

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 13 September 2017.

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 28 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 13 September 2017 Deadline for questions to be submitted through the Online Conference System (OCS).

Wednesday 20 September 2017 Deadline for responses to be submitted onto the Online Conference System (OCS).

Wednesday 4 October 2017 Preferred date for supplementary questions to be submitted through the Online Conference System (OCS).

Wednesday 11 October 2017 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 2016 RETIRED MEMBERS' CONFERENCE

MESSAGE FROM ROSIE MACGREGOR - CHAIRPERSON, UNISON NATIONAL RETIRED MEMBERS' COMMITTEE

Introduction

I was elected for a second term as Chairperson of UNISON's National Retired Members' Committee in January. I felt daunted by the task ahead when I was first elected last year but feel that I am now beginning to settle into it. I am immensely proud to be representing more than 162,000 retired members of UNISON, more retired members than the total membership of many smaller unions. I am equally proud of the strong traditions of democracy and debate within our union which promote equality and freedom of speech. We may not always agree but we can respect each other's opinions.

I've enjoyed visiting a number of branches during the year and talking to retired members. We share many of the same problems including poor pensions, the crisis in care, an underfunded NHS, closure of libraries and other community services, lack of accessible transport and insufficient specialist housing.

Policy Priorities

This has been a year of greater turmoil than any of us could have imagined.

Few at the start could have predicted the outcome of the General Election in June. I have to admit that although I respected Jeremy Corbyn's views, his honesty and integrity, I didn't think he would gather sufficient support but I rapidly changed my mind during the election campaign. He did consolidate the vote in most, but not all areas, and there remains more to be done. I'm proud that one of his previous jobs as trade union organiser was with our union. I'm also delighted as a member of Chippenham Constituency Labour Party that Jeremy was born in our constituency. Given that he was born in 1947 he could be a pensioner too! Teresa May's campaign, despite her much repeated slogan, was anything but strong and stable. Her response to the recent tragedies has shown her to be cold, lacking in empathy and failing to understand the enormity of the situation.

The devastating fire at Grenfell Tower left us reeling and it has identified major problems in high rise buildings throughout the country. There is now a lack of confidence in a system that failed to protect those living in social housing tower blocks, many of whom are older and disabled and are now frightened to remain in their homes. Though the response from the elected members of Kensington and Chelsea Borough Council was poor, we must not forget that our colleagues at that council worked hard and received little thanks and more often abuse from the public they were trying to assist. It is public servants – local authority workers, fire fighters, police, ambulance and hospital workers, emergency call centre staff and others that have gone beyond the call of duty in providing help. The same workers who have

suffered some of the worst impacts of austerity, privatisation, underfunding, cuts to services and the 1% pay freeze.

These same workers also provided essential support in the aftermath of the terrorist attacks, many by responding even when they were off-duty.

The impact of the Grenfell Tower fire has helped pinpoint the housing crisis and the failure to invest in decent homes for all. Cost cutting has resulted in downgrading of construction materials at the expense of safety measures. Massive redundancies in essential services across the country have led to failures to properly monitor and carry out necessary checks through lack of staffing resources and a politically motivated disregard for health and safety. Hardly surprising that so many of those staff who remain in public service are over worked and stressed out. Urgent action is required to end austerity and to invest in a programme of building social housing.

The decision to leave the European Union in June 2016 still leaves the country divided and many of us feel vulnerable. It is unlikely that the government will steer us through Brexit without serious difficulties. European workers' ability to remain with their rights protected is essential to ensure acceptable staffing in the NHS and Social Care on which we rely as pensioners especially now that we have an ageing population. Yet we know that there has been a massive fall in recruitment, especially of nurses from the EU, made worse by recruitment in the UK falling as a result of the removal of student nurses bursaries and their replacement with loans.

Our priorities as ever are to campaign for the things that are vital to us as pensioners, not just for ourselves but for future pensioners.

This is why it is so important during our annual Retired Members Conference that we reconsider our policy priorities for next year. Furthermore, we have the opportunity as our conference ends to take forward two motions to National Delegate Conference that we consider most important to us as retired members. Last year we selected Media Portrayal of Older People and A Living Pension.

Pensions

Our conference last year supported a Living Pension which, much like a Living Wage, would be a pension that would be adequate to meet the cost of living and maintain the necessities of life, enough for basic needs including warmth, food and clothing.

We know that many poorer pensioners, often women and those who were low paid, rely on the state pension for all their needs. Poverty is offensive and the poverty level is set at £182 yet the maximum state pension is only £159.55 for those able to claim the new state pension and £122.30 for the majority of us who retired prior to 6 April 2016. The Organisation for Economic Cooperation and Development (OECD) produced a list of countries with the most pensioner poverty and the UK came 7th out of 34 countries which is a disgrace in one of the wealthiest countries in the world. All this when current pensioners, the so called baby boom generation, are stereotyped in the media as having large pensions and gained great wealth as a result of the huge rise in house prices. Nothing could be further from the truth for most of our members.

UNISON supports Women Against State Pension Inequality (WASPI) to highlight the unfairness that the government increased the state pension age for all women born after 6 April 1951 but failed to properly inform the women affected by the proposals of the timetable for implementation. This has resulted in an estimated 2.5 million women suffering financial loss and hardship.

The increase in state pension age is also a matter for concern. Anyone born after 1959 will not receive their pension until age 67. A recent government review of the State Pension Age suggests an acceleration to age 68 from 2037 and suggestions that 69 – 70 may be a future requirement. It is likely that many older people will not be able to stay in work due to their health, particularly in jobs requiring heavy physical work or mental agility. More than half a million people within 5 years of the current retirement age are too ill to work and only 30% of people in UK are still working past 60.

Suggestions as part of the Conservative Party Manifesto that the Triple Lock should end and that other benefits should be means tested have been put on hold since the Queen's Speech but there is no guarantee that these matters will not be raised in the future.

Housing

The lack of affordable housing is a scandal. We are currently in the midst of a housing crisis with fewer affordable homes and many pensioners facing insecurity and uncertain futures in sub-standard rented accommodation. Those needing care are faced with inadequate provision and loss of privacy and dignity as local authority budgets are cut. Those who can afford to pay are often faced with massive bills as well as poor delivery.

UNISON is calling for the government to take urgent action to address the housing crisis by investing in the supply of all types of housing, particularly social and affordable housing provided by councils and housing associations. This includes adequate provision of housing for older people.

Local Housing Allowance

The poorest will be hardest hit when the Bedroom Tax or Local Housing Allowance is extended to pensioners. This tax is being introduced by stealth as a result of changes to Housing Benefit that will be introduced in 2019 and many are unaware of the implications. It will only affect new tenancies from 2016 and will only affect those whose rent is higher than the rate of the Local Housing Allowance. The absurd thing is that although the government suggests that this tax will encourage pensioners to move into smaller accommodation, thereby freeing up family homes, there simply isn't sufficient one-bedroom accommodation available.

Care of Older People

Last year at our conference we received a presentation on UNISON's Save Care Now Campaign. UNISON continues to campaign for more funding and better quality homecare services. We need a system that treats both home care workers and users with dignity. Yet the inadequate 15-minute homecare visits continue and

contribute to loneliness, loss of dignity and health problems. We carry on persuading all councils to sign up to our Ethical Care Charter.

If you are able, and haven't seen it already, visit UNISON's website and view the short video clip of Claire Sweeney in an exploitative makeover show where a care worker has to get a vulnerable person ready for the day in just 15 minutes! It will make you laugh but the tears will be of anger.

The integration of health and social care is also a priority for UNISON. The NHS has been undermined by years of underfunding and cynical government policies that have resulted in privatisation by stealth.

Communications

The National Committee has been working to improve communications with retired members but it has not been easy and is complicated by the fact that we do not have e-mail addresses for the majority of retired members. However, we now have email addresses for branch retired member contacts.

We are still investigating methods of improving communications especially to those who have no access to computers. We are also attempting to persuade those that produce our in-house publications that they should include information about and for retired members.

I am saddened that many retired members feel marginalised and forgotten. I am frustrated that communications through UNISON's In focus and U Magazine fail to report our achievements.

We know we still have much to offer our union by assisting in branch campaigns and we must be given a voice.

Pensioners' Organisations

The National Committee continues to work with the National Pensioners Convention (NPC), Scottish Pensioners Forum and Age UK in campaigning on behalf of older people. I continue to represent UNISON on a number of NPC committees including its Executive Council, Executive Committee, Trade Union Working Party and am Chair of its Women's Working Party.

