

UNISON Retired Members' Conference

Conference agenda and guide

10/11 October 2017

Venue Cymru, Llandudno

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Timetable

Tuesday 10 th October		
11am – 5pm	Conference desk open (<i>ballot forms available</i>)	Atrium
11am – 5pm	Exhibition opens Delegate cash catering Cloakroom	Orme Suite Orme Suite Atrium
11.30am – 4pm	Meet and greet table	Atrium
11.45am – 5pm	Card vote collection desk opens	Orme Suite
12pm – 12.30pm	Black members' caucus	Arcadia
12.30pm – 1pm	Women members' caucus	The Arena
1pm – 1.30pm	Disabled members' caucus	Arcadia
1.30pm – 2pm	Lesbian, gay, bisexual & transgender members' caucus	Harlech
2.15pm – 3.45pm	<u>Panel debate</u>	The Arena
	<u>Discussion group 1</u> New Delegates	Harlech
	<u>Discussion group 2</u> Pensions	Deganwy
	<u>Discussion group 3</u> Funeral Advice	Arcadia
	<u>Discussion group 4</u> WASPI Campaign	Crafnant
4pm – 5pm Regional meetings	Greater London	Deganwy
	Northern	Padarn
	South East	The Arena
	South West	Crafnant
	West Midlands	Arcadia
	Cymru/Wales	Harlech
5pm – 6pm Regional meetings	Eastern	Harlech
	East Midlands	Crafnant
	Scotland	Arcadia
	Yorkshire & Humberside	Padarn
	North West	Deganwy
	Northern Ireland	Conwy
5.45pm – 6.45pm	Chair's meeting	Rhuddlan

Wednesday 11th October		
8.30am – 5.30pm	Conference desk open	Atrium
8.30am – 4.30pm	Exhibition open Delegates cash catering Cloakroom open	Orme Suite Orme Suite Atrium
8.30am – 5pm	Card vote collection desk opens	Orme Suite
9.30am – 12.30pm	First conference session	The Arena
2pm – 4pm	Second conference session	The Arena

Caucus meetings

The caucus meetings are informal meetings open to retired members who identify themselves as belonging to the following groups: women members, Black members, disabled members and lesbian, gay, bisexual and transgender members. There is a specific meeting for each group.

Due to the informal nature of these meetings there will be no staff involvement and members attending are free to identify the issues of mutual interest they wish to discuss in a confidential environment. However, it would be advisable for each meeting to agree a person to facilitate debate by ensuring that everyone, who wishes to, has a chance to participate in discussions.

Each meeting should also appoint a reporter to produce a report for consideration by the National Retired Members' Committee and inclusion in the Annual Report.

Discussion groups (delegates only)

Discussion groups will be held on Tuesday 10th October from 2.15pm to 3.45pm.

New Delegates – Harlech Room

This discussion group will provide an opportunity for new delegates to familiarise themselves with Conference procedures and ask any questions to help them play a full part in the Conference. It's also a useful refresher for not so new delegates.

Pensions – Deganwy Room

Pensions Officer, Glyn Jenkins will be giving a general update on a number of pensions issues.

Funeral Advice – Arcadia Room

Paying for and arranging a funeral is something that most of us will have to face at some point in our lives. Many of us will struggle to find the money to cover the cost, or be unaware of the different options that are available. This discussion group will provide an opportunity to receive practical information on how to arrange an affordable and meaningful funeral.

WASPI Campaign – Crafnant Room

Looking at the progress of the WASPI (Women Against State Pension Inequality) Campaign, this discussion group will consider what makes a successful grass roots campaign.

PANEL DEBATE (delegates and visitors)

For visitors and those delegates not attending a workshop there will be a panel debate from 2.15pm to 3.45pm in The Arena.

The theme of the panel debate will be how the right to remain of 3 million European Union citizens working in the UK could affect the provision of public services that older people rely on.

Final Agenda

Conference Motions and Amendments

Following are the motions and amendments approved for the 2017 Retired Members' Conference. Motions and amendments ruled out of order are also included.

Composites

The following have been identified as possible composites:

Composite A: Pensions for overseas residents post-Brexit

M7	Annual increases for pensions in countries where this exists now	Devon County
M9	"Frozen" pensions for overseas residents	SW region
M32	Pensions post-Brexit	Norfolk County

Composite B: The impact of Sustainability and Transformation Plans on older people

M17	The impact of Sustainability and Transformation Plans	Derbyshire County
17.1	on older people	Scotland
M28	"	East Midlands

Composite C: Winter Fuel Allowance

M19	Winter Fuel Allowance	Derbyshire County
19.1		Scotland
M20	Winter Fuel Allowance	Leics. Healthcare

Composite D: Hands Off Universal Benefits

M21	Hands off Universal Benefits	Leics Healthcare
M30	Universal Benefits	East Midlands

Emergency Motions

The closing date for emergency motions submitted by properly constituted meetings of regional retired members committees and branch retired members' sections is Tuesday 3 October at 5.00pm. The wording of any emergency motions admitted to the agenda will be printed in Standing Orders Report No 1 which will be available at conference.

Motions and amendments admitted to the agenda

No	Page	Title	Submitting Body
1	11	Combating Loneliness in Old Age	Dumfries & Galloway Local Authority
2	11	Advocacy Support Services for Retirement Home Residents	Dumfries & Galloway Local Authority
2.1	12		West Midlands Region
3	12	Social Care	North West Region
3.1	13		National Retired Members' Committee
4	13	Dignity in social care, people before profit, building for the future	North West Region
4.1	14		West Midlands Region
5	14	What Happens When Action on a Resolution Takes More than Twelve Months?	Wolverhampton General Branch
6	15	Housing for Older People	Wolverhampton General Branch
6.1	16		Yorkshire and Humberside Region
7	16	Annual increases for pensions in countries where this applies now	Devon County
8	17	Equal rights for cohabitees – "dementia tax"	South West Region
9	17	"Frozen" pensions for overseas residents	South West Region
10	17	Retired Members "Human Library" recognising experience and realising potential	Poole L G
10.1	18		National Retired Members' Committee
11	18	Retaining Members When They Retire Won't Just Happen, It Needs Organising and That Means Strategy and Resources	West Midlands Region
12	21	Celebrate the Bus! Defend Universal Benefits!	West Midlands Region
12.1	21		South West Region
12.2	21		Scotland Region
13	22	Equal Pensions	West Midlands Region

13.1	23		Wolverhampton LG / Islington LG
13.2	23		National Retired Members' Committee
14	23	Retired Members' Conference - Fair Representation	West Midlands Region
15	24	Trades Union Congress	West Midlands Region
16	24	Schedule B	West Midlands Region
17	24	The Impact of Sustainability and Transformation Plans on Older People	Derbyshire County
17.1	26		Scotland
18	26	Older People's Commission	Derbyshire County
19	26	Winter Fuel Allowance	Derbyshire County
19.1	26		Scotland
20	27	Winter fuel allowance	Leicestershire Healthcare
21	28	Hands off universal benefits	Leicestershire Healthcare
22	29	UNISON's links to the CGT Union	South East Region
22.1	29	Wolverhampton LG	
23	30	Funeral Poverty	Scotland Region
23.1	30		South West Region
24	30	The Mistaken Perception of Rich Pensioners	Scotland Region
25	31	Foot Care for Older People	Scotland Region
26	32	R.O.A.R. - Regenerate Our Ailing Resorts Campaign	Bassetlaw
27	33	Triple-lock on state pensions	UNISON Northern Ireland
27.1	33		West Midlands Community
28	33	The Impact of Sustainability and Transformation Plans on Older People	East Midlands Region
29	34	Fermenting discord between young and old	Barnet Local Government
30	35	Universal benefits	East Midlands Region
31	36	Bus passes	Norfolk County UNISON
31.1	36		National Retired Members' Committee
31.2	36		Scotland
31.3	36		Yorkshire and Humberside Region
31.4	36		West Midlands Community
32	37	Pensions post-Brexit	Norfolk County UNISON

