act;
- 4) Develop bargaining advice for branches on the Policing and Crime Act, the options now available to PCCs and engaging with a possible consultation process;
- 5) Ask Labour Link to raise our concerns with the Labour Party and seek clarification on the party's policy with regards to the Act.

London Fire & Emergency Planning Authority

4. Disabled members and local government pay and conditions

Conference we know disabled people are more likely to work in the public sector, especially in local government but we are concerned that attacks on our pay and terms and conditions means local authorities are no longer the disabled friendly employers they were once seen to be.

Below inflation pay rises means local government workers are amongst the lowest paid in the public sector. Yet appallingly some local authorities are resorting to penalising workers to save money and balance their budgets. Overtime pay has been consigned to history and unsocial hours payments are being reduced or removed altogether.

Additionally some disabled members who have to drive to work are being made to pay to park, effectively meaning they are being charged to come to work, while mileage rates paid based on the smallest car size, supposedly for environmental reasons, give no consideration to whether these are suitable for disabled staff.

These attacks on terms and conditions are exacerbated by a disability pay gap that has increased by 35% since 2010 and an average of £550 a month extra expense

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related to disability. All of which means more disabled members working in local government are living in poverty.

Conference is also concerned that local authorities are not only implementing sickness absence procedures that don't take account of disability but trying to renegotiate sickness payments. While evidence shows disabled people have less non-disability related sick leave than non-disabled people they may need to take time off for disability related reasons. Reduced sick pay, which could be set at the statutory level, could be devastating for our already struggling disabled members.

Despite government claims that they want to protect the most vulnerable in society councils are still being subjected to extreme budget cuts that leave them with little option but to cut jobs. Some councils claim they put reasonable adjustments in place and disregard disability related absence but in practice there are many who don't. Local government members have gone through selection processes every year since 2010 and the constant worry, stress and anxiety is having a detrimental impact on the physical and mental health of disabled members that doesn't stop when reorganisation selection is complete.

While redundancy payment rates are the same whether a person is disabled or not decent prospects in the labour market are few and far between for disabled people. The Papworth Trust recently found that only 4% of disabled people make the transition from unemployment each year compared to 24% of non-disabled people.

And disabled members who keep their job are expected to cope with an ever increasing workload with less support at the same time as living in fear that they will lose their job in the selection process the following year.

Conference agrees that whatever the outcome of a selection process there is no relief from poverty or indignity for disabled members in local government. It is therefore little wonder that local government branches are seeing an increase in the number of disabled members opting to take voluntary redundancy as the constant pressure has an unacceptable impact on their health.

While attacks on terms and conditions affect all local government workers it is clear there is a significant differential, detrimental impact on disabled members working in the sector.

Conference believes that local government should set the highest standards on pay, terms and conditions and on tackling discrimination. Local government employers should value their disabled staff and recognise that a diverse workforce that includes disabled people will help them to better understand the needs of the citizens they are there to serve.

Conference calls upon the service group executive to work with national disabled members committee to:

- 1) Consult with disabled members in local government to explore and identify the issues that are most important to them;

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- 2) Ensure disabled members' issues are central to negotiations with local government employers;
- 3) Include the diverse needs of disabled members are reflected in all UNISON local government campaigns; and
- 4) Extend the Public Service Champions campaign to recognise the importance of a diverse workforce in local government.

National Disabled Members Committee

5. Apprentices

Conference notes that:

- 1) The apprenticeship levy comes in from April 2017 and all employers, with a pay bill over £3 million each year, will need to pay 0.5% of their pay-bill to invest in apprenticeships - almost all further education (FE) colleges will be paying the levy. The growth in apprenticeships over the coming years provides an opportunity for FE colleges to deliver more vocational and professional skills training to more learners.
- 2) UNISON welcomes the opportunity for employers within UNISON's local government service group to provide genuine new jobs and high quality, accredited skills training for apprentices. UNISON is concerned that apprentices should not be used as cheap labour and should not be used to replace existing members of the workforce. UNISON is also concerned that colleges should continue to fund staff training and development and that cuts in these areas are not made to fund the apprenticeship levy.
- 3) FE colleges, and employers within the local government service group, need to ensure that the standards and quality of the educational and pastoral support for apprentices are based on best practice with regard to safeguarding, health and safety, equal opportunities, appropriate recruitment, SEND assessments and support, etc.

Conference further notes that:

- a) FE colleges have a dual role as both trainers and assessors of apprentices working for other organisations and as employers of apprentices themselves;
- b) In 2016, members working in FE told UNISON that nearly 60% of colleges employ apprentices and that in those workplaces 33% of members found that apprentices are being used to replace existing support staff posts;
- c) In England there are 297,000 people on apprenticeship programmes in FE colleges and the average college trains 1,200 apprentices; in Scotland there are 25,000 modern apprentices; in Wales the government has committed to creating 100,000 apprenticeships over the next five years; in Northern Ireland

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between 2013/14 and 2016/17 there were 19,282 people who started apprenticeships – mainly supported by FE college training.

Conference calls on the local government service group executive to work with the FE sector committee to seek to ensure that in colleges:

- i) Apprentices are employed on proper contracts of employment;
- ii) Apprentices receive the correct rate for the job they are doing rather than the apprentice minimum wage;
- iii) The assessors and mentors who support apprentices are organised and recruited into UNISON;
- iv) Apprentices receive proper, high quality training and support throughout their apprenticeship so that they can successfully complete their apprenticeship programme;
- v) Apprentices have a job at the end of their apprenticeship training;
- vi) Existing jobs are not put at risk due to employers' taking on apprentices.

Additionally conference calls on the SGE to seek to ensure that:

- A) Sector committees and service groups share experiences and spread best practice with regard to apprenticeships;
- B) Materials on recruiting and organising apprentices in UNISON are reviewed and updated;
- C) The UNISON negotiating guide on apprentices is updated;
- D) Consideration is given as to how best UNISON can support apprentices;
- E) There is a branch survey of apprentices in employers within the local government service group (including those covered by sector committees).

National FE & 6th Form Colleges Committee

6. Inclusive equality policies in local government

This conference is proud that our predecessor local government unions were the first to place lesbian, gay bisexual and transgender (LGBT) equality on the bargaining agenda, starting with a 1976 NALGO conference decision to include sexual orientation in non-discrimination clauses in all collective agreements. This has developed over the decades, been taken up by other unions and the TUC, enshrined

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in legislation, and bargaining on lesbian and gay workers rights broadened to lesbian, gay, bisexual and transgender workers rights.

Conference acknowledges that at this time we are making little progress on equality, which is increasingly seen as a luxury in the workplace. However, conference notes that even in times of cuts, there are equality improvements that can be won with local government employers.

Conference notes that a growing number of local government workers identify with sexual orientations or gender identities outside of or in addition to traditional concepts of LGBT. Many identify as queer or non-binary – not identifying as solely male or female, rather identifying as both, neither or something entirely different. These workers can face particular ignorance and prejudice at work, experience harassment and face policies, systems and procedures, from dress codes to personnel databases, which do not acknowledge or accommodate their identity.

The first UK survey of the experiences of non-binary people, which included UNISON respondents, found that the vast majority had worries about being respected at work, nearly half said their manager was never or only sometimes supportive, and a fifth had been referred to with the wrong name and pronoun on purpose. The survey also found significant issues with unnecessarily gendered dress codes. Conference reaffirms its 2016 resolution on non-gendered dress codes which called on the SGE to work with the LGBT and women's committees to draw up a model policy and best practice guide for local government.

Conference is clear that gender matters when it comes to tackling workplace sex discrimination, unequal pay and the host of other inequalities faced by women. However, conference believes that there are many gendered policies and practices in local government that have no place in furthering women's equality and which exclude and ignore the existence of non-binary workers.

Conference notes that while non-binary gender identity is not currently recognised in UK law, our equality negotiations and campaigns have always led, rather than followed, the law.

Conference therefore calls on the service group executive to:

- 1) Review NJC and SJC national agreements and urge branches to review local policies for unnecessary gendering;
- 2) Work with the women's and LGBT self-organised groups on guidance on inclusive language in agreements which raises awareness of non-binary identities;
- 3) Promote the guidance on non-gendered dress codes to local government branches, when available;
- 4) Encourage the negotiation of inclusive language in local government agreements and policies, and of inclusive practices and procedures across our local government workplaces.

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National Lesbian, Gay, Bisexual and Transgender Committee

7. National pay bargaining for Wales / a Welsh National Joint Council

Conference notes that local government has been a devolved responsibility of the Welsh government since 1999, with local authority financial settlements determined by Welsh government rather than Westminster. Since that time we have witnessed an increasing divergence of approach towards local government between England and Wales, with regards to funding, council tax, approaches to outsourcing / privatisation, education, and the role of local government.

Welsh government is putting forward proposals for the re-organisation of local government in Wales which will, potentially, have many implications for our members working in local government in Wales.

That UNISON Cymru/Wales is operating in a different political climate to England – one in which the Welsh government is much more sympathetic to trade unionism, as witnessed by its intention to legislate on industrial relations within its areas of devolved responsibility in order to mitigate the worst aspects of the Trade Union Act 2016.

There is frustration amongst members in Wales (and in England as well) of the failure of the existing England and Wales NJC arrangements to achieve pay awards for our members that do not result in a real terms pay cut.

The increased fragmentation of local government services has weakened the negotiating strength of the trade union side at the NJC, and that it has been difficult to find and agree a successful industrial action strategy that works for all parts of England and Wales partly as a result of that.

Conference believes a Welsh National Joint Council structure with the power to negotiate directly on pay and terms and conditions would be timely in light of the current re-organisation proposals, and provide an opportunity for UNISON in Wales to protect and improve the terms and conditions of its members through the period of re-organisation.

A Welsh National Joint Council would also create a formal negotiating structure between the Welsh government and local government trade unions in Wales which would be beneficial to UNISON in terms of increasing our ability to influence the Welsh government on matters of local government in Wales. This would enable issues that are specific to local government in Wales to be dealt with at the all Wales level in order that the union can achieve the best outcomes for our members in Wales, and respond effectively to the specific circumstances in Wales.

That the creation of a Welsh National Joint Council would in no way weaken the solidarity between the members of UNISON in all the nations of the UK.

Pay bargaining at the devolved national level in the UK would better reflect the devolved governance arrangements for local government, and that any risk that pay levels would fall as a result, in Wales or elsewhere, are minimal and are balanced by

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the opportunities that a more responsive bargaining framework could deliver. A Welsh National Joint Council may also provide opportunities for innovative approaches to negotiations that can positively influence other negotiating bodies.

Conference therefore instructs the service group executive to:

- 1) Write to the Wales Local Government Associations; leaders of all 22 Welsh councils; the First Minister of Wales and the Cabinet Secretary for Finance and Local Government in the Wales Government asking them to consider a UNISON proposal to establish a National Joint Council for Wales, on the model of the existing England and Wales National Joint Council, that has the authority to agree pay levels and terms and conditions for all local government staff in Wales currently covered by the existing NJC arrangements;
- 2) Inform the other NJC trade unions of our actions and seek their support;
- 3) Work positively and constructively with the Cymru/Wales region and its local government committee to further this aim and provide assistance (in the form of reasonable resources and other assistance such as joint lobbying) to the Cymru/Wales local government committee and Cymru/Wales region as appropriate, and as required, to secure the establishment of a new national pay bargaining framework for Wales.

Should the Wales Government, employers' side and the other trade unions be receptive to such a proposal:

- 4) Produce a report for the 2018 local government conference on this issue to include the provision for a ballot of Cymru/Wales UNISON members to seek agreement to pull away from the current NJC in order to create a national bargaining body for Cymru/Wales.

Bargeinio Cyflog Cenedlaethol i Gymru / Cyd-Gyngor Cenedlaethol Cymru

Mae'r Gynhadledd yn nodi fod Llywodraeth Leol wedi bod yn gyfrifoldeb datganoledig Llywodraeth Cymru ers 1999, gyda chytundebau ariannol Awdurdodau Lleol yn cael eu penderfynnu gan Llywodraeth Cymru yn hytrach na Westminster. Ers yr amser hynny yr ydym wedi bod yn dyst i ddull dargyfeiredd cynyddol tuag at Llywodraeth Leol rhwng Cymru a Lloegr, mewn cysylltiad â chyllid, Treth y Cyngor, ymagweddau tuag at allanoli/preifateiddio, addysg a rhan y Llywodraeth Leol.

Mae Llywodraeth Cymru yn rhoi cynigion ymlaen er ail-trefnu Llywodraeth Leol yng Nghymru, bydd o bosib, â llawer o goblygiadau i'n haelodau sy'n gweithio mewn Llywodraeth Leol yng Nghymru

Fod UNSAIN Cymru/Wales yn gweithredu mewn awyrgylch gwleidyddol gwahanol i Loegr – un ble mae Llywodraeth Cymru yn llawer fwy cydymdeimladol i Undebau, fel y gwelir gan ei bwriad i ddeddfu ar gysylltiadau diwydiannol o fewn ei ardaloedd o gyfrifoldeb datganoledig er mwyn lliniaru'r agweddau gwaethaf o Ddeddf Undeb 2016.

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Mae yna rwystredigaeth ymysg aelodau yng Nghymru (ac yn Lloegr hefyd) am ddiffyg trefniadau presennol CGC Cymru a Lloegr i gyflawni codiadau cyflog i'n haelodau nad sy'n arwain at toriad cyflog mewn gwir termau.

Mae'r darniad cynyddol o wasanaethau Llywodraeth Leol wedi gwanhau cryfder trafod ochr yr Undeb yn CGC, a'i fod wedi bod yn anodd i canfod a chytuno strategaeth gweithredu diwydiannol llwyddiannus sy'n gweithio i bob rhan o Gymru a Lloegr yn rhannol oherwydd hyn.

Mae'r Gynhadledd yn credu byddai strwythur Cyd-Gyngor Cenedlaethol Cymru gyda'r pŵer i drafod yn uniongyrchol ar gyflog a termau a thelerau yn amserol yng ngoleuni'r cynigion ail-drefnu presennol, a darparu cyfle i UNSAIN yng Nghymru i amddiffyn a gwella termau a thelerau eu haelodau trwy gydol amser yr ail-drefnu.

Byddai Cyd-Gyngor Cenedlaethol Cymru hefyd yn creu strwythur trafod ffurfiol rhwng Llywodraeth Cymru ac undebau Llywodraeth Leol yng Nghymru byddai'n fuddiol i UNSAIN o ran cynyddu ei gallu i ddylanwadu ar Lywodraeth Cymru ar faterion Llywodraeth Leol yng Nghymru. Byddai hyn yn galluogi materion sy'n benodol i Lywodraeth Leol yng Nghymru cael eu trin ar lefel Cymru gyfan er mwyn i'r Undeb medru cyflawni'r canlyniadau gorau i'n haelodau yng Nghymru, ac ymateb yn effeithiol i amgylchiadau penodol yng Nghymru.

Na byddai creu Cyd-Gyngor Cenedlaethol Cymru mewn unrhyw ffordd yn gwanhau'r undod rhwng aelodau UNSAIN ym mhob cenedl o'r DU.