Three members of the National Retired Members, myself, Sheila Crosby and Maureen Vass together with our National Officer attended the Pensioners' Parliament in Blackpool in June on behalf of UNISON.

Sheila, Rose Jackson, myself and our National Officer attended the NPC Biennial Delegate Conference in earlier this year.

UNISON's Motion to this conference on Housing Issues – A new bedroom tax - was not reached during the debate and as such was remitted to the NPC Executive Committee for consideration. NPC is already acting on this and has sent out a briefing and submitted a paper to the Government's Communities and Local Government Committee's Inquiry into Housing for Older People.

TUC Pensioners Committee

This Committee only meets twice a year at Congress House and I was disappointed when I attended my first meeting just over a year ago. However, since then have been impressed by the information provided by TUC and the work it has been doing in support of pensioners, and producing publications such as 'Young Against Old – What's really causing wealth inequality'.

The overall objective of the TUC is to raise the quality of working life and promote equality for all. It is essential that we continue to make our voice heard and I have continued to raise the issues that matter to us. Young members are the future of the union but we need to persuade people that the rights of pensioners are as important than those of workers. Not only that we matter but we have the skills and experience that can be used to help support those who continue to work.

Thanks

I would like to record my thanks to members of the National Committee for their support and their contributions during the last year.

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

REPORT OF NATIONAL RETIRED MEMBERS' COMMITTEE

During the last year representation on the National Retired Members' Committee (NRMC) has been as follows: Rosie Macgregor (South Western, Chairperson), Ettie Amos (Northern), Steve Beardsmore (West Midlands), Angela Boorman (Northern Ireland), Shelia Crosby (Yorkshire & Humberside), Bob Dutton (Cymru/Wales), Rosemary Jackson (Scotland), Richard Mann (Greater London), Linda Richards (South Eastern), Sue Salzedo (East Midlands), Maureen Vass (North West), and John Walker (Eastern). The NEC were represented by Irene Stacey (Deputy Chairperson), and Linda Crowther. Following the NEC elections in June, the NEC representatives on the NRMC are Jenny Forbes, Edwin Jeffries and Polly Smith.

In addition to the two NRMC delegates (Rosie MacGregor and Rosemary Jackson), all 12 regions were represented at National Delegate Conference held this year in Brighton as follows: Sheila Morley (Eastern), John Dick (East Midlands), Ann Jefferson (Greater London), Eileen Thompson (Northern), Ann Kelly (Northern Ireland), Valerie Lovell (North West), Marie Macrae (Scotland), Janet Cullup (South Eastern), Elizabeth Payne-Ahmadi (South West), Thomas Beedle (Wales), Judith Longbottom (West Midlands) and Terence Pratt (Yorkshire & Humberside). It was a significant fact that 11 of the 14 strong delegation were women.

The involvement of our delegation 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.

During the past year the Retired Members' Organisation continued to work successfully with the NPC who have proved to be effective campaigning partners.

As in previous years, many UNISON retired members attended the NPC Pensioners' Parliament.

The following report on the restructuring of union National Retired Members' Conference was sent to regional committees, all delegates who attended last year's conference and placed on the UNISON website. Members were asked to select one of the 4 options contained in paragraphs 6 to 9 of the report and reply before 22 September 2017. The NRMC will consider the results at its meeting held immediately after this conference.

REPORT ON RESTRUCTURING ANNUAL RETIRED MEMBERS' CONFERENCE (UPDATED FOLLOWING INITIAL RESPONSES)

1. INTRODUCTION

- 1.1 The report arises from motion 19 carried at the 2014 UNISON retired members' conference and motion 20 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 AND LGBT CAUCUS

- 3.1 Regions were asked to indicate which of the options contained in paragraphs 6 to 9 of this report they preferred.
- 3.2 Eastern region stated that the status quo should be maintained.
- 3.3 Yorkshire & Humberside region stated that it preferred option 1 but made the point that workshops/discussion groups should be maintained and have preference. But this is contrary to the information in paragraph 6.3.3 which explains "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."

The region also made a further number of proposals but they exceeded the parameters of this report as established by motions 19 and 20:

- 3.3.1 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.

- 3.3.2 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.
 - 3.3.3 Reduce speaking times from the start of conference. This is provided for by the arrangements outlined in paragraph 1.2.
 - 3.3.4 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.
- 3.4 Scotland region supported option 1 but proposed a number of further amendments to the timetable in paragraph 3.4.1.

3.4.1 Monday

2.30pm – 4.00pm National Retired Members’ Committee

4.00pm - 6.00pm Standing Orders Committee

Tuesday

10.00am – 10.30am Black Members’ Caucus

10.30am – 11.00am Women’s Caucus

11.00am – 11.30am Disabled Members’ Caucus

11.30am – 12 noon Lesbian, Gay, Bisexual and Transgender Caucus

12 noon – 1.00pm Regional Meetings (6 regions)

1.00pm – 2.00pm Regional Meetings (6 regions)

2.30pm – 4.30pm First Conference Session

(4.45pm - 6.00pm Fringe Meetings)

Wednesday

9.30am – 12.30pm Second Conference Session

12.30pm – 2.00pm Lunch/Fringe Meetings

2.00pm – 4.00pm Third Conference Session

4.30pm Ballot closes

3.4.2 Scotland region explained their amendments as follows:

“The SOC meeting on Monday would not incur extra costs. As with the NRMCM a hotel room could be booked to accommodate the Monday late afternoon meeting and most Members will travel to the Conference location on the Monday whether the meeting is on Monday late afternoon or Tuesday morning.

We consider Fringe Meetings could take the place of the workshops and panel debate and could cover a wider range of topics than is currently available.

We agree debating time should be increased but should not then be eroded by hearing a keynote speaker who may or may not stick to time or be of interest to all Delegates. This could easily be covered in a fringe meeting.

We consider the General Secretary should be invited to address Delegates but not his/her substitutes.

3.5 A number of references relating to the options were received from the West Midlands region and answered by the National Retired Members' Committee as follows:

3.5.1 **Financial Considerations**

These should not be considered as they formed no part of the motions that requested the restructuring and are the responsibility of the NEC.

Any proposals that have financial consequences have to be highlighted.

3.5.2 **Tuesday morning meeting of the NRMCM**

Can this start earlier say at 9.30?

The meeting could start earlier but this would not provide additional time for other meetings due to the need to set up rooms which are only available from mid day.

3.5.3 **More efficient timings on Tuesday**

Why is 2.00 to 2.15 and 3.45 to 4.00 left blank?

Within the current timetable this provides time for comfort breaks and moving between meetings.

3.5.4 **Regional Meetings**

Do these need one hour?

Only opportunity for regional delegates to come together to discuss the agenda prior to conference. There may be opposition to shortening the duration of these meetings whilst proposing the lengthening of other meetings.

3.5.5 Plenary Sessions

Could these be split between Tuesday and Wednesday?

Yes – subject to there being sufficient time to produce a standing orders report for the Tuesday plenary session.

3.5.6 Standing Orders Committee

Could Standing Orders meet on Tuesday morning or during the time allocated to caucus meetings? Could individual members of the SOC be asked for their view on this? Also a fairly short SOC meeting at lunchtime on Tuesday could enable a plenary session to be held later that afternoon. The agenda would have to be flexible to allow for non-discussion on any item that SOC had not considered. SOC could then meet during a plenary session to agree a second report for Wednesday morning.

One option suggested in the report is that SOC meet on Tuesday morning. Tuesday lunchtime would not be viable due to the need to print a SOC report for the afternoon plenary session.

3.5.6 Length of Conference

To enable full and proper consideration of motions the amount of plenary time needs to be increased by at least one hour. This could be achieved by an earlier start, shorter lunch break or slightly later finish, say 4.15 if there is not to be a plenary session on Tuesday afternoon.

Report contains proposals to increase the amount of plenary time.

3.5.7 Inclusiveness

What measures could be taken to promote more inclusiveness?

Previously there have been workshops for new delegates to explain how conference works and to encourage their involvement.

3.5.8 Fairness of Speaker's time

It is not fair that afternoon speakers are given less time than morning speakers. If there is to be a reduction in speaker's time it should apply to the whole of the Conference.

Speaking times is the responsibility of the Standing Orders' Committee with the approval of delegates. There is nothing to prevent the SOC proposing a reduction in all speaking times from the start of conference and delegates voting on it.