Motions and amendments ruled out of order

Beyond Remit of the Conference

38	Conference facilities	Scotland
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Not internally consistent

39	Retired members ought not to be put at risk	Islington UNISON
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Could place the union in legal jeopardy

40	UNISON funding of retired members	Cambridgeshire County
40	Amendment to M11 : Retaining members when they retire won't just happen, it needs organising and that means strategy and resources	Hampshire LG

Conflicts with an existing rule

41	Code of Good Branch Practice	West Midlands Region
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Conflicts with an existing rule/not in line with SOC procedures

41	Standing Orders Amendment	
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Requiring a Rule change

42	Retired members representatives at self organised group conference	Wolverhampton General
43	Rule C2.6.3	West Midlands Region

Superfluous / Requiring a Rule Change

44	Shared delegates attending retired members conferences	Wigan Metropolitan
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Not competent

44	Rule D6.5	West Midlands Region
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Action not specific to the conference

45	European Health Insurance Card (EHIC) : continuing coverage	Devon County
45	European Health Insurance Card – continuing coverage	South West Region
46	National Campaign	UNISON Hertfordshire
46	Private medicine – time for it to go?	Hampshire
47	Hospital car parking	Yorkshire & Humberside Region

Negative amendment

47	Amendment to Motion 7 : Annual increases for pensions in countries where this applies now	Scotland
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Not sufficiently clear

47	Amendment to Motion 10 : Retired members “human library” recognising experience and realising potential	Scotland
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Introduces substantial new subject matter

48	Amendment to Motion 18 : Older People’s Commission	Wolverhampton LG Islington LG
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Beyond the remit of the committee

48	Amendment to motion 18 : Older People’s Commission	Hampshire LG
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MOTIONS AND AMENDMENTS

1 COMBATING LONELINESS IN OLD AGE

This conference notes that research has proved that loneliness is a major contributory factor in serious health issues such as depression, dementia and heart problems in older people. Loneliness itself is distressing enough but the physical and mental illnesses which can result are devastating. The illnesses affect not only the older person, but also their families and it has serious knock-on resource implications for Health & Social Services at national and local levels.

Several national older peoples' organisations such as Age UK and Silver Line are actively campaigning to offer simple solutions to end loneliness, with many of these solutions being in the hands of older people themselves through activities such as befriending services. However these activities need financial input to enable them to function safely and effectively.

This conference instructs the National Retired Members' Committee and calls on the NEC to put the importance of combating loneliness in later life on national and local public service agendas with the aim of securing appropriate resources to enable the initiatives to continue.

Dumfries & Galloway Local Authority

2 ADVOCACY SUPPORT SERVICES FOR RETIREMENT HOME RESIDENTS

Conference has frequently questioned the quality of care given to vulnerable elderly residents in some care homes for older people. The need to treat older people with dignity, to provide a caring environment to support a healthy lifestyle and to promote general well-being is not always being achieved. Residents of such homes are often too frail or intimidated to defend or speak for themselves.

The Care Inspectorate has drastically reduced its inspection visits and much of the regulation is self reported. In an ideal world this would be sufficient. However, as a substantial part of care home provision has been externalised and privatised the profit motive may clash with the provision of a caring service. We applaud the many examples of caring best practice, but it is a sad fact that not all homes achieve high quality provision of care.

Older care home residents may not feel able to report their aspirations, concerns and fears to home management. It is appropriate therefore to consider the establishment of a nationwide system - similar to the former Scottish Prison Visiting Committees - where appropriately selected and trained volunteers are available to carry out advocacy functions for residents and to speak on their behalf if residents so wish.

Conference instructs the National Retired Members' Committee to:-

- a. Research with other trade unions and appropriate national organisations as to how and when a National Advocacy Support Service could be established to provide an national independent but recognised, adequately monitored and resourced organisation - with responsibility to provide advocacy support, advice and assistance to enhance the care home experience of elderly residents, and
- b. Report back to the 2019 National Retired Members Conference on their findings and the way forward to secure and protect dignity, health and general well being for elderly care home residents through the establishment of an Advocacy Support Service

Dumfries & Galloway Local Authority

2.1

In the final paragraph, in sub-paragraph (a) after 'national organisations' add:

including ones which can advise on the needs of and issues concerning groups such as older Black people, older disabled people, older lesbian, gay, bisexual and transgender people and older people who are members of religious and cultural minorities

West Midlands Region

3 SOCIAL CARE

This conference notes the growing crisis of underfunding of care. Local authorities have undergone average cuts to their budgets of 37% up to 2015/2016. A further £6.1 billion will be taken from local authorities. Whilst at the same time inflationary pressures have increased and spending on the NHS is projected to drop from 8.8% of GDP in 2009 to 6.6% in 2020. The lack of funding makes it difficult for local authorities and provider organisations to offer quality services and secure, well paid jobs.

The crisis in funding looks set to continue. It doesn't just mean that operations are delayed because hospital beds are not available. People are dying earlier. Providers are withdrawing from the sectors because of the problem of underfunding. Thousands of care staff are not paid for their travel time and don't get the national minimum wage.

UNISON's ethical and residential care charters provide a minimum set of standards for care and the employment of staff.

This conference welcomes the North West Region Care Workers for Change campaign. It recognises that good quality care needs staff with secure employment, a liveable wage and good terms and conditions. Retired members could be a valuable resource for the campaign. Retired members have the time to contact a group of workers who work irregular hours.

Conference calls upon the National Retired Members' Committee

- to invite representatives from the Care Workers for Change campaign to formulate an action plan
- the action plan to have details of how retired members can campaign to recruit this group of workers to join UNISON
- the action plan to be sent to all Regional Retired Members' Committees
- each Regional Retired Members' Committee to report back to the next conference on the success of their campaigns.

North West Region

3.1

In first action point delete:

"invite"

And insert:

"work with"

National Retired Members' Committee

4 DIGNITY IN SOCIAL CARE, PEOPLE BEFORE PROFIT, BUILDING FOR THE FUTURE

Conference notes that over recent years governmental change in regulations regarding Local Authority Respite and Elderly Peoples Care Homes (EPHs) has led to a large number of these facilities being closed throughout the country. This is mainly due to the lack of Central Government funding required to implement these changes.

In many areas this has resulted in both the staff providing care being made redundant and the service users being forced into more expensive private care.

In more recent years there has emerged a plethora of private care homes, most of which charge exorbitant fees for the minimum amount of care. Many of these provide below minimum conditions both in terms of pay and conditions for their staff and the duty of care to the service users.

The cost of many of these private care home services is prohibitive and many exist only to produce profits for huge multi-national conglomerates. The cost for their services are charged not only to the service users but also to their families, the Local Authorities and Government.

Conference believes that in order to alleviate the challenges currently facing the NHS in both 'bed-blocking' and the resulting cancellation of thousands of planned operations, there needs to be an immediate investment in the creation of new, purpose built Respite and Elderly Peoples' Homes within Local Authorities. These establishments should be under Local Authority control and their staff employed under UNISON national agreed pay and conditions of service.