Byddai bargeinio cyflog ar lefel datganoledig cenedlaethol yn y DU yn adlewyrchu trefniadau llywodraethu datganoledig yn well er Llywodraeth Leol, a byddai unrhyw risg byddai lefelau cyflog yn cwmpo o ganlyniad, yng Nghymru neu mewn mannau eraill, yn fach ac yn cael eu cydbwysu gan y cyfleuon byddai fframwaith bargeinio fwy ymatebol yn medru cyflwyno. Hefyd gall Cyd-Gyngor Cenedlaethol Cymru darparu cyfleuon er dulliau arloesol i drafodaethau gallai dylwadu'n gadarnhaol ar gyrrff trafod eraill.

Mae'r Gynhadledd felly'n cyfarwyddo'r Grŵp Gwasanaeth Gweithredol i:

- 1) Ysgrifennu at Gymdeithasau Llywodraeth Leol Cymru, Arweinyddion y 22 Cyngorau yng Nghymru, Prif Weinidog Cymru a'r Ysgrifennydd Cabinet er Cyllid a Llywodraeth Leol yn Llywodraeth Cymru yn gofyn iddynt ystyried cynnig gan UNSAIN i sefydlu Cyd-Gyngor Cenedlaethol i Gymru, ar fodel presennol Cyd-Gyngor Cenedlaethol Cymru a Lloegr, fod yr awdurdod yn cytuno lefelau cyflog a termau a thelerau i bob gweithiwr Llywodraeth Leol yng Nghymru a gwmpesir ar hyn o bryd gan trefniadau'r CGC presennol.
- 2) Rhoi gwybod i undebau eraill CGC am ein gweithrediadau a gofyn am eu cefnogaeth.
- 3) I weithio'n gadarnhaol ac yn adeiladol gyda Rhanbarth Cymru/Wales a'i Pwyllgor Llywodraeth Leol i hyrwyddo'r bwriad hyn a rhoi cymorth (ar ffurf adnoddau rhesymol a chymorth arall fel cyd-lobio) i Bwyllgor Llywodraeth Leol Cymru/Wales a Rhanbarth Cymru/Wales fel y bo'n briodol, i sicrhau sefydliad fframwaith bargeinio cyflog cenedlaethol i Gymru.

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Pe bai Llywodraeth Cymru, ochr y cyflogwr a'r undebau eraill yn barod i dderbyn y fath cynnig:

- 4) Cynhyrchu adroddiad er Cynhadledd Llywodraeth Leol 2018 ar y mater yma gan gynnwys darpariaeth pleidlais aelodau UNSAIN Cymru/Wales yn gofyn am gytundeb i dynnu ffwrdd o'r CGC presennol er mwyn creu Corff Bargeinio Cenedlaethol i Cymru/Wales.

Cymru/Wales Region

8. Closing the gender pay gap in local government

Conference notes that new government legislation on gender pay gap reporting, whilst a welcome initiative, will not, on its own, make a significant difference to the occupational gender imbalance in local government.

Women continue to be excluded from senior posts within the sector, with as few as 1/3 of all management/director/senior officer posts being held by women. In contrast, the vast majority – as high as 85% - of the lowest paid jobs – in caring, cleaning, catering and clerical work – are also held by women.

Whilst all local authorities should be operating a fair and non-discriminatory pay and grading structure for all workers, in the past few years the gender pay gap in the public sector has actually widened, giving rise to questions on why and how this has happened.

Conference therefore welcomes the involvement of UNISON in the Women and Local Government Commission, which examined whether local government structures work for women.

Among the questions asked were:

- 1) What are the experiences of women local government officers?
- 2) What are the barriers to women's progression to the most senior officer roles?
- 3) Where is good practice ensuring women are represented at the top?
- 4) Do women get different senior roles to men?
- 5) Are the experiences of Black and minority ethnic women, LGBT women, women with caring responsibilities and other under-represented groups different?

Conference calls upon the service group executive to:

- a) Use the information gathered by the commission and through the gender pay gap reporting mechanism to put pressure on employers to take positive action measures to close the gap;

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- b) Issue guidance to branches on how this information should be interpreted and used to make progress on closing the gender pay gap within their local authority;
- c) Continue to work with the wider union in campaigning for action by the government to take more effective measures to close the gap.

National Women's Committee

9. NJC pay claim and campaign 2018 onwards

Conference welcomes the National Joint Council (NJC) committee's decision to lodge the 2018 pay claim early so our pay aspirations are clear to the Local Government Association (LGA) during the negotiations on the review of the NJC/GLPC pay spines.

Conference condemns the UK government's continuing refusal to give public service workers, and particularly local government staff, a decent pay rise. The continuation of the government's 1% pay policy is causing enormous hardship for many NJC members, who are also facing exit payment caps, National Insurance increases, further attacks on conditions and additional local pay restraint within some councils. The fall in the pound is giving rise to higher inflation, which is predicted to rise beyond 3% by the end of 2017.

Conference notes the NJC/GLPC pay spines review might present an opportunity to improve pay outside of the government's 1% pay public sector pay limit, if it could be funded as a 'technical' exercise. There are also moves within Department of Work and Pensions to loosen pay restraint. However, as conference knows, local government funding is in crisis and any additional funding will have to be very carefully justified and fought for.

Increasing the bottom of the NJC spine to around £9 an hour, with decent and proportionate increases above the National Living Wage level and a 'cleaned up' pay spine, will be costly. Councils are likely to say it is not affordable in one year.

Conference believes we need a dual campaign for more funding for future pay increases above 1% and the pay spine review. The current situation calls for:

- 1) A union-wide campaign calling for an end to public sector pay restraint;
- 2) An NJC campaign, based on a claim for 2018 -19, which demonstrates our determination to achieve our pay aspirations to the LGA and highlights low pay in local government and schools to the public;
- 3) A widespread political campaign to get recognition of the need and support for additional funding for NJC pay and the pay spine review;

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Conference instructs the service group executive and the NJC committee to develop from autumn 2017:

- a) An ongoing political campaign to highlight poor NJC pay and conditions among councillors, MPs, the Cabinet and Shadow Cabinet;
- b) A high profile press, social media and media campaign alongside this;
- c) A coalition of 'local government' and education bodies to support a call for the DCLG Select Committee to hold an inquiry into NJC pay and conditions;
- d) Materials for branches and regions to be able to confidently raise the issue of NJC pay locally and lobby for funding.

NJC Local Government Committee

10. LGPS - Tier 3 ill-health pension to be paid for life

Currently if a member's employment contract ceases on medical capability grounds they may qualify for immediate payment of their pension, irrespective of age, on the grounds of ill-health.

Currently on the advice of a medical advisor retiring members are allocated to one of three tiers.

The member's pension is enhanced in the case of Tier 1 and Tier 2 awards but is simply payment of the pension earned to the date of employment cessation in the case of a Tier 3 award.

Not only is there no extra pension paid in being awarded a Tier 3 ill-health pension but worse it is only paid for a maximum of 3 years. After 3 years a recipient is either upgraded to a Tier 2 ill-health pension or ceases to receive an ill-health pension at all. In the majority of cases it's the latter.

UNISON condemns the fact that someone in ill-health can potentially lose their pension and calls for the abolition of the Tier 3 ill-health pension.

Conference calls on the service group executive to:

- 1) Ensure that this continues to be raised at the LGPS 'Cost Management and Benefits Administration' sub committee to push for the removal of Tier 3 as soon as possible;
- 2) Explore whether there are any equality or discrimination issues related to the way the ill-health retirement regulations are currently implemented.

Local Government Service Group Executive

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11. Local government pension funds: divestment from fossil fuel extraction

Conference acknowledges the importance of well sourced local government pension schemes that provide reasonable returns so that members can live with dignity after retirement. Conference acknowledges the value of legislative changes that allow trade union representation on pension boards as a positive step.

Conference recognises that the threat of global warming to our environment and to the wellbeing of the world's population has been neglected by the UK government and that immediate actions are required to limit the damage that is already taking place. Conference recognises the Scottish Government's ambitious targets to reduce carbon emissions but notes that the UK Government has failed to adopt similar targets.

Local government pension funds in the UK have assets worth over £230 billion. At least £14 billion of this – over 6% – is invested into fossil fuel corporations.

Pensions are for our future and our families' future. But that future is threatened by fossil fuel extraction. Without bold action to keep 80% of fossil fuels in the ground, a changing climate will have devastating consequences for people, societies and ecosystems around the world.

With this investment in fossil fuel extraction, our local governments are providing resources that accelerate climate change. As public bodies, councils have a responsibility to work for the public good (in Scotland statutory climate change duties); they shouldn't be financially and politically supporting the most destructive industries on the planet. Fossil fuel investments undermine existing local authority climate change mitigation; adaptation strategies and commitments.

Making 4.6 million public sector pensions dependent on long term profits from an industry threatening a safe planetary future is not a sensible investment strategy. When local governments allow pensions to be exposed to fossil fuels, they're relying on stranded assets for the safe retirement of their workers.

As continued investments in fossil fuels pose material financial risks to portfolios, funds have fiduciary duties to consider the benefits of decarbonising as part of their investment strategies. Furthermore, trustees may consider non-financial factors if members share the concern and there is no risk of significant financial detriment to the fund – which is increasingly the case for divestment.

By divesting the £14 billion currently invested in fossil fuels, local councils can take an important step forwards in challenging climate change. Reinvesting this money into renewables, housing and public transport is a feasible and sensible strategy for providing a long term return and building safe pensions for public sector workers.

As well as providing safer long term returns for pensions, all of these would create local jobs, improve the lives of local residents and boost local economies more than investing into multinational fossil fuel companies.

Conference notes that a few local government pension funds have agreed to adopt a divestment from fossil fuels strategy.

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Conference agrees to:

- 1) Campaign for divestment from Fossil Fuel extraction for local government pension funds where we have members and we can argue it is in the fiduciary interests of scheme members;
- 2) Seek alliances amongst other trade unions who share our objective and work co-operatively with them to achieve divestment;
- 3) Engage with UNISON members with an aim of improving their knowledge base around climate threats created by fossil fuel extraction;
- 4) Produce literature that will enable branches to engage with the employers where they are members of local government pension funds.

South Lanarkshire UNISON

12. Pension fund costs and charges

Conference notes that the combined assets of workplace pensions in the UK stands at £3 trillion and that 99% of that money is managed by commercial asset managers. The most shocking consideration in this process is that no pension fund either defined benefit or defined contribution can tell scheme members how much it costs to run the pension fund. In a report produced by the Financial Conduct Authority, the regulator of asset managers, found the following:

- 1) Asset management firms have consistently earned substantial profits with an average profit margin of 36%;
- 2) Investors (pension funds) are not given information on transaction costs in advance, meaning that investors cannot take full cost of investing into account when they make their initial investment decision.

In 2016 the West Midlands Local Government Pension Fund investigated costs in one asset, private equity, it found investment costs were £92m rather than the £10m reported to scheme members. It has been estimated by the Transparency Taskforce that annual fee extraction from our pension funds could be as high as £120bn.

These costs should be put back into our pension funds and not be taken by financial companies. This would mean defined benefit schemes would be more sustainable and defined contribution schemes would put more money back into the members' pot.

We note success of the local government pension schemes in England, Wales and Scotland who introduced a voluntary cost collection methodology.

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We therefore call on conference and the NEC to:

- a) Undertake a campaign with members, branches and regions to raise the demand for cost transparency in our members' pension funds;
- b) Place pension scheme cost collection on the bargaining table with employers who sponsor the defined benefit and contribution schemes of our members;
- c) Demand government introduce the legislation to compel pension scheme trustees to collect and publish their scheme's investment costs throughout the investment chain.

Wolverhampton General Branch

13. Saving the LGPS and good pension schemes for our members

Conference is concerned that good pension provision is continuing to decline. Defined benefit pension schemes that guarantee pensions based on final salary or career average are under threat.

The main reason employers give is increasing costs and risk of further increases of providing the benefits and increased employer contributions.

In the public sector (for example LGPS/NHSPS) employers are also looking at ways to reduce pension costs. In some cases by tempting members to leave the schemes by offering pay increases. Another tactic is to transfer services to arms length companies that then try to exclude new starters from the public sector schemes.

There are a number of reasons why costs are increasing but by far the most damaging is the assumptions the schemes and their actuaries are using to value the future growth of their funds. Many funds base future growth on the likely increase in gilts. Yields have been artificially low since the last recession so basing returns just on gilts increases the cost of benefits. We believe a better method would be to base it on the potential growth of the actual assets of the fund.

For example if the LGPS England and Wales funds had all used central government assumption on future growth in 2013 the past service deficit of £46 billion could have been halved and employer contributions reduced that may have lead to less cuts in services and jobs.

Conference welcomes the commissioning of independent actuarial advice to help branch negotiations in the private sector to improve settlements for members. Where defined contribution schemes (that do not guarantee any level of retirement income) have replaced defined benefit schemes there has been success in increasing the employer contributions.

Conference calls on the service group executive to work with the NEC to continue to recognise the importance to the future of good pension provision and to engage and empower scheme members to question and challenge the way the costings of benefits are calculated.

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Conference further calls on the service group executive to work with the NEC to:

- 1) Update all UNISON pension leads and pension champions on how to engage on this crucial issue;
- 2) Make available courses and speakers for regions;
- 3) Distribute a negotiators guide for members on alternative cost assumptions for schemes;
- 4) Raise this issue with government and other political parties through Labour Link and the TUC.

South East Region

14. Workplace mental ill-health in local government services

Conference believes that mental ill-health among the local government workforce is a huge and growing concern. UNISON's 2016 equality survey made clear the extent of the problem, and also the fact that workplace mental ill-health is a particular problem for women, Black, LGBT and disabled members.

In the survey, 25% of UNISON members in local government said they had experienced a mental health issue mainly triggered by work in the last year. This figure rose to 30% among women members in local government, 36% among Black members, 41% among LGBT members and a massive 53% among disabled members.

22% said they had sought medical advice, counselling or specialist support to help deal with stress at work. This figure was 26% among women, 33% among Black workers, 37% among LGBT workers and 51% among disabled members.

17% had had to take time off from work in the last year due to ill-health caused by stress at work. Again the figures were higher among members covered by the self-organised groups (SOGs): 21% among women, 26% among Black members, 28% among LGBT members and 37% among disabled members.

In UNISON's survey, more than half of UNISON members in local government described their overall level of stress in their job as more stressful than 12 months previously.

Conference also notes with great concern the increasing mental ill-health conditions experienced by service users, for example among young people in further education. Increased mental ill-health also has an impact on the workforce - increasing workloads and hence causing stress.

It is clear that the massive cuts in local government funding, the loss of jobs, the permanent sense of job insecurity, the increased workloads for those still in work, cuts in terms and conditions, and the fall in real terms pay have combined to make local government a very stressful place to work in.

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Mental ill-health can have devastating consequences for members and their families. Conference believes that employers have a responsibility to take all possible steps to support local government workers experiencing mental ill-health. It is also a growing problem for public service delivery, due to the time off local government workers need to take when they are unwell.

