

RETIRED MEMBERS' ANNUAL REPORT

The National Retired Members' Committee Annual Report has now been published. Questions on the Annual Report must be submitted using the Online Conference System (OCS) by Wednesday 16 September 2015.

The report is a summary of the work of the National Retired Members' Committee since last year's Conference.

The Retired Members' Standing Orders Committee agreed to adopt the procedures agreed for National Delegate Conference with regard to the submission of questions on the Annual Report. The Standing Orders Committee believes that this process enables Conference to deal with the Annual Report effectively and efficiently and leave more time for motions to be discussed.

Under this procedure questions on the Annual Report are now invited and will be responded to in advance of Conference. The only questions that may be put orally to the National Retired Members' Committee at Conference will be supplementary to the questions submitted under this process. It would be preferred if any supplementary questions could be submitted by Wednesday 30 September so that any additional information requested can be sought prior to the start of Conference.

The timetable for submission of questions on the Annual Report is as follows:

Wednesday 16 September 2015 Deadline for questions to be submitted through the Online Conference System (OCS).

Wednesday 23 September 2015 Deadline for responses to be submitted onto the Online Conference System (OCS).

Wednesday 30 September 2015 Preferred date for supplementary questions to be submitted through the Online Conference System (OCS).

Wednesday 7 October 2015 Platform response to supplementary questions.

General information on accessing the Online Conference System (OCS) was distributed in the Retired Members' Conference Bulletin, which is available on the UNISON website.

To submit a question on the annual report through the OCS, follow the instructions below

- Sign onto Online Conference System (OCS)
- Select National Retired Members' Conference
- Select 'Agenda'
- Select 'Annual Report Questions'
- Select question type from drop down box
- Select 'create a new question'
- Follow instructions which will give you a form to complete
- Complete form – remembering to fill in all mandatory fields

- You can copy and paste your question into the text box or type the text in
- If you want to do this in stages you can select the save choice and come back into OCS later to finish
- When you are happy with your question, select 'Submit'

If you encounter any problems, please seek assistance from your regional OCS contact (details in the Conference Bulletin) or Colin Derrig on c.derrig@unison.co.uk

REPORT OF NATIONAL RETIRED MEMBERS' COMMITTEE INCLUDING ACTION ARISING FROM 2014 RETIRED MEMBERS' CONFERENCE

MESSAGE FROM DAVID KIPPEST-

CHAIRPERSON, UNISON NATIONAL RETIRED MEMBERS' COMMITTEE

Policy Priorities

Now that the General Election is over it is time to reconsider our policy priorities. The Government has said that universal pensioner benefits are to remain for the duration of the new Parliament so our strategy should be to campaign for an increase in the state pension and the creation of a National Care Service.

State Pension

Most politicians now believe that with the introduction of the new state pension the perceived problems have been resolved. As we know this is far from the case. The new scheme does not apply to existing pensioners and there will continue to be a two tier system the method of index linking remains different, to the disadvantage of existing pensioners and the inequality of women's pensions will be carried forward into the new scheme.

Care of Older People

There is a greater need than ever for the creation of a National Care Service on the same lines as the National Health Service i.e. free at the point of need and universal in application.

Defence of Universal Benefits

Whilst the Government has said that there will be "protection" for existing benefits there remains the outstanding issue of winter fuel allowance. This was effectively reduced by 25% for people aged over 80 and by 33% for older people under 80 and has been frozen since 2010. Fuel poverty affects a great many older people and we should be lobbying hard for an increase in these allowances.

Communications

The National Committee remains aware that communications for retired members continue to need to be improved. The creation of a national data base of email addresses will lead in time to a significant improvement as better use can be made of electronic communication. There remains a need however to devise another system in the short term for those members who have not got access to computers.

Pensioners Organisations

The National Committee continues to work with the National Pensioners Convention, Scottish Pensioners Forum and Age UK in campaigning for betterment of the treatment of older people. It is regrettable that the National Pensioners Convention

continues to struggle financially with insufficient income being received to cover the very basic costs of running the organisation.

TUC Pensioners Committee

The Committee is now meeting regularly but only twice a year and continues to be a “talking shop” as far as the TUC is concerned. The fight to restore the number of meetings to four a year and to give “teeth” to the committee goes on.

National Delegate Conference

Motion 36 on Care of Older People was chosen to be the very first motion to be debated at this year’s conference and received a significant amount of support from other bodies within the Union. This was most gratifying and it is hoped that this will mean that UNISON devotes proper resources to the creation of a National Care Service. The second motion on Pensions was not reached but the National Committee took the precaution of submitting an amendment to the NEC motion on Pensions. This formed part of the Composite and UNISON is now committed to campaigning for a significant increase in the state pension.

Thanks

I would like to record my thanks to members of the National Committee, including Stephen Kennedy, the NEC representative, who retired this year, for their support and their contributions during the last year.

The national Committee would also like to thank all members of staff who work on retired membership issues and retired member activists in branches and regions for their contributions during the year to pursue the interests of retired members.

REPORT OF NATIONAL RETIRED MEMBERS’ COMMITTEE

During the last year representation on the NRMC has been as follows: David Kippest (West Midlands, Chairperson), Ettie Amos (Northern), Angela Boorman (Northern Ireland), Shelia Crosby (Yorkshire & Humberside), Bob Dutton (Cymru/Wales), Rosemary Jackson (Scotland), Rosie Macgregor (South Western), Roberto Franceschini (South Western - substitute), Richard Mann (Greater London), Sue Salzedo (East Midlands), Patrick Hamilton (East Midlands - substitute), Mary Throp (North West), Pat Turner (South Eastern), John Walker (Eastern) and Paul Tyrrell (Eastern - substitute). The NEC were represented by Kim Silver (Deputy Chairperson), Mary Locke and Stephen Kennedy.