Therefore conference resolves that: as the present Government requires that public sector pension funds are to invest in pool funding, then, as a priority pool funding should be used initially to provide ethical investment for the purpose of building Respite and Elderly Peoples' Care Homes, which should be run and controlled by Local Authorities. This resolution also includes investment in both Respite and Elderly Care Homes which could be made directly by local pension funds.

Conference calls upon the National Retired Members' Committee through the National Executive Council to urge that nominated UNISON representation on pension committees, local pension boards and pool funding groups across the country propose such investment as a matter of urgency.

North West Region

4.1

At the end of the motion add:

providing these investment decisions are taken freely in the best interest of the funds' members.

West Midlands Region

5 WHAT HAPPENS WHEN ACTION ON A RESOLUTION TAKES MORE THAN TWELVE MONTHS?

Conference recalls:

1. The resolution of the 2013 conference, One in Eight – Make it Count! (Motion 29);
2. The resolution of the 2014 conference, Ageing Well in UNISON (Motion 26); and,
3. That, in each case, the National Committee's annual report in the following year said that that not all their actions had been carried out and that the committee would continue to attend to them.

Conference notes that:

- A. The committee's subsequent annual reports have included no reference to further action on either of these resolutions;
- B. In the lead-up to the 2016 conference the committee declined to answer questions on these subjects as part of the questions-on-the-annual-report procedure saying it would reply to the branch concerned after conference; but,
- C. It has not done so nor said when it will.

Conference accepts that many matters cannot be disposed of in less than one year but it does not accept that, where the committee needs longer, its accountability should lapse.

Conference therefore instructs the National Retired Members' Committee:

- a. To return to the action points in these two resolutions, seek to complete them in the next twelve months and to report fully to next year's conference; and,
- b. In future, where not all the action points of a resolution have been carried out in time for the report to the following year's conference, to make further report(s) to subsequent conference(s) until they have been.

Wolverhampton General Branch

6 HOUSING FOR OLDER PEOPLE

Conference recalls the resolutions of the 2014 and 2016 UNISON Retired Members' Conferences on housing for older people (motions 31 and 20 respectively, each as amended).

Conference welcomes the resolution of UNISON National Delegate Conference 2016 on the housing crisis (Composite B) but regrets that this resolution made no reference to older people's housing issues or to how addressing these can contribute to solving the overall crisis.

Conference notes that the main single factor leading to the growing number of households and, in turn, the demand for more homes, is that people are living longer. However, the former government's housing policy concentrated not on this but, almost exclusively, on the needs of first-time buyers. As a result, the policy failed to tackle the distortion in the housing market so supply remains poorly matched to demand with impacts upon older people including that:

1. Although a majority of over-60s say, in surveys, that they want to move, only 3% do so each year;
2. A quarter of over-60s have expressed an interest in buying some form of retirement property but such property only amounts to 2% of the housing stock, mainly in the social-rented sector; and,
3. Most 'non-decent' homes are occupied by older owner-occupiers many of whom find hard to afford to maintain their property let alone bring it to 'decency' standards or adapt it to meet their changing needs.

Conference therefore believes that, as part of a new housing strategy, there is a need for a greatly increased supply of new-build housing, across all tenures, appropriate to the needs and preferences of older people in order to:

- A. Keep older people healthy and help them maintain their independence which will, in the long run, relieve pressure on health and social care services;
- B. Release larger homes for use by larger, generally younger, households; and,
- C. Release equity for more productive use elsewhere in the economy.

Conference instructs the National Retired Members' Committee to:

- i. Raise these points with the National Executive Council in an effort to ensure that UNISON's campaign on housing has regard to older people's housing issues; and,
- ii. Raise them also with the range of organisations in the 2014 and 2016 resolutions and continue to work with them to win their support for UNISON's policies on housing.

Wolverhampton General Branch

6.1

Para i, insert after 'regard to older people's housing issues.... '

'including the need to expand the availability of extra care housing;'

motion continues with '..and;'

Yorkshire and Humberside Region

7 ANNUAL INCREASES FOR PENSIONS IN COUNTRIES WHERE THIS APPLIES NOW

The UK currently pays pensioners residing in a number of countries annual cost of living top-ups. This arrangement may be compromised by a hard Brexit and pensioners in these countries are at risk of losing entitlements to annual increases leaving them on frozen pensions while costs, inflation and the value of sterling make it more difficult to make ends meet.

We have noted how the Gurkhas who had retired from the British Army, and living in Nepal on fixed pensions, had the cost of living element added through the pressure of strong public opinion.

On behalf of all such pensioners we oppose the withdrawal of any cost of living additions to those currently benefitting from them.

Conference therefore calls on the National Retired Members' Committee to work with other trades unions and appropriate bodies to lobby hard to achieve this end.

Devon County

8 EQUAL RIGHTS FOR COHABITEES – “DEMENTIA TAX”

In 2016 the National Retired Members' Conference carried overwhelmingly a motion seeking to guarantee equal rights for all cohabiting partners with regard to inheritance tax. Conference was mindful that over 50% of retired couples cohabit.

The Conservative Government's proposals with regards to social care seek to recover any cost involved in care for the elderly after the death of both partners in a marriage. For unmarried partners the situation is different. The “Dementia Tax”, as it has become known, could leave a surviving partner who is not married to the deceased, homeless at a time when they are grieving and need support not persecution.

This Conference urges the National Retired Members' Committee to support and campaign for equal rights for cohabitees who have not entered into either a civil partnership or marriage for whatever reason, or are not joint owners of the property.

This Conference also calls upon the National Retired Members' Committee to liaise with the National Executive Council, the National Pensioners' Convention, the Scottish Pensioners' Forum, Age UK, the TUC, the Scottish TUC and Labour Link to campaign for a change to the “Dementia Tax” giving unmarried partners the same rights as those who have chosen to marry.

South West Region

9 “FROZEN” PENSIONS FOR OVERSEAS RESIDENTS

The Government currently pays UK pensioners living abroad in a number of countries annual cost of living top-ups. This arrangement may be compromised by a hard Brexit and pensioners in these countries are at risk of losing entitlements to annual increases. This would leave them on “frozen” pensions, making it more difficult to make ends meet.

Conference, therefore, calls on the National Retired Members' Committee to make representations to the National Executive Council urging it to campaign for the protection of existing arrangements and for the extension of this provision to all UK pensioners living abroad in any country.

South West Region

10 RETIRED MEMBERS "HUMAN LIBRARY" RECOGNISING EXPERIENCE AND REALISING POTENTIAL

Conference would like UNISON to begin discussions at a local, regional and national level within the context of recognising the experience, knowledge and skills of retired members. To then agree on the best ways to realise and unlock this potential, with a view to adding value to UNISON's learning offer.

This motion recognises that within the rules retired members cannot fulfil branch officer roles and this motion is not about changing that. It is about unlocking energy and potential to best use the experience, expertise and wisdom of retired members.

Therefore, conference calls on the National Retired Members' Committee to make representations to the National Executive Council to work towards achieving this. This work to include:-

1. Mapping out retired members in terms of numbers of members and locations.
2. Mapping out skill sets and identifying retired members who would want to engage and help develop the concept.
3. Consulting with branches to ascertain what they would like to see developed.
4. Working with UNISON learning to develop the concept of a "Human Library".
5. Exploring the potential for mentoring and memory sharing.
6. Encouraging life long learning, skill exchange and transference in relation to UNISON roles

Poole LG

10.1 At end of second paragraph, add the following:

"For example, retired members could be involved in the lay tutor scheme and be effective in delivering learning workshops such as those intended to support maths and English learners."

Add new action point as follows:

"7. Involve retired members as appropriate within existing UNISON training resources."