Conference calls on the service group executive:

- 1) In conjunction with UNISON's health and safety unit, to review what UNISON guidance exists on mental health, and update it if necessary;
- 2) To work with the SOGs to review what specific guidance exists, and is necessary, for members of the different SOGs on mental ill-health;
- 3) To promote UNISON's guidance among branches, regions, SOGs and employers, emphasising the importance of the issue and highlighting the need to make this an organising issue;
- 4) To call on all of the sector committees within the service group to raise mental ill-health with employers and employers' sides, pushing for better and more comprehensive policies, procedures and joint guidance, including covering equalities issues;
- 5) To ensure that the service group's 'Save Our Local Services' anti-cuts campaign highlights stress at work and other mental health issues as key impacts of the cuts, ensuring that elected politicians are aware of the problem and are pushed to take action;
- 6) To promote World Mental Health Day on 10 October 2017, encouraging branches and regions to engage in relevant activities.

Local Government Service Group Executive

15. Dying to work campaign

Conference notes that the Equality Act provides protections against discriminatory treatment based on the concept of 'protected characteristics.'

Currently workers with a terminal illness are not classified as having a protected characteristic and therefore have very limited legal protection against employers dismissing them due to illness.

Conference notes that employers are therefore free to dismiss terminally ill workers once they have made 'reasonable adjustments' to the employee's job to assist with the illness. Conference agrees that the last thing a terminally ill worker would need is to have to fight for the right to continue working and not face the indignity of being sacked.

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Conference agrees that terminally ill workers should be covered by protective rights at work in line with those covered by the pregnancy/maternity rights.

In addition conference notes that the loss to terminally ill workers of death in service benefits, which exist within the Local Government Pension Scheme, as a result of being sacked before death is a further distress at a time when the future security for a family should be protected.

Any worker diagnosed with a terminal illness should be supported to choose how to live out their life including whether to remain working, how to secure security for their family and to die in dignity.

Therefore conference agrees to support the TUC's 'Dying to Work' campaign and calls on the SGE, sector committees and branches to approach employers to sign up to the Dying to Work Charter which commits employers to treat workers with a terminal illness with dignity, providing security of work, peace of mind, the right to choose the best course of action for them and their families and to enshrine this in national and local agreements.

South Lanarkshire UNISON

16. Bullying and harassment of local government workers must stop

This conference notes the bullying and harassment survey conducted by UNISON's national young members' forum in young workers month 2016.

Highlights of great concern in the survey with respect specifically to young members in local government were:

- 1) One third were unaware of whether their employer had a policy on addressing bullying and harassment;
- 2) One quarter felt they would be treated worse at work if they made a complaint about bullying and harassment;
- 3) One third had been bullied and/or harassed at work;
- 4) Of those who had been bullied, one third had to take time-off work because of it, 4 people needed medical treatment, and one was hospitalised.

This conference further notes that this is not an issue confined to young workers, and that women, Black, disabled, and lesbian, gay, bisexual, and transgender members are also disproportionately likely to experience bullying and harassment at work.

This conference believes that for local government to be an attractive proposition for young and other workers, local government employers must be clear on providing a welcoming employment environment, and must commit to eradicating bullying and harassment.

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This conference agrees that we must have a zero tolerance policy on bullying and harassment and calls on the local government service group executive to:

- a) Prioritise bullying and harassment policies and practices in negotiations with local government employers;
- b) Campaign in young workers month (November 2017) on the theme of bullying and harassment including:
 - i) Providing guidance to all local government branches on challenging bullying and harassment, recognising it as often arising as an individual case, but one which can be dealt with as an organising issue;
 - ii) Encouraging all local government branches to raise the issue with their employer(s), and call for the employer(s) to reissue their bullying and harassment policy to all staff;
 - iii) Use case studies to promote the issue through social media and other communication channels.

National Young Members' Forum

17. Mental health & local government

Conference; the services provided by local authorities are a fundamental element of ensuring the economic, social, environmental health and well-being of communities across Britain.

Every single service provided by a local authority has a positive impact on the health and wellbeing of communities, individuals and more importantly, our members. In fact, local authorities are becoming increasingly recognised for the health, social and environmental improvements they deliver. They are an essential tool in our armoury against inequality, poverty and ill-health. It is recognised that local government is the National Health Service with the National Health Service increasingly being a clinical service.

In addition, they help to build resilient communities by promoting a sustainable local economy and environment – not only through the services that they deliver to those communities, but as a significant employer of the local workforce. Councils are expected to deliver high quality public services and be accountable to the communities they serve. This can only be properly achieved through a directly employed public sector workforce. Yet despite the widely recognised benefits of local authority provisions, the financial situation in relation to mental health has never looked so bleak, with local government services facing irreparable damage as a consequence of Westminster's austerity programme.

Conference we urgently need fairer funding in Britain for all local government statutory services, a halt to the UK government austerity programme and investment in our vital public services before we have no capacity to build resilient communities with high quality public services that we all rely on as service users for ourselves, our

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families, our friends and colleagues. Fragmentation of local services by outsourcing, shared services and private organisations is compounding this situation with the most recent figures from ACAS identifying that mental health in workplaces costing employers in the UK in excess thirty billion pounds a year and is the single, biggest cause of disability in the UK today and an increased, unfunded burden on the National Health Service.

ACAS research from the Chartered Institute of Personnel and Development study has highlighted the impact on business of poor mental health in employees. The study found that:

- 1) 37% of sufferers are more likely to get into conflict with colleagues;
- 2) 57% find it harder to juggle multiple tasks;
- 3) 80% find it difficult to concentrate;
- 4) 62% take longer to do tasks;
- 5) 50% are potentially less patient with customers/clients.

The study also found that, for the first time, stress is now the major cause of long-term absence in manual and non-manual workers and is having a major impact on public service delivery with mental health research statistics rising sharply, citing long hours, unrealistic workloads and poor management. All of which is having a detrimental impact on our members mental health. Over recent years, absence related sickness reporting statistics have shown that workplace stress is the major cause of long term sickness absence in local government. Frontline staff in local government services, still have to provide statutory services with significantly reduced staffing, whilst services have reduced capacity and with more long term sickness of colleagues to cover, exacerbating stressors.

Conference recognises the importance of mental health well-being across each individual's life course and that mental illness is the largest, single source burden of disease in the UK. Working with and intervening in poor mental health in its early stages will reduce inequalities, improve physical health, reduce risky behaviours, increase life expectancies, improve economic productivity and will improve the quality of life for the next generation.

UK strategies are being designed to improve the mental well-being of all residents in Britain and we need to ensure that the strategic design and delivery of these objectives are given a priority status due to the attached stigma of having poor mental health. Services need to be delivered in a safe, timely and effective manner to ensure that our members have the most appropriate intervention at the earliest opportunity thereby addressing any difficulties as they arise rather than waiting for intervention when a member's mental health may be at a critical stage.

Conference, when we acknowledge the timeline of changes to mental health legislation across the devolved nations, it has a dramatic effect on how we guide and treat those suffering but there is the added pressures of service redesign in local government which is being implemented on our members further exacerbating any

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workplace stressors. Conference is aware that various employers all interpret and implement policies at different levels causing a “postcode lottery” effect when accessing or delivering services;

Conference therefore calls on the service group executive to co-ordinate a campaign to:

- a) Lobby the Westminster and devolved nations’ health secretaries to ensure that cross government strategies are implemented appropriately and consistently across the UK as we clearly face a problem of epidemic proportions. All organisations need to be encouraged to actively engage in the subject matter;
- b) Ensure that there are more, not less mental health beds available in England, Northern Ireland, Scotland and Wales to accommodate the needs of patients, rather than transporting them around the UK or utilising police cells for the most vulnerable of our residents when in crisis;
- c) Ensure that funding is a priority when addressing budget streams for health services in the UK;
- d) Promote and campaign for private and voluntary sector employers to comply with the public sector equality duty that seek to address the issue of reasonable adjustments for disabled people within the workplace, with sickness policies that accommodate those with mental health issues;
- e) Explore and seek to review with national employer bodies sickness policies that have a disproportionate impact on those suffering with poor mental health, specifically work related stress, within the workplace;
- f) Explore the possibility of a freedom of information request in conjunction with bullet point e);
- g) Ensure employers provide more awareness training for managers and frontline staff who have to deliver a service to those with mental health issues;
- h) Ensure every local authority and National Health Service board have a list of organisations that can be used for those suffering with mental health issues and to which, public service staff can signpost them;
- i) Actively encourage all public sector employers to have mental health champions;
- j) Make all health secretaries ensure that cross-government strategies are implemented appropriately and consistently across the UK, as we clearly face a problem of epidemic proportions.

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Iechyd Meddwl a Llywodraeth Leol

Gynhadledd; y gwasanaethau a ddarperir gan awdurdodau lleol yn elfen sylfaenol o sicrhau bod y economaidd, cymdeithasol, iechyd a lles cymunedau ar draws Prydain amgylcheddol.

Pob gwasanaeth unigol a ddarperir gan awdurdod lleol yn cael effaith gadarnhaol ar iechyd a lles cymunedau, unigolion ac yn bwysicach, ein haelodau. Yn wir, mae awdurdodau lleol yn dod yn cydnabod yn gynyddol ar gyfer iechyd gwelliannau, cymdeithasol ac amgylcheddol maent yn eu darparu. Maent yn arf hanfodol yn ein harfogaeth yn erbyn anghydraddoldeb, tlodi ac afiechyd. Cydnabyddir bod Llywodraeth Leol yn y Gwasanaeth Iechyd Gwladol gyda'r Gwasanaeth Iechyd Gwladol yn gynyddol fod yn wasanaeth clinigol.

Yn ogystal, maent yn helpu i adeiladu cymunedau gwydn drwy hyrwyddo economi a'r amgylchedd lleol cynaliadwy - nid yn unig drwy'r gwasanaethau y maent yn eu darparu i'r cymunedau hynny, ond fel cyflogwr sylweddol o'r gweithlu lleol. Disgwylir i gynghorau i ddarparu gwasanaethau cyhoeddus o safon uchel a bod yn atebol i'r cymunedau maent yn eu gwasanaethu. Gellir ond cyflawni hyn yn briodol trwy weithlu employe yn uniongyrchol yn y sector cyhoeddus. Ond er gwaethaf y manteision a gydnabyddir yn eang o awdurdodau lleol Provisïonau, y sefyllfa ariannol mewn perthynas ag iechyd meddwl erioed wedi edrych mor llwm, gyda gwasanaethau llywodraeth leol yn wynebu niwed anadferadwy o ganlyniad i raglen galedi San Steffan.

Cynhadledd ni ar frys angen cyllid tecach ym Mhrydain ar gyfer yr holl wasanaethau statudol llywodraeth leol, terfyn ar y rhaglen llymder llywodraeth y DU a buddsoddi yn ein gwasanaethau cyhoeddus hanfodol cyn oes gennym unrhyw gallu i adeiladu cymunedau gwydn gyda gwasanaethau cyhoeddus o ansawdd uchel sy'n w e gyd yn dibynnu ar fel defnyddwyr gwasanaethau i ni ein hunain, ein teuluoedd, ein ffrindiau a chydweithwyr. Darnio gwasanaethau lleol drwy gcontract allanol, gwasanaethau a rennir a sefydliadau preifat yn gwaethygu'r sefyllfa hon gyda'r ffigurau diweddaraf gan ACAS yn nodi bod iechyd meddwl mewn gweithleoedd costio cyflogwyr yn y DU yn fwy na deg ar hugain o biliwn o bunnoedd y flwyddyn ac mae'n achos unigol, mwyaf o anabledd yn y DU heddiw a mwy o, baich heb eu hariannu ar y Gwasanaeth Iechyd Gwladol.

Ymchwil ACAS gan y Sefydliad Siartredig astudio Personél a Datblygu wedi tynnu sylw at yr effaith ar fusnes iechyd meddwl gwael mewn gweithwyr. Canfu'r astudiaeth fod:

- 1) 37% o ddioddefwyr yn fwy tebygol o fynd i wrthdaro gyda chydweithwyr
- 2) 57% yn ei chael yn fwy anodd i jyglo tasgau lluosog
- 3) 80% yn ei chael yn anodd canolbwyntio
- 4) 62% cymryd mwy o amser i wneud tasgau
- 5) 50% o bosibl yn llai amyneddgar gyda chwsmeriaid / cleientiaid.

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Canfu'r astudiaeth hefyd fod, am y tro cyntaf, straen yn awr yn y prif achos absenoldeb tymor hir mewn gweithwyr llaw a heb fod yn llaw a yn cael effaith fawr ar gyflenwi gwasanaethau cyhoeddus ag ystadegau ymchwil iechyd meddwl codi'n sydyn, gan nodi oriau hir, llwythi gwaith afrealistig a rheoli gwael. Mae pob un ohonynt yn cael effaith andwyol ar ein haelodau iechyd meddwl. Dros y blynyddoedd diwethaf, ystadegau adrodd salwch sy'n gysylltiedig ag absenoldeb wedi dangos bod straen yn y gweithle yw prif achos o absenoldeb salwch tymor hir mewn llywodraeth leol. Yn dal i gael staff rheng flaen mewn gwasanaethau llywodraeth leol i ddarparu gwasanaethau statudol gyda gostwng yn sylweddol staffio, tra bod gwasanaethau wedi lleihau gallu a gyda mwy o salwch tymor hir o gydweithwyr i gwmpasu, gan waethgu'r straen.

Cynhadledd yn cydnabod pwysigrwydd iechyd meddwl lles ar draws cwrs bywyd pob unigolyn a bod y salwch meddwl yw'r mwyaf faich, un ffynhonnell o glefyd yn y DU. Bydd gweithio gyda ac yn ymyrryd mewn iechyd meddwl gwael yn ei gamau cynnar yn lleihau anghydraddoldebau, gwella iechyd corfforol, lleihau ymddygiad peryglus, cynyddu disgwyliadau oes, gwella cynhyrchiant economaidd a gwella ansawdd bywyd ar gyfer y genhedlaeth nesaf.

Strategaethau DU yn cael eu cynllunio i wella lles meddyliol yr holl drigolion ym Mhrydain ac mae angen i ni sicrhau bod y dyluniad strategol a chyflawni amcanion hyn yn cael statws blaenoriaeth oherwydd y stigma sy'n gysylltiedig o gael iechyd meddwl gwael. Mae angen i gael eu darparu mewn modd diogel, amserol ac effeithiol gwasanaethau er mwyn sicrhau bod ein haelodau yn cael y ïon intervent mwyaf priodol ar y cyfle cyntaf a thrwy hynny i'r afael ag unrhyw anawsterau wrth iddynt godi yn hytrach nag aros ar gyfer ymyrraeth pan y gall iechyd meddwl aelod fod ar critigol llwyfan.

