



UNISON Conference Bulletin

Disabled Members' Conference 2013

May 2013

Conference Team 020 7121 5123
 Gloria Foran/Sue Davey (Policy) 020 7121 5785/5517
 Sian Rabi-Lahleh/Serena Hadley (Standing Orders) 020 7121 5511/ 020 7121 5279

This bulletin contains the timetable for 2013 Disabled Members' Conference

Please note that both motions and delegations can only be submitted online. However, the Preliminary Agenda will be printed and sent to branches, and the Conference Guide will be printed and sent to all delegates in advance, as in previous years. There are no paper forms for registration.

The Disabled Members' Conference 2013 will be held at Manchester Central from 2pm on Saturday 26 October 2013 to 12.30pm on Monday 28 October 2013 inclusive.

Manchester Central
 Windmill Street
 Manchester M2 3GX

Website: www.manchestercentral.co.uk

Tel: 0161 834 2700

Fax: 0161 833 3168

E-mail: info@manchestercentral.co.uk

Timetable

Deadline for Submission of Motions	5.00pm	Friday 5 July 2013
Deadline for Submission of Amendments to Standing Orders	5.00pm	Friday 5 July 2013
Deadline for Submission of Amendments to NDMC Constitution	5.00pm	Friday 5 July 2013
Publication of Preliminary Agenda		Friday 26 July 2013
Deadline for Submission of Delegates	5.00pm	Friday 2 August 2013
Deadline for Babysitting, Creche and Reasonable Adjustment requests for access	5.00pm	Wednesday 14 August 2013
Deadline for Submission of Amendments	5.00pm	Friday 30 August 2013
Publication of Final Agenda		Friday 27 September 2013
Deadline for Submission of Emergency Motions	5.00pm	Friday 18 October 2013
Deadline for Submitting Change of Delegates on the OCS	5.00pm	Wednesday 23 October 2013

Enclosed with this Conference Bulletin, and also available on the UNISON website at www.unison.org.uk/conference/disabled.asp are:

- Delegate Travel Forms
- Visitor Travel Forms

- NDMC Constitution
- Standing orders for National Disabled Members' Conference
- Advice from the Standing Orders Committee - **this gives you advice on the submission of motions and amendments. The SOC recommends that you read this information before drafting the text for motions or amendments**
- Accommodation Information

There are NO paper forms for motion or delegation submission, including requesting reasonable adjustments. You must use the Online Conference System (OCS) instead. See next section for full information.

Information on how to submit motions and delegations using UNISON's Online Conference System (OCS)

Which branch officers can use the OCS? Motions can be submitted at branch level by the Branch Secretary, the branch Equal Opps Officer or the Branch Disabled Members' Secretary. Branch employed staff are also able to enter motions but do not have authority to submit them on behalf of a branch. Delegates can be submitted at branch level by either the Branch Secretary or the Branch Chair.

At regional level, the regional secretary is authorised to submit the motion/delegation, with the regional convenors receiving an instant e-mail copy. This process is replicated at national level for national bodies and their relevant chairs and secretaries.

Which members can use the OCS? When a member is registered as a delegate to a conference, they will receive an e-mail informing them of this as long as their e-mail address is listed on the RMS. They can then also access the OCS to make online requests for services such as reasonable adjustments, crèche places and babysitting, which should be made by the stated deadline. Alternatively, the branch can enter the individuals' reasonable adjustments or crèche requests on behalf of the member.

How will these people access the OCS? Users access the OCS via a new online portal called 'My.UNISON' by registering once at <https://registration.unison.org.uk> and then subsequently logging on at <https://my.unison.org.uk>. Regional and national users will receive separate communications about accessing the system. Branch employed staff should call their regional contact.

What if the correct branch people have accessed 'My UNISON' but then cannot access the OCS? Key to accessing the OCS is ensuring that the data held on UNISON's membership system, the RMS, is correct. It records which members hold the key positions of Branch Secretary and Branch Chair. If this information is incorrect, or if it changes, the branch needs to ensure that the RMS records are updated immediately. Then the individual should call their regional contact.

What else needs to happen? It will help the system to function if these key branch people also have an e-mail address stored on their RMS records. Please contact your branch or regional RMS team urgently, to make this happen. Advice on how to create an e-mail address is available on the UNISON website at: www.unison.org.uk/conference/email_setup.asp

Each delegate within a delegation should also have their date of birth stored on the RMS.

Delegates and Visitors to Conference: It is important that we collect e-mail addresses for those disabled members wishing to participate in any way in the conference. The e-mail address can be any one that you have easy access to e.g. your personal e-mail, branch e-

mail or that of a friend or relative.

- If you already have an e-mail address and access to the UNISON website, the quickest way to update your details is to go to the UNISON website and click on the Update Your Details box – you will need your UNISON membership number.
- If you don't have an e-mail address or don't have access to the UNISON webpage, you can contact UNISONdirect on 0845 355 0845 and provide them with the details of your preferred e-mail address to update your UNISON Membership records – you will need your UNISON membership number.
- Or, you can contact your local UNISON branch and provide them with the details of your preferred e-mail address to update your UNISON membership records – you will need your UNISON membership number.

What if our branch does not have computer access? If you are concerned that your branch does not have access to a computer, an e-mail address or the internet, you are advised to contact your Region as soon as possible. They can advise you of training and funding available for IT development.