National Retired Members' Committee

11 RETAINING MEMBERS WHEN THEY RETIRE WON'T JUST HAPPEN, IT NEEDS ORGANISING AND THAT MEANS STRATEGY AND RESOURCES

Conference notes that UNISON has over 172,000 retired members, about one UNISON member in eight, a number and proportion that continues to grow, but conference regrets to note that the rate of growth has declined from nearly 4% in 2010/11 to less than 1% in 2015/16.

Conference recognises that:

1. Retaining members when they retire is not automatic. Nearly everybody experiences retirement as a major change, so trades unionism may no longer appear relevant and the case for remaining a member may need to be made anew; and,
2. Factors which lead, generally to inclusion or exclusion, will apply here too. For example, the National Executive Council (NEC) has reported that, whereas women account for 77% of full members, they account for only 61% of retired members which may imply UNISON is less successful at retaining women members when they retire than at retaining men. The same may be true of others who are under-represented in trade unions including Black members, disabled members, lesbian, gay, bisexual and transgender (LGBT) members and members with low-paid, part-time and precarious jobs.

Conference believes that an approach which professes to make retired membership available to nearly all members when they retire but lacks an aim of retaining them all is likely to lead to:

- A. Loss of an organising resource that would otherwise be available to support the work of the union;
- B. Loss of political support since the ageing ex-members we exclude will tend to drift right not left; and,
- C. A disproportionate impact on under-represented members of some of whom there is also evidence of greater incidence of isolation and loneliness in old age.

Conference therefore believes that UNISON should adopt a strategy to retain all those who qualify for retired membership, supported by appropriate resources and targeted, especially, at those members UNISON may, currently, be less successful at retaining.

Conference instructs the National Retired Members' Committee to raise this question with the NEC and with the Self-Organised Group National Committees, with a view to UNISON developing such a strategy and producing the resources to support it.

In particular, conference instructs National Retired Members' Committee, seeking the support of the NEC as needs be, to seek early action to produce the following resources which have been unavailable for several years:

- i. A replacement for the UNISON Charter for Older People

Conference recalls the resolution of the 2013 Retired Members' Conference (Motion 30) which sought a revision and replacement of the Charter and the resolution of the 2015 Conference, Never too Old to Agitate, Educate, Organise (Motion 25) with a similar objective. It also recalls that, in 2014 and 2016, National Retired Members' Committee's annual reports confirmed its intention to put this in hand. Conference regrets the lack of progress and repeats and confirms the instructions in these earlier resolutions;

- ii. Means of regular communication between the national retired members' organisation and its members

Conference recalls that Interactive ceased to be published in 2012 and that year's annual report expressed National Retired Members' Committee's hope "that there will be an electronic version" and that, by 2014's report, hopes had become "plans". It further recalls a resolution, that year, which instructed the National Retired Members' Committee "to look at how communications can be made more effective" and included "producing an electronic copy of Interactive" among other things (Motion 21) and two resolutions in 2015 on Communications (Composite C) and Never too Old to Agitate, Educate, Organise (Motion 25) which both repeated the instruction to produce a regular electronic bulletin. Conference confirms and repeats these instructions;

- iii. Collecting and sharing examples of good practice in retaining members when they retire and involving and activating retired members

Conference recalls the resolution of the 2013 Conference, Retaining Members when they Retire (Motion 26) which called for such sharing of good practice and that, in 2014, National Retired Members' Committee's Annual Report said the committee collected such examples but conference notes that, asked for these using the questions on the annual report procedure in both 2015 and 2016, the committee did not provide a single example. Conference instructs National Retired Members' Committee to continue to collect examples and to make them available, including in the electronic replacement for Interactive, so branches and regions can learn from each other;

- iv. Branch Retired Members' Secretary's handbook

Conference recalls the resolution of the 2013 Retired Members' Conference on this subject (Motion 31) which instructed the National Retired Members' Committee to seek a reprint as soon as possible and National Retired Members' Committee's annual report in 2014 which stated that it is now being updated and will be reprinted in due course. Conference regrets that 'due course', has lasted three years and the handbook has been out of print for over seven years. Conference confirms and repeats its earlier instruction; and

- v. Training materials

Conference recalls the resolution of the 2012 Conference, "Training Opportunities for UNISON Members" (Motion 32 as amended) which sought access to training for office-bearers of branch retired members' sections and National Retired Members' Committee's report in 2013 that "this has been delayed". Conference notes that there has been no further report on the matter. Conference also recalls the resolution of the 2014 conference, "Retired Members Organising in UNISON" (Motion 25) which called for "a training programme that will encourage UNISON members to play a more active role in the wider community" and National Retired Members' Committee's report in 2015 that it was "working with (others) to develop ... materials" but regrets to note there appears to have been no further progress. Conference confirms and repeats these earlier instructions and further instructs the National Retired Members' Committee to add a guide to relevant training and training materials to the Branch Retired Members' Secretary's Handbook and to publicise relevant training opportunities to retired members, including in the electronic replacement for Interactive.

12 CELEBRATE THE BUS! DEFEND UNIVERSAL BENEFITS!

Conference notes that the English National Concessionary Travel Scheme was introduced on 1st April 2008 and there are proposals to mark its tenth anniversary as a way to celebrate and defend the scheme.

Conference recognises that the scheme brings financial, social and health benefits to older people and disabled people and economic, social and environmental benefits to the whole community so it believes that this anniversary is a significant opportunity to:

1. Defend this universal non-means-tested benefit; and,
2. Promote public transport, especially buses, as an important but neglected public service.

Conference instructs the National Retired Members' Committee to work with appropriate partners to promote this celebration and, in particular, to:

- A. Raise it with the National Executive Council, the Water, Environment and Transport Service Group Executive and the National Disabled Members' Committee to win the broadest possible support from UNISON;
- B. Publicise it to Branch Retired Members' Sections and Regional Retired Members' Committees in England by all appropriate means, including the electronic replacement for Interactive and, if possible, putting it on the retired members' page of the UNISON website; and,
- C. Approach the Regional Retired Members' Committees in Northern Ireland, Scotland and Cymru/Wales with a view to extending the initiative to those regions and/or supporting them to take initiatives to celebrate and defend their own schemes.

West Midlands Region

12.1

Amend bullet point 2 to read:-

2. Promote public transport, especially buses, as an essential but neglected public service affecting those living in both rural and urban locations.

South West Region

12.2 Scotland

At point 2, Line 2 delete full stop and add "as part of the Country's infrastructure."

In final Paragraph "C" after "own schemes" delete full stop and add, "taking into account the specific sensitivities that may apply in these regions."

Scotland

13 EQUAL PENSIONS

Conference notes that:

1. The Marriage (Same Sex Couples) Act 2013 required the United Kingdom (UK) government to review surviving partners' benefits in occupational pension schemes; and
2. The UK government published its review on 26th June 2014 estimating the cost of equalisation, but making no recommendations nor indicating any process or timescale to lead to deciding what to do.

Conference also notes that government inaction, at the time and since, appears to stem from reluctance to impose on pension schemes costs it has described as 'retrospective'.

Conference rejects this approach. Rather, conference considers that to introduce equal survivors' pensions will be to correct an historic injustice.

Besides, conference observes that couples' mutual support in old age is a feature of their relationship, which benefits not just themselves, but society as a whole, since such relationships promote good health and the unpaid care that partners provide each other relieves pressure on social care services. Conference therefore believes that such relationships deserve recognition without regard to the gender or sexual orientation of the partners.

