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| **Motion No** | **Title** | **NEC Policy** | **Contact Officer** | **Comment** |
| 2 | Learning from Community Organising | Support and Amend | Greg Thomson | The essential elements of the motion as amended have been implemented. The Organisation and Membership subcommittee of the D&O Committee have also received a presentation form east midlands region in respect of the work referred to in the committee. And while the committee takes the view that there is no one best way to organise in every situation, the valuable lessons learned in the east midlands are being applied in the development of the national organising strategy, particularly the emphasis on activist development. |
| 3 | Organising, Recruiting and Equality | Support | Greg Thomson | Since the National Delegates Conference UNISON has vigorously challenged the ongoing eradication of employment rights from campaigning on the Zero Hours Contracts of care workers, researching facility time and challenging holiday pay through the courts. To develop new ways of organising, the Organising Space was launched in October 2014. Enabling activists and staff to share ideas and network using new technology. The One Stop Shop is currently being piloted and outcomes will be reported back in due course. |
| 4 | Education as an Organising Tool | Support | Joanna Cain | Motion 4 supports ongoing work being developed and promoted through LAOS, including promoting learning in branches, learning workshops and our bursary scheme. |
| 7 | Root and Branch | Support and Amend | Greg Thomson | The NEC has established a Private sector and Branch Structures Working Group to consider how best to ensure that members continue to get a good service as public services become more and more fragmented. The group is taking a strategic approach, looking at best practice rather than a top down review the Group will be reporting before NDC 2015. |
| 9 | Ensuring Trade Union Studies remain as part of the Higher Education Curriculum in the Future | Support and Amend | Joanna Cain | Issues raised are being promoted through UNISON’s relationships with HE providers including Ruskin and Northern College. |
| 10 | Membership Led Union | Support and Amend | Greg Thomson | The organising strategy adopted by the D&O committee reaffirms the central role played by activists in the life of UNISON and reflects the ethos set out in the motion as amended. The Private Sector and Branch structures Working Group are also looking at best practice in the light of the importance of activists. |
| 12 | Branch Communications Training | Support | Joanna Cain | Proposal for online communications training will be explored alongside the roll out of UNISON e-notes and the new social media face to face course. |
| 13 | Motion 9 Self Organisation Group Review – Next Steps | Remit | Lucille Thirlby | NEC still opposes as no significant new developments. |
| 15 | Sectorial Wage Councils for Vulnerable Workers | Support | David Arnold(with Gavin Edwards) | SGLC & PDCC will consider in 2015. |
| 17 | No Compulsory Redundancies | Support | Kevin Russell | Linking with high profile national campaigns to save services from cuts and highlight the damage that they inflict on communities, service groups have pushed the no compulsory redundancy agenda and established agreements that set out procedures for giving first priority to exploring every possibility short of compulsory redundancy. Notably, the no compulsory agreement remains in place with NHS Scotland. Service group guidance has been developed that sets out steps for negotiating to avoid redundancies and highlights best practice deals. Where local branches have successfully fought off compulsory redundancies these have been publicised on the UNISON website and through service group circulars. |
| 19 | Administration of Medications | Support and Amend | Narmada Thiranagama(with Jo Coates & Gloria  Foran) | This motion highlights an issue which has become critical for UNISON early years and school members. They are increasingly being asked to look after increasingly complex pupil health needs and administer potentially lethal medicines. It therefore continues to be a key priority. (There was a slight misstatement in the motion of UNISON’s guidance to members on this issue, which the NEC amendment rectifies.) UNISON has actually managed to make headway with the DfE on this issue and guidance was issued to schools. UNISON has produced its own guidance to members to support their work in this area. |
| 22 | Maximum Workplace Temperatures | Support with qualifications | Tracey Harding (with Sharon Greene) | The NHSC included this recommendation as part of an HSE consultation on the review of the ACOP for Workplace Health safety and Welfare. |
| 23 | Safety Representatives – New and Expectant Mothers | Support and Amend | Tracey Harding (with Sharon Greene) | This is still in discussion within the Unit as Expectant Activists across the organisation are affected by the issues raised  - not just safety reps. |
| 24 | Electronic Cigarettes (e-cigarettes) – The Control and Use of in the Workplace | Support | Tracey Harding | Done and advise updated in “Smoking” guidance info-sheet. |