Cynhadledd, pan yr ydym yn cydnabod y llinell amser o newidiadau i ddeddfwriaeth iechyd meddwl ar draws y gwledydd datganoledig, mae wedi cael effaith ddramatig ar sut yr ydym yn arwain a thrin y rhai sy'n dioddef, ond mae pwysau ychwanegol o ail-ddylunio gwasanaethau mewn Llywodraeth Leol sy'n cael ei roi ar waith ar ein haelodau gan waethgu'r unrhyw straen yn y gweithle ymhellach. Cynhadledd yn ymwybodol bod nifer o gyflogwyr i gyd yn dehongli ac yn gweithredu polisïau ar wahanol lefelau yn achosi "loteri cod post" effaith wrth gael mynediad neu ddarparu gwasanaethau;

Cynhadledd felly yn galw ar y Pwyllgor Gwaith Grwp Gwasanaeth i gydlynu ymgrych i:

- a) Llosgi San Steffan a'r Ysgrifenyddion Iechyd gwledydd datganoledig i sicrhau bod strategaethau trawslywodraethol yn cael eu gweithredu'n briodol ac yn gyson ar draws y DU wrth i ni yn amlwg yn wynebu problem o cyfrannau epidemig. Angen i sefydliadau ll cael ei annog i gymryd rhan weithredol yn y deunydd pwnc;
- b) Sicrhau bod mwy, gwelyau iechyd meddwl heb fod yn llai ar gael yn y Lloegr, Gogledd Iwerddon, Cymru a'r Alban i ddarparu ar gyfer anghenion cleifion yn hytrach na'u cludo o amgylch y DU neu ddefnyddio celloedd yr heddlu ar gyfer y rhai mwyaf agored i niwed ein preswylwyr pan mewn argyfwng;

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- c) Sicrhau bod cyllid yn flaenoriaeth wrth ymdrin gyllideb ffrydiau ar gyfer gwasanaethau iechyd yn y DU.
- d) Hyrwyddo ac ymgyrchu ar gyfer cyflogwyr yn y sector preifat a gwirfoddol i gydymffurfio â'r Ddyletswydd Cydraddoldeb y Sector Cyhoeddus sy'n ceisio mynd i'r afael â'r mater o addasiadau rhesymol i bobl anabl o fewn y gweithle, gyda pholisïau salwch sy'n darparu ar gyfer y rhai sydd â phroblemau iechyd meddwl;
- e) Archwiliwch a cheisio i adolygu gyda chyrff cyflogwyr cenedlaethol bolisïau salwch sy'n cael effaith anghymesur ar y rheini sy'n dioddef o iechyd meddwl gwael, yn gweithio straen sy'n gysylltiedig yn benodol, yn y gweithle;
- f) Archwilio'r posibilrwydd o Gais Rhyddid Gwybodaeth mewn cydweithrediad â phwynt bwled e);
- g) Sicrhau bod cyflogwyr yn darparu mwy o hyfforddiant ymwybyddiaeth ar gyfer rheolwyr a staff rheng flaen sy'n gorfod darparu gwasanaeth i'r rhai sydd â phroblemau iechyd meddwl;
- h) Sicrhau bod pob awdurdod lleol a'r Bwrdd Gwasanaeth Iechyd Gwladol yn cael rhestr o sefydliadau y gellir eu defnyddio ar gyfer y rhai sy'n dioddef â phroblemau iechyd meddwl ac y mae, gall staff y gwasanaethau cyhoeddus yn eu cyfeirio;
- i) Mynd ati i annog yr holl gyflogwyr y sector cyhoeddus o gael Hyrwyddwyr Iechyd Meddwl;
- j) Gwneud yr holl Ysgrifenyddion Iechyd yn sicrhau bod strategaethau trawslywodraethol yn cael eu gweithredu'n briodol ac yn gyson ar draws y DU, gan ein bod yn amlwg yn wynebu problem o cyfrannau epidemi.

Cymru/Wales Region

18. Bullying of Black workers in the workplace

Conference notes that many local authority employers have anti-bullying and harassment policies in place. However, there are too many times when Black workers in the local government employers have reported experiences of bullying in the workplace.

This conference also notes historical evidence from the TUC has shown that Black workers are reluctant to use the employer's policies that are put in place to protect them and fear the ramifications as a result of reporting instances of bullying and discrimination.

In a UNISON survey of local authorities in 2009, the evidence revealed that Black women employees are twice as likely to be bullied as their white colleagues. For example, 52% of Black Caribbean, 56% of Black Africans, and 51% of UK-born Black employees reported being bullied compared to 33% of white employees. This

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increased to 67% when those in the category 'Black other' was included. Workers within other ethnic groups have also experienced high levels of bullying.

Additionally, UNISON's recent equality survey 2016 found that over 40% of those who did not report instances of discrimination cited fear of being picked on or being victimised as the reason, and well over a third thought the issue would not be taken seriously. Black members were cited as the second highest, with race standing at 27%, who had either experience or witnessed discrimination.

This conference calls upon the local government service group executive committee to work with the national Black members' committee (NBMC) to:

- 1) Work with regional Black members committees in producing guidance on how to reduce the bullying of Black workers in the workplace. The guidance needs to address how to deal with bullying early before it has escalated and become intolerable and stressful;
- 2) Liaise with other sections of the union to raise awareness that Black members should not fear the policies that are put in place to protect them and feel confident that the union will support them if they are suffering from any form of bullying.

National Black Members' Committee

19. LG workers and mental health

Conference notes that government cuts have led to unprecedented pressure and stress for local government workers. Whilst politicians fail to manage their constituents' expectations of what can be achieved in the current economic climate, it is staff who are left to face the frustration and anger of the public, with devastating impact on our members' mental health.

A culture of long hours working, bullying, harassment and abuse is commonplace among local authority staff, with three quarters reporting consequent rising stress levels and declining morale.

Meanwhile growing levels of sickness absence, with no cover due to cuts in the workforce, growing employer demands and poverty wages, together with the constant threat of job losses and redundancy, create a climate of fear and anxiety for our members.

This is confirmed by a 2015 Guardian survey which shed light on how working in local government impacts on mental and physical wellbeing, with hundreds of employees attributing symptoms of anxiety, depression, sleeplessness, high blood pressure, recurrent infections or irritability to their working environment. Some 38% of local government respondents had sought medical advice or counselling to address work-related stress, while 65% had spoken to a manager about stress.

For women staff, these problems are exacerbated by low pay, the disproportionate burden of caring responsibilities and vulnerability caused by the loss of services to support women, including those who are victims of domestic abuse. It is well

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documented that when household income is under strain, domestic abuse increases, with women primarily the victims.

Conference believes that more must be done to support all staff who are experiencing mental health issues.

This includes promoting a positive and supportive workplace culture, with appropriate training for managers and staff; and provision of employee advice helplines, mental health support, flexible working arrangements, and other innovative measures to assist staff.

Conference therefore calls upon the LG service group executive to:

- 1) Campaign for improved support for all workers experiencing mental health issues, including using all means possible to make employers aware of the impact of cuts on their staffs' mental health;
- 2) Provide guidance to branches on negotiating policies to support workers with mental health issues.

National Women's Committee

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Recruitment and Organising

20. Apprenticeships and new employers/new models of public service delivery

This conference notes that a range of new employers and models of service delivery are emerging in local government e.g. combined authorities, local authority trading companies, public authority mutuals, 'Devo Manc' etc.

This conference also notes that these changes have profound implications for the local government service group bargaining and organising agenda on staffing, pay, and terms and conditions as they are affected by changes in resourcing.

This conference further notes that the new government target for public service authorities provision of apprenticeships requires public sector organisations - with some limited exceptions - with more than 250 (headcount) employees to deliver an average of 2.3% of employees being apprenticeship starts between 2017 and 2021.

This conference agrees that it is vital the local government service group develops an effective bargaining and organising response to these changes, and apprenticeships must be recognised as an important part of that work. This must include protecting or advancing resources, quality, and pay for apprentices, and also preventing their use as cheap labour, especially as funding for local government is further squeezed.

This conference calls on the local government service group executive to:

- 1) Pursue working towards an effective bargaining and organising strategy to address these new models of service delivery and new employers;
- 2) Provide appropriate bargaining advice and recruitment/organising resources are provided to branches on securing the best possible apprenticeship conditions;
- 3) Hold a fringe meeting at next year's local government service group conference on recruiting and organising apprentices.

National Young Members' Forum

21. Recruiting and organising Black members in the fragmented workforce

It is important that Black workers and members are equipped for the challenges within the changing and evolving landscape of the UK today, especially in delivering public services and local government sectors. Conference recognises that Black workers left, behind after the cuts, are now more likely to be working, in more

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isolated workplaces, under increased pressure and with less resource making them even more susceptible to unfair and unequal treatment. A high proportion of these Black workers work in the “fragmented workforce” where they experience low pay and poor working conditions are eligible to join UNISON.

Conference believes that recruitment is more than just handing out leaflets. Branches need assistance to reach out to Black workers and members in the fragmented workforce. These workers need a revised strategy to engage them as the traditional approach is weak at best and not effective at worst.

Our existing members in these employers need to be organised and encouraged to become activists. They will then need continual support, bespoke training and mentoring.

UNISON should explore effective and clear pathways which will assist Black members in not only developing as activists, but becoming leaders for the future.

It is therefore important that financial reasons do not become a barrier to Black members in the fragmented workforce becoming active. If an employer does not recognise trade unions (UNISON), it does not have a legal duty to give members paid time off to attend training to become workplace reps or health and safety reps etc.

Conference calls on the local government service group executive to work with the national Black members committee to work with the NEC to:

- 1) Develop information and resources targeted at Black members and workers in the fragmented workforce in local government;
- 2) Consider ways to support members who wish to become workplace representatives but are unable to access paid time from their employer;
- 3) Develop further specific training targeted towards potential Black leaders;
- 4) Build joint working with the newly developed private contractors national forum and explore how this might be achieved.

National Black Members' Committee

22. Organising in homecare

Conference notes that members working in homecare suffer some of the worst working conditions in any sector in the UK, with widespread abuse of zero-hour contracts, breaches of minimum wage legislation, and non-payment of the time spent travelling between domiciliary care visits.

Conference recognises the work done by UNISON at all levels to highlight these issues and develop strategies to address them. Conference applauds the work of branches, regions, and our national local government, legal and press teams in

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experimenting with different organising models, and putting pressure on councils and providers to adopt UNISON's Ethical Care Charter. But given our low membership density in this sector, the significant barriers to unionisation and the scale of the exploitation, conference believes we must find ways to extend and consolidate this work.

Conference notes that the care sector sustains itself on the goodwill of a workforce that is composed overwhelmingly of women, and disproportionately of Black women. Conference notes that the BBC has reported several instances of Black women care workers in Haringey branch being paid an hourly rate of £3.27. Conference stands in solidarity with this workforce and denounces our current government and the employers concerned for their callous and outrageous disregard.

Conference recognises that the vulnerability of a workforce overwhelmingly employed on zero-hour contracts demands a nuanced and multifaceted organising approach. Conference believes that we must develop unified and complementary industrial, political and legal strategies if we are to decisively challenge the balance of power in the care sector.

Conference appreciates that in a time of public sector cuts, homecare is one of the few sectors in which the workforce has grown due to demographic change and the UK's ageing population. We recognise that the issues faced by care workers will not go away until we extend nationally our efforts to organise, unify and build power within the workforce.

Conference reaffirms its belief that homecare is best provided by public bodies, where it is subject to proper democratic oversight and accountability. However conference recognises that the sector is currently dominated by private commissioning models, and therefore that we must challenge problems within these commissioning models at the same time as we challenge outsourcing itself.

Conference instructs the service group executive to conduct a comprehensive review into the campaigns and projects UNISON is currently engaged in in the homecare sector. This review will involve consultation with branches, regions and the national office to share experience and develop best practice for extending our organising efforts in this area, including ways to complement industrial organisation with political and legal approaches.

Conference reaffirms its commitment to the Ethical Care Charter, and instructs the SGE to review the materials available to branches and regions on its implementation. This review will compare its adoption in different local authorities with a view to drawing up a model implementation plan to be made available to branches and regions for negotiations.

Conference instructs the service group executive to provide up-to-date bargaining guidance to branches on outsourcing and commissioning models in social care, including help with identifying potential issues and legal claims.

Conference calls upon branches to use their initiative in organising care workers in their areas. Conference recognises that some branches do not have the capacity

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currently to deal with additional private sector casework, and therefore instructs the service group executive to provide up to-date guidance on options to resource this, alongside guidance on organising in the fragmented homecare workforce.

Conference calls upon UNISON's Labour Link committee to campaign for the Labour Party to adopt UNISON's Ethical Care Charter as national policy, and to introduce it in general and local election manifestos.

Haringey UNISON Local Government

23. Facility time

This conference notes that motions on cuts to facility time have been debated and passed at local government conference in 2013, 2014, 2015 and 2016.

This conference notes that the motion passed in 2013 called for the development of "...practical and immediate support measures for branches facing cuts to facility time".

This conference notes that the motion passed in 2014 called "...on the service group executive to urgently clarify what work has been undertaken, is being considered, or is planned to provide practical and immediate support measures to branches whose facility time has been or is in the process of being cut."

This conference further notes that the motion passed in 2015 was amended to "...bring forward proposals which address the need for practical and immediate support measures to branches by remedying the shortcomings of current resource streams."

This conference further notes that the motion passed in 2016 was heard at "...the third consecutive conference at which the issue of practical and immediate support measures for branches facing cuts to facility time has not been resolved."

This conference believes that the system of activity-based budgeting introduced at national delegate conference 2016 has done little if anything to alleviate the profound problems our branches face when their facility time is reduced. This conference therefore notes, with considerable regret, that a matter of such importance as attacks on facility time and the commensurate reduction in resources at branch level to support and defend members has not been satisfactorily addressed, with no structural or resourcing remedies put in place.

This conference further believes that a lack of response to motions and amendments democratically carried at local government conference is not indicative of a healthy and vibrant culture of responsiveness to lay activist concerns.

This conference therefore calls on the local government service group executive once again to urge the NEC to speed up the implementation of the action called for in previous motions carried at LGC, most recently in 2016.

West Sussex

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24. Schools funding and facility time arrangements

Conference recognises the importance of recruiting and organising support staff in schools as part of our campaign against the government's 8% cuts to school funding by 2020 (as predicted by the National Audit Office) . These cuts are already hitting a wide range of staff particularly in academy schools and will also hit the quality of education received by pupils.

We therefore need to ensure that we continue to campaign for increased school funding and to keep community schools under the local authority, to stop further erosion and fragmentation of education.

Conference believes that it is absolutely vital that we protect and extend facility time arrangements in all schools regardless of who the employer is. The key priority for the union must be to ensure that we maintain local authority pooled facility funds where they exist and also work to ensure that all academy schools pay into a facility time arrangement; allowing branch and school based reps to represent members to the best of our ability in all schools.

Conference therefore calls on the service group executive to:

- 1) Campaign for distinct and adequate funding arrangements for trade union facility time in schools to be part of any new national funding formula;
- 2) Approach the local government employers with a view to agreeing a joint position on the need for specific national funding arrangements for facility time in schools;
- 3) Continue to encourage and support branches to consider having a dedicated schools officer / organiser;
- 4) Work with regions and branches with the aim of getting a UNISON steward in every school;
- 5) Support branches to increase the number of members we recruit in schools;
- 6) Run a targeted project to encourage existing school based union contacts to become fully accredited stewards.

