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| **Motion No** | **Title** | **Policy** | **Contact Officer** | **Comment** |
| 4 | UNISON Young Members Awards | Support | Gary Williams  (with Greg Thomson) | The NEC still supports this proposal. The National Young Members Forum have pursued the issue with the Organising Unit and have initiated an award under the name of the NYMF alone for this year – similar in status to the recruitment and organising awards of the LGBT SOG - and will review and make observations to D&O the potential for making this an award fully under the whole union’s auspices for the future. |
| 7 | Demystifying the union – boosting participation by explaining how we work | Support and Amend | Jon Richards  (with Teresa Donegan) | LAOS currently provides a range of resources and training materials which address most of the issues set out in the motion, notably via the member learning offer; a workshop on “welcome to UNISON” explains how UNISON works, additionally “Lost in UNISON” and bespoke training is delivered by regions aimed at members who are interested in becoming active.  In terms of training and materials aimed at activists, resources and training materials are available for regions and branches to deliver, LAOS also delivers Leadership training.  LAOS will review and update these resources and training materials to ensure that they reflect the intentions of the motion; this will include developing E-notes, webinars and assessing the most appropriate format for delivery. We will also re- launch and actively promote updated materials accordingly.  All actions identified in the motion will be incorporated into the LAOS work plan. |
| 8 | Higher Education as a Service Group | Support with Qualifications | Donna Rowe-Merriman | All social media and all written communication are clearly identified as UNISON Higher Education. We are part of an ongoing discussion around how we are represented on the UNISON website. |
| 11 | Campaign on pay increase for low paid agency workers in the public sector | Support | Guy Collis | Issues will be incorporated in the union’s ongoing Living Wage campaign and to defend Agenda for Change in the NHS. |
| 14 | Direct Attack on Trade Unions | Support | Kevin Russell  (with Lucille T, Nami T & Ben Priestley) | The motion refers to facility time attacks in civil service, now part of Trade Union Bill and UNISON are opposing. |
| 17 | Health and Safety Expertise within Regions | Support and Amend | Tracey Harding | Elements of the motion will be incorporated into the H&S workplan for 2016. |
| 22 | Pay | Support | Guy Collis | Issues will be incorporated in UNISON’s pay campaigning, work on the Living Wage and against austerity. |
| 23 | National Minimum Wage and Young People | Support | Kevin Russell  (with David Arnold and Gary Williams) | UNISON evidence to the Low Pay Commission makes the case for no age rates in Minimum Wage and for a higher apprentice rate. |
| 24 | Time to stop Hiding the Real Cost of Living | Support | Kevin Russell | NEC continues to promote RPI as being better than CPI and other measures for measuring cost of living. |
| 27 | Private Finance Initiatives (PFI) | Support | Allison Roche  (with Sylvia Jones) | Incorporated into public procurement, anti-privatisation and international trade agreements work stream and campaigns. |
| 28 | Working together for better terms and conditions in health and social care | Support | Guy Collis  (with Dave Johnson) | Issues will be incorporated in the union’s anti-privatisation work in the NHS and organising work within private companies. |
| 34 | Time for a new direction for Public Procurement | Support | Allison Roche | Already incorporated into public procurement campaign work stream and new branch PP guidance to be launched in spring 2016. |
| 35 | Sustainability of Vital Services in Local Government | Support | Ben Kind | The NEC supports the principles behind this motion and the issues will be incorporated into campaigning by the Local Government Service Group and the union more broadly through its ongoing campaign for sufficient funding to be made available for local government. |
| 38 | Putting the Social into Social Care | Support and Amend | Guy Collis  (with Mat Egan) | Issues will be incorporated in UNISON’s Ethical Care Charter work and broader campaigning for improved pay, terms and conditions and treatment of care workers. |