In addition to the two NRMC delegates (David Kippest and Rosemary Jackson)), 11 regions were represented at National Delegate Conference held this year in Glasgow as follows: Malcolm Taylor (Eastern), George Bell (East Midlands), Ann Jefferson (Greater London), Eileen Thompson (Northern), Victor Murphy (Northern Ireland), Roslyn Cheetham (North West), Robert Revie (Scotland), Janet Cullup (South East),

Elizabeth Payne-Ahmadi (South West), Robert Deacon (West Midlands) and Terence Pratt (Yorks & Humberside).

The involvement of these delegates sends a clear message to the rest of the Union, that retired members are a part of UNISON. Retired members again participated in a number of debates, including speaking in support of issues of concern to their working colleagues.

This year's conference was particularly significant as the opening motion to conference was Care of Older People submitted by the National Retired Members' Conference. The profile of retired members was raised further by the speech given by Janet Cullup in support of Young Members which resulted in a lengthy standing ovation and which for many delegates was one of the highlights of conference.

Many UNISON Retired Members were involved in canvassing during the general election. Although the result was inevitably disappointing, there were successes in preventing UKIP from winning seats.

During the last year the Retired Members' Organisation continued to work successfully with the National Pensioners' Convention (NPC) who have proved to be effective campaigning partners.

As in previous years, many UNISON retired members attended the NPC Pensioners' Parliament. An "informal" meeting of UNISON retired members at the Parliament was organised to discuss the agenda. The UNISON delegates were contacted in advance of the Parliament with details of the meeting. There was also a member of UNISON staff in attendance despite the event again clashing with UNISON National Delegate Conference.

UNISON information was distributed to delegates outlining details of the UNISON Save Our Care campaign.

The Chairperson of the NRMC represented UNISON on the TUC Pensioners' Committee. Other organisations to which UNISON is linked are AGE UK, Action on Elder Abuse and Union Confederale Des Retraites, the retired members' section of the French union CGT.

REPORT OF THE LGBT CAUCUS, RETIRED MEMBERS' CONFERENCE, 14TH OCTOBER 2014

Six delegates attended, five men, one woman, all white, two attending first RM conference.

Chair: Sue Salzedo; Reporter: Bob Deacon.

Last Year's Report

Appears never to have reached NRMC. I gather a similar issue arose at women's caucus. Agreed this year send to both David and Colin and copy Sue with request it be submitted to committee and they respond.

Conference Agenda

- **Amendment 5.2:** Bob sought support. In fact the motion and two amendments carried overwhelmingly. Also raised that UKIP had a stall at Wolverhampton Pride. UNISON Branch sponsors the event and will pursue with organisers. Emergency motion Conference instructed National LGBT Committee to issue guidance and briefing.carried at LGBT
- **Motion 20:** NRMC seeks remittance. Branch inclined to agree but may follow East Midlands lead re motion 19. (Post conference note from Bob: I sought assurances at the West Midlands Regional Meeting how NRMC intends to conduct its review. Personally, I was satisfied with DK's response and did not share East Midlands' reasons not to agree remittance so the outcome was that 19 carried but 20 remitted.)
- **Pressure on Plenary Time:** Sue urged delegates "move the question" to avoid repetitive debate. Bob suggested business not be in the same order each year (Pensions first, then Health and Social Care etc.) so it would not always be the same topics getting squeezed.

Reference to NRMC: Consider the points made by motion 20 – extra time for caucuses - and the point about order of business as part of its review of conference arrangements.

Rainbow Film Festival etc

Sponsored by Shropshire UNISON. Peter has brought publicity. Continuing need to promote LGBT visibility perhaps particularly among retired members. Part of a wider issue about SOG-RM links still needing work. LGBT SOG leads this field. Thanks to the Membership Participation Unit for ensuring LGBT material available at conference again this year. Issues also arose at LGBT conference about some Branch RM groups remaining "equalities-free zones". .

Election of RM Reps to LGBT Conferences

NRMC has adopted a 3-round election procedure. Sue Salzedo was elected in the first round. Bob was the only candidate in the second round. A delegate expressed an interest in going next year. Also, concerns about whether the election procedure fulfilled the intention of Rule D.6.8.

This has led to a wider-ranging discussion that continued after conference and was raised at the RM informal gathering at LGBT conference. Co-chair of LGBT Organising and Development sub- committee said that achieving rule change had been part of their 2014 work programme so remaining concerns about elections could be considered there as part of their review of an existing piece of work.

The view was expressed that there was a need to adopt an election procedure that reflected Rule D.6.8 and was transparent.

UNISON Charter for Older People

NRMC Annual Report says UNISON will issue a new version and will consult regions on content. Prompted by a question, they now say they will consult regions and SOGs. The view was expressed that this should be via regional LGBT groups.

Fair representation and Proportionality Questionnaire

Now asks about sexual orientation and gender identity following decision of last year's LGBT conference and asks about current (as well as former) participation in SOGs as we have been asking for the last three years. HOORAY! At LGBT conference, a new computer-readable form was used and we were told this would now be standard for all conferences. There remain several discrepancies with the form we had at RM conference and there may remain issues whether the form meets RMs' needs.

REPORT OF THE WOMEN'S CAUCUS, RETIRED MEMBERS' CONFERENCE, 14TH OCTOBER 2014

Issues

It was agreed that in future, issues raised at the caucus meeting should be passed on to the NRMC.

Early Retirements

In the light of the likely increase in people retiring in the coming months as a result of the cuts in public services, the view was expressed that branches should be actively promoting UNISON retired membership.