Conference is disappointed to note that the Labour front bench in 2014 appeared to share the government's view about retrospection and that attempts by UNISON and other unions, working via the Trade Union and Labour Party Liaison Organisation (TULO) to win the Labour Party's commitment to equal survivors' pensions in manifestoes for the 2015 and 2017 general elections were both unsuccessful.

Conference confirms its aim to achieve equal surviving partners' pensions and to bring widowers' pensions and those for surviving same-sex spouses and civil partners into line with those for widows in all respects.

Conference instructs the National Retired Members' Committee to:

- A. Approach the National Executive Council, the National Lesbian, Gay, Bisexual & Transgender Committee and the National Labour Link Committee with a view to developing a broad-based and sustained campaign;
- B. Seek to ensure that the issue is widely understood by retired members and that they are kept up to date with the campaign by periodic coverage in the electronic replacement for Interactive;
- C. Seek to ensure that the Trades Union Congress Pensioners' Committee gives the campaign regular attention, raise it, if needs be, with the Scottish Trades Union Congress and the Irish Congress of Trade unions and raise it also with the National Pensioners' Convention and the Scottish Pensioners' Forum.

West Midlands Region

13.1

Add new 6th paragraph

Conference welcomes the decision of the Supreme Court in the case of Walker vs Innospec on 12th July 2017 which, relying on European Union law, appears, largely, to have resolved this matter. However, this decision remains subject to appeal to the Court of Justice of the European Union, it will need to be transposed into UK law as part of the European Union (Withdrawal) Bill and it is not, so far, clear that the decision sets a precedent that, used in future cases, will achieve all of UNISON's objectives. Conference therefore continues to favour primary UK legislation on this matter.

Wolverhampton / Islington LG

13.2

Before "Conference instructs"

Insert the following new paragraph:

"Conference welcomes the recent landmark case in which the Supreme Court agreed that a same sex husband should enjoy the same pension rights as a widow."

National Retired Members' Committee

14 RETIRED MEMBERS' CONFERENCE - FAIR REPRESENTATION

Conference notes that Conference Bulletin, UNISON Retired Members' Conference 2016, dated April 2016, included the following paragraph:

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 ... the gender make-up of (a branch) delegation is based on the gender make-up of the retired members of the branch.

Conference observes that although the paragraph purports to deal with both proportionality and fair representation, its only specific requirement concerns proportionality and there is none concerning fair representation as defined in Rule Q.

Conference considers that the Retired Members' Conference should, as far as practical and appropriate, and with due alteration of details, be brought into line with other UNISON conferences in this respect.

Conference instructs the National Retired Members' Committee to consult branch retired members' sections with a view to developing a proposed amendment to the Scheme of Branch Representation to submit to the National Executive Council.

West Midlands Region

15 TRADES UNION CONGRESS

Conference notes that UNISON affiliates to the Trades Union Congress on the basis of its total membership, including retired members, and this determines the number of votes UNISON may cast at Congress.

But conference also notes that there are no places for retired members, as such, on the UNISON Congress delegation.

Conference finds it anomalous that the UNISON delegation takes part in debates at Congress on matters of specific concern to retired members but does so in the absence of retired members there as delegates to speak for themselves.

Conference instructs the National Retired Members' Committee to propose to the National Executive Council that it add two retired members, elected by and from among the members of National Retired Members' Committee, to the UNISON Congress delegation.

West Midlands Region

16 SCHEDULE B

Conference notes that paragraph 2.2 of Schedule B excludes retired members from benefits under paragraphs 2.7 and 2.8 of the schedule. In other words, where an accident or a fatal accident befalls a retired member whilst upon union business, there is no rulebook benefit, though there would be one for a full member in the same circumstances.

Conference instructs the National Retired Members' Committee to raise this with the National Executive Council with a view to amending the schedule to bring retired members into line with full members in this respect.

West Midlands Region

17 THE IMPACT OF SUSTAINABILITY AND TRANSFORMATION PLANS ON OLDER PEOPLE

Retired Members Conference is deeply concerned that there were 30,000 excess deaths in 2015, representing the largest increase in deaths in the post-war period. The excess deaths, which included a large spike in January that year, were largely in the older population who are most dependent on health and social care. Researchers exploring why there has been a substantial increase in mortality in England and Wales in 2015 conclude that failures in the health and social care system linked to disinvestment are likely to be the main cause.

Reporting their analysis in the Journal of the Royal Society of Medicine, the researchers from the London School of Hygiene & Tropical Medicine, University of Oxford and Blackburn with Darwen Borough Council, found that NHS performance data revealed clear evidence of health system failures. Almost all targets were missed including ambulance call-out times and A&E waiting times, despite unexceptional A&E attendances compared to the same month in previous years. Staff absence rates rose and more posts remained empty as staff had not been appointed.

Professor Martin McKee, from the London School of Hygiene & Tropical Medicine, said: "The impact of cuts resulting from the imposition of austerity on the NHS has been profound. Expenditure has failed to keep pace with demand and the situation has been exacerbated by dramatic reductions in the welfare budget of £16.7 billion and in social care spending."

He added: "With an aging population, the NHS is ever more dependent on a well-functioning social care system. Yet social care has also faced severe cuts, with a 17% decrease in spending for older people since 2009, while the number of people aged 85 years and over has increased by 9%."

Given the situation described above conference is concerned that NHS England has asked for 44 Sustainability and Transformation Plans to be drawn up which aim to save a further £22 billion during their implementation and is alarmed at the potential impact on older people ..

Whilst in principle we are not opposed to better care closer to home, we are aware that older people have been increasingly turning to the health service because they cannot access social care. Plans to build health care around the home whilst closing hospitals, specialist centres, acute, rehabilitation and respite beds fails to take account of the scarcity and inadequacy of social care and staffing shortages in the NHS. We are concerned that failure to provide adequate rehabilitation and respite facilities will also impact on carers and force many older people into private care homes against their wishes and that there would be a cut in public beds whilst use of private beds increased.

Better Care Closer to home for older people requires a properly funded and staffed social care service and investment in local health services as well as provision for rehabilitation and respite. Until effective home based and local health and care services are available we are opposed to moves to close health facilities used by older people and which are a current necessity to them and their carers.

Conference calls on the National Retired Members Committee to work with the National Executive Council, National Pensioners Convention/ Scottish Pensioners Network to campaign nationally and locally with other organisations concerned about the impact of STPs to:-

- highlight their impact on older people,
- demand properly funded and staffed social care services
- demand investment in the necessary community health services before any hospitals/beds are closed.

Derbyshire County

17.1

In final paragraph before the 3 bullet points, at beginning of line 3, delete "network" and replace with "Forum".

In second bullet point delete "properly funded and staffed" and replace with "adequately resourced quality"

Scotland

18 OLDER PEOPLE'S COMMISSION

Conference welcomes the establishment by the Labour party, under Jeremy Corbyn of an Older Peoples Commission. It further welcomes policy outcomes: contained in the party manifesto for the 2017 General Election on the triple lock, state pension age, protection of universal benefits, support for WASPI and sustainable funding of the NHS and Social Care. It supports the proposed measures to tackle loneliness which particularly affects older people

Conference calls on the National Retired Members Committee in consultation with the NEC and Labour Link to support the continuation of the Commission and its work with engagement from UNISON to press for:-

- A living state pension which takes every pensioner out of poverty and ends the daily struggle by millions of older people to afford basic essentials like food and fuel.`
- The housing needs of older people to be fully included in and integrated into the national plan to build new houses for social rent.

Should a Government introduce means testing of universal benefits such as the winter fuel allowance, abandon the triple lock and continue with a policy of cuts and privatisation of health and social care, Conference calls on the National Retired Members' Committee to work with the NEC and Labour Link to campaign against these policies. We should work in alliance with the NPC and SPF to secure a reversal of these policies and the implementation by Government of the policies outlined above.