| 39 | The Housing Crisis | Support and Amend | Sylvia Jones  (with Ben Kind) | The issues have been incorporated in UNISON’s housing and welfare campaigns. Key issues such as campaigning for a significant increase in all types of housing and campaigning for improved regulation of the private rented sector to improve affordability and security in private renting have been incorporated in lobbying and campaigning work against proposed Government reforms contained in the Housing and Planning Bill 2015. |
| 42 | When is a Co-op not a Co-op | Support | Allison Roche | Already incorporated into public procurement campaign work stream and campaign against the open public services agenda and will be addressed in the new branch PP guidance to be launched in spring 2016. |
| 43 | Union busting by UK Public Services Providers | Support | Sampson Low  (with Lucille T) | NEC continues to try and get public sector collective agreements included in public procurement tenders including union recognition. A revised procurement guide will be sent to branches early in 2016 to help them use all the tools in the new EU procurement directive to add employment, green and social conditions standards. |
| 44 | Solidarity with PCS | Defer | Lucille Thirlby | NEC would have supported the motion as amended by 44.1, 44.2 and 44.3 and continues to work with PCS (and other unions) as part of TUC Public Services Liaison Group on challenging government’s anti trade union policies in the Civil Service and public bodies. |
| 45 | Fair Treatment for Veterans | Support | Allison Roche | Incorporated into Welfare Reform campaign work – to maximise support for veterans as part of homeless, disability, mental health and vulnerable people campaigns. |
| 47 | Austerity creates inequality and damages the economy | Support and Amend | Ben Kind | UNISON continues to oppose the inequality and economic damage that the Government’s austerity programme has caused. The NEC will ensure that the principles behind this motion are contained at the forefront of the campaigns of the Union. |
| 48 | The Labour Government | Defer | Sampson Low | NEC will work for a change in government at Westminster at next election and will work with Labour Link on influencing a future labour manifesto for that election. |
| 49 | The Next Labour Government | Defer | Sampson Low | NEC will work for a change in government at Westminster at next election and will work with Labour Link on influencing a future labour manifesto for that election. |
| 50 | Campaigning Against Profit from Poverty | Support | Allison Roche  (with David Arnold) | Incorporated into Welfare Reform and Poverty campaign work on low income groups (fuel poverty, impact of rising private rents and range of benefit cuts, housing benefit, bedroom tax, benefit cap, disability benefits etc). UNISON There for You welfare services raising awareness of loan shark debts and promoting preventative and alternative e.g. credit unions. |
| 51 | The People’s Charter | Defer | Sampson Low | The NEC recognises that the anti-austerity movement is growing and the Peoples Charter can play their part alongside The Peoples Assembly and other anti-cuts campaigners. |
| 52 | Democratic Socialism | Defer | Ben Kind | The NEC continues to defer on this motion as there have been no significant new developments beyond established NDC policy. |
| 54 | Strike Ballot Thresholds | Support | Narmada Thiranagama  (with Lucille T) | This motion called for a high profile comprehensive strategy to oppose Conservative proposals to restrict the right to strike, including ensuring that this was strongly taken up with the TUC and the Labour Party. UNISON’s biggest campaign over the autumn has been opposing the Trade Union bill, led by the General Secretary and Presidential Team, working in concert with the wider TUC campaign to “Defend the Right to Strike”. |
| 56 | Defend Trade Union Rights | Support and Amend | Lucille Thirlby | Following conference, Trade Union Bill has been laid, which includes clauses to remove the provision of check off/DOCAS, restrict facility time and impact on the right to strike. Therefore, the UNISON campaign and material will ensure the actions of this motion are undertaken. |
| 57 | Union Busting | Support | Sampson Low | NEC continues to try and get public sector collective agreements included in public procurement tenders including union recognition. A revised procurement guide will be sent to branches early in 2016 to help them use all the tools in the new EU procurement directive to add employment, green and social conditions standards. |
| 58 | Forever Autumn and Austerity? | Support | Narmada Thiranagama | This motion called for the promotion of a ‘right to strike’ culture and support for branches seeking to take lawful industrial action. Promoting and defending the right to strike and emphasising the importance of strikes to the core work of trade unions for members has been at the heart of UNISON’s campaigning work this year. The NEC is also conducting an industrial action review. |
