

UNISON National Delegate Conference

Composites booklet

To be read in conjunction with Conference Documents

20 – 23 June 2017
Brighton Centre

UNISON

2017 National Delegate Conference

Composite Booklet

A	Activist Support
B	Pensions and Climate Change
C	Health and Social Care Integration
D	Automation
E	Turkey
F	EU Exit and Workers' Rights
G	Stand Up to Racism

Composite A

ACTIVIST SUPPORT

(Motions 11 and 12)

Conference notes that our activists are the backbone of our union. They are in the front line of all our battles with employers, our campaigns and they are the first people members turn to when they have a problem.

Over the past six years the role of a UNISON activist has become much harder than it has ever been. We face job losses, service cuts and employers using harsh sickness and disciplinary process to get rid of workers cheaply.

It now more important than ever that we ensure all our activists continue to receive good quality training delivered at a time and in a way that meets their requirements.

Conference therefore requests the National Executive Council:

- 1) Investigates and develops online training resources;
- 2) Confirms that although online training provision will be developed, there will still be a commitment to face-to-face training;
- 3) Commits to defending the collective learning experience of continuing to support and promote cross union training through the TUC;
- 4) Works with regions to ensure they provide adequate support to activists if sufficient support is not available in branches;
- 5) Produce an update on progress made against Motion 4, as carried at the 2016 National Delegate Conference.

Worcestershire 11
Coventry and St Cross Hospitals 12
Coventry City 12

Composite B

PENSIONS AND CLIMATE CHANGE

(Motions 22 and 23, Amendments 22.1, 22.2, 22.3, 23.1, 23.2)

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

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

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

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

Conference notes:

- 1) The Paris 2015 Agreement, committing our governments to keep the global temperature increase to under 2 degrees and aim for 1.5 degrees. Carbon budgets produced by the Intergovernmental Panel on Climate Change, United Nations and the International Energy Agency show that preventing two degrees of warming relies on not burning 60-80% of all proven fossil fuels;
- 2) Pension funds have a legal duty to treat members "fairly as between them". That means taking seriously the longer-term interests of younger members who may well be affected more by the climate transition;
- 3) UNISON is the largest staff union in the UK gas industry and the work of the UNISON energy service group executive in investigating hydrogen with carbon capture storage (CCS) as an alternative to gas in the UK's supply and distribution pipe network to UK households.
- 4) The importance of a just transition for workers in the fossil fuel-related sectors such as offshore oil, power generation and the automobile industry, so that they can benefit from a transition to decent and unionised jobs in the low carbon economy;

- 5) Fiduciary duty is defined by the Law Commission as 'ensuring that pensions can be paid, ensuring that this is undertaken at the best possible value'.

Conference agrees to:

- a) Campaign for divestment from fossil fuel extraction for all pension funds where we have members and we can argue it is in the fiduciary interests of scheme members ensuring that there is no short term economic damage to each pension fund and that an economic strategy for re-investment of the disinvested assets is identified to ensure no long term damage to each fund and the ability to pay pensions.
- b) Seek alliances amongst other trade unions who share our objective and work co-operatively with them to achieve divestment;
- c) Engage with UNISON members with an aim of improving their knowledge base around climate threats created by fossil fuel extraction;
- d) Produce literature on fossil fuel divestment that will enable branches to engage with the employers where they are members of a LGPF;
- e) Call upon our local LGPS to invest safely for pension holders' wellbeing, by divesting fossil fuels over five years and reinvesting into the just transition, giving due regard to fiduciary duty and if necessary call for the fund administrators to consult members of each pension fund;
- f) Seek divestment of LGPS from fossil fuels over five years giving due regard to fiduciary duty;

Scotland 22
National Executive Council 22.1
National Executive Council 22.2
Hastings and Eastbourne Healthcare 22.3
Norfolk County 23
National Executive Council 23.1
National Executive Council 23.2

Composite C

HEALTH AND SOCIAL CARE INTEGRATION

(Motions 28 and 29, Amendments 28.1, 28.2, 28.3, 28.4, 28.5)

Conference notes that across the UK there are a number of current initiatives seeking to bring about the integration or transformation of health and care services. The Welsh Government continues to recognise this agenda as being of national strategic importance.

These include, but are not limited to, the Five Year Forward View and Sustainability and Transformation Plans (STPs) in England, the ten year vision for health and social care based on the Bengoa report in Northern Ireland, and further moves towards more integrated health and social care in Scotland and Wales.