Key contacts:

If you have a 'My UNISON' registration issue: UNISONdirect on 0845 355 0845

If you have an OCS issue, please contact your relevant regional contact:

Listed below are the Conference contacts for each region, who can also assist with online conference registration:

Eastern	Amanda Tickner	01245 608909	a.tickner@unison.co.uk
East Midlands	Mark Ward	0115 847 5408	m.ward@unison.co.uk
Greater London	Shelley Davey	0207 535 6649	s.davey@unison.co.uk
	Lorraine Tant	0207 535 6649	l.tant@unison.co.uk
Northern	Allison Jackson	0191 245 0805	a.jackson2@unison.co.uk
Northern Ireland	Elizabeth Robinson	02890 270190	e.robinson@unison.co.uk
North West	John Sharp	0161 661 6752	j.sharp@unison.co.uk
Scotland	Rosaleen Rodgers	0141 342 2816	r.rodgers@unison.co.uk
	Caroline Phillip	0131 226 0075	c.phillip@unison.co.uk
South East	Kieran Pearson	01483 406510	k.pearson@unison.co.uk
South West	Marilyn Crawley	01823 285313	m.crawley@unison.co.uk
Cymru/Wales	Sarah Evans	01792 483923	s.evans@unison.co.uk
West Midlands	Claire Kenny	0121 685 3174	c.kenny@unison.co.uk
Yorks & Humberside	Laraine Senior	0113 218 2333	l.senior@unison.co.uk

Branch Representation

Each branch may send ten delegates to the conference.

Proportionality and Fair Representation

In line with all other UNISON conferences, the principles of proportionality and fair representation contained in the NEC's Scheme of Branch Representation will be applied to encourage participation of groups such as young and low paid members in particular.

- 1) The gender make up of the delegation must be based on the gender make up of the branch.
- 2) If the delegation only comprises one full delegate, then this delegate may be male or female.
- 3) Branches sending 3 delegates must include one low paid female member in the delegation.
- 4) Branches sending 4 delegates must include one young member in the delegation (i.e. age 26 or under at end of conference)

Transgender members

UNISON applies strict rules on proportionality in branch conference delegations, to ensure proper representation of women. Members who are in the process of transitioning gender may not yet have changed their UNISON membership details. For example a member may wish to attend Disabled Members' Conference as a woman, but still be attending work as a man. Members will be registered for Disabled Members' Conference as the gender in which they will attend the Conference, irrespective of their gender recorded on the RMS.

To ensure that branch delegations including transgender members are not rejected on the grounds of proportionality, please contact the Conference Office on 020 7121 5123 with information on any online delegate submissions which include members attending conference in a different gender to that recorded on the RMS. Their confidentiality will be respected at conference.

National and Regional Representation

The following bodies are eligible to send two delegates (at least one of whom must be female): Regional Disabled Members' Groups, National Black Members' SOC, National Women's SOG, National LGBT SOG, National Young Members' Forum.

Business submitted for the Conference may only be moved by a delegate from the submitting body. Therefore if your branch or regional disabled members' group submits motions, amendments and amendments to Standing Orders or the Constitution, please ensure you send a delegate to move these items.

Branches and regions are particularly encouraged to plan meetings of disabled members' groups in accordance with the conference schedule to allow their delegates to be better informed of the conference procedures. Regions are also encouraged to hold training sessions on the procedures for conference in advance of conference, this should help increase members participation at the event as well as provide a valuable opportunity for delegates to network on broader organising issues

Regional meetings will be timetabled into the conference programme for 2013. Regional groups are also advised to consider designating one or two of its delegation to act as liaison representatives between regional and branch delegates.

Funding of Places

Branches or regions are responsible for providing funding for their delegates to national self-organised conferences to cover accommodation, subsistence, to meet the costs of dependent care (including babysitting whilst at Conference) and personal assistance costs. Only travel costs will be reimbursed to branches and regions from central funds.

Branches are reminded that they should consider their funding arrangements when determining the number of delegates they are sponsoring to this event. Branches may apply for additional funding from the region to meet the cost of access needs associated with sponsorship to this event, contact your regional officer for further advice. Additional national funding for branches with identified exceptional circumstances may be available to support the attendance of disabled delegates at this event if the branch is at risk of suffering financial difficulties; application should be made in writing to the Finance Officer. Further advice about applying for additional funding is available from Tim Bertuchi on 020 7121-5467.

Late delegate registrations will not be accepted. There will be no exceptions to this.

Caucus Group Involvement

Meetings have been arranged to ensure that members from under-represented groups within disabled members self organisation have better access to the disabled members conference agenda. These caucus meetings allow these groups to submit motions and amendments in line with the conference timetable - as set out by the Standing Orders Committee. There are four caucus groups – black members; women members; lesbian, gay, bisexual, transgender (LGBT) members and Deaf (BSL users) members.

Members who wish to attend the caucus meetings should seek branch or regional sponsorship; this will enable them to participate in conference itself. Disabled members' conference will be held in Manchester from 26-28 October 2013, further details will be issued to branches.

The meeting on Friday 30 May will be held at The UNISON Centre, 130 Euston Rd, London NW1 2AY. The meeting on Saturday 1 June will be held at Friends House, Euston Road opposite Euston Station.

The equivalent of second class travel and refreshments will be provided nationally for these events. Any other costs including accommodation will need to be funded by your branch. **You must seek permission from your branch** before you register your attendance.