Derbyshire County

19 WINTER FUEL ALLOWANCE

Conference is disappointed by the intention of the Conservative Party to means-test the Winter Fuel Allowance.

Means-tested benefits are notoriously under-claimed, and many of those who fail to claim for whatever reason are often those most in need. Some of those not claiming will be those who realise that they will not qualify, but other reasons for not claiming include shame, lack of information, inability to complete claim forms, access to the internet, difficulty in communicating, isolation, depression and a multitude of other reasons.

If this benefit becomes means-tested, conference instructs the National Retired Members' Committee to liaise with the NEC and acting in co-operation with the National Pensioners Convention, Age UK, Scottish Pensioners Forum and any other appropriate organisation to obtain and collate the following information, using the Freedom of Information Act if necessary:-

- The number of pensioner households receiving Winter Fuel Allowance prior to means-testing.
- The number of pensioner households receiving Winter Fuel Allowance after means-testing.
- The number of pensioner households where one or more members is below the income tax threshold (a measure, though not infallible, of disadvantage) receiving Winter Fuel Allowance before means-testing.
- The number of pensioner households where one or more members is below the tax threshold in receipt of Winter Fuel Allowance after means-testing.
- The number of excess winter deaths before means-testing of the Winter Fuel Allowance.
- The number of excess winter deaths after means-testing of the Winter Fuel Allowance.

Conference further instructs the National Retired Members' Committee to liaise with the NEC, National Pensioners Convention, Age UK, Scottish Pensioners Forum and other relevant organisations in order to issue press releases and give publicity to the findings, and report back to future Retired Member Conferences.

Derbyshire County

19.1

Insert additional paragraph before paragraph 3 stating; "It should be noted that far from saving money, that it will cost more than it saves to set up and run means-testing procedures and mechanisms and additionally is very likely to exponentially increase NHS Winter costs."

Scotland

20 WINTER FUEL ALLOWANCE

In the Government's budget on 23rd March 2011 they reduced the Winter Fuel Allowance (WFA) by £100 down from £400 to £300 for the over 80's households and by £50 down from £250 to £200 for the under 80's household.

In view of the horrendous rise in fuel costs and the death of 25,000 elderly people last year from the cold we need the Government to reconsider their policy on means testing the winter fuel Allowance and to show some respect and dignity for the elderly for whom warmth in the winter months is vital.

The eligibility for Winter Fuel Allowance depends on the claimant reaching state retirement age by the last week in September. Those who reach this milestone in subsequent winter months do not receive their WFA until the following winter. This rule is unfair to those whose fall between October and February and who still have to pay their fuel bills but do not receive any WFA in their first winter in retirement.

Many of these pensioners will be living on subsistence incomes or may be on Pension Credit and may not be able to afford to heat their homes. This Government needs to address this anomaly as a matter of urgency with a new eligibility scheme to allow this group of pensioners to claim WFA so that every pensioner benefits from this payment.

The government is now proposing to means test winter fuel allowance which will affect many pensioners. This means many pensioners will have their winter fuel payments taken away from them.

Conference instructs the National Retired Members' Committee and calls on the National Executive Council to work with the National Pensioners Convention and other unions to defend the winter fuel allowance for older people.

Conference further calls on the National Retired Members' Committee to work with all relevant organisations to oppose any current and future attack on winter fuel allowance and to ensure that all pensioners keep their winter fuel allowance.

Leicestershire Healthcare

21 HANDS OFF UNIVERSAL BENEFITS

Conference opposes any attempts by Governments across the UK to cut universal benefits for older people such as the winter fuel payment, free bus pass, free prescriptions and free TV licences.

These benefits are essential to ensuring a decent standard of living and social inclusion for millions of pensioners who face daily poverty, fuel poverty and discrimination due to inadequate occupational and state pensions, as well as unequal access to public services including health and social care. They are essential to help keep older people independent and active.

Any reductions in these benefits will have an adverse effect on pensioners especially those who are already on the breadline. Pensioners need the bus pass, free health prescriptions and winter fuel payment, why because the state pension is nowhere near a living income.

Conference refutes the myths that:

1. All pensioners are wealthy. The reality is that the UK is ranked fourth out of 27 EU countries in relation to the risk of poverty amongst older people;
2. Pensioners are a burden on society. Research shows that the overall net contribution by older people to the UK economy is almost £40bn a year;
3. Means testing will help the neediest. All the evidence shows that means testing does not work for older people with over £5billion a year of means tested benefits going unclaimed, mostly by those who need them the most;
4. Older people have escaped the austerity measures. Over the past few years the Winter Fuel Payment has been frozen, personal tax allowances have been frozen; pensions have been indexed to a lower CPI measure of inflation (CPI); and the increase in the state pension age for women has been brought forward.

Conference instructs the National Retired Members Committee and calls on the National Executive Council to work with the National Pensioners Convention and other organisations to defend universal benefits for older people.

Conference further calls on the National Retired Members' Committee to work with all relevant organisations to oppose any current and future attack on universal benefits and to ensure that this government is aware to keep their "hands off our universal benefits".

Leicestershire Healthcare

22 UNISON'S LINKS TO THE CGT UNION

Conference notes the setting up of a regional twinning between retired members of the South East Region of UNISON and the Nord Pas de Calais/Picardie region of the French Public Services union La CGT. Conference notes also the work that has been done in creating and developing this link which is based upon an understanding that pensioners in the UK and France face similar challenges in the future such as the erosion of pensions and public services. This project provides opportunities to learn from each other, express our solidarity, exchange news and information and meet our French counterparts face to face to counter the divide and rule approach of the current Government. It also explores topics such as social care and the contribution of retired members within our respective unions and is likely to be of benefit to colleagues on both sides of the Channel. Conference therefore encourages further development of this initiative and calls upon the National Retired Members' Committee to:

1. Encourage other regions to undertake similar initiatives and look at ways to develop relationships with retired union members in their corresponding regions in France.
2. Receive reports back from South East Region on the development of the project, including a day on intergenerational issues to which French speakers have been invited, and consider how best to disseminate the ideas and information gained.
3. Forward the information to UNISON's International Relations Department to investigate how this initiative might be extended at national level.
4. Promote the idea that international solidarity is as relevant and beneficial to retired UNISON members as it is to working members.

South East Region

22.1 Add a new sub-paragraph:

4. Re-raise with the National Executive Council's International Committee how the Retired Members' Organisation can support the campaign for a United Nations Convention on the Rights of Older Persons and how it can support UNISON's international work as a whole (pursuant to motion 35 submitted to the 2015 Retired Members' Conference and referred to the National Retired Members' Committee under Standing Order 10).

Re-number sub-paragraph 4 as sub-paragraph 5

Wolverhampton LG

23 FUNERAL POVERTY

Perhaps more than ever, the cost of a “proper send off” is a perennial worry for older people.

In February 2016, “A Review for Scottish Government – Funeral Poverty in Scotland” was produced jointly by the Scottish Working Group on Funeral Poverty and Citizens Advice Scotland.

This highlighted the growing gap between the cost of funerals and the Social Fund Funeral Payment (SFFP). Since the SFFP was capped at £700 in 2003, when it was intended to cover the funeral director cost, the average cost of a funeral in Scotland has risen to £3,550 (2015 figures).

The Scottish Government appears to be responding positively to the review by seeking to simplify and shorten the process for application for SFFP and proposed regulation of the funeral industry. But this is a national issue and should be tackled on a national basis.