Conference remains deeply concerned that, as a direct result of the actions of the UK Conservative government, these plans are taking place at a time of prolonged austerity, with the NHS experiencing its poorest settlement for a generation and social care continuing to be run into the ground by years of chronic under-funding.

Conference condemns the government's 2016 Autumn Statement that failed to provide any extra money for health and care services, with the subsequent local government financial settlement failing miserably to provide anything like the levels of funding that social care needs. Integration will not solve the funding crisis.

Conference notes that there are many challenges emanating from plans to transform or integrate services, including issues for staff in integrated workplaces, cuts to patient services, the threat of privatisation and the increasing use of shared services.

Conference notes that UNISON has always been open to discussing new ways of working and to consider change if this is demonstrably in the interests of patients. However, where change is just a smokescreen for cuts, privatisation or attacks on our members, UNISON must continue to respond decisively to defend services and jobs.

Conference asserts that the most effective and enduring innovations in our health and care services have come when workers and trade unions are properly involved and engaged, as well as the public. Conference therefore expresses its anger that too often this has not been the case, with the secrecy and lack of transparency around the development of STPs in England being a particularly worrying recent example.

Conference reaffirms its support for the principle of integration as a means of improving the seamless delivery of care to patients and service users, but with a number of important caveats around the need for integration not to be used as a cover for cuts, the need for full patient and staff engagement, and the need for integration not to be used to level down pay and conditions.

Conference continues to have many concerns about the current funding environment in which these initiatives are taking place and notes that inadequate funding may result in integration and transformation agendas leading to local controversies about

where the deepest cuts should take place – potentially pitting community against community.

Conference asserts that integration should never be seen as a way of delivering care on the cheap. After all, there is no evidence to back up claims that integration saves money; on the contrary, in the short term at least there should be an expectation that integrating services actually costs money, as additional funding may be required for double running costs and retraining or redeploying health and care staff. In fact, additional capital funding is often required in order to ensure current premises and physical services are fit for purpose – the Welsh Government allocated an additional £40m capital funding specifically targeted at the development of integrated health and social care.

Conference further recognises that the current largely privatised model of social care has undermined care standards for those reliant on it as well as undermining pay and conditions for the sector's workforce.

Conference notes that there are often wider issues in integrated workplaces about merging two often quite different working cultures, and these challenges should not be underestimated.

Similarly, Conference has real concerns about the potential for integration, if handled poorly, to lead to two-tier workplaces and for equality issues to be insufficiently considered. Occupational therapists employed by Swansea Council recently received pay awards running into thousands of pounds in recognition they were being significantly underpaid in comparison to NHS peers, but this was only secured after a significant UNISON campaign work.

Conference agrees to affiliate to 'Health Campaigns Together' which organised the massive demo in defence of the NHS on 4 March 2017 and calls on the National Executive Council to initiate national action to protect the Health Service.

Conference believes that the huge size of the national demonstration in defence of the NHS in March this year that was mostly built by local campaigns and the number of local demonstrations around the country shows the potential for a serious fight to defend the NHS. We believe that the unions should be doing more to build that fight.

Conference therefore calls upon the National Executive Council to:

- 1) Campaign to highlight the government's underfunding of the NHS and social care, and the impact on vulnerable service users and the predominantly low-paid female workforce;
- 2) Condemn in the strongest possible terms any attempts to use integration or transformation as a smokescreen for cuts, privatisation or attacks on staff;
- 3) Continue to support integration initiatives where these can be demonstrated to be in the interests of patients, service users and staff;
- 4) Condemn any attempts to use integration as a cover for cuts or as a means of levelling down pay and conditions;

- 5) Use every means at the union's disposal including the 172,000 retired members of UNISON to challenge damaging job reduction plans – whether in the media, in councils, in Parliament, through protests, demonstrations and finally industrial action where there is a confirmed trade dispute;
- 6) Highlight in campaigning materials the abject failure of the privatised model of social care, and to popularise the case for the universal provision of social care on the basis of need, not profit, by a democratically accountable public sector;
- 7) Ensure that cross service group work takes place between health and local government branches to ensure a joined-up UNISON response where necessary;
- 8) Spread best practice from across the UK, both in terms of approaches to integration and tactics for challenging damaging plans;
- 9) Demand that patients, service users, the public and the workforce are properly involved from the start in the development and implementation of plans;
- 10) As appropriate, work with other trade unions, patient groups and campaigning organisations to build alliances;
- 11) Continue to produce guidance and provide campaigning support where branches are fighting damaging changes;
- 12) Oppose local service reductions or closures, and consistently highlight the root cause in the underfunding of services by the UK government;
- 13) Use the avenues available at combined authority level in England to promote greater investment and better employment standards in social care and health services;
- 14) Ask the TUC to call national demonstration in defence of the NHS.