The dates and times for the 2013 Meetings are shown below:

Friday 31 May – To consider the submission of up to three motions

Disabled Women members	10:00am – 12:30pm
Disabled Black members	1:30pm – 4:00pm

Saturday 1 June

Disabled Lesbian, Gay, Bisexual and Transgender Members	10:00am – 12:30pm
Deaf (BSL users)	1:30pm – 4:00pm

The deadline to register for this meeting is Monday 20 May 2013

The second meeting will be held at UNISON Manchester Office (Arena Point)

Friday 2 August- To consider the submission of amendments to motions

Disabled Lesbian, Gay, Bisexual and Transgender Members	10:00am -12:30pm
Deaf (BSL users)	1:30pm –4:00pm

Saturday 3 August

Disabled Women Members	10:00am – 12:30pm
Disabled Black Members	1:30pm – 4:00pm

The deadline to register for this meeting is Friday 19 July 2013

To register for a caucus network meeting please call contact Gloria Orosungunleka on voice 0207 121 5583, Fax 0207 121 5101 or email g.orosungunleka@unison.co.uk

Crèche and Babysitting

Arrangements have been made for Nipperbout, the company contracted to provide crèche facilities at all UNISON national conferences, to provide babysitting. Should members' require this service please complete the request online. Delegates are reminded that the cost for babysitting is borne by the branch so authorisation is required from your branch secretary that this expenditure will be approved.

Reasonable Adjustments

UNISON aims to provide a fully accessible event to disabled members in accordance with our duties under the Equality Act.

For any reasonable adjustments required, please complete the request online by the stated deadline. Authorisation for personal assistance/facilitation is required from your Branch Secretary that this expenditure will be approved.

Please remember that BSL Interpreters will only be available if requested in advance.

Personal Emergency Evacuation Plan (PEEP)

If a delegate or visitor from the branch requires a PEEP for Manchester Central, please ask them to indicate this with an online request.

Motions, Amendments to Standing Orders, Amendments to NDMC Constitution

Motions to the National Disabled Members' Conference guide the work of the National Disabled Members' Committee and influence regional and branch disabled members' groups over the forthcoming year.

A maximum of three motions are invited from the National Disabled Members' Committee, Regional Disabled Members' Groups, Branch Disabled Members' Groups, National Caucus Groups and National Young Members Forum (this includes motions to amend Standing Orders and motions to amend the National Disabled Members' Committee Constitution).

There is no limit to the number of amendments or emergency motions that can be submitted online by each of the above bodies.

Please refer to the advice from the Standing Orders Committee about submission of motions, enclosed with this Conference Bulletin.

The Preliminary Agenda will be published on *Friday 26 July 2013* and sent to branch secretaries. The Final Agenda will be published on *Friday 27 September 2013* and sent to branch secretaries. Both will be available on the UNISON Conference website.

Visitors

Branches can also apply for visitor places, subject to availability, on a first come, first served basis. The National Disabled Members Committee has agreed that UNISON visitors can attend all sessions of conference, which includes service group meetings and caucus meetings. UNISON visitors should only attend the service group meeting which applies to their

membership i.e. local government members should attend the local government meeting and Caucus meetings where they identify with that group. Non UNISON visitors can only attend the main conference plenary sessions. All visitors have no speaking or voting rights during all sessions of conference.

Change of Delegate

Branches may change delegates up to the start of Conference. A member registering as a substitute branch delegate must have been eligible to represent the branch at the closing date for registration of delegates on **Friday 2 August 2013**. Any changes must be in accordance with the scheme of branch representation.

After **5.00pm, Wednesday 23 October**, no more changes can be made on OCS. If a branch needs to make an emergency change to its delegation after this date, then an 'Emergency Change of Delegate Form' will need to be completed. This form will be available on the UNISON website from **Thursday 24 October** and will also be available at the conference desk at Manchester.

Data Protection

Delegates should be aware that the information collected via the online conference system, in addition to information held on UNISON's membership database, will be used for statistical purposes and for the organising and administration of Conference in compliance with the requirements of the Data Protection Act 1998.

Elections

The following elections take place during the National Disabled Members' Conference:

- (i) Two delegates to attend each Service Group Conference.
- (ii) Two delegates to attend National Delegate Conference.
- (iii) One delegate to attend National Delegate Conference 2014 as the National Disabled Members' Newssheet Team representative.
- (iv) Four members to serve on the National Disabled Members' Conference Standing Orders Committee for 2014 National Disabled Members' Conference.
- (v) Two delegates to attend Trades Union Congress.
- (vi) Two delegates to attend the Labour Link Forum and Labour Party Conference (conditions apply).

Official Collections at Conference

This year the Standing Orders Committee has set a deadline of **5.00pm on Friday 18 October 2013** for it to be advised of requests for organisations/campaigns to be included in any official collection at Conference.

Access Information about the venue

Please see the web link for an access summary.

<http://www.unison.org.uk/conference/disabled.asp>

Travel Arrangements

Branches are asked to book all travel arrangements for Conference through Stewart Corporate Travel. Travel application forms are attached to this circular. Please advise Stewart Corporate Travel if your delegates have railcards. Branches are reminded that:

- Travel costs for **Delegates only** will be funded from National Office.
- Travel costs for **Visitors** must be paid for by the branch. *Please note that a booking fee is applicable – further details from Stewart Corporate Travel.*

Accommodation

Branches are encouraged to arrange accommodation through Visit Manchester. Using the booking service supports the work of our members in local government and ensures our continuing ability, as a not-for-profit organisation, to secure preferential rates for our conference venues.

Visit Manchester are in the process of securing special rates for the delegates and visitors of the UNISON Disabled Member's Conference 2013.

There are a limited number of options available to book now, however the full range of accommodation will be available to book from Tuesday 21st May 2013.

There will be a wide choice of accommodation including accessible bedrooms and apartments across the city. You can book and secure your own accommodation using either pro-forma invoices or credit/debit card. If you require any assistance with your reservation, support is available via the Accommodation Booking team.

To book accommodation for this event, please use the following link:

<https://resweb.passkey.com/go/unisondisabledmembers2013>

Negotiated delegate rates and rooms will be held until 27 September 2013, so please book as soon as possible to guarantee a room. If you require accommodation beyond this date or you have any queries about the website, please contact Visit Manchester.