| 59 | The Right to Strike | Support | Narmada Thiranagama | This motion asked the NEC to campaign within the trade union and labour movement to repeal all anti-trade union laws and for the right to strike. Promoting and defending the right to strike and emphasising the importance of strikes to the core work of trade unions for members has been at the heart of UNISON’s campaigning work this year with the TUC. |
| 60 | Increase in the basic state pension | Support | Colin Derrig  (with Michelle Singleton) | The 2015 retired members’ conference carried a composite motion A CAMPAIGN FOR LIVING PENSIONS FOR THE ELDERLY AND RETIRED MEMBERS which includes a call for a pension increase above the poverty level. This is one of the two motions which the Retired Members’ Organisation will be submitting to 2016 NDC. |
| 61 | The rights of migrant workers in Qatar | Support | Mairin Power | The NEC international committee took on this area of work in 2015, and have implemented it into the 2015 and 2016 work programmes. |
| 62 | Supporting the campaign for rights and democracy in Swaziland | Support | Nick Crook | The issues have been incorporated into the international work programme; most have been implemented to date. |
| 63 | Solidarity with the struggle of Kobani People for peace | Support | Nick Crook | UNISON supported the Kobani health appeal and is exploring further work with organisations working on Kurdish rights. |
| 64 | Rojava | Support | Nick Crook | UNISON is exploring further work with organisations working on Kurdish rights. The General Secretary wrote to Turkish unions offering our solidarity, before and after the bombings in Ankara. |
| 65 | Yarmouk Refugee Camp | Support | Nick Crook | UNISON will continue to promote the situation of and support work with Palestinian refugees, including highlighting the situation in Yarmouk to branches. |
| 67 | The Middle East | Support | Nick Crook | UNISON will continue to promote the implementation of UN resolutions on Palestine and the recognition of the Palestinian state, and work with partners to promote peace, justice, democracy and human and workers’ rights throughout the Middle East. |
| 68 | Justice for Palestine - Stop Arms Sales to Israel | Support and Amend | Nick Crook | The issues have been incorporated into UNISON’s international work programme, including work on pension fund engagement and divestment, support for Palestine Solidarity Campaign's (PSC) trade union network, new web pages on Palestine, and working with PSC to challenge proposed laws which ban Boycott, Divestment and Sanctions against Israel and the arms trade by local government in pensions and procurement. |
| 70 | Philippines – trade, labour rights and migration | Support and Amend | Mairin Power | The NEC international committee, through the UIDF, will continue to support Philippines’ trade unions and labour groups in the Philippines to strengthen the capacity of workers’ organisations. We continue to be affiliated to the Campaign for Human Rights in the Philippines (CHRP). |
| 71 | Kashmir | Defer | Mairin Power | The international unit raised this issue with the TUC as per the instruction in the motion. |
| 72 | Cambodia | Support and Amend | Mairin Power | The instructions to the NEC in this motion (encourage branches and regions to affiliate to Label Behind the Label and invite a speaker to meetings) is already part of UNISON policy. UNISON is also supporting a UIDF project in Cambodia in the garment industry. |
| 73 | Solidarity with Colombian Human Rights Defenders | Support and Amend | Nick Crook | Colombia has been a priority for the NEC International Committee in 2015 and will continue to be so in 2016. |
| 74 | Prison Term for Miscarrying | Support | Nick Crook | The NEC international committee and the national women’s committee are working with Amnesty International on their ‘My Body My Rights’ campaign which names El Salvador as one of the worst offenders in relation to abortion rights. |
| 75 | Cuba | Support | Nick Crook | The motion is in line with existing UNISON policy and will be integrated in the work of the International Committee’s 2016 Work Programme. |
| 76 | Oppose Market Liberalisation in Cuba | Oppose | Nick Crook | The NEC policy was to oppose this motion. |
| 77 | Solidarity with Greece | Support | Nick Crook | It is proposed to affiliate to the Greek Solidarity Campaign and to promote the Medical Aid to Greece appeal. |