3.5.9 Possible revised timetable

Tuesday

9.15 – 10.45 National Retired Members' Committee

10.50 – 1.45 Caucus meetings

11.00 – 1.00 Meet and Greet/SOC/Meeting with President

1.50 – 2.20 Regional meetings

2.45 – 3.35 Regional meetings

3.45 – 6.00 Plenary Session/SOC

Wednesday

9.15 – 10.30 Panel debate and Workshops

10.45 – 12.45 Plenary Session

12.45 – 2.00 Lunch

2.00 – 4.00 Plenary Session

A number of options for timetables are included in the report. There would be a lack of time to prepare and print a written SOC report for the Tuesday plenary session. An earlier start for Panel debate/workshops could make it more difficult to secure speakers and may involve additional expense with regard to overnight accommodation.

- 3.6 The Derby City branch retired members' section supported option 1.
- 3.7 The South East region supported option 1.
- 3.8 The East Midlands region did not indicate support for any specific option but proposed an alternative timetable as contained in paragraph 3.8.1. The National Retired Members' Committee's response to this is contained in paragraph 3.8.2.

3.8.1 Tuesday

11.00am Conference desk opens

11.30 onwards Meet and greet table opens

12.00-12.40 Black members' caucus

12.45-1.25 Women members' caucus

1.30-2.10 Disabled members' caucus

2.15-2.55 LGBT members' caucus

3.00-3.55 1st Conference session

4.00-4.55 Regional meetings

5.00-6.00 Regional meetings

Wednesday

8.30am Conference desk opens

9.15-12.45 2nd Conference session

1.45-4.00 3rd Conference session

This suggested timetable would allow an extra 1 hour and 25 minutes for debate of motions, keynote speakers etc. It increases the time of the caucuses from 30-40 minutes and allows a 5 minute break in between, and with the 1st Conference session on Tuesday afternoon would effectively dispense with workshops. With half a day less than the 4 SOG and Young Members' Conferences we need to maximise the time available and try to ensure that all motions are debated and that the need to reduce speaking time is avoided.

In regard to speaking time and its reduction, which usually occurs for the afternoon session, consideration should be given to either (i) a prioritisation of motions, as happens at NDC and LGBT Conferences or (ii) a change each year in the order of business to ensure that all topics get the same opportunity for debate in a 4 year rotation.

The meetings of the NRMCC, usually Tuesday morning, and the SOC, also Tuesday morning, would have to be fitted into this revised timetable, but since the members usually arrive on Monday, it would be feasible to hold the former on Monday afternoon if needed.

- 3.8.2 It should be pointed out that this is very similar to option 2 contained in the report as it provides for longer caucus meetings - 40 minutes in East Midlands' proposal and 45 minutes in option 1. However holding regional meetings after the first plenary session would mean that regions could not discuss the agenda and the earlier timing of the plenary session would limit the time available to produce and print the standing orders report.

3.9 The LGBT caucus stated that they were in favour of option 2 as follows:

We prefer option 2 to option 1 since it provides for caucuses to continue to be held near the beginning of conference and to extend them to 45 minutes. In practice, we would prefer 40 minutes with a 5 minute gap between because then we know we can start on time without excluding anybody and continue to end of our allocated time without fearing we encroach upon somebody else's meeting.

The LGBT caucus also submitted a number of points as follows:

- 3.9.1 We endorse your point at 3.2.1 that caucuses must be held sequentially not all at once.
- 3.9.2 We wish to add that members wishing to attend two consecutive caucuses cannot get from one to the next in an instant, nor can rooms empty and fill in an instant. So there is a need for a 5-minute gap between caucuses for each to start and finish on time.
- 3.9.3 We do not understand your point at 4.3 that caucuses may be held on Wednesday afternoon. They mustn't be held during plenary sessions or

national committee. As for lunchtime, there may be a case for shortening lunchtime but that is a separate matter on which we do not comment. Lunchtime fringe meetings are probably a good idea providing they are of the nature of “optional extras”. Caucuses are not optional extras. They are an integral part of conference. Those who wish to take part should not be expected to forgo their lunch break.

3.9.4 We reject the point you appear to make at 4.2. If you are going to compare our conference to others, do it across the board not just with respect to caucuses. As for the comparison, while the time allocated to caucuses at Retired Members’ Conference may well be comparable to that at other UNISON conferences, the difference is that whereas, say, Black LGBT members have a whole-day meeting as well as the caucuses at Black Members’ and LGBT conferences, Retired LGBT Members only have the half-hour caucuses. Any comparison should take this into account.

3.10 Wakefield branch retired members’ section indicated support for an additional plenary session on the Tuesday afternoon as proposed by options 1 and 2.

3.11 Leicestershire County branch retired members’ section wanted there to be more time for debate of motions. They expressed an increasing concern that too many motions have fallen off the agenda in recent years or have had too little debating time, and that trying to address this by reducing speaking time is not the way to resolve it. They appreciated that this could lead to the reduction or removal of workshops but believed that since they involve only a limited percentage of all the delegates attending Conference, having more time for debate of motions was unquestionably more democratic and inclusive. Leicestershire County also supported an increase in the time allocated to Caucus meetings from 30 – 40 minutes with a break to allow delegates time between meetings. These proposals were very similar to the proposals contained in option 2.

Leicestershire also proposed a re-ordering of the agenda. Their views were passed on to the Standing Orders Committee who have responsibility for the order of motions on the agenda.

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 2.00pm 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 afternoon.

- 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
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Tuesday

10.00am – 12.00pm	Standing Orders Committee
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12.10pm – 12.55pm	Black Members' Caucus
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12.55pm – 1.40pm	Women's Caucus
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1.40pm – 2.25pm	Disabled Members' Caucus
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2.25pm – 3.10pm	Lesbian, Gay, Bisexual and Transgender Caucus
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3.10pm – 4.00pm	Regional Meetings (6 regions)
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4.00pm – 4.50pm	Regional Meetings (6 regions)
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5.00pm – 6.00pm	First Conference Session
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Wednesday

9.30am – 12.30pm	Second Conference Session
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12.30pm – 2.00pm	Lunch
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2.00pm – 4.00pm	Third Conference Session
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4.30pm	Ballot closes
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7.2 This option involves moving the meeting of the NRMCM 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 afternoon.

- 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. OPTION 4 FOR CONFERENCE TIMETABLE

- 9.1 Option 4 proposes maintaining the status quo with the conference timetable remaining 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

10. SUMMARY

- 10.1 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.
- 10.2 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.
- 10.3 The role that the panel debate and workshops currently play could be replaced with a keynote speaker during one of the conference sessions.
- 10.4 Members need to consider whether they wish the status quo (Option 4 in paragraph 9) to continue or pursue one of the options outlined in paragraphs 6, 7 and 8 of the report.

11. WHAT HAPPENS NEXT?

- 11.1 Initial responses have been inadequate to enable the National Retired Members' Committee to establish which option members would prefer.
- 11.2 This report will be emailed to delegates who attended the 2016 retired members' conference.

Members will be asked to pass on their preferred choice from the options in paragraphs 6 to 9 of this report by email no later than Friday 22 September 2017 to c.derrig@unison.co.uk. The report will also be printed in full on the UNISON website.

- 11.3 The replies will be collated and considered by the NRMC with a view to implementing the preferred option from 2018.

UNISON LGBT CONFERENCE 2016 REPORT OF RETIRED MEMBERS' REPRESENTATIVES

Four retired LGBT members attended the conference. Bob Deacon and Janet Royston attended as "representatives of (LGBT) retired members" (Rule D7.8) albeit selected by the National Retired Members Committee and not elected by Retired LGBT members themselves. Nigel Blazey and Kevin Perkins attended as visitors supported by their branches.

Composite B, carried at conference, welcomed visitors' participation at conference. Whilst delegates must be full members, visitors may be from any membership category, therefore including retired members. However, where branches elect visitors in the same manner as they elect delegates they may consider that rule C2.6.3 applies so only full members may take part.

References to National Retired Members' Committee:

1. Seek a determination from the NEC that visitors at UNISON conferences are not 'office holders' for the purpose of rule C2.6.3 and therefore need not be full members.
2. Approach National LGBT Committee to identify ways to encourage retired members' attendance at LGBT conference.

LGBT conference has roughly the same number of delegates as retired members' conference and roughly the same amount of business. The main difference is that, while we have five hours to debate our motions, LGBT conference has 8¾ hours.

Only one motion was defeated. It sought to ban use of the word "queer". This was conference's most animated debate with a dozen speakers, ten of them against the motion which was defeated heavily. Hurrah! We can still use our favourite slogans – see caucus report report for example but the word needs to be used with care.