This Conference instructs the National Retired Members’ Committee to

- organise the production of a guide to organising simple funerals
- explore inclusion of preferential funeral plans in the package of members’ benefits

and to

- support campaigns for the reduction in funeral costs run by other older peoples’ organisations and
- support proposals for the national regulation of the funeral industry.

Scotland Region

23.1

In the first sentence, delete the word ‘older’ and replace with ‘retired’.

South West Region

24 THE MISTAKEN PERCEPTION OF RICH PENSIONERS

This Conference deplores the manner in which people in receipt of pensions, many of them our own members, are portrayed and thereafter perceived by the public as “rich” or “well off” or “expensive” pensioners”, who are milking the system to live a comfortable life, whereas a national newspaper on 13 February 2017 informed its readers and was subsequently echoed in other publications that:

“Property, private pensions and higher benefits have pushed the incomes of retirees above working families for the first time” and “Pensioners are now £20.00 a week better off than working households - reversing the situation of 15 years ago.”

Further down in the article it clarifies it a little, but needless to say that bit wasn't reproduced so widely, and says:

"This reversal of fortunes is not true of all retirees but relates to those who have an occupational pension, own their own home, and may also still be earning."

To be clear, we have worked all our lives and paid the sums set by Government into the National Insurance System to provide an income for ourselves in later life, ie the State Pension and the NHS, to be there for us when and if we need it.

Some of us also paid into occupational pension schemes.

We retired, some of us with tiny pensions...if you earned tiny wages, your pension reflects that tininess!... and some with pensions that are somewhat better. But again, to be clear, we paid for them, we deserve them and in many cases pensioners are supporting family members who are themselves in difficulty, due to today's less than sensitive and supporting society!

But regardless of pension size, we are all effectively living on half the income we previously had, and that in an ever more expensive world!

This Conference instructs the National Retired Members' Committee to;

- 1) Facilitate research on the impact on our members of the real effects of living on the pension.
- 2) Clarify ill founded perceptions with appropriate publicity as to the reality of living on the pension in a world where pensions fail to match the increasing cost of living.
- 3) Work with other relevant organisations e.g. National Pensioners Convention and Scottish Pensioners Forum to promote the TRUTH about pensioners' income.

Scotland Region

25 FOOT CARE FOR OLDER PEOPLE

This conference recognises that mobility is one of the most important factors in keeping healthy both physically and mentally in older age.

Regrettably the NHS has axed foot care by qualified podiatrists for otherwise healthy older people. This is counter productive.

An older person whose apparent only health concern is "uncomfortable" feet due to corns, calluses or a need for toe nail cutting is being put in a very vulnerable position regarding their future physical and/or mental health which will cost far more than the employment of qualified podiatrists

This conference expresses extreme concern regarding the selection/employment of volunteers to act as unqualified podiatrists in some areas to carry out toe nail cutting. These unqualified practitioners may inadvertently compromise the health of an older person, for example, by being unable to identify a symptom of disease or inadvertently injure a diagnosed or undiagnosed diabetic.

Foot care is too important to be left to well meaning volunteers.

This Conference instructs the National Retired Members' Committee to urge the NEC to clearly identify foot care as an essential preventative professional podiatry service when negotiating to defend services in the NHS.

Scotland Region

26 R.O.A.R. - REGENERATE OUR AILING RESORTS CAMPAIGN

A recent report by The Centre for Social Justice entitled 'Turning The Tide' looked at and highlighted social deprivation in seaside resorts throughout the United Kingdom.. It concluded that 'poverty was attracting poverty' as cheaper foreign travel took seasonal trade away from established seaside towns, thus leading to high levels of unemployment and failure of small businesses.

This conference notes that a similar situation existed in Spain during the 1980's and the government of the day brought in a national scheme called 'Imerso', which allows retirees, and other qualifying persons paid holidays at the expense of the state. The idea was to regenerate employment and infrastructure in the ailing Spanish resorts at the time.

By all accounts the scheme has proved extremely successful, and is now well embedded in governmental economic planning.

During the 'off-peak season', ie from October to June, holidays are made available to all pensioners resident in Spain. Moreover, the scheme is available to those who are:

- Over the age of 65
- Aged 55 or over and receiving a Widows' Pension
- Aged 60 or over and receiving a Government Invalidity or Early Retirement Pension

It is further noted that holidays can be between 8 and 29 days long, and any applicant can take a companion with them.

In 2016, research by the Transamerica Centre for Retirement Studies revealed that "Vacations can decrease a person's risk of heart attack and depression as well as improving the health of their brain."

Conference therefore believes that an economic and health case can be made to the British Government to institute a scheme which will both benefit ailing seaside resorts and at the same time provide subsidised holidays for retirees. Therefore, it calls upon the National Retired Members' Committee to work alongside the National Executive Council and any other relevant bodies in order to progress this proposal.

Bassetlaw LG

27 TRIPLE-LOCK ON STATE PENSIONS

Conference calls on the National Retired Member's Committee to work with the National Executive Council on a union-wide campaign to protect the 'triple-lock' on our state pensions and to preserve the universal benefits which the Tories have indicated they intend to scrap.

UNISON Northern Ireland

27.1

After the word pension insert

" , extend or protect it to any recipient irrespective of which country they live in "

West Midlands Community Branch

28 THE IMPACT OF SUSTAINABILITY AND TRANSFORMATION PLANS ON OLDER PEOPLE

Retired Members' Conference is deeply concerned that there were 30,000 excess deaths in 2015, representing the largest increase in deaths in the post-war period. The excess deaths, which included a large spike in January that year, were largely in the older population who are most dependent on health and social care. Researchers exploring why there has been a substantial increase in mortality in England and Wales in 2015 conclude that failures in the health and social care system linked to disinvestment are likely to be the main cause.

Reporting their analysis in the Journal of the Royal Society of Medicine, the researchers from the London School of Hygiene & Tropical Medicine, University of Oxford and Blackburn with Darwen Borough Council, found that NHS performance data revealed clear evidence of health system failures. Almost all targets were missed including ambulance call-out times and A&E waiting times, despite unexceptional A&E attendances compared to the same month in previous years. Staff absence rates rose and more posts remained empty as staff had not been appointed.

Professor Martin McKee, from the London School of Hygiene & Tropical Medicine, said: "The impact of cuts resulting from the imposition of austerity on the NHS has been profound. Expenditure has failed to keep pace with demand and the situation has been exacerbated by dramatic reductions in the welfare budget of £16.7 billion and in social care spending."

He added: "With an aging population, the NHS is ever more dependent on a well-functioning social care system. Yet social care has also faced severe cuts, with a 17% decrease in spending for older people since 2009, while the number of people aged 85 years and over has increased by 9%."

Given the situation described above conference is concerned that NHS England has asked for 44 Sustainability and Transformation Plans to be drawn up which aim to save a further £22 billion during their implementation and is alarmed at the potential impact on older people.

Whilst in principle we are not opposed to improved care closer to home, we are aware that older people have been increasingly turning to the health service because they cannot access social care. Plans to build health care around the home whilst closing hospitals, specialist centres and acute, rehabilitation and respite beds fail to take account of the scarcity and inadequacy of social care and staffing shortages in the NHS. We are concerned that failure to provide adequate rehabilitation and respite facilities will also impact on carers and force many older people into private care homes against their wishes and that there would be a cut in public beds whilst use of private beds increased.

Improved care closer to home for older people requires a properly funded and staffed social care service and investment in local health services as well as provision for rehabilitation and respite. Until effective home based and local health and care services are available we are opposed to moves to close health facilities used by older people and which are a current necessity to them and their carers.