NJC Local Government Committee

25. Schools and multi-academy trusts

UNISON has opposed the introduction of academies into education and has campaigned against them across the Country. There has however been an increase in the number of academies and there is also the development of Multi-Trust Academies (MATs). As part of the union's negotiating and bargaining agenda

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priority has been given to seeking trade union recognition in both academies and MATs.

Conference notes with concern that many academies and MATs are proposing to outsource many services that have traditionally been provided by local authorities such as catering, cleaning and human resources. The implications for members is significant particularly in terms of attacks on terms and conditions.

Conference call on the local government service group to:

- 1) Ensure that school members in Multi-Academy Trusts (MATs) are engaged with their UNISON MAT forum and seek to set up a MAT school forum if they don't exist;
- 2) Support branches to draw up model negotiation documents to assist activists who are undertaking negotiations in academies and MATs;
- 3) Encourage UNISON schools reps to take up training on negotiation skills and TUPE, particularly in these schools threatening to introduce local bargaining;
- 4) Work with branches and local reps to provide full support for branches and school based reps in campaigning against outsourcing / privatisation of school based services.

Northern Region

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Campaigning, defending public services and promoting UNISON

26. Defending our libraries

Conference notes with concern the ongoing closures of libraries and worsening pay and conditions of remaining library staff. Data released last December by the Chartered Institute of Public Finance and Accountancy (CIPFA) shows that spending on local libraries has fallen by £25 million and 478 libraries have closed across England, Scotland and Wales since 2010.

Furthermore, the BBC reported in March last year that since 2010 libraries have lost over a quarter of their staff due to budget cuts. Around 8000 jobs have been lost as some councils have recruited volunteers to replace trained library staff, and others have transferred the libraries to be run by community groups or 'mutuals'.

For our members who work in libraries, the picture is bleak. Pay and terms and conditions are constantly being weakened as a result of the funding cuts, which have led to constant changes, closures and restructures as councils try to balance their books. For some their working hours will be cut, as the libraries limit their opening times. Pay is an ongoing issue as figures show that the actual pay level of library assistants mean they are 14% worse off than if past pay awards had matched inflation and for senior library assistants the figure is a massive 21% since 2009.

The creeping spread and pilots of automated library services (access with a smart card with minimal or zero staff in attendance) is an accessibility issue for disabled library staff and users. This could result in disabled library staff members working alone, which may impact on them more adversely than other staff.

When cuts to jobs are being made, disabled people are often first to be targeted for redundancy, meaning the impact of job losses in libraries are likely to be disproportionately affecting disabled workers.

Libraries do more than simply loan books and librarians do more than stack shelves. Librarians are a vital resource to disabled people. They are able to order, reserve, guide and physically direct users to books in different mediums that include audio books and tapes that are more tailored to the individual's requirements. These specialist user friendly services help to remove the barriers faced by users with a disability. The role of our libraries as vital community hubs and of our librarians as valued trained professionals is under attack. This has a disproportionate effect on disabled library users, whose usage of our libraries is proportionally higher than the general population. As the Guardian recently reported, in the last twelve months 35.3% of disabled adults used libraries, compared to 33.2% of those adults with no disability or long-standing illness. We welcome the 'Save our Local Services' campaign that the service group is running as we must continue to campaign to fight further closures and cuts to our libraries, to ensure they are open and accessible to all.

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Conference calls on the service group executive to:

- 1) Continue to provide materials that branches can use to campaign against the closure of library services;
- 2) Provide guidance specifically for library staff on the issues facing them and ideas of how to deal with them for branches;
- 3) Consider setting up library staff networks (e.g. via social media groups such as Facebook and WhatsApp) to help support library workers.

National Disabled Members Committee

27. Brexit and further education

UNISON is deeply concerned about the implications of the UK leaving the European Union for further education colleges. UNISON shares the Association of Colleges' concerns as set out in the following statement:

The need to ensure individuals of all ages have the right opportunities to learn, train and reskill throughout their lives is more crucial than ever in a post-Brexit Britain. Colleges are critical to the future success of this country by training a highly skilled and productive workforce in a socially inclusive way.

Further education colleges provide high-quality technical and professional education and training for young people, adults and employers. Colleges already prepare over three million students with valuable employability skills, helping to develop their career opportunities and strengthen the local, regional and national economy.

UNISON notes that:

- 1) There are hundreds of long serving college staff who are EU citizens whose contribution to the success of their students and institutions would not be easily replaced if they leave or retire;
- 2) Staff turnover levels are increasing, partly because of pay levels and workload pressures;
- 3) It is hard for colleges to attract and recruit staff in certain important areas;
- 4) Tens of thousands of FE students are from EU countries;
- 5) EU nationals living and working in the UK have been able to enrol on FE courses or apprenticeships on the same basis as UK citizens (as long as they have three year's residence in any one of the 28 EU or European Economic Area countries);
- 6) Colleges use European Social Fund (ESF) monies to help retrain and improve the skills of hundreds of thousands of people. Exit from the EU should not result in any reduction in spending because this would widen existing social and economic divisions. The latest figures show that colleges received £100

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million in ESF income and £18 million in direct European grants - almost 2% of total income. This money is very important to colleges, particularly in the more economically disadvantaged parts of the country.

UNISON calls on the local government service group executive to:

- a) Support members from EU/EEA countries who wish to continue working in the UK and support the UNISON Right to Remain campaign;
- b) Promote UNISON's support services to EU members including advice lines on gaining residency, information materials and EU migrant networking opportunities;
- c) Lobby and campaign with employers, the Labour Party and other civil and political alliances for the government to give full consideration of the interests of further education to be in any Brexit deal, including addressing any devolved issues;
- d) Campaign for any loss of FE ESF monies to be replaced by the UK government to ensure that those colleges most in need don't suffer as a result of Brexit;
- e) Campaign alongside other unions, NUS, the AoC and other bodies for funding levels to be increased to help FE colleges to deliver the skills and vocational education that is needed to increase skills and productivity in the UK.

National FE & 6th Form Colleges Committee

28. Local government funding and cuts

Conference notes:

- 1) The major changes taking place in the role of local government;
- 2) The legislation that, in England, will end contributions from the national taxpayer through the Revenue Support Grant (RSG) from 2020/21 and the consequent loss of more than £9.4bn in revenue support grant since the start of this parliament;
- 3) That the 2015/16 surplus on the main non-domestic rate account in England (the Government's share) stood at £1.9bn and is expected to be over £4.2bn in 2016/17 rising by £2.4bn, £1.8bn and £1.7bn in the subsequent three years;
- 4) That in contrast £4.6bn has been cut from social care budgets in England since 2010 and social care and children's service budget pressures are driving cuts in those and other local government services;
- 5) That the UNISON proposal to invest the £2.4bn growth in the 2017/18 government's business rates surplus in England, in social care, illustrated how

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using these surpluses could address specific expenditure needs as well as relieving the impact of budget pressures elsewhere;

- 6) The Local Government Finance Bill 2017, which threatens the future sustainability of local government in England, as potential income growth will not keep pace with budget pressures in many local authorities with the consequent implications for the range of services that local authorities will be able to provide and the number of staff they employ;
- 7) In Wales, the 2017/18 local government finance settlement is the precursor to more adverse settlements during the rest of this Parliament;
- 8) In Scotland, settlements continue to follow a sustained downward path of resource availability. The February Local Government Budget revealed a £225m cut in local government revenue allocations, in real terms.

Evidence continues to mount that members' pay, terms and conditions are being eroded, living standards are falling, and careers are restricted or ended.

The Office of National Statistics show that employment in UK local government in September 2016 stood at 2.18 million and that 'This is the lowest recorded level since comparable records began in March 1999.'

While some of this employment loss is due to academisation and the reclassification of Further Education (FE) from the public to the private sector, the scale of redundancies, non-filling of vacancies and re-organisation continues unabated with the consequent loss of jobs, vital skills and experience. This has impacted particularly on women members, who represent 61% and 88% respectively of the full and part time local government workforce in England and Wales, and Black workers and those from ethnic minorities.

Conference condemns the draconian cuts to local government, schools and FE funding throughout the UK. As the ongoing crisis in social care demonstrates, cutting local government services creates costs elsewhere and affects the quality of other public services. As funding and therefore services are cut it will lead to a decline in living standards and the health of the nation.

These further budget reductions will result in further critical damage to local services, the continued loss of discretionary services, increases in charges, substantial further job losses and further attacks on the terms and conditions of UNISON members with the consequential detrimental effect on local economies.

Conference notes the expansion of in-sourcing within both the private and public sectors and UNISON's proud record of fighting to retain and improve in-house services through service improvement plans developed jointly with employers, thus improving service quality whilst protecting employment and the pay, terms and conditions of members and the success in bringing services back in-house.

However, conference recognises that further cuts will be accompanied by a renewed threat to direct service, as private sector consultants mount new initiatives to encourage privatisation, local authority trading companies or to adopt the consultant

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led 'Future Model' with the accompanying replacement of job evaluation with job level assessment schemes and the linking of attitudes and behaviours to pay.

Conference notes the trading and charging powers that currently exist and the scope to use those powers, and generate revenue without the need to privatise or establish local authority trading companies.

Conference therefore recognises:

- a) The importance of relentlessly focusing for the remainder of this parliament on the overall level of resources available to and needed by local authorities, the recognition of those needs, the importance of addressing the issue of equalisation, how best to use the growing surpluses on central government's main non-domestic rating account, and retaining an element of central funding within a future local government finance system that is fully accountable to parliament in England and the devolved nations;
- b) The importance of income generation by local authorities in this context and calls on the service group executive to extend the work with the Association for Public Service Excellence (APSE) to provide support and guidance to branches to promote income generation, using existing powers, through trading and providing new paid for services both to the private sector and to individuals.

Conference believes that a coordinated political strategy that seeks to unite communities, elected politicians, voluntary sector organisations, trade unions and citizens is essential to the fight for our services. Our strategy must place responsibility for these cuts at the door of the UK government and create a climate that results in cross party demands for more resources. Conference welcomes the contribution that the public services champions initiative has made to begin to change public perceptions.

Conference also believes that UNISON's anti-cuts campaigning must be used to recruit, organise and mobilise members, and welcomes the work of branches, regions, and the service group's Save Our Local Services (SOS) campaign.

Conference calls upon the local government service group executive to:

- i) Continue to raise the profile of local government services and demonstrate that government and local government are simply 'papering over the cracks', using the SOS campaign and other vehicles, ensuring that branches and regions are supported in recruiting, organising and mobilising members around our anti-cuts work and the focus on UK-level decisions;
- ii) Engage with and confront politicians at all levels, including councillors, MPs, AMs, MSPs, and call on them to speak out about the damage that is being done, the gaps that are developing and the financial costs of this;
- iii) Campaign for recognition of the need for increased resources and campaign for the provision of resources needed by local government and schools, for the issue of equalisation to be properly addressed and for a sustainable future

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local government finance system that retains an element of central funding or which directs to local government a share of a revenue stream generated by one or more national taxes (e.g. VAT or income tax);

- iv) Continue to work with regions and branches to raise awareness of income generation and the expansion of trading to offset the loss of income from central government grants;
- v) Develop guidance on income generation and the expansion of trading, build relationships with and promote a constructive dialogue with national and regional employer groupings, councillors and senior local government officers and work with UNISON's Labour Link to promote this initiative;
- vi) Explore the possibility of lawful UK-wide industrial action, in line with UNISON rules and relevant legislation;
- vii) Where possible and within the law, work with councils that are avoiding making cuts, supporting them in defending services.

Local Government Service Group Executive

29. Fair and adequate funding for local government campaign 2017

Conference notes:

- 1) That central government funding for local government has been in steep decline since the beginning of the Conservative – Liberal Democrat coalition government in 2010, and that local government has taken the brunt of the policies of public sector 'austerity' since that time;
- 2) That the central government spending forecasts for local government look bleak, with the stated intention of removing the Revenue Support Grant for local government to councils in England entirely, and that these budget cuts to English authorities will have knock on effects on the available budgets for local government in Wales, Scotland, and Northern Ireland;
- 3) That these budget cuts have had a massive negative effect upon our members working in local government including compulsory redundancies, halts on recruitment, below inflation pay settlements, increased workloads and stress at work, to name just a few of the most obvious impacts;
- 4) The diminishing funding for local government therefore poses a very real and obvious threat to our members jobs, terms and conditions, and welfare, and threatens the very future of a sustainable local government sector in some areas.

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Conference believes:

- a) That UNISON, as the largest trade union in local government, has to lead the fight against cuts to local government funding and campaign vigorously, and with determination, for a return of fair funding for local government;
- b) That the campaign against cuts to local government budgets and for fair funding for local government has to be the primary focus of the service group executive in the coming year.

Conference therefore instructs the service group executive to:

- i) Co-ordinate an effective campaign strategy that brings together the work of all local government branches and gives support and resources to all branches fighting the effects of cuts locally;
- ii) Organise a mass lobby of all UK MPs prior to the autumn budget statement being finalised. The lobby should aim to include representatives from all local government branches meeting their MPs in Westminster on the same day;
- iii) Seek the co-operation of our sister unions, who also represent local government workers, with the mass lobby, and encourage their participation in it;
- iv) Seek the co-operation of the employers' associations (The LGA, WLGA, COSLA, NILGA, and SLGP) with the mass lobby and encourage their support and participation with it;
- v) Seek the participation of council leaders, council cabinet members, and individual councillors with the mass lobby, and encourage branches to arrange for joint lobbying of MPs with councillors in a co-ordinated way, whereby councillors would be requested to join trade unionists in meeting their MPs on the day of the mass lobby;
- vi) Seek the participation of local citizens groups who are campaigning against the impacts of local government funding cuts in their areas with the mass lobby, and to help co-ordinate their involvement in the lobby;
- vii) Establish a national petition on fair funding for local government and to publicise the petition amongst all UNISON members, all UK councillors, and community groups who are campaigning against the direct impacts of local government funding cuts. To seek publicity for this petition also through national and local media;
- viii) Co-ordinate the individual campaigns of local government branches against the impacts of cuts in their areas, by publicising those campaigns to all local government branches and highlighting actions that other branches can take in solidarity with those campaigns (petitions, co-ordinating demonstrations and sharing experience, etc).

Ceredigion County Branch

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30. Local government & the cuts

Local government is under attack across the UK with over 500,000 job losses (40,000 in Scotland) and services slashed or totally eradicated.

Our members deserve better as they provide essential preventative high quality services to communities. This is despite many being low paid, working unsocial hours and having their terms and conditions eroded.

We must use every available resource to campaign, take action and work with political parties and communities to defend these essential services before they become extinct.

In Scotland a campaign co-ordinated by the Scottish local government committee has been launched for a fairer deal. Members took part in a day of activity calling for “NO COMPULSORY REDUNDANCIES”. Although we received a good response from elected council members, the Scottish government, like Westminster, continued with its hard line cuts for councils and threats of sanctions which flies in the face of local democracy and decision making.