Pensions and Care

State pension inequality and social care issues should be a trade union issue right across the board.

Carer's Allowance

Many retired members are carers who get no claims allowance once they get to 65. One attendee at the caucus explained that she had to give up work to care for her mother because despite being on a low salary, it still disqualified her from receiving carers allowance.

Those born between 1951 and 1953 would not be eligible for the new pension and women would be £38, 000 worse off over 20 years compared with men of the same age. Government decided to make a common retirement age for men and women. Because women of that age retired at 62 they lose out relative to men of the same age. Some initiatives should be brought in to address health issues for women who have to work beyond 60 but who can't retire. We need to support working members and retired people and women need to be given support from UNISON to do this.

Rules about speaking.

All delegates, especially new delegates should be given a leaflet about speaking to Conference which should be sent by regions.

REPORT OF THE DISABLED MEMBERS' CAUCUS, RETIRED MEMBERS' CONFERENCE, 14TH OCTOBER 2014

There was no report.

REPORT OF THE BLACK MEMBERS' CAUCUS, RETIRED MEMBERS' CONFERENCE, 14TH OCTOBER 2014

There was no report.

RETIRED MEMBERSHIP FIGURES

Retired membership continued to grow, increasing during the year (August 2014 to August 2015) from 167,897 to 170,450

MONITORING AND FAIR REPRESENTATION FORMS

The monitoring and fair representation forms from the 2014 UNISON Retired Members' Conference provided the following information:

- There were 72 new delegates, compared to 73 the previous year.
- 50% of delegates were women, compared to 53% the previous year (88% of delegates answered this question).

- 78% identified as white, compared to 86% the previous year.

- 18% identified as disabled, compared to 19% the previous year.

- Representation of the various self organised groups was as follows:
 - Black members 2%
 - Disabled members 4%
 - LGBT members 4%
 - Women members 10%

- Delegates belonged to service groups as follows:
 - Local government 48% (56% previous year)
 - Health 26% (same as previous year)
 - Higher Education 4% (6% previous year)
 - Energy 2% (same as previous year)
 - Police & Justice 6% (5% previous year)
 - Water 2% (same as previous year)

Community 2% (3% previous year)

- Sectors were represented as follows:

Public sector 80%

Private sector 6%

Voluntary sector 4%

- Occupational groups were represented as follows:

Managers 13% (15% previous year)

Technical 6% (7% previous year)

Professional 27% (same previous year)

Personal & caring services 10% (8% previous year)

Administration 18% (20% previous year)

Clerical & secretarial 10% (12% previous year)

Other non-manual 2% (1% previous year)

Other manual 6% (7% previous year)

Other occupations 2% (3% previous year)

ACTION TAKEN ON MOTIONS CARRIED AT THE 2014 UNISON NATIONAL RETIRED MEMBERS' CONFERENCE

MOTION 1. AN END TO DISCRIMINATION

UNISON continues to argue, together with the TUC that the costs of equalising survivor benefits can easily be met by pension schemes. Yet, for the individuals affected by the discrimination, the financial impact can be huge. It is time the government changed the law and obliged all pension schemes to equalise survivor pensions.

To raise awareness of the issues, a briefing will be going on the UNISON website. Information on the campaign for equal survivor benefits can be found at <https://go.allout.org/en/a/equal-pensions/>

MOTION 2. INCREASE IN THE BASIC STATE PENSION

This motion was submitted to the National Delegate Conference as motion 60. Unfortunately the motion was not reached and will be considered by the NEC with regard to possible implementation.

MOTION 3. THE PENSIONS BILL – AND WHO PAYS IT

UNISON continues to make the argument that the new state pension being introduced in 2016 does nothing for existing pensioners.

MOTION 4. YOUR PENSION FUND NEEDS YOU!

UNISON continues to encourage retired members to become Member Nominated Representatives on Pension Boards.

MOTION 5. HANDS OFF OUR BENEFITS

Addressing the potential UKIP threat was a central strand of UNISON's General Election Strategy. The strategy involved talking directly to members in one co-ordinated, union-wide campaign. Extensive research was conducted with UNISON members in key constituencies and was comprised of a quantitative phase involving a 15 minute telephone poll and a qualitative phase involving focus groups.

A positive finding was that there was a great deal of trust in UNISON as a source of information about politics. Therefore there was significant scope for persuasion with regard to the large swathes of UNISON members identified as non-voters, undecided or switchers in key seats. In addition, there was evidence that 84% of those aged 65 and over were most likely to turn out and vote.

Although the election result was disappointing' a positive was the poor performance by UKIP. They failed to win any of their target seats in places like Castle Point, Boston and Skegness, Rochester and Strood, Thurrock and Thanet South. UKIP now have only 1 MP and even his majority was slashed by 9,000.

COMPOSITE A. HANDS OFF UNIVERSAL BENEFITS

The Hands Off! Campaign have produced a petition stating the following:

"Declares that the pensioners believe that politicians from all the main political parties have suggested that the winter fuel allowance, free bus pass, TV licences for the over 75s and prescriptions for older people should either be means-tested or withdrawn altogether and further that the Petitioners believe that this represents an unfair attack on the benefits that older people have campaigned for over the years, partly due to the inadequate level of the state pension.

The petitioners therefore request that the House of Commons urges the Government to maintain the winter fuel allowance, free bus passes, prescriptions and TV licences for all over 75s."

The petition was originally in an electronic format and collected 26,679 signatures before it closed on 10 May. Signatures continue to be collected via the paper petition which will be used to influence the current Conservative Government following the 2015 General Election, and will be used to influence devolved Assemblies in Wales and Northern Ireland and the Scottish Parliament in the lead up to elections in 2016.