Contacts

For all accommodation enquiries please call the Accommodation Booking Team on 0161 238 4563 / 4514 or email: abs@visitmanchester.com

About Manchester

For more information on Manchester as a destination please log onto www.visitmanchester.com; here you will discover all things to do in Manchester - from events and attractions to fine dining and a great night out.

UNISON Disabled Members' Conference, Saturday 26th - Monday 28th October 2013, Manchester

DELEGATE RAIL TRAVEL APPLICATION FORM

Please read the guidelines overleaf before completing this form.

Delegate Name _____ A/C Code. 0-22-15-10

Branch Name _____ Branch No. _____

Branch Address _____

Additional Travellers

Child/Facilitator name _____ Child's Age _____

Child/Facilitator name _____ Child's Age _____

Journey Details

	Date	Time of Travel	From	To	Sleeper Y/N
Outbound					
Return					

Please tick the appropriate boxes

Ticket Type Single Return Flexible Fixed

Do you require any special Requirements, i.e. seating preference? **Y/N** If yes, please give details below

Do you hold a Travel Discount Card? Y/N

If the answer is yes, which card do you hold? _____

Please fill in the Name and Address tickets should be sent to:

Name	_____
Address	_____
_____	_____
Tel No.	_____
E-mail	_____

Listed below are contact details for STEWART CORPORATE TRAVEL:

Tel No: 0845 872 4432

Fax: 01292 312259

E-mail: unison@stewartcorporatetravel.co.uk

All forms must be returned to Stewart Corporate Travel at the address overleaf as confirmation and authorisation of attendance.

GUIDELINES: DELEGATE RAIL TRAVEL APPLICATION FORM

1. Please complete in block capitals.
2. All information should be entered in its entirety as omissions may result in errors or delays. **Please note that as part of UNISON's current travel policy Stewart Corporate Travel will endeavour to obtain the cheapest available tickets; this will restrict any changes being made after booking, so please ensure all details entered are accurate.**
3. One form should be completed per delegate.
4. Any children or personal assistants accompanying you should also be entered on your form in the spaces provided. Children must be under 16 years of age and their age indicated on the form.
5. If you are unsure of the time of travel please put the time you wish to travel and Stewart Corporate Travel will book the cheapest option available nearest to these times.
6. Please ensure you enter your full address including the postcode in the box provided. This is the address your tickets will be delivered to.
7. Please give a contact telephone number where you can be contacted during office working hours i.e. 9am to 5pm or an e-mail address if available. This is in case Stewart Corporate Travel needs to contact you regarding your booking requirements.
8. If you hold a Travel Discount Card such as the Young Persons/Student or Disabled, Elderly Card please advise Stewart Corporate Travel where indicated. Please note if doing this you will need to take the card with you when you travel.
9. Journey details must be as precise and clear as possible indicating,
 - Date of travel, both outward and return
 - Preferred time of travel
 - Whether a seat reservation is required
 - Departure and destination stations
 - If you require a sleeper ticket
10. **This form should be completed and returned to Stewart Corporate Travel as soon as is possible.** This is to enable Stewart Corporate Travel to acquire the cheapest return fare. An alternative method of booking can be to telephone or fax Stewart Corporate Travel your details, their contact numbers can be found on the front of the form.
11. Stewart Corporate Travel Address:

10 Ayr Street
Troon
Ayrshire
KA10 6EB

**UNISON Disabled Members' Conference,
Saturday 26th – Monday 28th October 2013, Manchester
DELEGATE AIR TRAVEL APPLICATION FORM**

Please read the guidelines overleaf before completing this form.

Delegate Name _____ A/C Code 0-22-15-10

Branch Name _____ Branch No _____

Branch Address _____

Additional Travellers

Child/Facilitator name _____ Child's Age _____

Child/Facilitator name _____ Child's Age _____

Journey Details

OUTBOUND FLIGHT

DATE: _____ TIME OF FLIGHT: _____

JOURNEY FROM: _____ TO: _____

RETURN FLIGHT

DATE: _____ TIME OF FLIGHT: _____

JOURNEY FROM: _____ TO: _____

IF YOU HAVE ANY SPECIAL REQUIREMENTS - DIET, SEATING PREFERENCE, ETC. PLEASE GIVE DETAILS BELOW

Please fill in The Name and Address tickets should be sent to:

Name _____	
Address _____	

Tel No. _____	E-mail _____

Listed below are contact details for STEWART CORPORATE TRAVEL:

Tel No: 0845 872 4432 Fax: 01292 312259

E-mail: unison@stewartcorporatetravel.co.uk

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3. One form should be completed per delegate.
4. Any children or personal assistants accompanying you should also be entered on your form in the spaces provided. Children must be under 16 years of age and their age indicated on the form.
5. If you are unsure of the time of the flights please put the time you wish to travel and Stewart Corporate Travel will book the cheapest option available nearest to these times.
6. Please ensure you enter your full address including the postcode in the box provided. This is the address your tickets will be delivered to.
7. Please give a contact telephone number where you can be contacted during office working hours i.e. 9am to 5pm or an e-mail address if available. This is in case Stewart Corporate Travel needs to contact you regarding your booking requirements.
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10 Ayr Street
Troon
Ayrshire
KA10 6EB

**UNISON Disabled Members' Conference,
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VISITORS RAIL TRAVEL APPLICATION FORM**

Please read the guidelines overleaf before completing this form.

Visitors Name _____

Branch Name _____ Branch No. _____

Branch Address _____

Additional Travellers

Child/Facilitator name _____ Child's Age _____

Child/Facilitator name _____ Child's Age _____

Journey Details

	Date	Time of Travel	From	To	Sleeper Y/N
Outbound					
Return					

Please tick the appropriate boxes

Ticket Type Single Return Flexible Fixed

Do you require any special Requirements, i.e. seating preference? **Y/N** If yes please give details below.