This conference calls upon the service group executive to:

- 1) Convene a meeting of all local government sectors across the UK to establish a campaign/industrial strategy to fight the cuts and improve our members' pay and conditions;
- 2) Ensure resources are available by establishing a national local government anti-cuts campaign fund – which should take into account the requirements set out in the Devolution Protocol;
- 3) Ensure regions and branches are fully supported in their decisions on fighting the cuts;
- 4) Call for a "Day of Activity" targeted at UK parliaments/assemblies and specific key decision makers.

UNISON Renfrewshire

31. The LGBT impact of cuts to local government services

Conference notes that cuts to local government services are biting ever deeper. With the current Tory Westminster government's economic policies, there are no signs of any relief. This impacts negatively on our members providing those services in innumerable ways. It includes job losses, increasing severity and complexity of service user needs, and reduced pay and terms and conditions. Our members are increasingly being pressurised into 'doing more with less' and take on increased workloads, leading to higher rates of work-related stress and sickness absence. This is often compounded by the stress of reorganisations, fear of redundancy, and threats of privatisation / outsourcing of services.

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This affects all local government members and we are united in our call for proper investment in our vital local government services and the members that deliver them, and our opposition to increasing privatisation.

Conference also acknowledges that the cuts affect different groups of local government members in different ways, with disproportionate impact on members of disadvantaged groups. Conference welcomes the GPF-funded research conducted last year by NatCen Social Research which investigated the impact on lesbian, gay, bisexual and transgender (LGBT) people and services.

Findings in relation to the local government workforce include:

- 1) Redundancies in specialist LGBT and other equalities posts;
- 2) Increase in short-term temporary contracts and high turnover, making it difficult for staff to establish robust equality expertise and networks;
- 3) Increasingly wide-ranging remits for equality work, which prove very difficult to cover;
- 4) LGBT equality and inclusion increasingly seen as a buzzword with little value;
- 5) LGBT workforce training out of date, with reduced funding for it;
- 6) Considerable increase in workload and stress, with people working harder for less pay in real terms;
- 7) Increasingly low staff morale, sickness and burnout.

Conference notes that these findings back up 2016 Liveable Lives research into how local authorities in England are meeting their Equality Act duties. This research showed that the local authorities surveyed were doing little or no work directed at LGBT equality. This clearly has implications for LGBT workers.

Conference therefore calls on the local government service group executive to:

- a) Include the findings of the LGBT cuts research in campaigning against local government cuts and for pay justice;
- b) Use the findings to recruit and organise around the impact of the cuts, working with the LGBT group to highlight the particular LGBT impact;
- c) Continue to encourage local government branches to work with community organisations to campaign against cuts and privatisation, and support initiatives in the Save our Services campaign;
- d) Remind local government employers that they are responsible for our members' health, safety and welfare, working with the national health and safety committee on tools to assist members deal with the stresses of austerity.

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National Lesbian, Gay, Bisexual and Transgender Committee

32. FE colleges and area reviews

Conference notes with concern the continued attacks on funding for FE colleges and the further impact that area reviews have had on FE Colleges.

From the reviews that have occurred to date, it is apparent there will be further cuts and job losses for the support staff and further services privatised. There will be site closures and mergers of colleges, which could mean a detrimental changes to terms and conditions.

Conference is concerned that as a result of area reviews the 'hub and spoke' model could become more widespread, with colleges moving to specialisms thereby limiting access for learning at a local level.

Whilst it is acknowledged that UNISON and other recognised FE colleges have been invited to local area review meetings, these have not always been transparent in terms of the negotiations.

Conference believes that support should be given to ensure that UNISON representatives have a seat both at area review meetings, and on any negotiating machinery within their own colleges. This is to ensure all relevant information regarding any proposed changes are shared which gives UNISON the opportunity to respond.

Whilst it is acknowledged that this period of uncertainty within FE does provide UNISON with an opportunity to recruit and organise, it does highlight the need for support for our college reps. In the Northern region a FE manifesto has been produced that outlines the priorities and aims within the sector.

Conference therefore calls on the SGE to:

- 1) Continue to support regions and branches to respond to recommendations from area reviews;
- 2) Where any mergers or reviews have been recommended ensure that local representatives are supported to intervene and represent staff;
- 3) Develop a regional network of FE representatives to provide support for local representatives to campaign to resist cuts and oppose any potential compulsory redundancies;
- 4) Encourage branches to develop organising action plans for FE workplaces.

Northern Region

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33. Keep local government services local

Local government services are under attack with many being centralised or rolled out into the private, charitable, third sector or quango.

Locally democratic accountable services have seen some of the worst attacks when it comes to savage cuts. It is imperative that we campaign alongside our communities to protect our vital services and stop further onslaught of these essential life-line services.

Our members pay, terms and conditions and wellbeing have been hit hard with increasing demands being placed on them, leaving many of our members who are finding it increasingly difficult to cope, resulting in high sickness absence or walking away from public services altogether.

We call upon the local government service group executive to:

- 1) Launch an immediate campaign that captures the slogan “Keep Local Government Services Local”;
- 2) Support regions and branches who are facing cuts, privatisation, outsourcing and centralisation – leaving no region/branch to fight alone;
- 3) Carry out an analysis of local government service delivery across all four nations and should also include pay, sickness, absence and conditions;
- 4) Produce and resource campaign materials that can be used in all four nations to promote local delivery;
- 5) Convene national meetings of chairs of local government committees across the UK to oversee the campaign alongside the local government service group executive.

Scotland Region

34. The crisis in social care

Conference recognises that the social care system is in crisis. Council spending on social care fell by 9% in real terms between 2010 and 2015 due to huge funding cuts from central government. The number of pensioners receiving care from their local council fell by 26% over that period. The King’s Fund estimate that the social care system faces a funding gap of £2.3bn for 2017 alone. UNISON condemns the failure of the Government to address the funding crisis in both its autumn statement and local government funding settlement at the end of 2016.

Conference believes that the council tax precept for funding social care is unfair. The social care funding gap must be met in full by central government, and distributed as necessary based on needs. It should not have to be funded locally.

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Behind these figures are innumerable people suffering needlessly on a daily basis. Care workers continue to be exploited in a variety of ways. Non-compliance with the National Living and National Minimum Wage rates remains rife throughout the sector, with UNISON being given evidence that some care workers are being paid as little as £3.27 an hour. UNISON has also received reports of care workers having to ration the distribution of items like incontinence pads to care users, which highlights the level of indignity being heaped upon elderly and disabled people within the system.

UNISON applauds the work of the Centre for Research on Socio-Cultural Change, Corporate Watch and the Centre for Health and the Public Interest in highlighting the damaging effects of privatisation of the social care system, a factor which is often overlooked in any discussions about the sector. UNISON believes that the social care crisis will only be solved when services are properly funded, the widespread trend of privatisation is reversed, and steps are taken to ensure that care workers are given fair treatment to allow them to deliver good quality care.

Accordingly conference welcomes the fact that 10% of councils in England, Wales and Scotland have now adopted the Ethical Care Charter to improve care standards and treatment of the workforce in the homecare sector. Conference also welcomes and endorses the creation of UNISON'S Residential Care Charter, and the work being undertaken in the North West region which is prioritising efforts to recruit, organise and improve standards in the social care sector.

Conference recognises that there is still much to be done in order to improve the pay and working conditions of homecare workers and to prevent the care sector from collapsing.

Conference therefore instructs the service group executive, working with other service groups, the NEC, policy and public affairs and the strategic organising unit to:

- 1) Continue its efforts to force the government to improve compliance with the National Living Wage in the care sector, and continue to campaign for a genuine living wage for care workers;
- 2) Encourage regions to use the Ethical Care Charter and UNISON's Residential Care Charter as a basis to improve the working conditions of care workers whilst organising and recruiting in the sector;
- 3) Work with Labour Link and all other available avenues to try and positively influence the Labour Party's approach to resolving the social care crisis;
- 4) Work with other campaigning organisations and groups to encourage the view that the social care sector needs to take urgent steps to improve the treatment of the workforce alongside the urgent need for more funding;
- 5) Work with organisations like the Centre for Health and the Public Interest to highlight the damaging effects of privatisation of social care services and to build support for the delivery of these services within the public sector;

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- 6) Explore the impact the Better Care Fund has had on health and social care integration and the social care funding crisis, in different local authorities;
- 7) Further pursue the call made at local government conference 2016 for an NEC-organised special one-day delegate conference on the crisis in social care.

Local Government Service Group Executive

35. Sustainability and Transformation Plans (STPs), health and social care integration and the funding crisis in social care

Conference notes with alarm the growing crisis of underfunding of local government and the NHS, giving rise to a crisis in social care and related health services.

Local authorities have undergone average cuts to their budgets of 37% up to 2015/16, while inflationary pressures have increased. A further £6.1 billion will be taken from councils by 2020. The share of Gross Domestic Product (GDP) spent on health in England alone is projected to drop from 8.8% in 2009 to just 6.6 % in 2020.

Conference condemns these cuts that do not meet the care and health needs of many of our elderly and vulnerable citizens and are the root cause of poverty pay, zero hours contracts and increasing work pressures on our members working in social care.

Conference notes that it is in this context of cuts that NHS England has set up 44 newly-defined, sub-regional areas to develop 'Sustainability and Transformation Plans' (STPs). Local authorities, NHS providers and NHS commissioners have been set the task of formulating plans to integrate health and social care services for their 'footprint' area. There are also moves towards more integrated health and social care in Scotland and Wales and a 10-year vision for health and social care in Northern Ireland.

Conference believes that health and social care integration is urgently needed and that care workers commissioned by councils deserve pay and conditions commensurate with those providing care within the NHS.

Sub-regional planning like STPs and combined authorities will only represent a useful method of organising social care if cuts are reversed and the necessary long-term funding made available. This must also be done with the involvement of staff and users and through collaboration, rather than competition and market solutions. The experience of public health members transferred to local authorities has not been auspicious, with many suffering frozen pay and worsening conditions.

Conference is therefore concerned that:

- 1) STPs are being established without the real involvement of local authorities, public scrutiny, genuine workforce involvement and without clear lines of democratic accountability;

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- 2) The funding environment of devastating cuts in local government and the requirement for STPs to make a combined saving of some £22bn in the NHS in England are creating a process of planning for cost reductions, rather than for genuine health and social care integration, service improvements and a focus on improving pay, conditions and training of social care workers;
- 3) Some STP plans include proposals to privatise clinical support services and “back office” admin and to establish Accountable Care Organisations (ACOs) - the model preferred by US private healthcare - to manage all care in a locality. ACOs could themselves be privatised;

Conference therefore calls on the local government service group executive to:

- a) Work closely with the health and community and voluntary sector service group executives to fight cuts and develop a joint response to STPs and health and social care integration;
- b) Encourage joint working on health and social care integration and funding cuts in social care between health and local government lay structures and paid officials within UNISON at all levels;
- c) Continue its excellent work to highlight and tackle the underfunding of social care, the poor pay and conditions and lack of training and career development opportunities for social care workers and the challenges posed by staff transfers;
- d) Continue to promote the Ethical Care Charter in home care and the Residential Care Charter and develop plans to organise care workers;
- e) Continue to develop alternatives to cuts and privatisation and promote the proper funding and in-sourcing of social care;
- f) Continue to work with branches to oppose outsourcing of care to arms length trading companies, co-ops and mutuals;
- g) Work with Labour Link and the shadow local government, health and social care teams to promote an alternative to underfunded social care and a framework of quality pay, conditions and career opportunities for care workers;
- h) Develop an alliance of campaign organisations, academics, providers and users to campaign for quality social care.

Local Government Service Group Executive

36. Crisis in social care - call for a special conference

This local government service group conference calls upon the NEC to organise a special one-day delegate conference on the crisis in social care as a major step towards developing a union-wide organising and publicity campaign in defence of

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publicly owned and democratically controlled, good quality social care and social work services.

This conference believes that the one-day special delegate conference should take place by, at the latest, the end of 2017 and instructs the service group executive to take this up with the NEC as a matter of urgency.

South East Region

37. Social care and sustainability and transformation plans (STP)

Conference notes that councils faced with continuing Conservative government policies of austerity are not able to fund social care provision.

The funding shortfall could be £5.8 billion by 2020, and the Local Government Association (LGA) has publicly stated that ministers need to find new cash to fund social care. The increase in the social care precept is not enough to tackle the social care funding crisis. In fact due to the changes in funding with the new homes bonus payments, many will lose more than they gain in care grants.

The scale of the funding crisis in social care is unprecedented and some of the most vulnerable people in our communities are not receiving the care they require. As part of the Government's policy of integration of social care and incorporating them into Sustainability and Transformation Plans (STPs) the extent of the funding gap is becoming evident. Local Authorities will be expected to deliver care without adequate funding and therefore the financial assumptions in STPs must be held to close scrutiny.

Conference therefore calls on the SGE working with other service groups to:

- 1) Ensure that STPs are scrutinised robustly via local authority governance bodies;
- 2) Provide support at regional and branch level to ensure that UNISON representatives put pressure on local authority scrutiny bodies who will have an input into local plans;
- 3) Liaise with Labour Link to highlight the social care funding crisis and lack of governance of STPs within the Labour Party.

Northern Region

38. Funding for health and social care integration

This conference recognises that buried under the jargon of Sustainability and Transformation Plans, Local Care Organisations, Place-Based Plans and Geographic Footprints there may be potential opportunities for improvements in services by removing artificial barriers between health services provided by the NHS and social care services provided by local government.

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However, as is all too common with any policy put forward by this ideologically driven Tory administration, a major restructure of these services combined with massive funding cuts being inflicted on them can only lead to devastated services, decimated staff numbers and worse working conditions for the overworked staff that are left.

All this in an environment where:

- 1) There have been cuts to local government of £11.3 billion;
- 2) Adult social care expects a shortfall of £2.6 billion by 2020;
- 3) The Tories are demanding a £22 billion saving from the NHS by 2020;
- 4) Nine out of ten hospitals were overcrowded last winter due to a lack of funding.

In these circumstances it is nonsensical to believe that such huge changes can be successful given these hostile conditions.

All our communities deserve quality health and social care services from across the public sector and while integration may help to provide this it can only do so when it is looked at as a programme of improvement rather than yet another chance to strip money from our essential services in order to cut taxes for the idle rich.

The top tenth of households own 45% of total UK personal wealth, while the bottom half are left to share just 9%. The poorest 1%, meanwhile, own just 0.05% of wealth. (ONS 2014 survey).

What we need is full and fair investment in our services.

This conference calls for:

- a) A fair funding formula to be immediately brought in that addresses the local social care needs of councils to provide services for the most vulnerable in society;
- b) An increase of NHS spending to match the percentage of GDP that is spent on health care by our European neighbours;
- c) A reversal of the privatisation agenda that bleeds funds from our public services;
- d) A pay policy for local government and the NHS that properly rewards staff for their vital work and ensures the necessary recruitment and retention of all staff.

Manchester Branch

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39. Social care is now beyond a crisis.

This service group conference notes with alarm the continuing and deteriorating crisis of social care underfunding that makes it hard for local authorities and provider organisations to ensure decent jobs and quality services.