The petition has been put on the UNISON website and paper copies will be available at the Retired Members' Conference.

Following the outcome of the Labour Leadership election the NRMC will be asking Labour Link to raise the issue as the party formulates its future policy.

This motion was also submitted to the 2015 NPC Biennial Conference where it was carried.

COMPOSITE B. WINTER FUEL ALLOWANCE: TIME FOR INCREASE

Despite raising concerns over the level of Winter Fuel Payments, they remain £300 for the over 80s and £200 for the under 80s. It is important to continue the principle of maintaining universal benefits without means testing.

UNISON has been taking action to address the issue of soaring fuel prices. The union has proposed a cost-neutral national programme of energy efficiency measures that would ensure every UK domestic property complies with the Energy Performance Certificate (EPC) at Band C* within 15 years. This would preserve precious local gas supplies currently being lost through poor insulation, saving consumers between £300 and £600 each year. Action needs to be taken as the UK is quickly reaching crisis point with dwindling gas supplies, and within the next five years will need to import up to 70% of gas from other countries.

Dave Prentis, UNISON General Secretary explained: “The UK’s energy supplies have reached crisis point and the Government must take action to bring millions of households in from the cold. Unless the Government invests in a long-term strategy to preserve our dwindling North Sea gas supplies, we will be relying on expensive imported energy and wide scale fracking for shale gas.”

Such comprehensive set of measures would wipe out the scandal of fuel poverty for five million households and address the soaring increase in winter mortalities. UK householders spend a staggering £32bn on energy each year, more than double that of 2003.

Labour Link played a role in canvassing for support for these measures from the Labour Party leadership in the run up to the General Election. Following the conclusion of the Labour Party leadership election, we will be asking Labour Link to raise these issues again as Labour formulate their policies.

UNISON members continue to campaign with the NPC to protect the Winter Fuel Payment .

COMP C. THREAT TO THE BUS PASS AND UNIVERSAL BENEFITS

The sentiments of the motion continue to be UNISON policy. Many UNISON members were involved in the Love The Bus Pass Campaign which resulted in a paper petition with over 200,000 signatures in support of protecting the concessionary bus fare scheme.

12. CARE OF OLDER PEOPLE

This motion was submitted to 2015 UNISON National Delegate Conference and was carried. With regard to implementation, the first NEC meeting after Conference will

be held on 29 July where initial consideration should be given to motions carried at conference.

13. HOME CARE STAFF

UNISON is working to improve the conditions of service for caring staff and the quality of care provided through its Save Care Now! Campaign. The campaign was the focus of the UNISON stall at the NPC Pensioners' Parliament.

The campaign aims to address the following issues:

- **ELDERLY AND DISABLED PEOPLE RELY ON CARE**
Over 500,000 adults in the UK rely on care workers from local councils to get them out of bed, make their food, wash them, dress them, brush their teeth, help them take their medication, help them with their often serious medical needs and keep them company. These care workers are there every day for people who are elderly, disabled, have mental health problems or who have had an accident or health problem and have been in hospital.

The problem is that councils have been outsourcing care services to private providers who are cutting corners. And vulnerable people who need care are losing out.

- **TOO MANY HOMECARE VISITS ARE SHORT, RUSHED AND UNDIGNIFIED**
Councils are increasingly using 15-minute visits. It is hard – and sometimes impossible – to provide care in this short time. People are not washed adequately, the sandwich for their lunch isn't made, there's no chance for a cup of tea and a chat. They're left hungry, frustrated, lonely. In practice care workers often stay, unpaid, to finish their tasks, but this means they are then late for their next visit, which affects the next person who needs their support.

“Being given just 15 minutes to get someone ready for bed, give them medication, make a cup of tea etc. is not giving any quality time to a person who has probably been sitting alone in a chair all day.” – Anonymous homecare worker

“People are living longer and often have complex health and care needs which often can't be fitted into a 15-minute care call. It is a service that is meant to look after people but forgets people are individuals. The service makes no allowances for the time it might take to persuade somebody with dementia to let you complete their care tasks and it is not the type of job where you can leave if you run out of time. You can't leave somebody half dressed or without food just because they have run out of call time.” – Anonymous homecare worker

- **THERE IS NO CONTINUITY OF CARE**
If you had to have someone give you a bath, you'd prefer to meet him or her first wouldn't you?

Many vulnerable people see a succession of strangers come into their lives and care for them intimately. This happens for two reasons. The first is that many care providers are cutting corners and simply don't take the time to make sure people have regular carers. The second is that pay and conditions for care workers are so bad that the sector has extremely high turnover – according to a government report 30% of staff leave each year.

The widespread use of zero hours contracts for homecare workers makes this situation even worse, and it is especially damaging for the growing number of people suffering from dementia who receive homecare.

“I'm a homecarer and have been for about 15 years and the recent changes we are experiencing are causing great concern for our clients and ourselves...People with dementia etc should be given the best assistance we can by making sure there is a routine and familiar faces they can trust.” – Anonymous, homecare worker

- **CARE WORKERS' CONCERNS ARE NOT LISTENED TO**
Many care workers say that their concerns about the people they visit aren't acted upon by care providers.

“I have seen many good workers leave frustrated at the poor pay and the way zero hours contracts are used by way of punishment and reward. If you turn down a shift, hours you were depending on can be taken and given to others, sometimes with only hours' notice. I have seen how many use this as a way to simply force out staff who may have complained about quality of care. Is this acceptable? Duty of care means that we have to raise concerns, yet many are too scared of the implications financially if they do.” – Anonymous homecare worker

- **CARE WORKERS ARE NOT GIVEN ENOUGH TRAINING**
Care workers carry out many tasks that are similar to nurses, supporting people at their most vulnerable moments. Yet many homecare workers feel they are not adequately trained to carry out a lot of the tasks expected of them, and that this is detrimental to the people they care for.