Do you hold a Travel Discount Card? Y/N

If the answer is yes, which card do you hold? _____

Please fill in the Name and Address tickets should be sent to:

Name	_____
Address	_____

Tel No.	_____
E-mail	_____

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8. Please ensure you enter your full address including the postcode in the box provided. This is the address your tickets will be delivered to.
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Branch Name _____ Branch No _____

Branch Address _____

Additional Travellers

Child/Facilitator name _____ Child's Age _____

Child/Facilitator name _____ Child's Age _____

Journey Details

OUTBOUND FLIGHT

DATE : _____ TIME OF FLIGHT : _____

JOURNEY FROM: _____ TO: _____

RETURN FLIGHT

DATE: _____ TIME OF FLIGHT: _____

JOURNEY FROM: _____ TO: _____

IF YOU HAVE ANY SPECIAL REQUIREMENTS - DIET, SEATING PREFERENCE, ETC. PLEASE GIVE DETAILS BELOW.

Please fill in The Name and Address tickets should be sent to:

Name _____	
Address _____	

Tel No. _____	E-mail _____

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10 Ayr Street
Troon
Ayrshire
KA10 6EB

National Disabled Members' Committee Constitution

- i) Membership of the Committee shall consist of: at least two delegates (one of whom must be a woman) elected from their Regional Disabled Members' Group, two co-opted members from the National Lesbian Gay Bisexual Transgender Committee, two co-opted members from the lesbian gay bisexual transgender caucus at Disabled Members' Conference, two co-opted members from the National Women's Committee and two co-opted members from National Black Members' Committee and black members' caucus at Disabled Members' Conference respectively. Two co-optee places shall also be available for representation from UNISON members in the Deaf Community to advise UNISON on cultural and linguistic issues. Such members must be Deaf native British Sign Language users and at least one shall be a woman.

A post of delegate can be job-shared but only one of that job-share team will be funded nationally to attend any meeting. If both job-share delegates attend a meeting, both will have speaking rights but only one will have voting rights.

There will also be provision for up to four advisory places, at least two of whom should be women. These places will have speaking rights (upon invitation) only. They will attend meetings at the request of the Co-Chairs. A convenor of a working group who is not a member of the Committee will be invited as an advisor under the same restrictions.

- ii) Three members of the National Executive Council are invited members of the Committee with speaking but non-voting rights. These members must be disabled and at least one of whom must be a woman.
- iii) The National Disabled Members' Committee must be fully and appropriately resourced. UNISON's National Disabled Members' Officer and other UNISON staff attend to support and service the Committee with speaking but non-voting rights.
- iv) The Committee can set up working groups to undertake specific areas of work. Such groups can co-opt individual disabled members and invite representatives from outside members of the National Committee on each working group. Sub-groups can also be set up by policy passed from Disabled Members' Conferences.
- v) Convenors of the Committee's working groups can either be members of the Committee or disabled members of UNISON with the relevant experience and knowledge. If the latter, they should be invited to attend the Committee as advisors with speaking but non-voting rights.
- vi) The Committee shall meet formally once a quarter, with an additional meeting for a policy weekend, with provision for extraordinary meetings if business requires it.
- vii) Officer positions within the Committee shall be Co-Chairs, at least one of whom must be a woman; Co-Deputy Chairs, at least one of whom must be a

woman; International Officer; Transport Officer; Health and Safety Officer; Publicity Officer; Education Officer; and any other officers deemed necessary.

The Committee will also endorse a liaison representative from the following Caucus Groups:

Black Members
Deaf Members
Lesbian Gay Bisexual Transgender Members
Women Members.

The above positions will be accountable to the full committee.

- viii) The officers will be elected through the process of an annual secret ballot at the first policy meeting of the Committee after the Disabled Members' Conference.
- ix) No person can hold the same officer post for more than two consecutive years, but can put their name forward for the same post after a year's break. Any member leaving a post after two years can put their name forward for election to any other officer post.
- x) Quorum for the meetings shall be 33 per cent of the voting membership.
- xi) Any amendments to the National Disabled Members' Committee Constitution must be submitted for consideration to the Disabled Members' Conference within the agreed timetable.
- xii) The following elections will take place at Disabled Members' Conference:

National Disabled Members' Committee Caucus representatives.

Disabled Members' Conference Standing Orders Committee.

Two delegates to the following UNISON National Conferences:

National Delegate
Community
Energy
Health
Higher Education
Local Government
Police and Justice
Water, Environment and Transport

Three newsheet team members to National Delegate Conference.

External Bodies.

Two Delegates to Trade Union Congress.

Two Delegates to Labour Party Conference/Labour Link Forum.

STANDING ORDERS FOR NATIONAL DISABLED MEMBERS' CONFERENCE

SO1 Standing Orders

1.1 Why is there a Standing Orders Committee?

The Standing Orders Committee exists to assist Conference in the running of business. It is independent of the National Disabled Members' Committee and accountable to Conference.

1.2 Membership

Four members elected by the National Disabled Members' Conference (plus two reserves);
two members elected by the Lesbian, Gay, Bisexual & Transgender (LGBT) Caucus (plus two reserves);
two members elected by the Black Members' Caucus (plus two reserves).
At least half the members from each constituency must be women.