| 78 | Greek Solidarity | Support | Nick Crook | It is proposed to affiliate to the Greek Solidarity Campaign and to promote the Medical Aid to Greece appeal. |
| 82 | A Europe fit for Workers | Defer | Nick Crook | The NEC is keeping EU policy under review ahead of EU referendum. |
| 83 | Austerity Europe | Support | Nick Crook | The NEC is keeping EU policy under review ahead of EU referendum. |
| 84 | Disability Policy for the New Government | Support | Sue Davey | The issues will be incorporated into the work programme of the National Disabled Members Committee, working with Labour link and the Policy Committee. |
| 86 | Immigration | Support and Amend | Narmada Thiranagama | This motion called for UNISON to express its opposition to the Labour Party’s policies on immigration, to provide campaign resources for UNISON activists and to work with anti-racist organisations to build anti-racist activity and combat racism experienced by migrant people. This constitutes core work for UNISON and the issues raised in the motion supports existing, ongoing work. New resources and activities are being produced to take account of a rise in anti-immigrant sentiment following recent events and in the lead up to the EU referendum. |
| 87 | The Right to Protest | Support with Qualifications | Michelle Singleton | UNISON will keep under review, particularly in light of Trade Union Bill. |
| 90 | Supporting the Northern Ireland Peace Process | Support | Michelle Singleton  (with Sampson Low) | In line with the motion, UNISON continues to campaign to secure the full implementation of the Peace Agreement. Northern Ireland have met shadow minister Vernon Coaker MP to make their case and been to Westminster as part of ICTU delegation to lobby MPs. |
| 91 | Religious dogma has no place in politics and today’s society | Remit | Carola Towle  (with Lucille T) | This motion was about a hostile challenge to equality law in Northern Ireland that proved unsuccessful.  UNISON took action against the challenge at the time and will again if this issue returns. The reason the NEC sought remittal was because some of the wording of the motion was problematic. |
| 92 | Dismantling the Welfare State – Impact on Black Communities | Support | Khadiee Campbell  (with Allison Roche) | The changes, proposals and potential impact on Black communities have been promoted through Black members’ structures. A request for welfare stories was sent to Black members to support UNISON’s response to the Public Bill Committee on the combination of cuts to low paid family support and the public service pay freeze. UNISON submission to the Bill was made available on the website. |
| 93 | Attack on Child Benefit | Support | Allison Roche | Incorporated into Welfare Reform campaign work – Welfare Reform and Work Bill 2015. |
| 94 | Further Attacks on the Welfare State | Support | Allison Roche | Incorporated into Welfare Reform campaign work – Welfare Reform and Work Bill 2015. |
| 95 | Threat to the bus pass and universal benefits | Support | Colin Derrig | The issues contained in this motion are covered by two motions carried by the 2015 retired members’ conference. These are composite B - A SINGLE COMBINED FREE TRAVEL PASS FOR BUS AND RAIL FOR PENSIONERS AND THE DISABLED and motion 17 - HANDS OFF UNIVERSAL BENEFITS. |
| 96 | Foodbanks and Food Poverty | Support | Allison Roche | Incorporated into Welfare Reform and Poverty campaign work: Welfare Reform and Work Bill 2015, End Fuel Poverty and Child Poverty Action. |
| 99 | A Living Rent | Support and Amend | Sylvia Jones  (with Ben Kind & Allison Roche) | The issues have been incorporated in UNISON’s housing and welfare campaigns. Key issues such as tackling affordability in private renting as well as campaigning for an increase in the delivery of new affordable homes to bring down high rental costs have been incorporated in lobbying and campaigning work against proposed Government reforms, including those contained in the Housing and Planning Bill 2015. |
| 100 | Bedroom Tax | Support | Allison Roche | Incorporated into Welfare Reform campaign work – Welfare Reform and Work Bill 2015. |
| 101 | Investigate the Pros and Cons of an Unconditional Basic Income | Support and Amend | Allison Roche  (with David Arnold) | Incorporated into Welfare Reform campaign work - working with the Social Security Consortium looking at the future of the Welfare state in the UK and a range of social security funding systems. |