Stoma care is not an area we would normally cover but if a person has dementia we have to assist as they do not know what to do – Anonymous homecare worker

- **CARE WORKERS ARE NOT PAID FAIRLY**
The UK's own National Audit Office has reported that 220,000 care workers are routinely being illegally paid below the national minimum wage. This happens because they are often not paid for travel time (which there is a lot of between visits) and many have to pay for their own required uniforms and training.

This pushes homecare workers into poverty and forces many to leave their jobs, which means many skilled and experienced workers are leaving the profession.

- **MANY PEOPLE ARE BEING DENIED CARE ENTIRELY**
Because of cut backs many people have had their care cut, and no longer receive any visits at all. A report by Age UK showed that 500,000 of the 1 million over-65s who struggle to wash do not receive any help, and 1 in 5 of the 240,000 who need help taking medication do not receive any help.

People deemed to have 'moderate' rather than 'extreme' needs, people who used to get help with tasks like washing and making their food, now do not.

14. ETHICAL CARE CHARTER

15. ETHICAL CARE CHARTER FOR COMMISSIONING HOME CARE

Initial approaches have been made to the self organized groups and young members with regard to their involvement in the Ethical Care Charter Campaign. The UNISON women's conference carried a motion encouraging their regional structures to support and further the campaign. Information on the Ethical Care Charter has been put on the UNISON website. The NPC have also promoted the campaign.

Some progress has been made during the year and the Ethical Care Charter has now been signed by the following councils: Islington, Southwark, Reading, Renfrewshire, Lancashire, Leeds, Camden and Wirral. In addition Optalis of Wokingham became the first local authority trading company (LATC) providing adult social care services to formally sign up to the charter and Independence Matters, an individual homecare provider in Norfolk has also signed.

16. PENSIONERS AND PROSTATE CANCER

The following information on the lack of awareness of prostate cancer to be put on website and circulated to regions:

"This large scale study, conducted YouGov, was launched in November 2013 to discover more about the public's knowledge, awareness and attitudes towards health, prostate cancer and Prostate Cancer UK.

There was a particular focus on groups of interest, e.g. men at higher than average risk of prostate cancer (men over 50, Black men and men with a family history of the disease in a father or brother), people who know someone with prostate cancer, and how the picture changes between the nations of the UK.

The study employed a mixed methods approach involving a large scale online survey of a representative sample of UK adults (n=2,864), together with three focus groups prior to the survey and four focus groups following the survey.

THE UK

GENERAL AWARENESS

21% of the UK know someone who has been diagnosed with prostate cancer;

Only 46% of the UK could identify where the prostate is;

Only 12% of the UK know what the prostate does;

63% of the UK have never heard of the PSA test.

RISK FACTOR AWARENESS

Age - Only 40% of the UK know that being aged 50 and over increases a man's risk of developing prostate cancer;

Family history - Only 47% of the UK know that having a family history of prostate cancer increases a man's risk of developing prostate cancer;

Ethnicity - Only 5% of the UK know that Black ethnicity increases a man's risk of developing prostate cancer;

45% of UK men (and 63% of UK Black men) would like to know more about prostate cancer risk factors.

MEN AT HIGHER THAN AVERAGE RISK OF PROSTATE CANCER

83% of UK men at higher than average risk of prostate cancer do not classify their own risk of being diagnosed with prostate cancer as 'higher than average'. When broken down, this is true of 83% of UK men aged 50 and over, 90% of UK Black men and 50% of UK men with a family history of prostate cancer in a father or brother.

Furthermore, 75% of UK men at higher than average risk of prostate cancer told us that even if they were aware that they were at a higher than average risk of cancer, but didn't have any symptoms, they wouldn't speak to their GP about it. When broken down, this is true of 77% of UK men aged 50 and over, 69% of UK Black men and 65% of UK men with a family history of prostate cancer in a father or brother.

WALES

GENERAL AWARENESS

18% of Wales know someone who has been diagnosed with prostate cancer;

Only 52% of Wales could identify where the prostate is;

Only 13% of Wales know what the prostate does;

58% of Wales have never heard of the PSA test.

RISK FACTOR AWARENESS

Age - Only 37% of Wales know that being aged 50 and over increases a man's risk of developing prostate cancer;

Family history - Only 49% of Wales know that having a family history of prostate cancer increases a man's risk of developing prostate cancer;

Ethnicity - Only 4% of Wales know that Black ethnicity increases a man's risk of developing prostate cancer;

51% of Welsh men would like to know more about prostate cancer risk factors.

MEN AT HIGHER THAN AVERAGE RISK OF PROSTATE CANCER

89% of Welsh men at higher than average risk of prostate cancer do not classify their own risk of being diagnosed with prostate cancer as 'higher than average'.

Furthermore, 81% of Welsh men at higher than average risk of prostate cancer told us that even if they were aware that they were at a higher than average risk of cancer, but didn't have any symptoms, they wouldn't speak to their GP about it.

NORTHERN IRELAND

GENERAL AWARENESS

17% of Northern Ireland know someone who has been diagnosed with prostate cancer;

Only 48% of Northern Ireland could identify where the prostate is;

Only 11% of Northern Ireland know what the prostate does;

69% of Northern Ireland have never heard of the PSA test.