Next most animated debates, each with seven or eight speakers were:

- Protecting the Human Rights of Sex Workers – LGBT conference confirmed, again, it does not support UNISON's wish to criminalise sex work;
- Hate Crime – call to step up campaigning in response to rising number of incidents; and,
- Palestine – supporting UNISON's position on Boycott, Divestment and Sanctions, in particular pension fund divestment and No to Pinkwashing.

While those were the four individual motions attracting the greatest number of speakers, another major topic running through several debates was inclusion of members who are trans and/or reject binary conceptions of gender, possibly an issue which few retired members have had the chance to consider.

Reference to National Retired Members' Committee:

3. Consider offering a discussion group at Retired Members' Conference 2017 on including LGBT members in the Retired Members' Organisation with particular emphasis on trans members and members who identify as non-binary or queer.

Two motions with particular bearing on retired members came first and second in prioritisation in their respective sections of the agenda indicating appreciation of our issues in the LGBT group:

- End of Life Care for LGBT People highlighted the Marie Curie report “Hiding who I Am” about insensitive treatment of lgbt elders in health and social care settings; and,
- Dementia raised somewhat similar issues. Motion included that dementia can be a long-term consequence of HIV infection and called for support for UNISON’s Save Care Now Campaign. This debate included criticism of the Alzheimer’s Society’s approach to LGB and, especially, trans people living with dementia.

Reference to National Retired Members’ Committee:

4. Liaise with the National LGBT Committee with a view to circulating a briefing to Retired Members’ groups so that, if they invite speakers from the Alzheimer’s Society, they can put appropriate points to them.

Other motions affecting retired members included:

- Private Sector Organising re retention into retirement and pensions equality;
- Expunge Pre-Decriminalisation LGBT Convictions – most of those affected will now be of retirement age; and,
- LGBT Financial Capability mentioned isolation in old age as a factor leading to poverty.

Conference also carried the following emergency motion :

RETIRED MEMBERS AT LGBT CONFERENCE

Conference welcomes input by lesbian, gay, bisexual and transgender (LGBT) retired members (RMs) to this self-organised group (SOG). It notes that LGBT conference has debated issues of particular relevance to them mostly as a result of initiative by LGBT RMs in branch and regional groups and caucuses. This is possible since rule D5 refers, throughout, to members making no distinction of membership category.

Conference notes that, generally, only LGBT members have a say on motions and amendments submitted for debate here in keeping with Rule D5.3 that SOGs “establish their own priorities”. Rule D6.2.2 makes an exception for young members and conference accepts this is for good reason but conference is reluctant to concede the need for other exceptions.

Conference is therefore concerned to note that:

1. The National RM Committee submitted a motion to RM Conference held 5th October 2016 stating:

“RMs are the only group (attending SOG conferences) not entitled to submit motions and amendments therefore (they) do

not have the same means of ensuring that issues of particular relevance to RMs are included on their agendas,”

and seeking an instruction:

“to liaise with the National Executive Council about submitting a relevant rule change to National Delegate Conference to allow RMs to have equal rights to submit motions and amendments to SOG conferences”.

2. RM conference granted this instruction, amending it to make it subject to gaining the support of affected members, to require liaison with SOG national committees and to say:

“that the only RMs to have any say about motions and amendments to be submitted for debate at each SOG conference should be the respective RMs ... (and) ... any role for the National RM Committee must be only to empower the respective members not to act instead of them nor to over-rule them”;

but,

3. The National RM Committee supported this amendment with qualifications which may indicate it intends to separate seeking the rule change from addressing the points at (2) above.

Conference is of the opinion that any rule change that entitles a non-LGBT body, such as the National RM Committee, to submit items for debate here may not be in keeping with the principle of rule D5.3 or with our autonomy as a SOG.

Conference instructs the National LGBT Committee, collaborating, as need be, with other SOG national committees and the National Executive Council, to approach the National RM Committee to:

- A. Identify how UNISON rules put RMs at a disadvantage here and seek a solution which respects our autonomy and that of the RM organisation; and,
- B. Consider whether LGBT members face corresponding disadvantage at RM Conference and, if so, agree appropriate reciprocal arrangements;

and to report to LGBT Conference 2017.

Conference urges branch and regional LGBT SOGs and the bisexual, Black, disabled and transgender members' caucuses to continue to:

- i. Include RMs in their affairs;
- ii. Consider and, where appropriate, act on their needs and views; and,
- iii. Support them to take part in the Retired Members' Organisation.

This emergency motion dealt with motion 35 carried as amended by Retired Members' Conference, in particular with the National Retired Members' Committee's qualified support for amendment 35.1. It instructed the National LGBT Committee "to approach National Retired Members Committee to:

- Identify how UNISON Rules put retired members at a disadvantage (at LGBT conference) and seek an agreed solution which respects (each party's) autonomy;
- Consider whether LGBT members face corresponding disadvantage at Retired Members' Conference and, if so, seek agreed reciprocal arrangements."

Side Meeting: Involving Retired Members in LGBT Self- Organisation (née Retired Members' Informal Gathering, a half-hour meeting renamed in response to our request for an open rather than closed meeting).

Six attended – same as last year - three retired members, one full member and the co-chairs of the National LGBT Committee's Development & Organisation sub-committee. We reviewed items of conference business with bearing on retired members and updated issues discussed at the same meeting last year. Separate report to National LGBT Committee attached for information.

Retired Members' Stall

Now its fifth year, the stall promotes retired membership and seeks to build support for the Retired Members' Organisation's campaigns etc. Most attractive and popular of the material on the stall were the TUC's publications, especially "Young against Old?" The near absence of relevant UNISON material is the main impediment to the stall's purpose

References to National Retired Members' Committee:

5. Delay no longer to reprint the UNISON Charter for Older People and the Branch Retired Members' Secretary's Handbook.

6. Include relevant TUC material in next year's stall stock.

We made almost the same criticism as (5) above last year. The only observable progress has been production of "UNISON Retired Members' Organisation 2016-7" which gives the text of nineteen of the Retired Members' Conference's thirty seven resolutions saying they will form the basis of the committee's work plan but no clue what will be done or how or when or by whom. The document also includes the text of the two retired members' motions to National Delegate Conference but omits reference to our conference's other eighteen resolutions, to anything outstanding from earlier years or to the motion not reached so referred to the committee under Standing Order 10. Fortunately, nobody asked us what the document was intended to convey or to whom.

LGBT CAUCUS, UNISON RETIRED MEMBERS' CONFERENCE 2016

Attendance: About eight members – six men and two women.

Chair: Sue Salzedo; Reporter: Bob Deacon.

Agreed delay report to reflect outcomes of this conference and relevant outcomes of LGBT Conference; include outstanding items from last year. Draft to be circulated.

LGBT-relevant items on this conference agenda

- | | |
|--|---|
| 15. <u>Loneliness</u>
Carried | Evidence that LGBT people more likely to become isolated in old age. How to take forward? |
| 17-18. <u>Social Care</u>
Carried | Evidence of insensitive treatment of lgbt elders in health and social care settings. How to take forward? |
| Composite C
<u>Media Portrayal</u>
Carried and selected for NDC. | Has references to diversity and invisibility of lgbt elders
Seek lgbt delegates' intervention in debate there. |
| 35. <u>SOG Conferences</u>
Carried as amended but Nat Ctee qualified support for amendment. See also LGBT Conference report | No consensus. Need more discussion among ourselves. |
| 36. <u>Fair Representation</u>
Carried | Direct impact on lgbt members unlikely but will help 'equalities culture'. Nat Ctee ignored identical reference from us last year but now supports motion. |
| 37. <u>TUC Delegation</u>
Carried | No immediate impact but UNISON delegations to TUC equalities conferences modelled on that to congress. |
| 42. <u>Status of Rtd Members</u> | If carried unamended, would have, in effect, imposed an age limit on coming out/gender reassignment.
Motion not reached and referred to National Committee which opposed it. |

Items from Last Year

- | | |
|---------------------------|--|
| 6. <u>Prostate Cancer</u> | We made a reference to National Committee to ask them to have due regard to impacts on trans women, Black men and gay & bisexual men. They say a briefing on Black men and prostate issues is being prepared and our reference will be raised with SOG. Islington's NDC motion 120 not reached so referred to NEC which appears to have same capacity as NRMC to read one part of a motion but not another |
| 26. <u>Reps at SOG</u> | Nat. Ctee has, without asking us, decided to continue holding indirect |

Conferences

elections. They have, however, put their procedure in writing and adopted a straightforward process of self-nomination. What next? Possible courses of action include accept current position, re-raise at RM conference 2017 or go to NDC with rule change. Bob will circulate drafts for discussion.