National Executive Council 28

Sefton 28.1

Camden 28.2

London Fire and Emergency Planning Authority; Tower Hamlets 28.3

Hackney 28.4

National Retired Members' Committee 28.5

Cymru/Wales 29

Composite D

AUTOMATION

(Motions 51 and 52, Amendments 51.1, 52.2)

Conference notes that automation and digitisation of jobs is changing the nature, quality, and distribution of employment, not just within sectors such as manufacturing and distribution, but in the sphere of public services too.

Conference also notes that a number of recent studies predict that between 25% and 40% of current UK jobs could be lost to automation and digitisation; and that a specific study by the Reform think-tank predicts that 250,000 job losses will come from public service employers in the sectors that UNISON represents.

In October 2016 Deloitte published their annual 'State of the State' report. It received widespread media coverage due to the sensational headline of up to 861,000 public sector job losses (16% of the overall workforce) due to automation by 2030.

The findings are based on; three separate categories of jobs, the predicted job growth and the probability of a role being automated. It is predicted the loss of jobs will reduce the public sector wage bill by £17 billion approaching 2030.

Whilst it is anticipated there are less jobs within the public sector which can be automated this will have a significant impact on redundancies and tax receipts, especially when the wider impact of automation on the UK workforce is considered.

The Governor of the Bank of England, Mark Carney, predicts 15 million jobs (40% of the UK workforce) could be automated in a generation.

In addition, Conference notes that even jobs in public services that are not lost due to automation and digitisation could be changed and restructured due to the implementation of new technologies.

Conference believes that the use of new technologies could be a positive development used to enhance and enable the creation of higher skilled, better paid jobs and improve the lives and work of UNISON members.

However, this can only be the case if the technology is developed and implemented taking into account the interests and needs of workers. There are significant risks and problems associated with how automation is managed and the implications this will have for UK society.

Recent examples, such as the 'staff tracking' technology introduced into Amazon warehouses and work practices in the so-called gig economy, have shown that there is strong potential for new technologies to impact negatively on workers if controlled and implemented in the interests and needs of employers only. Whilst these negative impacts have emerged in the manufacturing and distribution sectors, the potential for these to cross over to organisations providing public services is great.

Conference resolves to:

- 1) Call on UNISON's National Executive Council to set up a national working group or commission to investigate and analyse both the potential positive and negative impacts of new technologies, automation and digitisation on UNISON members and public services in general. This working group or commission will consider the impact of public service job losses due to automation and digitisation, transitions to new technologies, to include an analysis of the current social security systems, potential alternatives and potential responses;
- 2) Develop strategies from the findings which will inform and shape the debate and use of automation in workplaces going forward.
- 3) Ask the National Executive Council to continue to examine the organising challenges posed by platform companies such as Uber, which are already being copied in the field of social care, and their use of bogus self employment and reliance on gig employment. And to prioritise this important work as part of its overall review of automation and digitalisation so that the union's organising strategy meets the new challenges ahead;
- 4) Provide resources and training to enable branches to assess their members' risk and vulnerability to negative impacts of automation, and to assess the effect on staffing levels and terms and conditions.

South West 51
National Executive Council 51.1
Police Staff Scotland 52
National Executive Council 52.1

Composite E

TURKEY

(Motions 64 and 65, Amendments 65.1, 65.2)

Conference is concerned at the rapid deterioration of democracy, human rights and the rule of law in Turkey, including the attacks on the Kurdish community, particularly since the failed coup attempt on 15 July 2016. Conference condemns the attempted coup but notes that the Turkish government has used this as an excuse to restrict freedom of speech, association, democratic and human rights.

At least 100,000 public sector employees have been dismissed or suspended arbitrarily, in most cases without evidence of wrong doing. Workers who have been sacked are banned from future employment in the public sector. An estimated 15,000 members of public sector trade union centre KESK unions have been left without jobs, particularly in education and health. Many media outlets critical of the government have been closed down and journalists arrested and jailed.