RISK FACTOR AWARENESS

Age - Only 40% of Northern Ireland know that being aged 50 and over increases a man's risk of developing prostate cancer;

Family history - Only 51% of Northern Ireland know that having a family history of prostate cancer increases a man's risk of developing prostate cancer;

Ethnicity - Only 4% of Northern Ireland know that Black ethnicity increases a man's risk of developing prostate cancer;

44% of Northern Irish men would like to know more about prostate cancer risk factors.

MEN AT HIGHER THAN AVERAGE RISK OF PROSTATE CANCER

86% of Northern Irish men at higher than average risk of prostate cancer do not classify their own risk of being diagnosed with prostate cancer as 'higher than average';

Furthermore, 72% of Northern Irish men at higher than average risk of prostate cancer told us that even if they were aware that they were at a higher than average risk of cancer, but didn't have any symptoms, they wouldn't speak to their GP about it.

SCOTLAND

GENERAL AWARENESS

21% of Scotland know someone who has been diagnosed with prostate cancer;

Only 49% of Scotland could identify where the prostate is;

Only 14% of Scotland know what the prostate does;

63% of Scotland have never heard of the PSA test.

RISK FACTOR AWARENESS

Age - Only 40% of Scotland know that being aged 50 and over increases a man's risk of developing prostate cancer;

Family history - Only 52% of Scotland know that having a family history of prostate cancer increases a man's risk of developing prostate cancer;

Ethnicity - Only 2% of Scotland know that Black ethnicity increases a man's risk of developing prostate cancer;

45% of Scottish men would like to know more about prostate cancer risk factors.

MEN AT HIGHER THAN AVERAGE RISK OF PROSTATE CANCER

89% of Scottish men at higher than average risk of prostate cancer do not classify their own risk of being diagnosed with prostate cancer as 'higher than average';

Furthermore, 80% of Scottish men at higher than average risk of prostate cancer told us that even if they were aware that they were at a higher than average risk of cancer, but didn't have any symptoms, they wouldn't speak to their GP about it.

17. DRUG MONITORING AND SUITABILITY FOR OLDER PEOPLE

The General Medical Council have been written to asking for the points raised in the motion to be considered when updating its guidance "Good practice in prescribing and managing medicines and devices".

Information on entitlement to reviews of medication will be circulated to members.

18. WIDER SOCIETAL BENEFITS OF TREATMENT

The concerns identified in this motion were raised with the Health Service Group Executive.

19. RESTRUCTURING ANNUAL RETIRED MEMBERS' CONFERENCE

Retired members are asked to receive the report which outlines possible options for restructuring retired members' conference but does not make any recommendations

at this time. The review of conference arrangements is an ongoing piece of work and retired members are asked to feed any views they may have on to their regional committees so that these views can be considered at future meetings of the NRMC.

REPORT ON RESRUCTURING ANNUAL RETIRED MEMBERS' CONFERENCE

1. INTRODUCTION

- 1.1 The report arises from motion 19 carried at the 2014 UNISON retired members' conference and motion 19 which was remitted.
- 1.2 Motion 19 was primarily concerned with exploring ways of allowing more time for debate of conference whilst not extending the duration of conference. Reference was made to the number of delegates speaking on motions when there were none opposing. It was suggested that the Chair could curtail debate in these circumstances. However the NRMC believes that this goes beyond the prerogative of the Chair. Delegates themselves can curtail debate by asking for the question to be put and then voting. In addition speaking times can be reduced on the recommendation of the standing orders committee (SOC) if agreed by delegates voting for the proposal.
- 1.3 Motion 20 addressed the issue making the caucuses more effective. Three main areas requiring action were identified: publicising the meetings, producing reports of the meetings for inclusion in the annual report and extending the length of the meetings from the current 30 minutes.
- 1.4 As explained elsewhere in the annual report. The following action is proposed with regard to the issues raised in 1.3:
 - 1.4.1 In addition to information concerning the caucuses being contained in the conference bulletin, the meetings will also be publicized in the various equality e bulletins produced by UNISON.
 - 1.4.2 The conference guide will contain advice that the caucuses should appoint a member to produce a report for consideration by the National Committee and inclusion in the Annual Report.
 - 1.4.3 The timings of the caucuses will be considered in this report on the restructuring of annual retired members' conference.

2. PARAMETERS OF REPORT

- 2.1 The following factors are relevant when considering any restructuring of conference:
 - 2.1.1 Duration of conference cannot extend beyond the current two days (usually the second Tuesday and Wednesday in October).
 - 2.1.2 Conference venues are booked at least 3 years in advance. Future venues are 2015 Brighton, 2016 Southport and 2017 Llandudno.

- 2.1.3 Plenary sessions cannot be held without a standing orders report being available.
- 2.1.4 Budgetary requirements mean that any restructuring cannot involve additional expenditure.
- 2.1.5 Any proposals for conference timings must allow for meetings of the NRMCM, SOC, regional meetings and caucuses.
- 2.1.6 Conference must close at 4.00pm to allow set-up for Police and Justice Conference which follows on straight after Retired Members' Conference.

3. INITIAL VIEWS OF REGIONS

- 3.1 Eastern region indicated that the status quo should be maintained.
- 3.2 Yorkshire and Humberside region made a number of proposals but they exceeded the parameters of this report as established by motions 19 and 20:
 - 3.2.1 Caucus meetings should all be held at the same time. This would not be possible as it would exclude participation by any member self identifying as belonging to more than one self-organised group.
 - 3.2.2 Regional meetings should all be held at the same time. This would require 12 rooms rather than the current 6 rooms which conflicts with paragraphs 2.1.2 and 2.1.4.
 - 3.2.3 Reduce speaking times from the start of conference. This is provided for by the arrangements outlined in paragraph 1.2.
 - 3.2.4 Reference was made to workshop registration at the conference venue being unfair towards delegates with long journeys. Workshop registration was not referred to in motions 19 and 20.