| 29 | Resisting Privatisation and Defending Employment Rights | Support and Amend | Allison Roche (with Sylvia Jones) | Incorporated into the UNISON UK Public Procurement Regulations campaign, zero hours and living wage campaigns. |
| 32 | The Democratic Deficit and Public Service Fragmentation | Support and Amend | Allison Roche  | Incorporated into the UNISON UK Public Procurement Regulations campaign, academies campaign and trade union and facility time campaigns. |
| 33 | Retaining and Returning Adult Social Care Services under Local Authority control | Support and Amend | Guy Collis(with Helga Pile & Gloria Foran) | The issues will be incorporated in UNISON’s ongoing homecare, Ethical Care Charter and Living Wage work. |
| 34 | Campaign for Full Cost Recovery on Public Sector Contracts | Support | Allison Roche(with Joan Walker on behalf of Services to Members Committee) | Incorporated into the UNISON UK Public Procurement Regulations campaign and Voluntary and Community sector campaigns. |
| 38 | Campaign for Affordable House Building Programme | Support and Amend | Sylvia Jones(with Ben Kind) | The issues have been incorporated in UNISON’s housing and welfare policy campaign work in the lead up to the 2015 General Election. As part of this work UNISON launched a report in parliament (Nov 2014) which called for – among other measures - investment in housing and a mass house building programme - for all types of housing, particularly social housing. |
| 39 | Housing for All | Support and Amend | Sylvia Jones(with Ben Kind) | The issues have been incorporated in UNISON’s housing and welfare policy campaign work in the lead up to the 2015 General Election. As part of this work UNISON launched a report in parliament (Nov 2014) which called for increased regulation of the private rented sector (PRS), rent controls and secure, stable renting. |
| 40 | Supporting Public Transport | Support | Maria Francis | Still support. |
| 41 | Concessionary Bus Passes | Support | Maria Francis | Still support. |
| 42 | Funding for Bus Services | Support | Maria Francis | Still support. |
| 43 | Save the Pensioner’s Bus Pass | Support | Colin Derrig  | Continue to support. |
| 44 | Sure Start | Support | Michelle Singleton | UNISON continues to defend Sure Start against the threats of underfunding and closure both locally and Nationally |
| 47 | Influencing the NHS | Support | Guy Collis  | The issues will be incorporated in UNISON’s ongoing work to combat NHS privatisation and to equip branches and activists to campaign locally. |
| 48 | Influencing the New NHS | Support | Guy Collis | The issues will be incorporated in UNISON’s ongoing work to combat NHS privatisation and to equip branches and activists to campaign locally. |
| 52 | Rise of UKIP | Defer  | Narmada Thiranagama(with Greg Thomson) | Tackling UKIP has become a priority for UNISON and is integral to its work in the run up to the 2015 General Election. It will take the form of a member focused campaign highlighting the importance of voter registration and exposing UKIP’s right wing, anti-worker, discriminatory policies. |
| 54 | Motion on the 30th Anniversary of the Miners Strike (1984-1985) | Support | Michelle Singleton | UNISON publicised all events on the UNISON website.  UNISON’s work on the far-right agenda incorporates right wing propaganda. |
| 55 | Orgreave Truth and Justice Campaign | Support with Qualifications | Michelle Singleton | On closer inspection there does not appear to be a mechanism for affiliating to this campaign – however, UNISON can support the campaign by way of a donation.  UNISON’s Policy Development and Campaigns Committee will consider this in their regular meetings in 2015. |
| 57 | Boycott Amazon | Support and Amend | Ben Kind | NEC is still interested in supporting campaigns that expose tax evasion and avoidance by individuals and companies. |
| 58 | No to NATO in Newport – Welfare, not warfare | Support | Sampson Low(with Margaret Thomas) | NATO Summit happened and protests attracted media attention. |
| 59 | Campaigning Against Austerity up to the General Election | Defer | David Arnold(with Nami T.) | NEC will continue to campaign against austerity up to General Election. |
| 61 | Beyond Austerity – For Public Services that Reflect our Values | Support | Carola Towle | The issues are integrated into UNISON’s Million Voices campaign in the lead up to the general election. |
| 63 | Economic Policies for Prosperity Not Austerity | Support | Ben Kind | UNISON continues to oppose austerity. |
| 65 | Austerity has No Place in our Society | Support | David Arnold(with Nami T.) | UNISON continues to oppose austerity. |
| 66 | Poverty and Government Attacks | Support | Allison Roche(with Gloria Foran) | Incorporated into our welfare reform, social security, anti – poverty, fuel poverty, housing and living wage/fair wage campaigns. |
| 73 | Removal of Gender Discrimination in Pension Provision | Support | Colin Derrig(with Michelle Singleton) | Continue to support. |
| 74 | Retirement Age | Defer | Michelle Singleton | UNISON is active in the debates around the rising retirement age and continues to argue for the lowering of the pension age.  |
| 75 | Solidarity with Trade Unionists, Women and Workers in Guatemala | Support | Mairin Power(with Tracey Harding) | UNISON has already started to work with the Guatemala Solidarity Network, the TUC and Amnesty International on Guatemala and this will be included in the International Committee Work Programme in 2015 |