1.3 The Committee will be advised by a UNISON staff member.

1.4 Members hold office from the end of the Conference at which they are elected until the end of the next Conference.

1.5 The Committee elects two co-chairs, at least one of whom must be a woman.

1.6 What does the Standing Orders Committee do?

The Standing Orders Committee

1.6.1 ensures that UNISON's Rules and these Standing Orders are observed, notifying the Conference Chair of any infringements;

1.6.2 draws up the preliminary and final agenda and order of business in accordance with the timetable agreed by the National Disabled Members' Committee;

1.6.3 considers all motions and amendments submitted for debate at Conference and, to enable Conference to transact its business effectively, the Standing Orders Committee:

- i) decides whether such motions and amendments have been submitted in accordance with these Standing Orders;
- ii) groups together motions and amendments relating to the same subject, decide the order in which they should be considered, and whether they should be debated and voted on separately or debated together and voted on sequentially;

- iii) prepares and revises, in consultation with the movers of motions and amendments, composite motions which in the opinion of the Committee best express the subject of those motions and amendments;
- iv) refers to another representative body within UNISON a motion or amendment which in the opinion of the Committee should properly be considered there: the mover of the motion or amendment shall be informed of the reason for so doing;
- v) takes such actions as are necessary to give effect to these Standing Orders.

1.7 **How to withdraw an item from the Order of Business**

A mover of a motion or amendment who wishes to withdraw that motion or amendment shall inform the Standing Orders Committee, who shall report this request to Conference. Conference shall decide whether or not the motion or amendment is withdrawn.

- 1.8 Any decisions of the Standing Orders Committee to be reported to Conference shall be announced by one of the Co-Chairs of the Committee and shall be subject to ratification by Conference. The Standing Orders Committee Report, or any section of the Report, can either be accepted or referred back.

SO2 Application of Standing Orders

- 2.1 These Standing Orders apply to the National Disabled Members' Conference only.
- 2.2 They can only be changed by a motion or amendment published in the Conference agenda to that Conference with a two-thirds majority vote of the delegates present and voting.

SO3 Motions and Amendments

3.1 **Who can submit Motions and Amendments?**

Branch Disabled Members' Groups
 Regional Disabled Members' Groups
 National Disabled Members' Committee
 National Lesbian, Gay, Bisexual & Transgender (LGBT) Caucus
 National Black Members' Caucus
 National Women's Caucus
 National Deaf (native British Sign Language Users) Caucus.
 National Young Members Forum

3.2 The caucus groups set out in SO.3.1 shall be entitled to meet in accordance with the Disabled Members' Conference timetable to submit motions and amendments of concern to their respective member groups.

3.3 **How Many?**

The following may submit up to three motions each:

Branch Disabled Members Groups

Regional Disabled Members' Groups

National Disabled Members' Committee

National Lesbian, Gay, Bisexual & Transgender (LGBT) Caucus

National Black Members' Caucus

National Women's Caucus

National Deaf (native British Sign Language users)'Caucus.

National Young Members Forum

There is no limit on the number of amendments which may be submitted.

3.4 **How?**

Motions and amendments must be submitted online via the Online Conference System (OCS) by the deadline set by the National Disabled Members' Committee.

3.5 **Prioritising Motions**

If, in the opinion of the Standing Orders Committee, there is a need to prioritise business for the Conference agenda, the Standing Orders Committee may conduct a ballot to assist in determining the Order of business. All those eligible to submit motions to Conference will be included in the ballot.

SO4 Private Sessions

4.1 **How does Conference decide to hold a Private Session?**

Conference may vote at any time to hold all or part of Conference in private session. The following procedural motion must be moved:

"That the Conference (or part of Conference) be held in private session."

4.2 **Who can attend a private session?**

The only people permitted to attend a private session of Conference are:

i) delegates

ii) members of the National Disabled Members' Committee

- iii) members of the Standing Orders Committee
- iv) personal assistants working with any of the above
- v) members of staff who have been authorised by the National Disabled Members' Committee or the UNISON General Secretary to attend Conference
- vi) any other people as the Conference Chair shall determine.

SO5 Who Can Speak at Conference?

- 5.1 Delegates
Members of the National Disabled Members' Committee
Conference Co-Chairs
Co-Chairs of the Standing Orders Committee
Staff called to speak by Conference Chair
- 5.2 No one else shall speak except with the approval of the Standing Orders Committee.

SO6 Who Chairs Conference?

- 6.1 A disabled person or persons determined by the National Disabled Members' Committee chairs or co-chairs the Conference.
- 6.2 **How?**

The Conference Chair decides on any procedural motions and points of order. Her/his ruling is final and binding.
- 6.3 The Conference Chair may at any time propose that Conference be adjourned for a specified period. Conference will immediately vote on this proposal.

SO7 Voting

7.1 Who has the Right to Vote?

Delegates from regions
Delegates from branches.

7.2 Voting Procedure

- 7.2.1 The Conference Chair declares the result of a vote.
- 7.2.2 If the Chair cannot make a clear declaration she/he may call for a count.

- 7.2.3 At least 20 delegates present may also call for a count.
- 7.2.4 The count takes place before Conference proceeds to the next item of business.
- 7.2.5 The count is conducted by tellers, who are appointed at the start of Conference.

SO8 Who can submit an emergency motion?

- 8.1 Branch Disabled Members Groups
Regional Disabled Members' Groups
National Disabled Members' Committee
National Lesbian, Gay, Bisexual & Transgender (LGBT) Caucus
National Black Members' Caucus
National Women's Caucus
National Deaf (native British Sign Language users) Caucus.
National Young Members Forum

8.2 How Many?

There is no limit on the number of emergency motions which may be submitted.

8.3 How?

An Emergency Motion must be submitted online via the Online Conference System (OCS) by the deadline set by the National Disabled Members' Committee.