The denial of workers' rights did not start with the coup. For many years trade unionists have been subjected to repressive laws, a flawed legal system, police brutality and a continued erosion of their rights. May Day celebrations have been banned and security forces have brutally crushed trade union protests, arresting trade union leaders, commonly under anti-terror laws or for insulting the president. The ITUC gives Turkey a rating of 5, i.e. no guarantee of rights, in its annual global rights index, placing it amongst the worst countries to be a trade unionist in the world.

Trade unionists in the south east of Turkey have come under particular attack, particularly following the elections in June 2015 and the end of peace negotiations with Kurdistan Workers Party (PKK) leader Abdullah Ocalan in July 2015. Thousands of Kurdish teachers have been arbitrarily dismissed for alleged links with the PKK, trade union offices have been raided and activists have been arrested for conducting legitimate trade union business. Increased repression against Kurdish activists and communities, curfews and the mass deployment of security forces has led to the jailing of many activists and the death of hundreds of civilians, restricted freedom of movement and prevented residents from leaving their homes to access medical services, food and water.

Conference welcomes the growing support for solidarity with the Kurdish people and for steps to be taken to restart a peace process. We note the setting up of the trade union initiated "Freedom for Ocalan" Campaign and call on the National Executive Council to meet with the campaign.

The government have removed the immunity of Members of Parliament and charged MPs from the Peace and Democracy Party (HDP) with terrorist offences, jailing a number of them including the co-leaders Demirtas and Yuksekdag. Several elected mayors have been detained, removed from office and replaced with state appointed officials.

Conference notes that Turkey is currently hosting three million refugees and asylum seekers, most of whom are escaping the atrocities in Syria. This has placed an

immense strain on public services and the government has failed to provide adequate protection and support to refugees and asylum seekers in poverty, facing exploitation and closed down NGOs including charities supporting refugees, abused women and children.

The European Union (EU) has prevented refugees and asylum seekers entering its territory through deals with countries on its borders, erecting fences and denying its responsibility to millions of vulnerable people fleeing conflict, violence and persecution.

Conference believes that UK government has failed to respond to the erosion of democracy and human rights in Turkey, instead prioritising future trade deals, the sale of arms and preventing refugees entering Europe.

Conference denounces Foreign Secretary Boris Johnson's call on the EU to stop pushing Turkey "into a corner" over the death penalty. EU human rights laws must be fully implemented by Turkey ahead of any accession process.

Conference calls on the National Executive Council to:

- 1) Support workers' rights in Turkey through EPSU and PSI solidarity initiatives with affiliate unions, strengthen links with progressive trade unions and arrange reciprocal exchanges to build solidarity actions;
- 2) Urge the UK government to prioritise human rights and democracy in its negotiations with Turkey, including calling on the authorities to:
 - a) Uphold workers' rights, end the arbitrary dismissal of public sector workers and ensure those who have been suspended or dismissed are given the right to a fair hearing;
 - b) Lift the closure of media outlets and release all journalists detained for exercising their right to freedom of expression;
 - c) Release all political prisoners including trade unionists, academics, journalists, the co-leaders of the HDP and the Kurdish women's movement, call for the release of Abdullah Ocalan as part of a negotiated peace process with the PKK, and resume the peace process, in which trade unions and civil society can fully participate;
- 3) Urge the UK government along with other EU member states to support the resettlement of refugees from Turkey and end the return of refugees and asylum seekers to Turkey on the flawed basis it is a safe third country;
- 4) Support calls for the suspension of arms sales to Turkey until full democratic rights are restored and a peace process is underway.

National Executive Council 64
South Lanarkshire 65
National Executive Council 65.1
National Executive Council 65.2

Composite F

EU EXIT AND WORKERS' RIGHTS

(Motions 79 and 80)

Conference notes the Conservative Government's plans for Brexit which represent a significant risk for working people in the UK. The EU has played a key role in protecting workers from exploitation, inequality, hazards and discrimination, and in promoting good employment practices. The referendum result does make Brexit a reality and that democratic decision must be respected, however the trade union movement must now ensure that the Government does not use leaving Europe as an opportunity for deliver a bonfire of those established employment and equality rights.

Conference notes that when the UK leaves the European Union (EU) and re-negotiates a new EU relationship there is a real danger that workers' rights, including, but not limited to health and safety, anti-discrimination and agency worker rights derived from EU law could be lost or watered down through the Great Repeal Bill process and the negotiation of new trade deals.