Equal Survivors'

2014 resolution instructed Nat Ctee "to work with SOGs to approach

Pensions

APF". In reply to a question on its 2015 report, Nat Ctee said it had not done so but agreed it would. A mandate to continue to work towards pensions equality was included in motion 37 of 2015 conference (Renewing the Fight Against Austerity) This wide-ranging motion was not reached and because some its action points involved outside organisations, none could be acted upon, even internally or in pursuit of existing policy. *Now, if there was a prize for making excuses ...* This year Nat Ctee contradicts what it said last year. Apparently, the issue "was fed into Labour's 2015 LGBT mini-manifesto". But pensions equality didn't make it into the manifesto so the issue obviously needs re-raising with Labour, doesn't it? Motions next year to challenge Nat Ctee's disrespectful attitude to our equality, its excuses and proceduralism.

Restructuring Retired Members' Conference

In view of lack of progress since last year
Agreed to re-submit last year's reference. Attached.
Also to draw attention to Venue Cymru's less compact layout

Items from Earlier Years

UNISON Charter

For Older People

Nat Ctee's 2014 Annual Report said it would consult regions on the contents of a revised version. Asked how it would cover equality issues, 'regions' became 'regions and SOGs'. Now, two more years have gone by and the charter has been out of print for six years, the committee says a draft is being prepared for consideration by regions So, round and round we go and ...

Reference to the National Retired Members' Committee:

In order the charter address equalities issues, amend 'regions' to 'regions and SOGs'.

Conference Bulletin

Hurrah! Only seven years after caucuses were introduced, the bulletin has been amended to show they actually form part of conference rather than add-ons that take place before conference begins.

Conference Monitoring

In 2014, UNISON introduced standard monitoring for all conferences and began asking directly about sexual orientation and gender history/identity. For Retired Members' Conference, this also meant asking about current rather than earlier identification with SOGs. This was used at 2014 RM conference but Nat Ctee omitted answers to the new questions from its 2015 report. New form used at 2015 RM conference and answers to new questions were reported 2016. Hurrah! They got it right after only one reminder. Or so we thought till we got into conference on Wednesday morning to find the old form, used until 2013, back in use this year thus 'disappearing' LGBT participants.

Question to the National RetiredMembers' Committee

Why make everything to do with LGBT equality such hard work? Why make us raise such issues over and over again? Do you really think we might not? Do you really think you'll weary us? Now we know we may still use an old favourite among slogans:

We're here, we're queer and we're not going away!

UNISON DISABLED MEMBERS' CONFERENCE 2016 REPORT OF RETIRED MEMBERS' REPRESENTATIVES

The conference was held in Brighton on October 29 – 31.

The workshops were at the start of the conference and I attended the one entitled "Don't target me because I am disabled".

It was a work/job related and was founded on discrimination in the workplace: reducing staff levels but expecting the same services and the disproportionate culling of staff who are Unison members. Reasonable adjustments and the many variants used by employers. Capability and productivity scrutiny. No recognition of some jobs, by nature, more productive than others.

The Regional meeting took place after the workshops and I attended the Yorkshire and Humberside meeting.

Conference motion wise, started on Sunday at 9:30am it was opened by Angela Hamilton. She welcomed all delegates.

Motion 1 related to changes to Standing Orders and the Constitution. It was very complicated and concerned Disabled Members' Conference issues. There was a lot of debate but after the discussion it was put to the vote and fell.

A list of the motion on the agenda is attached hereto together with the Conference Guide. There you can find more details and findings.

The service group meeting took place last thing on Sunday. I attended the Local Government group meeting. There were hustings for places at the Conference 2017. Angela Hamilton and Kathy Kennedy were duly elected.

There was rather a poor presentation on the Local Government Pension Scheme Fund bulletin which is available on the website for members to better understand what is happening currently. Public Sector Cuts: a report on the damage to Social Care and Care for Older People. Save the Services Day is on December 16th. Key campaigns in the pipe line. Equalities, Libraries, Facility time, social and homecare matters.

The basis for two motions for the next conference was decided.

Pay, terms and conditions

The selection process for terms and conditions

There was a presentation by Lucille Thirlby, Head of Membership Participation. She spoke of the criteria for redundancy and public sector cuts. She said "that organisational change is a fact of the matter and of not handled correctly lead to great stress". Communication and listening is fundamental to the process. It can often lead to redundancy. Unions should be asking the questions of employers, why, when, where and what? Is the selection disproportionate: is it fair?

Most employers will look at voluntary redundancy. Most employers will also look at absences which must not be applicable to disability or pregnancy. Must not be age, race or sexually orientated. Skills for the job and productivity will be a consideration. Reasons for redundancy must be measurable and reasonable adjustments taken into account. Redeployments maybe applied. List of reasonable adjustments attached for interest. Conference closed at 12:30pm on Monday 31st October. 2017 Conference in Manchester.

I spent some time taking to Young Disabled members and thanked them for mentioning Retired Members in their many speeches on the motions they put forward. They would welcome an intergenerational Seminar. Maureen Le Marinel? Also gave us a mention.

Report submitted by Sheila Crosby NRM

UNISON NATIONAL BLACK MEMBERS' CONFERENCE 2017

The conference took place on 20th – 22nd January at the Brighton Centre.

Friday

Chair Margaret Greer, welcomed delegates, visitors, staff and guests to Unison National black members' conference.

The first session of the weekend's Unison Black members' conference saw delegates /visitors members welcomed to the city of by Brighton and Hove by Mayor Councillor Peter West, who stressed the council's "strong commitment to diversity and equality.

Speakers included General Secretary, Dave Prentis; Dawn Butler MP, Unison Senior Vice President Carol Sewell and Margaret Greer.

You'll Never Walk Alone a tribute to Eric Roberts, who died late in 2016.

Members saw a brief presentation celebrating the life of the union's president.

The conference observed a minute's silence.

The first debates began with a vital motion from the national young members' forum on improving the union's work to reach Black young members; we heard that the union has at least 3,700 young Black members.

Tamar Dixon a first time conference speaker who gave a well-delivered speech spoke on behalf of UNISON's National Young Members Forum about the need to increase the involvement of young Black members in self-organisation groups. It's essential to talk to young members and find out what they need in order to help encourage them to become more involved in the union, delegates were told.

Guest Speaker, Dave Prentis Unisons General secretary addressed the conference, how glad he was to be amongst friends on the day when a "bigoted, hate-fuelled man can call the White House his home", he said that racism still exists today and unison will fight all the way to show racism the red card, Hope not Hate. Ending with saying John Lewis we stand with you today and support you.

Second day conference resumes

Guest Speaker

Dawn Butler MP addressed the conference. "It's impossible?" No it's not – "I am possible!"

Dawn called for volunteers from the floor to illustrate that it does not take much to change 'impossible' to 'I am possible', she stressed the need for delegates to become increasingly active and should not believe those who tell them its "impossible", but to become leaders in their union, their political party, their churches, their homes.

Dawn held a Q&A, giving delegates the opportunity to ask about a variety of issues, from encouraging others to get involved in councils, to getting help for public speaking. She ended with the words from Maya Angelou, telling them: "I rise, we rise!"

Nelson Mandela Award

Conference saw a video from London mayor Sadiq Khan, who, after his momentous election win last May, has been awarded Unison's Nelson Mandela Award.

A motion on the impact of the election of Sadiq Khan as London mayor, looked at how the capital's electorate had rejected the racism and Islamophobia of the campaign against him, "choosing hope over fear" and electing him "with a huge political mandate" – a result providing a positive role model to young Black people, including UNISON members.

Fringe meetings and workshops

I attended the Improving black members' participation in the black members SOG workshop and found it very interesting.

Social was held at the Hilton Hotel.

Third day conference resumes

Session began on Sunday morning with a farewell speech from chair of the national Black members' committee, Margaret Greer, who becomes the union's national Black members' officer.

But after the applause from Mrs Greer singing had calm down, delegates returned to debate with a motion from the national Black members' committee on immigration and austerity, which stressed that "all workers" have an interest in defending migrant workers as well as all workers.