- 8.4 If the Standing Orders Committee gives its approval to the Emergency Motion being considered by Conference, copies will be made available to delegates at least one hour before Conference is asked to decide whether to consent to the Emergency Motion being added to the Conference agenda.
- 8.5 An Emergency Motion will not be given a higher place in the order of business over other motions and amendments on the agenda except where the Standing Orders Committee decides that its purpose would be frustrated if it were not dealt with earlier in the Conference.

SO9 Procedural Motions

- 9.1 The following procedural motions may be moved at any time and without previous notice on the agenda:
- 9.1.1 "That the question be now put"

This depends on the Conference Chair being satisfied that the matter has been sufficiently debated.

If this is carried it means that it shall take immediate effect, apart from any right of reply.

9.1.2 "That the Conference proceed to next business".

If this is carried it means that the matter being discussed immediately falls from the agenda and Conference proceeds to the next item of business.

9.1.3 "That the debate be adjourned".

9.2 Procedural motions are put to the vote immediately without discussion and no amendment is allowed.

9.3 A person who has already spoken on the motion or amendment in question shall not move one of the procedural motions above.

SO10 What is a Point of Order?

10.1 A Point of Order draws Conference's attention to a breach of the Rules or Standing Orders.

10.2 A Point of Order may be raised at any stage during Conference if it is considered that business is not being conducted in accordance with UNISON's Rules or the Conference's Standing Orders.

10.3 The Point of Order must be raised as soon as the alleged breach occurs, or at the earliest practicable moment.

10.4 The Point of Order shall not be debated or amended, and the Conference Chair shall make an immediate ruling.

SO11 How Debates are Conducted

11.1 The mover of a motion or an amendment may speak for no more than five minutes, and each subsequent speaker may speak for no more than three minutes.

11.2 When an amendment to a motion is moved no further amendment may be moved until the first one is disposed of, except during grouped debates.

11.3 When an amendment is defeated a further amendment may be moved to the motion.

11.4 When an amendment to a motion is carried, the motion, as amended, becomes the substantive motion. A further amendment can then be moved to the substantive motion.

- 11.5 A delegate may not move more than one amendment to any one motion. The mover of a motion may not move an amendment to their own motion.
- 11.6 No delegates shall speak more than once on a motion or amendment, except that the mover of the original motion may exercise a right of reply for not more than three minutes. No new material may be introduced during a right of reply.

SO12 What is a Grouped Debate?

- 12.1 The Standing Orders Committee can propose grouped debates or sequential voting on motions or amendments which deal with the same subject matter.

12.2 Procedure for Grouped Debate

A Grouped Debate is run in this order:

- i) The Conference Chair advises Conference of the order of business and of the sequence in which motions and amendments will be moved and voted on following a general debate, and of the effect of certain proposals on others;
 - ii) All motions and amendments included in the debate are moved;
 - iii) The general debate takes place;
 - iv) The Conference Chair again states the order of voting and advises Conference which, if any, motions and amendments will fall if others are carried;
 - v) Voting takes place on motions, preceded by relevant amendments, in the order in which they were moved.
- 12.3 A Grouped Debate may not be adjourned until all the motions and amendments have been moved.

SO13 National Disabled Members' Committee at Conference

- 13.1 At the start of each Conference the National Disabled Members' Committee presents its report for the past year, which is circulated prior to Conference.
- 13.2 Any report which contains proposals or recommendations requiring approval and adoption by Conference must be submitted in advance in the form of a motion, in accordance with the timetable.
- 13.3 The National Disabled Members' Committee will indicate its policy on all items to delegates, in advance.

13.4 **Motions not reached**

Any motions not reached on the agenda are referred to the National Disabled Members' Committee and reported on in due course.

SO14 Suspension of Standing Orders

- 14.1 Any one or more of these Standing Orders may be suspended by a resolution of Conference in relation to a specific item of business before the Conference or to the proceedings of Conference, provided that at least two-thirds of the delegates present and voting vote for the resolution.

ADVICE FROM DISABLED MEMBERS' STANDING ORDERS COMMITTEE ON SUBMISSION OF MOTIONS AND AMENDMENTS

1. WHO CAN SUBMIT MOTIONS AND AMENDMENTS?

Branch Disabled Members' Groups
Regional Disabled Members' Groups
National Disabled Members' Committee
National Lesbian, Gay, Bisexual and Transgender (LGBT) Caucus
National Black Members' Caucus
National Women's Caucus
National Deaf (native British Sign Language Users) Caucus
National Young Members Forum

2. HOW MANY?

Each body may submit a maximum of three motions (this includes Amendments to Standing Orders and Amendments to NDM Constitution), all of which have the same deadline for submission.

There is no limit to the number of amendments to motions each body may submit.

3. HOW?

A motion or amendment must be agreed at a properly convened meeting of the submitting body. The text must be sent to the Standing Orders Committee, via the Online Conference System (OCS).

4. COMPETENCY OF MOTIONS AND AMENDMENTS

A competent motion is one that works within the rules of the union and the Conference. Only competent motions are allowed on to the agenda for Conference. The Standing Orders Committee decides whether motions are competent.

To qualify as a competent motion, the text of the motion must contain action. Action points should be clear, showing exactly what type of action is required and who needs to do it. A motion should ideally contain the following elements:

Who; What; When; Where; Why and How.

Who: Who does the motion affect?
Who is causing the need for change?
Who can achieve/initiate/resolve the required action?

Important: Action should be directed via the National Disabled Members' Committee. Do not use phrases such as "We believe that UNISON should do something" or "We call on Conference to do something" or "Conference resolves to do something".

Who should be instructed? Remember you may only instruct the National Disabled Members' Committee.