4. CACUS MEETINGS

- 4.1 Motion 20 asked for consideration to be given to rearranging the timings on Tuesday to allow more than 30 minutes for caucus meetings.
- 4.2 Caucus meetings at retired members conference currently have a duration of 30 minutes. The length of caucus meetings at self-organised group conferences varies from a minimum of 20 minutes to a maximum of 35 minutes.
- 4.3 One option for extending the caucus meetings could be to hold them on the Wednesday afternoon but this raises some concerns:

- 4.3.1 The caucuses would not be able to consider conference business that had already been debated.
- 4.3.2 Hiring additional rooms could involve expenditure contrary to paragraph 2.1.4.
- 4.3.3 Rooms may not be available due to the UNISON police & justice conference which overlaps with retired members' conference.
- 4.3.4 Utilising the available time between 12.30pm and 4.00pm may impede delegates from having lunch.

5. CURRENT CONFERENCE TIMETABLE

- 5.1 The current timetable for retired members' conference is as follows:

Tuesday

10.30am – 12.00pm	National Retired Members' Committee
12.00pm – 12.30pm	Black Members' Caucus
12.30pm – 1.00pm	Women's Caucus
1.00pm – 1.30pm	Disabled Members' Caucus
1.30pm – 2.00pm	Lesbian, Gay, Bisexual and Transgender Caucus
2.00pm – 4.00pm	Standing Orders Committee
2.15pm – 3.45pm	Panel Debate / Workshops
4.00pm – 5.00pm	Regional Meetings (6 regions)
5.00pm – 6.00pm	Regional Meetings (6 regions)

Wednesday

9.30am – 12.30pm	First Conference Session
12.30pm – 2.00pm	Lunch
2.00pm – 4.00pm	Second Conference Session
4.30pm	Ballot closes

6. OPTION 1 FOR CONFERENCE TIMETABLE

- 6.1 Option 1 allows more time for debate of motions (an additional 1 hour and 45 minutes):

Monday

2.30pm – 4.00pm National Retired Members' Committee

Tuesday

10.00am – 12.00pm Standing Orders Committee

12.00pm – 12.30pm Black Members' Caucus

12.30pm – 1.00pm Women's Caucus

1.00pm – 1.30pm Disabled Members' Caucus

1.30pm – 2.00pm Lesbian, Gay, Bisexual and Transgender Caucus

2.00pm – 3.00pm Regional Meetings (6 regions)

3.00pm – 4.00pm Regional Meetings (6 regions)

4.15pm – 6.00pm First Conference Session

Wednesday

9.30am – 12.30pm Second Conference Session

12.30pm – 2.00pm Lunch

2.00pm – 4.00pm Third Conference Session

4.30pm Ballot closes

6.2 This option involves moving the meeting of the NRMC back to the Monday afternoon to enable the SOC to meet on the Tuesday morning to prepare the standing orders report for printing prior to the additional conference session on the Tuesday morning.

6.3 Issues for consideration arise from this option as follows:

6.3.1 The Monday meeting of the NRMC may involve additional expenditure but this could be minimised by using the hotel's meeting room facilities and should not overly conflict with paragraph 2.1.4.

6.3.2 Currently accessible formats e.g. Braille of the standing orders report are prepared overnight. Option 1 would provide approximately 3 hours to prepare accessible formats.

6.3.3 Option 1 provides no time for panel debate or workshops. An alternative to these may be a keynote speaker during either the second or third conference sessions on the Wednesday.

6.3.4 Option provides no additional time for extending the caucus meetings.

7. OPTION 2 FOR CONFERENCE TIMETABLE

7.1 Option 2 allows more time for the caucus meetings (45 minutes rather than 30 minutes):

Monday

2.30pm – 4.00pm National Retired Members' Committee

Tuesday

10.00am – 12.00pm Standing Orders Committee

12.10pm – 12.55pm Black Members' Caucus

12.55pm – 1.40pm Women's Caucus

1.40pm – 2.25pm Disabled Members' Caucus

2.25pm – 3.10pm Lesbian, Gay, Bisexual and Transgender Caucus

3.10pm – 4.00pm Regional Meetings (6 regions)

4.00pm – 4.50pm Regional Meetings (6 regions)

5.00pm – 6.00pm First Conference Session

Wednesday

9.30am – 12.30pm Second Conference Session

12.30pm – 2.00pm Lunch

2.00pm – 4.00pm Third Conference Session

4.30pm Ballot closes

7.2 This option involves moving the meeting of the NRMC back to the Monday afternoon to enable the SOC to meet on the Tuesday morning to prepare the standing orders report for printing prior to the additional conference session on the Tuesday morning.

7.3 It also involves reducing the duration of regional meetings by 5 minutes and the first conference session by 45 minutes.

7.4 Other issues for consideration arising from this option are as outlined previously in paragraphs 6.3.1, 6.3.2 and 6.3.4.

8. OPTION 3 FOR CONFERENCE TIMETABLE

8.1 Option 3 proposes moving caucus meetings to the Wednesday afternoon utilising the time available between 12.30pm and 2.00pm.

8.2 However, the concerns outlined in paragraph 4.3 would apply to this option making it possibly the least viable option.

9. SUMMARY

9.1 Increasing the amount of conference time for debates will inevitably impact on other aspects of conference. The biggest impact would be on the panel debate and workshops as the time currently allocated for these would not be available. It should be mentioned that many regions organize annual seminars which contain a workshop element.