Guest Speaker

Carol Sewell Vice President Unison also pays tribute to President Eric Roberts as she addresses Black members' conference

She spoke about how racism raises its head in difficult times but the stronger together the stronger we are not to forget that we are all fighting for the same aims.

A bucket collection was launched and the money would be going to Mind Blue Light charity which supports emergency services, and had been chosen by union president Eric Roberts, who died late last year.

Key motions debated at conference

A number of the resolutions agreed covered topics on

Recruitment and organisation were discussed, and how to encourage young members to become more active.

Mental health issues and how it effects young black people, we heard from a black member who, said that, working in further education, in a very diverse environment, she said that there was still a problem with people not acknowledging or talking about the problems.

Stop and search of black people.

Impact of Brexit, Immigration and austerity.

There were 28 motions 23 were carried (with amendments)

Composite B. Domestic Violence and Black Communities

Composite A. Challenging the Rise of Islamophobia

Carried as Amended

Immigration and the effects of the EU Referendum and the Brexit Vote Carried as Amended: 19.1

Mental Health Issues Affecting Young Black People Carried as Amended:

18.1 Discrimination in the NHS

Carried as Amended: 15.2

M23 Why Sickle Cell matters Composite A Challenging the Rise of Islamophobia

Composite B Domestic Violence and the Black Community.

It was stressed that immigrants has helped economies and indeed, in the UK, immigrant workers are essential in keeping services going – not least, the NHS. Conference agreed to ensure that the union continues to be at the forefront of campaigns to defend migrant workers and to fight racism in all its forms.

There was a healthy debate on the effects of the EU referendum, with conference hearing that "we, as Black members, know that racism has never gone away," but

that the referendum had emboldened racists, with a surge in abuse and attacks after the result was announced.

Conference also discussed the issue of discrimination in the NHS – a debate that heard about a student nurse who was faced with a senior nurse pushing a pork sandwich in her face and demanding to know why a Muslim would not eat pork.

A note to end on, a delegate who was supporting the motion on immigration and austerity gave a scenario of a question that he had asked different people and got different answers.

Question: How do we know where the light starts and darkness ends?

The answer is-- “when we can look in everyman’s eyes and welcome them, then we will know when the light starts but until then we remain in darkness.”

Norma Thompson

National retired members’ organisation Rep

UNISON WOMEN’S CONFERENCE 2017 REPORT OF RETIRED MEMBERS’ REPRESENTATIVES

Rose Jackson and Sue Salzedo attended on behalf of the NRMCM.

Women's Conference was held in Brighton again this year from Thursday afternoon to Saturday lunchtime. Comprising four conference sessions, service group, regional and caucus meetings plus seminars, hustings and fringe meetings.

The agenda comprised 36 motions, some of which were composited and others part of group debates, as well as 5 emergency motions. Conference included 4 guest speakers:

Dave Prentis; Paula Donovan from AIDS Free World who gave a very informative address on Child Labour including the frightening statistic that 168 million children worldwide are involved in child labour; Angela Rayner, Labour MP who spoke very movingly about her childhood, teenage pregnancy and her path into politics via UNISON; and Carol Sewell Senior Vice-President of UNISON.

Debate centred on a number of key issues the first of which was WASPI which was part of a composite on pensions; the impact of cuts on women in areas like housing, domestic abuse services, the NHS etc; the impact of Brexit on women; abortion rights in Northern Ireland and the 50th anniversary of the Abortion Act; areas of concern for black and disabled women both within and beyond UNISON; sexual harassment; girls' rights; and travel concerns re: buses and trains including safety, and access for disabled women.

Many delegates spoke of their personal experiences in heart-rending contributions which left much of the audience in tears. The courage it takes to stand up in front of hundreds of strangers and tell them of harrowing, personal experiences cannot be overstated and this Conference seemed to involve more than usual. As a result many received standing ovations and comforting hugs from fellow delegates. At

times it was heavy going but also very inspiring and testimony to the many amazing women in our union.

All the motions and emergency motions were carried and there was little that was contentious or opposed by the National Women's Committee though one of the pro-brexit speakers did attract some negative feedback, which given her rather patronising and insensitive approach was hardly surprising.
All in all a very good conference and next year it's the 1-3 February 2018 in Liverpool.

RETIRED MEMBERSHIP FIGURES

As a result of a data cleansing operation, retired membership now stands at 162,866.

MONITORING AND FAIR REPRESENTATION FORMS

The monitoring and fair representation forms from the 2016 UNISON Retired Members' Conference provided the following information:

- There were 75 new delegates, compared to 101 the previous year.
- 55% of delegates were women, compared to 62% the previous year.
- 86% identified as white, compared to 84% the previous year.
- 21% identified as disabled, compared to 23% the previous year.
- 1% identified as lesbian.
- 1% identified as bisexual.
- 1% identified as gay.
- 1% identified as transgender.
- Participation by delegates in the various self organised groups was as follows:

Black members	3% (2% previous year)
Disabled members	5% (7% previous year)
LGBT members	1% (2% previous year)
Women members	23% (16% previous year)
- Delegates belonged to service groups as follows:

Local government 56% (50% previous year)

Health 27% (same as previous year)

Higher Education 7% (4% previous year)

Energy 3% (2% previous year)

Police & Justice 7% (6% previous year)

Water 2% (3% previous year)

Community 3% (same as previous year)

- Sectors were represented as follows:

Public sector 90%

Private sector 7%

Voluntary sector 3%

- Occupational groups were represented as follows:

Managers 16% (18% previous year)

Technical 8% (5% previous year)

Professional 29% (27% previous year)

Personal & caring services 6% (9% previous year)

Administration 17% (20% previous year)

Clerical & secretarial 10% (8% previous year)

Other non-manual 3% (same as previous year)

Other manual 7% (8% previous year)

Other occupations 4% (2% previous year)

- Age groups were represented as follows:

40 – 49 2% (1% previous year)

50 – 59 4% (6% previous year)

60 – 65	21% (26% previous year)
66 – 70	32% (35% previous year)
71 – 80	31% (27% previous year)
80 +	6% (Same as previous year)

ACTION TAKEN ON MOTIONS CARRIED AT THE 2016 UNISON NATIONAL RETIRED MEMBERS' CONFERENCE

MOTION 1 LOCAL GOVERNMENT PENSIONS – GOVERNANCE ARRANGEMENTS

The National Retired Members' Committee is liaising with UNISON's Pension Section to produce appropriate wording for making the representations requested in the motion.

MOTION 2 RETIRED MEMBERS AND THE LOCAL GOVERNMENT PENSIONS SCHEME

The National Retired Members' Committee is liaising with UNISON's Pension Section to produce appropriate wording for information to encourage membership representation on Local Pensions Boards.

MOTION 3 A TAX FREE STATE PENSION

The National Retired Members' Committee is liaising with UNISON's Pension Section to produce appropriate wording for the requests to occupational pension providers and the Department of Work and Pensions.

MOTION 4 A LIVING PENSION

This motion was submitted to the National Delegate Conference as motion 57 – A Living Pension but was not reached. It will be considered by the NEC under the following rule:

“18.1 If at the end of the National delegate Conference, the business of the Conference has not been concluded, all motions and amendments then outstanding shall stand referred to the National Executive Council. The National Executive Council in turn then shall report back to the appropriate branch or body its decisions on these matters. All such motions and amendments shall be responded to at least one month before the deadline for submission of motions and amendments to the following year's Conference.”

MOTION 5 TWO TIER PENSION SYSTEM

The National Retired Members' Committee is working with the national Pensioners' Convention to make a bid to the General Political Fund for resources for a campaign against the two tier pension system.

MOTION 6 PENSIONS LAW – DAYLIGHT ROBBERY

UNISON continues to highlight the myth of “gold-plated” public service pensions.

UNISON has produced a pensions myth buster highlighting the following:

MYTH – It’s not fair, why should the public sector get good pensions when the private sector doesn’t?

The average director of a FTSE 100 company has a final salary pension worth £3.6m or £174,963 a year, while the average occupational pension generally is £9,500 a year and the average public service pension is £7,800 a year. That’s the real unfairness.

UNISON thinks everyone deserves an adequate pension, including workers in the private sector. We should improve bad schemes rather than make good ones bad. Providing adequate pensions means that fewer people will be receiving welfare handouts after retirement, which would cost the taxpayer more money in the long run.

MYTH – Public sector workers have it too good with huge pensions.

The average public service pension is around £7,800 a year, for women working in local government the average is £2,800 a year, while the median for women working in the NHS is £3,500 a year: hardly huge pensions.