| 76 | Bhopal – Supporting the Campaign for Justice | Support | Mairin Power(with Tracey Harding) | UNISON will publicise the campaign work which is being led by a number of regions/nations. |
| 77 | Palestine | Support with Qualifications and Amend | Nick Crook | The 2015 International Work Programme includes a joint project with the Palestine Solidarity Campaign on implementing the policy on BDS, especially with regard to the Local Government Pension Fund and divestment. |
| 78 | Solidarity with Israeli and Palestinian Workers | Oppose | Nick Crook | NEC still opposes as no significant new developments |
| 79 | Palestine and Boycott, Divestment and Sanctions Campaign (BDS) | Support and Amend | Nick Crook | The 2015 International Work Programme includes a joint project with the Palestine Solidarity Campaign on implementing the policy on BDS, especially with regard to the Local Government Pension Fund and divestment. |
| 80 | Solidarity with Egyptian Workers | Support and Amend | Nick Crook | This will be covered by our work on human and trade union rights in the 2015 International Work Programme. |
| 81 | Turkey | Support | Nick Crook | This will be covered by our work on human and trade union rights in the 2015 International Work Programme. |
| 82 | Justice for Kazakh Oil Workers | Support | Mairin Power | This will be covered by our work on human and trade union rights in the 2015 International Work Programme. |
| 83 | Campaigning in Support of Cuba | Support | Nick Crook | This will be included in the work on Cuba in the 2015 International Work Programme. |
| 87 | Austerity Europe | Support | Nick Crook | The issues raised in the motion will be integrated in existing work programmes. |
| 89 | Fighting Racism and the Far Right | Support and Amend | Narmada Thiranagama | The issues raised by the motion as well as the actions it calls for continue to play a key role in UNISON’s work challenging the far-right, with a particular focus on the 2015 General Election. UNISON is in regular contact with the Greek trade union movement. |
| 90 | Fighting Racism and the Far Right | Support and Amend | Narmada Thiranagama | The issues raised by the motion as well as the actions it calls for continue to play a key role in UNISON’s work challenging the far-right, with a particular focus on the 2015 General Election. |
| 91 | Resisting the Far Right | Support | Narmada Thiranagama | The issues raised by the motion as well as the actions it calls for continue to play a key role in UNISON’s work challenging the far-right, with a particular focus on the 2015 General Election. |
| 92 | Defend the Right to Protest | Support with Qualifications | Michelle Singleton | UNISON is supportive of the aims of the right to protest campaign - UNISON has not yet decided to move to formal affiliation. |
| 94 | Scottish Independence Referendum | Support | Sampson Low | Independence referendum took place on 18 September 2014. NDC supported UNISON Scotland motion on this topic. |
| 95 | Scottish Referendum | Seek withdrawal or oppose | Sampson Low | Independence referendum took place on 18 September 2014. NDC supported UNISON Scotland motion on this topic. |
| 97 | State Funding of Political Parties | Support | Sampson Low(with Daniel Zeichner) | PDCC will keep under review. |
| 99 | Campaigning for a Fair and Just Social Security System | Support | Allison Roche | Incorporated into our welfare reform, social security, anti – poverty, fuel poverty, housing and living wage/fair wage campaigns. |
| 100 | Defending Universal Benefits | Support | Colin Derrig | Continue to support. |
| 101 | A Call to Abandon Workfare Schemes | Support | Allison Roche (with Gloria Foran) | Incorporated into our welfare reform and social security campaigns promoting a NMW job guarantee scheme with skill development and apprenticeships as an alternative to unpaid workfare which we are against. |
| 103 | Energy Companies | Support with Qualifications | David Arnold | Continue to support with qualifications. An energy motion was debated at NDC 2014. |
| 104 | Reverse the Changes to Term Time Holiday Ban | Support | Michelle Singleton | UNISON supports negotiating for shift workers and employees who are not able to take leave during school holidays to be able to take children, with otherwise good attendance, out of school to facilitate an annual family holiday.  We also encourage all members to sign the 38 degrees petition on this issue which is still live and currently has 220,000 of the 300,000 signature target. |
| 105 | Stop 24hr Rotating Shift Workers being Fined for taking their Children on Holiday in Term Time | Support | Michelle Singleton | UNISON supports negotiating for shift workers and employees who are not able to take leave during school holidays to be able to take children, with otherwise good attendance, out of school to facilitate an annual family holiday.  We also encourage all members to sign the 38 degrees petition on this issue which is still live and currently has 220,000 of the 300,000 signature target. |