Motions that instruct the National Executive Council or other bodies in the union are not competent. Instead, use a phrase like "Conference asks the NDMC to call on the NEC to do something".

- What: What is the issue?
What is its effect?
What action is required?
- When: When did the issue arise? (An important consideration for emergency motions). When does the action need to be taken?
- Where: Where is the problem? (A particular region or area?)
Is there a particular place the action is needed?
- Why: Why is it an issue?
Why is the action needed?
- How: How can the issue best be resolved?

Your motion may not need to contain all of these elements. It is sometimes better to make these points as part of your speech when moving the motion at Conference. Making a bullet point list under each of these headings will help focus on the issue, preferred action and outcome. Make the list and then tick off each point as you put it into the text of your motion.

The Standing Orders Committee will check that the motion:

- (a) is received within the published deadline as well as being submitted by an appropriate body, via the Online Conference System (OCS) by the deadline stated.
- (b) is appropriate for the NDM Conference. It must deal with issues specifically related to disabled members, and not issues of a general nature (citizen issues) that are the business of the national delegate conference; service conditions/service sector issues that are the business of the service sector conferences; or regarding UNISON's policies for the Labour Party that are the business of the Affiliated Political Fund Members' Conference. Motions may relate to disabled members' specific views on general issues;
- (c) only instructs the NDMC, not other bodies or UNISON as a whole. May instruct NDMC to liaise with/call upon other sections of the Union;
- (d) does not commit the Conference to spend National Funds, either directly or through the NEC. However general campaigning commitments may be made, as Conference decides policy and the NDMC interprets how to achieve the policy;
- (e) does not contravene Union rules, for example, on offensive language;

- (f) does not contain instruction for unlawful action.

If the Standing Orders Committee satisfies itself that the information on which the motion is based is not correct, it will rule the motion out of order.

All the above is also applicable to amendments. In addition:

- (g) amendments must refer to an original motion;
- (h) amendments cannot change a positive motion into a negative one;
- (i) amendments must not contradict the intention of the motion;
- (j) a mover may not amend their own motion;
- (k) amendments must not introduce substantially new subject matter to the extent that they unduly change the balance of the motion;
- (l) amendments must not delete the main point of a motion and introduce completely different issues instead, thereby changing the substance of the motion.

Regional Disabled Members groups may be in a position to give further support or guidance to branches groups on how to construct competent motions.

5. WHAT ARE EMERGENCY MOTIONS?

Emergency motions relate to events or issues that arise after the deadline for motions or amendments.

The Standing Orders Committee may invite the submitters of an emergency motion to meet with the Committee at Conference, for them to explain why in their view the motion constitutes an emergency, prior to taking a decision on competency.

In addition to complying with ordinary criteria, emergency motions:

- (a) should only refer to issues/events that occurred after the closing date for motions or amendments. In particular, the action called for must be something that could not have been included in a motion and submitted within the normal deadlines;
- (b) must state why the motion was not submitted within the normal deadlines.

The Standing Orders Committee will want to satisfy itself that the subject matter of the motion cannot be dealt with in another way.

6. WHAT ARE CAUCUS MOTIONS?

The Black Members' Caucus, LGBT Caucus, Women's Caucus and Deaf Members' Caucus have rights, within the Standing Orders, to submit motions, amendments and emergency motions to the agenda.

Each of these caucus groups prior to Conference may submit up to three motions. There is no limit on the number of amendments, or emergency motions.

For caucus motions, if an issue affects one member of caucus, it could legitimately affect the whole caucus, and therefore the subject matter is valid. However the actual text of the motion must contain sufficient content and context to make it specific and relevant to the caucus.

For example:

- (a) the action called for should affect or benefit caucus members;
- (b) the action called for could include working directly with organisations or campaigns specifically relevant to the caucus;
- (c) it is not sufficient to make a single mention of caucus members in the body of the motion.

7. SOCIAL MODEL OF DISABILITY

UNISON policy on the Social Model of Disability derives from Motion 117 at 1995 National Delegate Conference and Motion 131 at 1996 National Delegate Conference.

“Conference believes it is a basic fundamental right of all to have equality of opportunity and access to the employment of their choosing. Conference further believes that this right is denied disabled people, not because of any medical conditions, but because of inherent institutionalised discrimination. Society must remove the socially constructed barriers that create and perpetuate such discrimination.”

“Conference calls for the immediate adoption and implementation of the following measures:

d) The abolition of the registration scheme and disabled employees and the outdated traditional medical individual model or ‘disability’ that underpins this and the Government’s Department of Employment interventions. This would be replaced by self-definition according to the Social Model definition of disability which would recognise that it is the physical, structural, economic and political barriers in society that disable people with impairments face.”

“This Conference resolves to adopt the Social Model definition of disability to underpin all its policies and practices on disability issues. This model

demonstrates that disabled people are disabled by society not by their conditions.”

Branch and regional disabled members’ groups and the National Disabled Members’ Committee are therefore urged to take the following points into account when drafting texts for conference:

- (a) emphasis should be placed on the way society organises to exclude, segregate, disenfranchise disabled people, for example in areas such as transport, education, employment, health care provision, social activities;
- (b) motions and amendments should not refer to peoples’ impairments as being responsible for problems in relation to exclusion, segregation, disenfranchisement and discrimination;
- (c) UNISON does not support a hierarchy of disability and does not promote one form of exclusion above another and is committed to opposing all forms of discrimination against disabled people.

The Standing Orders Committee hopes that the above guidance on the Social Model will assist branch and regional disabled members’ groups and the National Disabled Members’ Committee to draft motions and amendments that reflect UNISON’s Social Model of Disability.

This guidance document was last updated: May 2012 (to reflect the introduction of the Online Conference System).