Saving towards an occupational pension in many cases means a person is receiving fewer welfare benefits during retirement, saving the taxpayer money.

MYTH – Taxpayers are paying for public service workers’ pensions. That’s not fair. Everyone’s taxes are used to pay for all public services – stethoscopes in hospitals, the salaries of primary school teachers, people to change the light bulbs in street lamps, and part of these people’s pay is their pension.

A pension is part of someone’s salary package and is no different than an annual salary, a car, or the London weighting allowance. It’s not fair to change something in a job contract after someone accepted the job.

One in five people working in the UK works in public services. They are taxpayers too.

The National Retired Members Committee is working on a fact sheet highlighting the issues raised in the motion.

COMP A PENSION AGE – TOO LATE TO MAKE A DIFFERENCE

UNISON continues to promote and support the Women and State Pension Inequality (WASPI) campaign. Highlights have included a rally addressed by Dave Prentis UNISON General Secretary and a lobby of Parliament held on 8 March 2017 to mark International Women’s Day.

Nationally UNISON continues to lobby relevant government ministers and organises workplace pension courses across the UK.

Members are asked to do three things to help the campaign:

1. Ask your MP to support the WASPI women's fight for a fair transition to the new State Pension Age. You can write to them or ask for a meeting – there is a lobbying pack on the WASPI website (waspi.co.uk) with all the information you need. You can find your MP's contact details at parliament.uk/get-involved/contact-your-mp/
2. Speak to your branch about raising awareness of the WASPI campaign among women who may be affected. Existing members can be contacted directly by the branch, but this is also an opportunity to recruit new members to our union and to the campaign.
3. Stress to your working colleagues that even if they are not directly affected, it is still important that they are informed about their future pension prospects. The UNISON guide to women and pensions has just been updated, and contains information on the different pension options available to our members, plus how to get their personal pension forecast.

It is intended to have the WASPI campaign as the topic for one of the discussion groups at this conference.

COMP B CPI/RPI – A FAIR DEAL FOR PPENSIONERS

The National Retired Members' Committee is currently contacting relevant organisations to ascertain their position with regard to reinstating the RPI and fairer methods of calculating CPI so that we can identify joint objectives in the long-term.

EM2 PENSIONERS' BEDROOM TAX

The issue was raised with UNISON's Policy and Public Affairs Section asking that it be included in any ongoing campaigning being undertaken by UNISON against the bedroom tax.

There has been a partial climb down by the Government with the Department of Work and Pensions announcing that the introduction of the pensioners' bedroom tax will be delayed by a year until April 2019.

MOTION 12 FIGHT AGAINST THE ABOLITION OF ATTENDANCE ALLOWANCE

In January the Government decided not to transfer the responsibility for Attendance Allowance to local councils.

The administration of Attendance Allowance in England will remain as it is currently, and the situation remains unchanged in Wales, Northern Ireland and Scotland (which were not included in the proposals).

MOTION 13 WALKING FOR PENSIONERS

The UNISON website is being used to encourage retired members to sign up to Living Streets “Join the Walking Nation” initiative.

MOTION 14 CARE IN THE HOME

UNISON continues to campaign against the 15 minute care visit. To raise awareness of the issue among the general public made a short film with a difference.

It is a satirical film starring Claire Sweeney which highlights the ‘absurdity’ of 15-minute care visits. Former Brookside actress and 60 Minute Makeover presenter Claire Sweeney features in a satire highlighting the indignity suffered by thousands of elderly people because of 15-minute care visits.

The two-minute video was made to show how cutbacks are leaving vulnerable and elderly people short-changed. The short film, 15 Minute Care Makeover, is a spoof and features actors. But it has a serious message – that a quarter of an hour is all many home care workers have to wash, dress and feed those they look after.

Claire Sweeney is shown with a stopwatch timing stressed care worker Nisha as she rushes around trying to get pensioner Frank ready for the day. At one point, Claire hands Nisha a bowl of cereal to feed Frank while he is in the toilet just to meet the 15-minute deadline. The pensioner’s medication also ends up scattered on the floor. Nisha knocks it off the kitchen worktop by accident because Claire keeps telling her to hurry with her tasks. At the end of the film, Claire blows a whistle and the ‘makeover’ is revealed. A bewildered Frank is shown in just a shirt, vest and underpants looking almost identical as he did when she and Nisha arrived.

The video was launched as nearly two-thirds (65%) of councils in England and Wales are still commissioning 15-minute care visits, according to figures based on responses from more than 160 local authorities and include visits for handing out medication and for welfare checks.

UNISON have also started a petition asking Prime Minister Theresa May for more funding for homecare and a finish to 15 minute care visits.

MOTION 15 CAMPAIGN TO REDUCE LONELINESS IN OLDER PERSONS

The issues contained in the motion were raised with the Local Government Service Group. It was not possible to organise a conference of the various practitioners in 2017.

MOTION 16 ELDERLY CARERS

The National Retired Members’ Committee is currently contacting relevant organisations to ascertain their position with regard to carers allowance for pensioners so that we can identify joint objectives in the long-term.

MOTION 17 DON'T CUT CARE

UNISON continues to be committed to properly funded services as illustrated by Dave Prentis, UNISON General Secretary's response to a Government announcement on social care funding:

"Government cuts to council budgets helped cause the crisis in social care. Yet rather than own up and take responsibility, ministers are simply passing the buck to local councils.

Social care needs a substantial injection of new cash – targeted at poorer areas of the country – and measures to ensure dignity is at the heart of the system for care users and workers.

Raising council tax bills allows authorities in affluent areas to generate more cash than poorer ones – where the need is greatest. Similarly ordinary families, struggling to make ends meet, can ill afford a hike in their council tax bills.

The government should be using the growing surplus in the government's share of the business rates pot to ease the pressure on councils, not encouraging them to shift the care burden onto hard-pressed local taxpayers and create an unfair postcode lottery of care."

MOTION 18 SAVE CARE NOW

The National Retired Members' Committee are working with the Save care Now campaign to involve more retired members in the campaign.

MOTION 19 FRAUD AGAINST OLDER PEOPLE

Guidance is being produced as to raising awareness of the different types of fraud being perpetrated against older people.

EM1 EXITING THE EU – GIVING RETIRED MEMBERS A VOICE

UNISON's Exiting the EU Strategic Campaign Group continues to take into account the concerns of all members including retired members with regard to the impact of leaving the European Union on UNISON members and the public services.

The theme of the Panel Debate at this conference will be Brexit.

MOTION 20 HOUSING FOR OLDER PEOPLE

Retired members will be involved in the campaign arising from UNISON's commitment to building a new housing consensus for affordable and decent housing for all.

MOTION 21 EQUAL RIGHTS OVER INHERITANCE

This has been referred to UNISON Legal Services for advice on how we can progress the issues raised in the motion.

MOTION 22 TICKETLESS TRAIN TRAVEL

The concerns referred to in this motion have been raised with the Department for Transport who are responsible for overseeing the introduction of ticketless train travel.

MOTION 23 RURAL BUS PASS

The Transport Service Group are producing a model letter for use by UNISON retired members. The issues contained in the motion have been raised with Labour Link.

MOTION 24 DISCRIMINATION AGAINST RETIRED PEOPLE

Initially, the issues contained in the motion have been referred to the Call Centre Management Association with a view to looking at what measures could be introduced to improve the monitoring of the quality of service provided by call centres.

MOTION 25 END OF LIFE WITH DIGNITY

Assisted dying is an emotive issue which generates strong feelings on both sides of the debate.

Members supporting the objectives of this motion can get involved in the Campaign for Dignity in Dying who campaign at local and national level and believe that “everybody has the right to a good death. Including the option of assisted dying for terminally ill, mentally competent adults.” Information can be found at www.dignityindying.org.uk

MOTION 26 POWER FOR OLDER AND VULNERABLE PEOPLE

The following information will be put on the retired members page of the UNISON website:

What is the priority services register?

The priority services register (PSR) is a free and voluntary system that your supplier uses to ensure the correct support is given to its most vulnerable customers. It is a system designed and overseen by Ofgem to better ensure that individuals with special requirements have access to additional support from their energy supplier.

This support varies by supplier and by an individual's circumstances, but can include:

- Large-format or Braille bills
- Advanced notice of service interruption
- Priority in a power cut
- Quarterly meter readings
- Yearly gas safety checks
- Meter relocation for better access

Recent changes to the PSR

Recent changes to how the PSR works mean that energy customers with vulnerabilities will be more easily identified and better tracked if they choose to switch energy supplier.