This service group conference supports the provisions of UNISON's ethical and residential care charters. The charters provide a set of minimum standards in the sector which include requirements that care staff are paid at least the real living wage, on training provision and on improved scheduling of home care visits.

This service group conference supports the proposal that £2.4 billion a year in unallocated government held business rates be immediately returned to local authorities through a new social care grant. If this money was distributed using the Better Care Fund formula, councils would receive £millions additional funding – far exceeding that which can be raised through a 2% council tax precept.

This service group conference welcomes UNISON's Care Workers for Change campaign initiative and looks forward to an expanded union membership base playing a key role in the public-facing campaign to increase central government funding for social care and in improved employee relations in the sector.

Older people trapped in hospitals because they cannot get social care in their own homes, was described as a 'scandal' by the last chancellor. But it continues. The monthly figures for August 2016 were 62,807 – a record and 40% higher than a year before. The promise of an extra £3.3bn from council tax and the improved Better Care Fund was too little, too late because most of it arrives not now, but at the end of the decade. The threats to local government funding will be further stretched by the imposition of the Local Government Finance Bill 2017 that will fundamentally alter how councils are able to pay for social care and put businesses at the forefront of financing local services.

Recent influential reports from the National Audit Office (NAO), the Care Quality Commission (CQC) and the Carter Review all reveal just how serious things are.

The crisis doesn't just mean that operations are delayed because hospital beds aren't available. It means people are dying earlier. Thousands of care workers don't get paid for their travel time and don't get the national minimum wage as councils turn a blind eye to care companies paying illegal wages, as a direct result of the squeeze on their budgets.

Adult social care is in crisis. All the evidence suggests that the position is getting worse, not better.

The ADASS reports further cuts to adult care services and NHS delayed discharge figures are now significantly higher than the levels that prompted the chancellor to announce extra resources in 2010.

The CQC talks of approaching a 'tipping point' as a challenging economic climate means greater demand on services and more problems for people in accessing care.

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This is translating to increased A&E attendances, emergency admissions and delays to people leaving hospital.

It warns that council budgets have not kept pace with demand. Public funding will rise by an average of 0.6% per year in real terms from 2015/16 to 2019/20 but the projected increase in demand pressures of 4% per year.

Providers face financial difficulties and so some have decided to withdraw from local authority contracts. Since April 2015 the growth in nursing home beds has stopped, with just 89 extra beds in the last 16 months. Thirty-two councils had residential or nursing care contracts handed back to them in the six months up to May 2016, affecting around 700 residents and 59 councils had home care contracts handed back, covering nearly 4,000 people. In short as profit margins of the private sector reduce, social care providers are giving up and handing back responsibility to an already financially creaking local authority.

This service group conference applauds the Social Care Project established in the North West region. This is a two year project financed by a combination of national, regional and branch funds which has as its aims to raise the standards of care for service users and the standards of pay, training and support for social care staff and to recruit those staff, the majority of whom are currently not in a union. The North West region has nearly 200,000 members and it is estimated in the same region there are currently around 215,000 social care staff employed across the social care sector with a tiny percentage being unionised. Our region took the decision to prioritise raising the pay and working conditions of mainly low paid women in this sector by employing organisers and targeting the care providers who break the law with non-compliance with the National Living Wage, non-payment of sleep-ins and non-payment of holiday pay as well as the continuation of 15 minute visits and non-payment for travel time and other Dickensian practices that mean vulnerable members of our community are put at risk and do not receive adequate care.

The project is rigorously monitored with region and branches working closely together to agreed targets that are measurable and transparent.

With the significant challenges that exist in achieving annual pay rises above 1% in local government it is anticipated this project will raise the income of carers, raise the plight of underfunding of local government, increase councils signing up to the Ethical Care Charter, raise the quality of care provided to service users and challenge rogue employers who break the law with illegal pay whilst getting organised and recruiting thousands of activists and new members across the North West region.

This local government service group conference instructs the SGE to:

- 1) Share details of the NW project across the UK, including the council template motion that seeks to remove care providers that are hostile to trade unions;
- 2) Send the Dignity in Social Care – Improving Social Care Services and Jobs motion to all councils across the 4 countries of our union;

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- 3) Encourage all regions to consider prioritising social care and developing their own regional projects;
- 4) Collate and share information on successful legal challenges taken by UNISON on non-compliance with the National Living Wage (sic) against care providers;
- 5) Re-circulate materials explain the Care Workers For Change campaign;
- 6) Report back to next year's conference on all the action points above.

North West Region

40. Crisis in social care

Conference is concerned about the continuing pressures on council-funded social care services across the UK which have now reached a crisis point.

In Scotland the integration of health and social care services is 1 year old and yet we have seen little change in service provision or any decline in the demands placed on the workforce.

Conference welcomes the success of the UNISON led campaign which led to the Scottish government's introduction of the social care living wage for all social care workers from October 2016 but recognises that many still have poor terms and conditions of employment.

Conference believes that it is essential to provide care workers with good employment conditions, access to training and career development and adequately equip workers with, in order to ensure a high level of care provision.

Local authorities are under increased pressures to carry out their responsibilities to provide social care, due to increased demands, an ageing population and underfunding.

UNISON's Ethical Care Charter has been a huge success in promoting quality services, the living wage and decent conditions for staff and conference welcomes the launch of a similar charter for residential care. Conference applauds those councils throughout the UK who have adopted the charter and calls on all others to do likewise.

UNISON Scotland's campaign "Say No to Stress at Work" highlights the demands placed on all workers especially those who are operating in often demanding and highly pressured environments such as social care.

Social care will vary across the UK although the same funding crisis exists in all four nations.

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Conference calls on the local government service group executive to:

- 1) Campaign for better funding for social care services and adoption of the Ethical Care Charter;
- 2) Carry out a survey of how social care is funded and what percentage is provided by local authorities in all four nations;
- 3) Provide support and resources to regions/branches who are facing cuts or outsourcing of social care across all four nations;
- 4) Promote initiatives such as the “Say No to Stress At Work” campaign;
- 5) Provide adequate support and resources to the national social care forum to lead and support the work required, liaise with regional social care forums, and work with the local government SGE, branches and other service groups.

Scotland Region

41. Academies, grammar schools and selection

UNISON welcomes the Westminster government’s decision to abandon their ideological policy of forcing all schools to become academies by 2020.

The evidence is mounting that converting schools to academies is not a panacea and that too many stand alone academies and Multi Academy Trusts are failing children and young people.

It is not school structures that make a difference to the outcomes of pupils but the quality of the staff and the training and professional development they receive to ensure that they deliver the best education.

It is therefore hugely disappointing that the government has jumped from one unproven education dogma to another: grammar schools and increase selection.

Whilst grammar schools can have a positive effect on the pupils they teach, their impact on surrounding schools and their biased selection towards wealthier pupils overwhelmingly undermines the case for their existence.

Conference condemns moves to increased selection and the growth in grammar schools and calls on the government to focus resources on mainstream local authority supported comprehensive schools. These schools are the key to improved social mobility for all – not divisive and unequal grammar schools or academies.

This conference calls on the local government service group executive to campaign to get the £240 million set aside for the expansion of grammar schools to be spent on improving school funding, including staff pay and conditions, instead.

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42. Funding for schools

This conference believes that the government proposals for school funding reform in England are flawed, unfair and fail to address the funding crisis affecting schools.

The DfE proposals will only result in a flat cash settlement for schools and takes no account of the increasing costs for schools resulting from from inflation and increased staffing costs.

The proposals threaten to cut funding to many schools in some of the most deprived areas of the country, threatening the quality of education of children and the jobs of support staff in schools.

Already, many schools are struggling. A UNISON survey of school support staff in 2016 found:

- 1) 13.7% of respondents said that their school had made redundancies over the past year and 11.7% of respondents said that their school is planning to make redundancies over the next year;
- 2) More than one in five respondents (22%) said that their school had left vacant posts unfilled over the past year leaving a reduced workforce;
- 3) Over a quarter of respondents (26.7%) said that their school had made cuts to budgets for books and resources over the past year;
- 4) Over one in five respondents (21.7%) said that their school had cuts to special educational support needs over the past year;
- 5) Nearly a quarter of respondents (24%) said that their school had increased class sizes over the past year;
- 6) More than one in five respondents (21.7%) said that their school cut the budget for maintenance and school improvements over the past year;

UNISON recognises that there is some unfairness and inconsistencies within the current system but believe that any revised formula should be based on levelling up funding to schools to the level of better-funded authorities rather than cutting the funding of schools in these authorities.

This conference resolves to:

- a) Provide support advice and guidance to branches and school reps on school funding reform;
- b) Work with other education unions in the campaign against these proposals and highlight the funding crisis in schools;
- c) Engage with parents and communities in local campaigns to protect school funding;

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- d) Lobby politicians from all parties on the impact of reform in their constituencies and on the need for more funding for schools;
- e) Give full support to any branches faced with attacks on terms and conditions or redundancies resulting from school funding reform;
- f) Instruct the SGE to work with the NJC committee to investigate the possibility of a national trade dispute, within the rules of the union and relevant legislation, to secure an adequate funding formula for all schools that will protect education and therefore the jobs of school workers, if possible co-ordinated with other relevant unions.

Local Government Service Group Executive

43. MATs - developing our strategy

Conference acknowledges the large numbers of UNISON local government members who work in schools.

Conference recognises the good work carried out by UNISON in promoting the value of these members with Stars in their Schools.

However, conference also recognises the increasing difficulties LG branches face with individual and collective representation of schools members as a result of the growth of academies and multi academy trusts - MATs.

MATs often cross county branch boundaries and UNISON regional boundaries, resulting in schools members - who work for the same employer - being spread across a multitude of branches. This presents a huge challenge to UNISON's ability to effectively consult members on collective bargaining issues, whether these issues are policy changes or pay and condition changes.

Therefore, conference calls on the SGE to work with regions and branches to develop a national strategy for collective bargaining and effective communication with members employed in MATs.

Eastern Region

44. Academies and free schools

The government's academies and free schools programme:

- 1) Redirects hundreds of millions of pounds that could be better spent on existing schools;
- 2) Weakens local authorities;
- 3) Undermines national pay and conditions for employees;
- 4) Breaks up admission arrangements;

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- 5) Harms the democratic planning of school places;
- 6) Is unpopular with parents and the public in general to the point where the government has already pulled back from its recent position of forcing all schools to become academies by 2022.

We believe that:

- a) There is no justification for passing publicly funded education to private companies who could profit from it;
- b) This undemocratic process removes the voice of communities, local government and parents – replacing them with unelected regional schools commissioners and unelected, highly paid, multi academy trust chief executives;
- c) There is little evidence that academies and free schools improve achievement but they do encourage the exclusion of underprivileged children;
- d) This is happening when schools are facing serious funding difficulties and both academies and grammar schools are making redundancies.

We call upon the LG SGE to:

- i) Request the government to put in place a framework around the current policy that restores an appropriate level of oversight and influence to local education authorities;
- ii) Ask all local authorities to express support for our position and to offer an alternative to independent MATs to school governors;
- iii) Call on the Labour Party to create a policy to bring all state funded schools under local authority control.

Somerset County

45. Prevention of outsourcing of support services in N Ireland schools

Conference notes the continuing funding available for education from the Northern Ireland block grant.

Conference also notes the impact on school budgets and the pressure to make cuts.

Conference recognises the ongoing concern of our UNISON membership throughout schools in Northern Ireland that support service staff will be targeted and the fact that catering staff and transport staff are most vulnerable at present.

Conference is also aware that arising from years of uncertainty around reorganisation in the education sector:

- 1) Recruitment and replacement has been stalled;

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- 2) Temporary staff that have long employment service with no offer of permanent contract;
- 3) A moratorium on job evaluations is only now being removed.

Conference notes that this has a huge impact in rural areas of Northern Ireland as its only source of employment for women members who are trying to hold families together in the worst of circumstances. The recently established Education Authority has begun a strategy of reduction in provision in school meals. Less cooking means fewer workers.

Conference calls on the service group executive to:

- a) Endorse the NI regions opposition to outsourcing of support services in Northern Ireland schools;
- b) Ensure that material aid and resources as appropriate are included in support for our members campaign in Northern Ireland.

UNISON Northern Ireland

46. Special education funding in N Ireland

Conference notes the increasing demands for special education funding and staff throughout schools in Northern Ireland.

Conference recognises the deep concerns of our membership among classroom assistants who provide these vital supports to children in need.

Conference shares their alarm that the growing demand is not being met with the necessary increase in funding required to keep these services sustainable.

Conference calls on the service group executive to support the demand of our members in Northern Ireland that services be protected with increased ring fenced funding and their jobs maintained.

UNISON Northern Ireland

47. Privatisation

Conference notes that outsourcing and privatisation constitute a failed economic model for local government services. It only serves to reduce our members' pay, terms and conditions and maximise profits for contractors, consultants and shareholders.

Conference also notes that services get worse following privatisation and outsourcing. Private companies have a legal duty to reward shareholders, so profit is the driver rather than public service. Costs go, up not down. Shareholders receive

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dividends, top executives get paid more and investment does not happen. Accountability is removed from local authority contracts and workers are undermined, with two-tier workforces introduced. Services become fragmented and less joined up.

According to the National Audit Office, Atos, Capita, G4S and Serco are the four biggest outsourcing companies in the UK, receiving more than £4 billion a year to run many of our public services.

The public is against outsourcing and privatisation. We Own It commissioned polling which shows that people do not trust these companies to do a good job:

- 1) Only 21% of the public trust outsourcing companies, and 64% distrust them;
- 2) 69% of the public think Atos, Capita, G4S, Serco are motivated by maximising profit - while 38% think this should be important;
- 3) 22% of the public think Atos, Capita, G4S and Serco are motivated by providing the best service to the public - while 80% think this should be important;
- 4) Only 16% think there is adequate regulation of private companies running public services, compared to 59% who think more regulation is needed.

Against this background, the government is encouraging more privatisation, the outsourcing of children's social care to so-called trusts and supporting the creation of Public Service Mutuels (PSM). Spinning out to a trusted name such as a co-operative or mutual is a way of deceiving the public into thinking the service is still provided by the local authority or that there is a high degree of control. This is not the case.

Conference therefore calls on the local government service group executive to:

- a) Continue to campaign for services to be delivered in-house;
- b) Provide branches and regions with model procurement agreements and briefings on achieving in-sourcing;
- c) Provide resource and briefing material on alternatives to outsourcing and privatisation to local councillors and decision makers, such as income generation options and advice on challenging the outsourcing narrative;
- d) Work with relevant partners in local government to document and case study contracts outsourced to PSMs;
- e) Continue to provide an online knowledge base of information on mutuals;
- f) Analyse and inform branches and regions on the impact of the negotiations to leave the European Union on procurement law, and work with UNISON's NEC to influence new UK laws to favourably support in-house services.

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Local Government Service Group Executive

48. Housing

Conference notes the dramatic changes that have taken place in housing policy and provision in the last 30 years and those presaged by the Housing White Paper.

Conference further notes the significance of housing costs and affordability and their impact on living standards, the ability to live near the workplace and the economic, environmental and social consequences.