| 103 | Deprivation of Liberty Safeguarding Orders | Defer | Sampson Low | NEC share concerns with social workers and remain concerned that Deprivation of Liberty Safeguard orders are serious matters and should not be used lightly or without serious consideration. |
| 104 | Fracking | Defer and Amend | Matthew Lay  (with Allison Roche & David Arnold) | Incorporated into Climate Change, Energy Efficiency, Energy Democracy and the trade union ‘Just transition’ campaign to a low carbon economy. |
| 105 | Global Warming – Time Running Out | Support and Amend | Allison Roche | Incorporated into Climate Change, Energy Efficiency, Energy Democracy and the trade union ‘Just transition’ campaign to a low carbon economy. |
| 106 | Branch Funding | Seek Withdrawal | Sotirios Loizou | Branch Resources Review continues to address all appropriate issues. |
| 107 | Changes to strike pay | Remit or Oppose | Liane Venner | The IAC is due to meet to review procedures including strike pay and hardship. |
| 108 | Withdraw support for the Tax Refund Company – Personal Taxation Services | Seek Withdrawal or Oppose | Joan Walker | The Committee has reviewed UNISON’s contract with The Tax Refund Company.  There had been a breach of Contract by the Company (Personal Taxation Services Marketing LLP the core company with whom UNISON had the contract) and the Company had subsequently been dissolved.   The Committee resolved not to enter into a Contract with the company’s new owner Personal Taxation Services (Stockport) Ltd and to review the demand for a UNISON endorsed tax refund service. |
| 109 | Branch Support for Members in Severe Hardship | Seek Withdrawal or Oppose | Joan Walker | The motion is somewhat superfluous in that ‘There for you’ Welfare Services already has a scheme whereby appropriate guidance and criteria are applied allowing branches to provide urgent assistance to members. |
| 110 | Costs of Representation at Professional Hearings | Defer | Alan Hughes | PSU has received 4 complaints on this issue from branches and one from Regional level in 2015. As a result PSU will be issuing a questionnaire to all Regions. This will go out in January 2016 with a response date of end of March 2016. |
| 111 | Publicising our successes – conditions of legal assistance | Remit | Joan Walker | NEC will always look to publicise legal successes, where appropriate. |
| 112 | A National Case System for Unison | Oppose | Alan Hughes | The view remains that the current system has its faults for both Regions and National Departments. Therefore, rolling out the CASE System to branches would be counter-productive and too expensive to justify. The CASE Systems team consists of 2 staff who have about 10 days a year set aside for training. The proposal that around 1500 branch staff/officers should receive training is totally impractical. |
| 113 | Put the money where the fight is | Defer | Sotirios Loizou | The Finance Department on behalf of FRMC will write to Branches to explain that the issues raised in their motion will be picked up as part of the on-going review into the resourcing of Branches. |
| 114 | Publication of a Branch Directory | Defer | Liane Venner | Work is ongoing in creating an on-line branch finder list for activists. |
| 115 | UNISON General Secretary Election | Defer | Liane Venner | Election under way. |
| 116 | Online Conference database | Support | Sampson Low | NEC continue to pursue a technical solution to allow past NDC decisions to be available to members in the form of a database, in addition to the decision booklets posted after each conference on the website. |
| 117 | Our Membership Forms Need Updating | Support with Qualifications | Khadiee Campbell  (with Sharon Greene and Liane Venner) | Further information has been sought on the impact on proportionality monitoring of the removal of the 'gender' tick box on the application form to simplify the application process. The view of the LGBT committee is that as long as there is a "prefer not to say" box, or that this field is optional, there is no problem with including gender. Should there be no adverse impact identified then the relevant national committees will be consulted once proposals have been developed. In the interim conference monitoring forms have already been updated under gender and ethnicity. |
| 118 | Review Managers in Partnership | Support with Qualifications | Jon Restell | NEC supported motion 118 with qualifications. A review of key membership and policy processes between the MiP national branch and the rest of the union is being considered, to report before the next NDC. A wider inquiry into the application of bespoke models for managers in other sectors is also being considered on a longer timescale. |