The new system is now more inclusive in that it now takes into account that vulnerability is more about a customer's circumstances than their individual characteristics.

As well, families with children of five or younger are automatically considered among the core group to receive available support.

These changes must be implemented by suppliers by June 2017.

Who can sign up for the priority services register?

Ofgem has made changes to broaden the eligibility (effective early 2017), which means you will be considered based on your circumstances — not just a list of characteristics.

This means that while previously, only things like age and disability were considered; but now, customers simply need to identify themselves to the supplier, who will then assess their circumstances and offer appropriate available services to suit them.

This is good news as more consumers will get the assistance they need, but it means there is not a definitive set of rules to check your eligibility against.

However, generally, you could be eligible for priority services register if:

You need to be supported in a particular way

You need tailored communications

You would struggle to maintain your well-being if you lost your energy supply for any amount of time

You're of pensionable age

You are disabled

You are chronically ill

You have children under the age of five

What kind of help is given to vulnerable customers?

This will vary based on your needs and your supplier. We've collected information from the big six suppliers, so you can get an idea what your supplier might offer to you.

SSE

SSE's priority services register services include:

A 'knock and wait' service, which gives customers more time to the answer the door, and a password scheme to ensure a visitor is an SSE colleague

Bills in adapted formats such as large print, Braille and audio

Arranging for an authorised friend or family member to act on a customer's behalf for easier account management

Additional services to allow you to communicate directly with SSE if English is not the customer's primary language or if the customer uses British Sign Language

Priority help in the event of a power cut

Moving the meter free of charge if the customer has difficulty accessing or topping up

Free quarterly meter readings

Financial help and support for bills

E.ON

E.ON's priority services register services include:

Bill Nominee Scheme - send your bills to a family member or carer who is looking after your account

Large-print, Braille or talking bills

Free annual gas safety check for your meter and appliances

Notification of supply disruption

Password security on your account to identify bogus callers

Free quarterly meter readings for those who have difficulty getting to their meters, with plenty of advance notice for customers who wish to arrange for a carer to be in for the meter reading appointment

ScottishPower

Scottish Power's priority services register services include:

Free annual gas safety check by a fully qualified engineer on request

Password service to authenticate anyone visiting the customer's home on behalf of ScottishPower

Alternative format bills including large format, Braille, compact disc and audio cassette

Nominate a friend or relative to receive bills and help ensure they get paid on time.

OVO Energy

OVO Energy's priority services register services include:

Quarterly meter readings

Free prepayment meter relocation to enable easier access

Alternative format statements including audio, large print, Braille, and black and white

Free annual gas safety checks

Duplicate communication to be sent to a nominated third party

Provision of passwords for on-site visitors

Longer notice period of planned supply interruption.

How do I sign up to the priority services register?

If you would like to have access to additional services from your energy supplier, you need to sign up to the Priority Services Register through your current supplier.

Can I switch supplier if I'm on the priority services register?

Yes. You simply need to notify your new supplier that you are a vulnerable customer, and they will share their available services with you.

MOTION 28 CONCESSIONARY RAIL FARES

The issues contained in the motion have been raised with UNISON's Transport Service Group. In addition the National Retired Members' Committee have contacted National Rail asking why rail companies will not provide concessionary rail fares.

MOTION 29 INSURANCE PREMIUM ON TRAVEL INSURANCE

The issues contained in the motion have been raised with HM Revenue and Customs.

MOTION 30 FIGHT AGAINST FUEL POVERTY

The National Retired Members' Committee has liaised with the Policy and Public Affairs section of UNISON to include the aims of the motion within any fuel poverty work/campaigning.

COMP C MEDIA PORTRAYAL OF OLDER PEOPLE

This motion was submitted to the National Delegate Conference as motion 42 – Media Portrayal of Older People and was carried unanimously. The National Retired Members' Committee will liaise with the NEC with regard to implementation.

MOTION 35 RETIRED MEMBERS AT SOG CONFERENCES

A survey has been produced seeking the views of retired women members, retired Black members, retired disabled members and retired lesbian, gay, bisexual and transgender members on the right to submit motions and amendments for debate at self-organised group conferences.

MOTION 36 RETIRED MEMBERS' CONFERENCE – FAIR REPRESENTATION

The following report was produced as a result of this motion:

A REPORT ON THE PRINCIPLES OF PROPORTIONALITY AND FAIR REPRESENTATION AS CONTAINED IN THE NEC'S SCHEME OF BRANCH REPRESENTATION

1. DEFINITIONS OF PROPORTIONALITY AND FAIR REPRESENTATION IN SECTION Q OF UNISON RULE BOOK

1.1 The rule book defines proportionality as follows:

“PROPORTIONALITY means the representation of women and men in fair proportion to the relevant number of female and male members comprising the electorate.”

1.2 “FAIR REPRESENTATION is the broad balance of representation of members of the electorate, taking into account such factors as age and low pay, the balance between full time and part time workers, manual and non-manual workers, different occupations, skills, race, sexual orientation, disability and gender identity.

2. GUIDANCE ON PROPORTIONALITY AND FAIR REPRESENTATION CONTAINED IN RETIRED MEMBERS' CONFERENCE BULLETIN

2.1 The following information is contained in the retired members' conference bulletin.

“Proportionality and fair representation

The principles of proportionality and fair representation contained in the NEC's Scheme of Branch Representation must be strictly maintained. Specifically for Retired Members' Conference:

Branches

The gender make up of the delegation is based on the gender make up of the retired members of the branch.

If the delegation comprises one full delegate, then this delegate may be male or female.

Regions

1 delegate per region. Delegate can be a woman or a man.

3. NEC'S SCHEME OF BRANCH REPRESENTATION

3.1 The guidance in the retired members' conference bulletin makes reference to the NEC's Scheme of Branch Representation.

3.2 The NEC's Scheme of Branch Representation makes reference to fair representation with regard to the following categories: low pay, young members, Black members and disabled and LGBT members.

3.3 The reference to low pay is as follows:
"Branches with over 2,000 members, entitled to send delegations of three or more members, must include a low paid woman delegate.
Low paid members are those with a basic hourly rate of £9.42 or less (note this figure will be inflated where London Weighting applies).
Branches must be proactive in filling the low paid members' place. In identifying low paid members, branches should ensure they consider all employers and all workforces covered by the branch. The low paid woman delegate place may only be shared by two low paid women.

3.4 The reference to young members is as follows:
"Branches with over 3,000 members, entitled to send delegations of four or more members, must include a young member (aged 26 or under at the end of the conference).

3.5 The reference to Black members is as follows:
"Branches must include Black members in their delegation in proportion to the workforce profile of the employers covered by their branch.
The NEC requires that all parts of the union include Black members within all UNISON activities. Branches and regions are urged to ensure that delegations include Black members in fair proportion to the workforce profile of the employers covered by the branch.
Regions have a responsibility to ensure that this requirement is applied consistently and to work with branches to identify the workforce profile of their employers.

- 3.6 The reference to disabled and LGBT members is as follows:
“Branches are asked to endeavour to include both disabled members and LGBT (lesbian, gay, bisexual and transgender) members in the delegation.
4. CONCLUSIONS
- 4.1 A number of the references to fair representation contained in the NEC’s Scheme of Branch Representation are not relevant to retired members e.g. low paid members and young members.
- 4.2 The references to Black members, LGBT members and disabled members could relate to retired members unlike those referred to in 4.1.
5. ACTION
- 5.1 To ascertain whether any changes would need to be made to the Online Conference System (OCS) before including a reference to Black, LGBT and disabled members in the retired members’ conference bulletin.

MOTION 37 TRADES UNION CONGRESS

The proposal contained in the motion was made to the NEC’s Policy Development and Campaigns Committee but was declined.

MOTION 38 SCHEDULE B

The motion has been referred to the NEC.

MOTION 39 RULE D6.5

The motion has been referred to the NEC’s Development and Organisation Committee.

MOTION 40 CODE OF GOOD BRANCH PRACTICE

The motion has been referred to the NEC’s Development and Organisation Committee.

MOTION 41 RETIRED MEMBERS – A VALUABLE RESOURCE

With regard to retired members holding office within a branch there are concerns over issues such as accreditation accreditation and retired members being involved in matters concerning the pay and conditions of services of working members. As a result the NEC will not be bringing a rule amendment to 2018 national Delegate Conference.

The National Retired Members’ Committee continues to liaise with the NEC to promote the use of retired members as a resource to support working members as appropriate.