9.2 The regional and caucus meetings cannot be removed from the conference timetable. These are integral parts of conference which increase the democratic participation of members in conference. This is not the case with the panel debate and workshops.

9.3 The role that the panel debate and workshops currently play could be replaced with a keynote speaker during one of the conference sessions.

9.4 Members need to consider whether they wish the status quo to continue or pursue one of the options outlined in paragraphs 6, 7 and 8 of the report.

10. WHAT HAPPENS NEXT?

10.1 Members are asked to pass on their preferred options to their regional committees or to the UNISON Centre at Retired Members, Membership Participation Unit, UNISON Centre, 130 Euston Road, London NW1 2AY or email c.derrig@unison.co.uk. The report will also be printed in full on the UNISON website.

10.2 The replies will be collated and considered by the NRMCM with a view to implementing the preferred option from 2016.

20. CONFERENCE CAUCUSES

The timings and duration of the caucuses is dealt with under the action for Motion 19.

Details of the caucuses are included in the initial conference bulletin. Information could also be circulated to the various equality e bulletins that are produced by UNISON.

Last year a number of caucuses produced reports which have been included in the Annual Report. This year's Conference Guide contains advice that the caucuses should appoint a member to produce a report for consideration by the National Committee and inclusion in the Annual Report.

COMPOSITE E. COMMUNICATIONS

The majority of regions now have retired member content on their regional websites. A number of regions also produce newsletters but sometimes encounter difficulties in getting material to fill issues. The NRMC has contacted regional staff contacts to collate information on any regional publications.

There have been some technical difficulties arising from the new UNISON website but it is hoped that these will be resolved and enable regular and up to date information to be available on the retired members' pages of the website.

After discussions with the Communications Section of UNISON, it has been agreed that software called "Dotmailer" could be used to produce an electronic version of Interactive. With regard to establishing a database of retired members, the new application form asks for email details.

All UNISON publications use images that reflect our membership and this includes age.

23. COCOA TINS AND STRING

Greater London Region have organised a number of successful IT training sessions. The NRMC have requested details of how these were organised so that the information can be shared with other regions.

24. INCLUSIVE COMMUNICATION FOR OLDER PEOPLE

Raise awareness of issue of digital exclusion by writing an article for distribution within UNISON.

25. FUNDING FOR RETIRED ACTIVITY

Appropriate information on funding of retired members' activity will be included in the retired members' secretaries' handbook.

26. AGEING WELL IN UNISON

Work is ongoing on this motion. Due to other pressures during the year, the NRMC were unable to collect the data and information necessary to action this motion.

Details of grants provided by UNISON's charity There For You show that 16% of them were paid to members over 56. The low number of grants paid to those over 66 is explained by the fact that many enquiries from retired members relate to holiday breaks.

AGE	25 & under	% of total	26-35	% of total	36-45	% of total	46-55	% of total	56-66	% of total	Over 66 and % of total
Numbers 2014	33	1%	450	16%	925	32%	1037	35%	442	15%	43 1%
Numbers 2013	25	1%	213	12%	414	23%	732	41%	327	19%	55 4%
Numbers 2012	54	3%	221	13%	465	29%	592	36%	255	16%	54 3%
Numbers 2011	30	2%	246	13%	529	28%	741	40%	273	15%	37 2%

The NRMC are liaising with Learning and Organising Services to ascertain the level of provision and take-up of learning services and have approached UNISONPlus services.

UNISON communications have a policy of using images which represent all our members.

An update on proposals will be given to regional representatives when the necessary data has been collected.

27. TRAVEL INSURANCE

The views expressed in the motion have been raised with the Association of British Insurers (ABI).

28. NATIONAL PENSIONERS' CONVENTION

All branches have been asked to affiliate to the National Pensioners' Convention through the UNISON E Focus.

29. FIGHT AGAINST PLANS TO MAKE OFFICIAL GOVERNMENT FORMS ONLINE - ONLY

This issue was referred to the bodies mentioned in the motion.

30. GENERATIONS UNITED

This motion was fully endorsed by UNISON's National Young Members' Forum and with the NRMC are planning to promote its sentiments in the coming months. An example of Generations United in action was when Janet Cullup of South East Region spoke at National Delegate Conference in support of a motion calling for a Young Workers Month and received a standing ovation.

31. HOUSING FOR OLDER PEOPLE

UNISON's housing policy presented to government includes the following:

“ The nation faces an acute shortage of housing as we are building less than half the homes we need. In 2013 just 109,660 new homes were built in England. The lack of housing has led to spiralling house prices and rents, which are unaffordable to many, particularly young people, families and those on low incomes. Research by Savills reveals that the total annual housing cost in England and Wales has reached almost £133bn a year – with private rents accounting for 36% whilst mortgage payments contribute 49% of total costs. In London, private renting makes up nearly 50% of the total cost of housing.

UNISON is calling on the Government to invest in new housing and to commit to a target for increasing the supply of housing to 250,000 new homes per year, with a significant proportion (80,000 new homes per year) being affordable and social homes at social rents provided by councils and housing associations. A mass house building programme would help to create jobs, boost the economy and tackle the housing crisis. We believe that building more homes will lower the costs of housing overall for everyone – especially the 10 million private renters – help to cut the soaring housing benefit bill, enable the transition from ‘benefits to bricks’ and ensure thousands of young people and families in desperate need of a home and living in unacceptable conditions are housed adequately.

UNISON also believes that councils should have a strong strategic and operational role in planning, delivering and managing housing services and housing investment for the local communities they serve. The Housing Voice campaign led by UNISON produced a report in 2012 which sets out in detail our policies for improving housing supply, following a year-long independent inquiry.”