| 106 | For Union Affiliation to Campaign Against Climate Change | Support and Amend | Allison Roche | Affiliation to the CACC was discussed at PDCC in 2014 and it was agreed to encourage branches/regions to work with CACC along with other key climate change groups the union is affiliated to such as Climate Coalition. Nationally we support it through advertising its events and One Million Climate Jobs campaigns via our green activist electronic network mail out and through our work with TUC TUSDAC (Trade Union Sustainable Development Action Committee), which campaigns for climate change transition policies, supports Trade Union environment campaigns, promotes green workplace issues, green jobs and growth and represents members service group issues direct to relevant politicians, UK and devolved government departments.In terms of fracking UNISON has an energy policy which states that the precautionary principle should be in place with regard to fracking activities and the focus should be on providing the means to provide a viable pathway to decarbonise our energy supply without further investment in unabated fossil fuels and shale gas fracking. Therefore before the use of fracking we need a comprehensive national infrastructure programme of domestic energy efficiency works. Such a programme would offset the need for around 470 shale production wells. |
| 107 | UNISON Affiliation to Campaign Against Climate Change, and the One Million Climate Jobs Campaign | Support and amend | Allison Roche | Affiliation to the CACC was discussed at PDCC in 2014 and it was agreed to encourage branches/regions to work with CACC along with other key climate change groups the union is affiliated to such as Climate Coalition. Nationally we support it through advertising its events and One Million Climate Jobs campaigns via our green activist electronic network mail out and through our work with TUC TUSDAC (Trade Union Sustainable Development Action Committee), which campaigns for climate change transition policies, supports Trade Union environment campaigns, promotes green workplace issues, green jobs and growth and represents members service group issues direct to relevant politicians, UK and devolved government departments.In terms of fracking UNISON has an energy policy which states that the precautionary principle should be in place with regard to fracking activities and the focus should be on providing the means to provide a viable pathway to decarbonise our energy supply without further investment in unabated fossil fuels and shale gas fracking. Therefore before the use of fracking we need a comprehensive national infrastructure programme of domestic energy efficiency works. Such a programme would offset the need for around 470 shale production wells. |
| 108 | The Impact of Cuts at the Environment Agency | Support | Allison Roche (with Mat Lay) | This has been incorporated into UNISONs campaign on flood prevention and anti EA cuts within TUSDAC and the WET Service Group campaign. |
| 109 | Food Wholesomeness and the Role of UNISON | Support | Paul Bell | The issues will be incorporated in the Food Wholesome Campaign and in the FSA campaigning work. We have commissioned a public attitudes survey to inform the campaign.  |
| 110 | Support for Trade Union Councils | Oppose | Sampson Low | UNISON delegation to TUC Congress 2014 did not support creation of Trades Council delegate to Congress. |
| 118 | Branch Funding | Defer | Sotirios Loizou | Motion has been deferred therefore no further action is needed. |
| 119 | Honoraria | Defer | Sotirios Loizou | Motion not supported and is being withdrawn. It has been recommended that no further action is taken. |
| 120 | Tax Refund Company | Seek withdrawal or oppose | Joan Walker (as contact officer) | SuperfluousIn point 1) a review was carried out on TRC and the commission being charged was found to be competitive.In point 3) a review of all products and services is carried out regularly and assurance that they meet the union’s ethical criteria |
| 121 | Branch Support for Members in Severe Hardship | Seek withdrawal or oppose | Joan Walker (as contact officer) | Superfluous.There is a procedure in place with ‘There for you’, the union’s Welfare Services for immediate payments to be made in emergency situations.Certain criteria is applied and payments can be made for food/travel/fuel/prescriptions‘There for you’ reviews these procedures on a regular basis.Guidance to be reissued to branches on the procedures. |
| 122 | Contempt of Court Attacks on Social Workers | Support | Joan Walker (as contact officer) | This work will be picked up as part of the union’s recruitment campaign. |
| 123 | Accident Benefit, Monitoring Health & Safety Incidents and the new Arrangements for Personal Injury Claims | Support | Joan Walker (as contact officer) | This work is being picked up via the review of the Legal Services which is about to get underway. |
| 124 | The Four Week Rule and UNISONDirect | Support | Joan Walker (as contact officer) | This work is already taking place in UNISONDirect. |
| 126 | Extend the UNISON Case Management System to Branches | Remit | Alan Hughes | Initial investigation indicates that the CASE Systems Team who carry out training for UNISON staff do not have the capacity to take on the additional workload of training more than a thousand branch employed staff. |
| 128 | Cost of UNISON Conferences | Support | Sotirios Loizou | FRMC need to take a decision as to whether to undertake a review of Conference as part of its work. |