Conference further notes many current employment rights result from case law emanating from the European Court of Justice. It is vital that post-EU exit these rights are preserved, and if possible, enhanced.

Conference believes that employment rights must be protected in full and that any plan for Brexit must include a provision for investment in quality jobs and the protection of living standards. Furthermore, any trade deal with the EU and other major economies must include a fair deal for public services, rather than the threat of further privatisation represented in the now stalled Transatlantic Trade and Investment Partnership (TTIP) negotiations.

It has become clear the Tories' vision for Brexit is of the UK acting as a low-tax, low-regulation haven for unscrupulous businesses. With no concrete plan for creating a stable economy - or how our public services will be properly funded - the need for stability and reassurance for working people has never been greater. Hard-working public sector workers from Europe who came to the UK to work for our NHS, schools and social care, must also be reassured they are welcome and can remain.

The North East is set to lose the most in terms of funding as a result of Brexit, having received £195.4 million in European Social Fund grants and £296.0 million in European Regional Development Fund grants. The combined total of these two figures is the equivalent of £189 per head over a seven-year period - the most money received by any region in the UK. Given the North East has already been on the receiving end of some of the deepest public sector cuts in the country (without the benefit of so-called sweetheart deals enjoyed by some parts of the country) the stakes could not be higher.

Conference therefore calls on the National Executive Council to:

- 1) Ensure that UNISON plays a key stakeholder role in Brexit negotiations;

- 2) Campaign to ensure that the UK Government does not repeal any current rights guaranteed by the EU, or water down or dismantle trade union and worker rights;
- 3) Campaign to ensure the rights of existing EU workers to remain in the UK are protected, whilst ensuring movement of workers in the EU as a key reciprocal right in any agreement that allows UK access to the single market;
- 4) Work with regions to ensure engagement with MPs, MEPs, Councillors, citizens, employees, trade unions, employers and community organisations on alternative economic strategies that benefit working people in the region within the context of Brexit.
- 5) Work with the ETUC, TUC, STUC, WTUC and ICTU to review employment legislation that may be at risk;
- 6) Work with Labour Link to make sure the Labour Party fully understand the arguments around protecting and improving current employment rights;
- 7) Ensure political lobbying of MPs includes MPs and Lords of all parties, including the Conservative Party;
- 8) Work with MEPs and devolved parliamentary and assembly members to ensure that devolution issues are properly considered and full protections offered to devolved nations;
- 9) Work with our self organised groups so that equalities are at the heart of our response to post-EU exit issues around employment rights and health and safety;
- 10) Develop resources for branches to support them in their campaigning with our members and the wider public on why it is important to protect workers' rights.

Northern 79
Coventry and St Cross Hospitals 80
West Midlands 80

Composite G

STAND UP TO RACISM

(Motions 88 and 91, Amendments 88.1, 91.1)

Conference notes:

- 1) The attempts by some politicians and the right-wing media to stoke division through the scapegoating of migrants, refugees and Muslims;
- 2) The election of Donald Trump as US president on a platform that including vicious racism towards Mexicans, Muslims and Black people – this will give further encouragement to racists here too;
- 3) That anti-migrant rhetoric has led to violence and opens the door to the growth of racism, Islamophobia and anti-Semitism;
- 4) That since the referendum there has been a rise in ‘hate crime’ principally directed at migrant workers. Whichever way trade unionists voted in the EU referendum, it is vital that we stand in solidarity with migrants and refugees;
- 5) That Muslims are being targeted by the government as an enemy within through the Prevent agenda
- 6) The emergence of the Black Lives Matter movement reminds us that institutional racism is still prevalent.

Conference believes:

- a) That we must combat attempts to divide ordinary people and defend the positive role migrant workers play in the UK;
- b) It is not migrants and refugees that undermine wages and public services, it is cuts and austerity. We are committed to challenging racism in the workplace and beyond and welcome and support affiliation to Stand up To Racism, a decision taken by the National Executive Council in January 2017.

UNISON therefore resolves to continue to fight the increase in racial hatred since the EU referendum vote in 2016 and challenge all forms of discrimination as core aspects of UNISON’s work for 2017 and beyond and publicise these initiatives to members, and those of our affiliated partners, and work with SUTR Scotland.

***Birmingham 88
National Executive Council 88.1
City of Glasgow 91
National Executive Council 91.1***