Conference further notes that the Tory government was forced into a number of significant concessions on the Housing Bill, including their manifesto commitment to Pay to Stay, as a result of broad campaigning by Axe the Housing Act and others, supported by UNISON and a significant number of trade unions, councillors and local authorities.

Conference asks the service group executive to work with policy and public affairs and the community SGE to:

- 1) Examine the impact these changes have had, and will have, on the public and social housing workforce with specific reference to terms and conditions, job roles, training and skills, and to develop recommendations for the changes that are needed for the next 30 years;
- 2) Examine the impact of housing costs and affordability on the public sector workforce and the implications for the delivery of public services, the economy, the environment and other social consequences;
- 3) Continue to contribute to the development of an alternative manifesto for housing such as the Autumn Statement for Homes.

Local Government Service Group Executive

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Motions ruled out of order

Beyond remit of the conference

Tackling Stress

Conference understands the large scale of harm to members caused by work related stress, including sickness and serious illness, and the personal cost to members and their families, and even premature death. The 2016 TUC survey of safety reps confirmed that stress was the biggest health and safety concern and that it's getting worse, no doubt to the cuts being ravaged on the public sector. Stress accounts for 45% of all working days lost due to ill health, and that the cost to our employers and the economy as a whole runs into billions of pounds each year.

Conference notes that the HSE Management Standards approach to tackling stress refers to the following six primary causes: Demands, Control, Support, Relationships, Role and Change. Furthermore, the HSE Management Standards approach comprises of a staff survey, and then focus group discussion of the results leading to action plans to address the issues identified. It recognises that the solutions need to come from the very people it affects.

Conference further notes that full branch involvement in the process can significantly improve the effectiveness of this approach. Where the branch is fully involved, then the survey is undertaken by the branch, and it can be carried out on the basis of confidentiality rather than anonymity. This should improve the questionnaire response rate, and we can ask for people's names, jobs, teams, and locations. In this way we can drill down and get a very much more detailed picture. We can identify the hotspots, where things are really bad, and the specific causes behind them. Full branch involvement may also improve focus group involvement, and the monitoring of the action plans, and should improve staff confidence in the whole process.

Conference accepts that full branch involvement in the process is a significant commitment, but that evidence from branches in the Northern Region, especially Gateshead Local Government and North Tees and Hartlepool Health, shows that it is:

- 1) A very real support to our members affected by stress
- 2) Helps prevent the harm that stress can cause
- 3) Helps develop partnership working with management
- 4) Demonstrates the union effect
- 5) Represents a considerable opportunity for the recruitment of members and reps.

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Conference therefore calls upon the NEC to provide significant support for this initiative, to provide the necessary guidance, training and assistance to help make this approach available to all branches.

Gateshead Local Govt

Support for activists in recruitment and organising

Conference notes that recruitment and organising needs to be at the heart of any strong and powerful union. Conference notes that we need to:

- recruit new members into our union to increase the union's voice and to ensure the long-term viability of the union.
- recognise that organising, not servicing, is what makes our union stronger and more able to win things.
- continue to identify and develop a new layer of UNISON activists for now and for the future.
- organise workers at the grassroots and teach them how they should be directly involved in building a strong union in their own workplaces, so that they have the power to win things for themselves.

Conference therefore requests the NEC to:

1. Encourage regions to map our members in the community, voluntary and private sectors to identify target areas for recruitment and organising.
2. Review and develop materials to help branches turn members into activists.
3. Survey regions and branches and produce a series of best practice case studies with supporting materials and contact information on each of the case studies.
4. Develop materials that will help staff and lay organisers to teach workers how the workers themselves need to build a strong union in their own workplaces so they have the power to win things themselves.

Birmingham UNISON Branch

Social Work Accreditation

Conference notes:

The Government are bringing in a child and family national assessment and accreditation system. Although in a consultation period at present 31 local authorities have signed up to the first phase to implement the system. This includes all of the Greater Manchester authorities.

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The Government has made clear that by 2020 all frontline social workers will need to have passed the tests for approved child and family practitioner status and managers at every level must obtain practice supervisor status.

The system has been criticised for being unworkable and for potentially putting social workers' health and safety at risk. It will create both extra work in an overstretched service and could create emotional stress, especially for people who do not like tests and a workforce that is not used to yes and no answers.

Conference believes:

1. The system is based on observation of your practice in different contexts and the quality of your written work.
2. On line test questions will have a yes or no answer to test knowledge, such as legislation child development and procedures.
3. Video and multimedia simulations will be used to test decision making in practice situations with a right and wrong answer.
4. The final stage is direct observation of your response to three scenarios with actors followed by a written exercise and discussing your response with assessors. This is expected to take place in an assessment centre.
5. The system has been set up by KPMG who won the contract and Morning Lane, a training company.
6. Videos are 3 minutes in length and reflects the idea of a single solution or to be precise KPMG single solution. We feel social work and people we work with are more complex than one solution.
7. When being looked at social workers found the outcomes were too narrow and specific especially around the legal and medical questions
8. The accreditation system is based on quasi facts and what KPMG thinks they can measure that is not related to the social work on the ground.
9. Focus is on social workers who are good at passing exams and those who fit the criteria for frontline. There is a concern that older and more experienced social workers could be disadvantaged by the system
10. When the system was being piloted at least 20% social workers failed the tests.
11. The national assessment accreditation is looking to find failing social workers and blame individual workers rather than seeing cuts and lack of resources and high case loads as having a role.

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12. "The failure to approach the subject on a systems basis and place in an appropriate context are the overarching and strategic criticisms by BASW".
(Consultation response by BASW).

13. That the focus of blame will also be put on families not looking issues around discrimination or poverty or taking inequality in to account.

14. social workers will be so pre occupied with the tests and passing or failing that the natural learning process especially for new social workers who gain knowledge off their peers and supervision will become secondary.

15. The process adds another work task to the already onerous workload carried by social workers and managers this adds unnecessarily to already pressurised workforce.

Conference instructs:

1. UNISON to conduct a national campaign to oppose this National Accreditation System.
2. UNISON to instigate a specific campaign with other organisations to persuade employers who have "volunteered" to be part of the pilot to withdraw.
3. UNISON to consider all forms of action consistent with UNISON's rules if employers refuse to withdraw from this process.

Salford City Unison

The Employment of Black Workers in Local Government and Community Schools in Wales and England

Conference notes:

1. "THE EMPLOYMENT OF BLACK WORKERS IN LOCAL GOVERNMENT AND COMMUNITY SCHOOLS IN WALES AND ENGLAND" Report was published in June 2016

2. UNISON commissioned research from Labour Research in 2015 on the employment and pay of Black workers in upper tier local authorities and community schools within those councils across regions in England and Wales

3. The survey is based on the results of a Freedom of Information questionnaire sent by Labour Research to 174 'upper tier' councils which employees over 600,000 council employees and 478,000 school workers

4. The general Public Sector Equality Duties (PSED) in England and Wales are founded in the Equality Act 2010. They require public authorities to have due regard to the aim of the general equality duty when making decisions, setting policies and deciding whether their functions are relevant to – in this case – Black workers

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5. The impact of 'devolution' on local government and academisation of schools means that new bodies such as combined authorities and academies will also need to ensure that they are complying with the equality duties and monitoring their workforces

Conference believes:

1. There was a lack of information -not all councils were able to give information on Black workers, suggesting that they do not collect data in a form which would enable them to comply fully with the Equality Duty.
2. In many regions Black Workers were significantly under represented in the workforce compared to the representation within the community. Many councils had disproportionately low employment of Black workers
3. Within schools the information was even more lacking with even lower employment of black workers.
4. In terms of pay Black Workers were over represented in lower pay grades
5. That this issue is a concern to all members not just Black Workers

Conference instructs:

1. Unison to develop a national action plan to take forward this piece of work.
2. That branches are supported with resources to negotiate and bargaining for Race Equality.
3. That appropriate training is organised within regions to develop local action plans where necessary.
4. Unison to conduct future research to monitor this ongoing situation.

Salford City Unison

Defend Freedom of Movement

This meeting notes:

- The continuing rhetoric from the politicians and some media that creates division by scapegoating migrants, refugees and Muslims.
- That there are as many as 3 million EU citizens resident in the UK, including many UNISON members living through a period of horrible uncertainty following the Brexit vote, not knowing if they will be able to continue living and working in Britain.

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- That EU citizens living in the UK are required in certain circumstances to carry independent, private health insurance, threatening access to health services.
- That UNISON defends members who are migrants and actively recruits among the EU workforce.
- That Theresa May's stance in the Brexit negotiations threatens to surrender the existing EU-based rights of free movement to/from the UK, in return for access to EU markets.

This meeting resolves:

- To campaign vigorously to defend any member under threat of deportation.
- To demand access to health services, free at the point of use for all those who need it.
- To defend existing EU-based rights of free movement to/from the UK and to seek to extend such rights of movement.
- To call on Labour Link to ask the Labour party to carry a policy of defence of existing EU-based free movement to and from the UK.
- To take this motion to the AGM and to local government conference and national conference.

Sandwell General UNISON Branch

A New Deal for LEAs

1.This Conference agrees that the Government's academies and free schools programme:

- redirects hundreds of millions of pounds that could be better spent on existing schools
- weakens local authorities
- undermines national pay and conditions for employees
- breaks up admission arrangements
- harms the democratic planning of school places
- is unpopular with parents and the public in general to the point where the Government has already rowed back from it's recent position of forcing all schools to become Academies by 2022

2.This Conference believes that:

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- there is no justification for passing publicly funded education to private companies who could profit from it
- this undemocratic process removes the voice of communities, local government and parents – replacing them with unelected Regional Schools Commissioners and unelected, highly paid, multi academy trust chief executives
- there is little evidence that academies and free schools improve achievement but they do encourage the exclusion of underprivileged children
- this is happening when schools are facing serious funding difficulties and both academies and grammar schools are making redundancies.

3. This Conference therefore agrees to:

- call on the Labour party to create a policy to bring all state funded schools under some form of local authority control
- call on the Government to put in place a framework around the current policy that restores an appropriate level of oversight and influence to local education authorities
- call on Local Authorities to express support for one or other of these demands and to offer an alternative to independent MATs to school Governors so they do not feel obliged transfer in the mean time.

Plymouth in UNISON

Conflicts with an Existing Rule

LOCAL GOVERNMENT PENSIONS - POOLED FUNDING INVESTMENTS & GOVERNANCE ARRANGEMENTS

Conference notes that the government is proposing new Local Government Pension Scheme investment regulations and asset pooling. Whilst there could be advantages in the pooling of LGPS funds should this go forward, the proposal also gives new power to the government to decide where council pension funds make its investments.

As such, Conference fully endorses UNISON's national campaigning activities calling for it to be written into UK law that council pension funds, not the government, decide where to make investments.

Conference also welcomes UNISON's position that employed representatives should be included in any investment and new governance arrangements.

This arrangement should also include retired members' representation as many of our retired members are current beneficiaries of local government pension schemes.

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Conference believes that any union representation at the governance table needs to include both employed and retired members.

Conference therefore calls on the National Local Government Committee to make representations to the National Executive Council to work towards achieving this.

Wirral

Could place the union in legal jeopardy

Campaigning Against the Out-Sourcing of Children's Services

Not printed on the advice of the legal officer

Sandwell General UNISON Branch

Building Opposition to School Funding Cuts

Not printed on the advice of the legal officer

Camden UNISON

Support Our School Staff Members

Not printed on the advice of the legal officer

Salford City Unison

Campaigning Against the Outsourcing of Children's Services

Not printed on the advice of the legal officer

Salford City Unison

Defend our Education. Defend our School Support Staff

Not printed on the advice of the legal officer

Barnet Local Government

Campaign against the outsourcing of Children's Services

Not printed on the advice of the legal officer

Barnet Local Government

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School Funding Cuts – The Biggest Cuts in a Generation

Not printed on the advice of the legal officer

Nottingham City UNISON (L Gov)

School Funding Crisis

Not printed on the advice of the legal officer

Hackney Local Government

Received twice

Pension Fund Costs and Charges

Conference notes that the combined assets of workplace pensions in the UK stands at £3 trillion and that 99% of that money is managed by commercial asset managers. The most shocking consideration in this process is that no pension fund either defined benefit or defined contribution can tell scheme members how much it costs to run the pension fund. In a report produced by the Financial Conduct Authority, the regulator of asset managers, found the following.

- Asset management firms have consistently earned substantial profits with an average profit margin of 36%.
- Investors (pension funds) are not given information on transaction costs in advance, meaning that investors cannot take full cost of investing into account when they make their initial investment decision.

In 2016 the West Midlands Local Government Pension Fund investigated costs in one asset, private equity, it found investment costs were £92m rather than the £10m reported to scheme members. It has been estimated by the Transparency Taskforce that annual fee extraction from our pension funds could be as high as £120bn.

These costs should be put back into our pension funds and not be taken by financial companies. This would mean defined benefit schemes would be more sustainable and defined contribution schemes would put more money back into the member's pot.

We note success of the Local Government Pension Scheme's in England, Wales and Scotland who introduced a voluntary cost collection methodology.

We therefore call on conference and the NEC to undertake a campaign with members, branches and regions to raise the demand for cost transparency in our member's pension funds.

To place pension scheme cost collection on the bargaining table with employers who sponsor the defined benefit and contribution schemes of our members.

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To demand government introduce the legislation to compel pension scheme trustees to collect and publish their scheme's investment costs throughout the investment chain.

Wolverhampton General Branch

Withdrawn by submitting body

Recruiting and organising Black members in the fragmented workforce

It is important that Black workers and members are equipped for the challenges within the changing and evolving landscape of the UK today, especially in delivering public services and local government sectors. Conference recognises that Black workers left, behind after the cuts, are now more likely to be working, in more isolated workplaces, under increased pressure and with less resource making them even more susceptible to unfair and unequal treatment. A high proportion of these Black workers work in the "fragmented workforce" where they experience low pay and poor working conditions are eligible to join UNISON.

Conference believes that recruitment is more than just handing out leaflets. Branches need assistance to reach out to Black workers and members in the fragmented workforce. These workers need a revised strategy to engage them as the traditional approach is weak at best and not effective at worst.

Our existing members in these employers need to be organised and encouraged to become activists. They will then need continual support, bespoke training and mentoring.

UNISON should explore effective and clear pathways which will assist Black members in not only developing as activists, but becoming leaders for the future.

It is therefore important that financial reasons do not become a barrier to Black members in the fragmented workforce becoming active. If an employer does not recognise trade unions (UNISON), it does not have a legal duty to give members paid time off to attend training to become workplace reps or health and safety reps etc.

Conference calls on the Local Government Service Group Executive to work with the National Black Members Committee to work with the NEC to:

- 1) Develop information and resources targeted at Black members and workers in the fragmented workforce in Local Government.
- 2) Consider providing financial assistance for members who wish to become workplace representatives but are unable to access paid time from their employer.
- 3) Develop further specific training targeted towards potential Black leaders
- 4) Build joint working with the newly developed Private Contractors National Forum and explore how this might be achieved.

National Black Members' Committee