We call on the National Retired Members' Committee to work with the National Executive, National Pensioners Convention/ Scottish Pensioners Network to campaign nationally and locally with other organisations concerned about the impact of STPs to:-

- Highlight their impact on older people,
- Demand properly funded and staffed social care services
- Demand investment in the necessary community health services before any hospitals/beds are closed.

East Midlands Region

29 FERMENTING DISCORD BETWEEN YOUNG AND OLD

Conference notes with concern the spread of misleading and mischievous information that fuels antagonistic and bad feelings between the young and senior citizens. The young are fed misleading and distorted misinformation by political parties and the media blame the pensioners and older citizens for having access to more resources because of the apparent favourable treatment of senior citizens.

Conference sympathetically notes the plight of the younger people experiencing massive difficulties in getting on the housing ladder. This is due to government policy of not building enough affordable houses and the starvation of social house building. Additionally, the young have to cope with job insecurity and difficulty in being able to get a mortgage.

The debate about state pension increases in recent times has unfortunately attracted much attention as the increases have been better than the wage increases particularly in the public sector. However, it must be emphasised that our pensions remain one of the lowest in Europe.

It is also suggested that pensioners should not be occupying larger properties. For most pensioners, their present home has been a family home and is a safeguard for social care that might be needed in future. It is also full of emotional memories on which the pensioners thrive. Any suggestion that pensioners should dispose of their properties creates great uncertainty and a sense of inadequacy and helplessness.

The political parties through their election manifestoes and other utterings have attacked pensioner benefits which the pensioners have earned through their working lives. The fact that all the benefits have been earned through working days or through the taxes, must be explained to general population.

Conference instructs National Retired Members' Committee to liaise with National Executive Council and other relevant organisations to:

- a) campaign for balanced and accurate positive information to increase better understanding of pensioner aspirations including an adequate state pension;
- b) liaise with our political links and pensioner friendly organisations and media to encourage the dissemination of accurate information about pensioners without the negative spin;
- c) and report back the actions and progress achieved to the UNISON National Retired Members' Conference 2018.

Barnet Local Government

30 UNIVERSAL BENEFITS

Conference views with concern the growing attack on the principle of universal benefits. We confirm the need to maintain universal benefits for all older people regardless of their background or circumstances.

Conference therefore instructs the National Retired Members' Committee to liaise with The National Executive Council, National Pensioners' Convention, Scottish Pensioners' Forum and other relevant bodies to ensure that these universal benefits are not means tested.

East Midlands Region

31 BUS PASSES

This National Retired Members' Conference notes that the Government purports to adhere to the concept of "fairness" and to support the notion of a genuinely United Kingdom.

Conference further notes that the qualifying age for application for an older person's bus pass in Scotland, Wales and Northern Ireland is 60 as it is for those living in London Boroughs. In the rest of England the qualifying age is the New State Pension Age (NSPA) which, for men is those born on or after 6 April 1951 and for women, those born on or after 6 April 1953. This is clearly anomalous and is neither fair nor contributing to a sense of unity.

Conference therefore resolves to

- i) Instruct the National Retired Members' Committee, in conjunction with the NPC, to make representations to government to resolve this anomaly in England and to bring the qualifying date into line with Scotland, Wales, Northern Ireland and London
- ii) To make representations through other appropriate organisations (eg. Age UK) to seek to resolve this issue
- iii) To make representations through pensioner organisations in Scotland, Wales and Northern Ireland to assist in bringing pressure to bear on the UK Government to seek to resolve this issue

Conference further resolves to instruct the National Retired Members' Committee to work with all pensioner organisations throughout the UK to make representations to all four Governments to have bus passes validated throughout the UK regardless of the country in which they are issued and to publicise their efforts as widely as possible.

Norfolk County UNISON

31.1

In the second paragraph, second sentence delete:

"the qualifying age is the New State Pension Age (NSPA) which, for men is those born on or after 6 April 1951 and for women, those born on or after 6 April 1953"

And insert:

"you qualify for a bus pass for free travel when you reach the female State Pension age whether you're a man or a women".

National Retired Members' Committee

31.2

Delete section iii) in paragraph 3

Scotland

31.3

Insert 'bus pass' at the end of paragraph 1.

Yorkshire and Humberside region

31.4

After second paragraph enter

"Fairness is also absent for many rural dwellers. Conference is also aware that the existing separate schemes provide little or no benefit to holders in many rural areas where public transport is poor or virtually non-existent. This needs to be recognised if meaningful improvement is to be achieved."

Add point iv] as below:

iv) To work with all the above organisations and pressure groups and request that the government introduce a special non-taxable financial allowance for eligible persons to receive in lieu of a travel pass where they reside if public transport is inadequate or non-existent. This to be calculated regionally based on the average usage cost of concessionary passes. This allowance can then be used to pay for private taxi /private hire services or as a contribution to personal fuel costs, which in themselves are higher in rural areas.

West Midlands Community Branch

32 PENSIONS POST BREXIT

This National Retired Members' Conference notes that Brexit negotiations will be detailed and complex. It also notes that currently the state pension is uprated annually for those pensioners living within the European Economic Area (EEA) and Switzerland where reciprocal arrangements exist with those countries and also with other countries (eg USA) with similar arrangements. The pension is not uprated in countries where those arrangements are not in place.

Following Brexit it is entirely possible that we will lose those arrangements in some or all of the countries within the EEA. This may well prompt the government to take the opportunity of not uprating state pension for pensioners living in those countries. Given that many of those affected will be UNISON retired members, it is essential that we work to ensure that this does not happen and, although it is current policy, to reiterate our intention to ensure that uprating takes place for state pensioners wherever they may live in the world.

Conference further notes that sterling has become more volatile following the Brexit decision and that the value of the state pension will be vulnerable to that volatility as negotiations continue and after they are concluded. Annual uprating of the state pension in those circumstances becomes even more vital.

Conference therefore resolves to

- i) Instruct the National Retired Members' Committee to campaign with the NEC and subsequently the TUC and with pensioner organisations in England, Scotland, Wales and Northern Ireland to seek to ensure that the government continues to uprate state pension within the EEA.
- ii) To make contact, as far as is possible, with retired members living within the EEA to publicise our efforts on their behalf and to involve them in representations which we are able to make
- iii) To redouble our efforts along with all partner organisations to persuade the government that uprating of state pension should apply to all those eligible, wherever they may live in the world.

Norfolk County UNISON

Motions and Amendments Ruled Out of Order

Beyond remit of the Conference

CONFERENCE FACILITIES

This conference recognises the efforts being made to restructure the National Retired Members' Conference to enable the most productive use of time.

However there are other factors which mitigate against the ability of delegates to contribute and gain the most possible from conference. Conference recognises the work undertaken by staff in arranging conference. However, the following facilities would help delegates concentrate and therefore assist in meeting their entire responsibilities as delegates

1. A screen above the platform showing the speaker. Not all delegates who have some hearing loss can interpret sign language. Most gain more from lip-reading so need to have a close up view of the speaker.
2. Continue the use of sub-titles. Not all accents are easy to understand if you are not familiar with them.
3. Comfortable seating. Delegates with medical reasons may request suitable chairs. The remaining delegates should be seated in chairs with supportive backs and with adequate leg room to enable access and egress without the need to stand up every time a fellow delegate needs to get past. Older people are frequently not flexible enough to stand and resume their seat quickly thereby disturbing neighbouring delegates.
4. As far as is possible within the constraints of the conference premises, minimise noise distractions both in the conference hall and rooms for workshops and regional meetings.

Conference instructs the National Retired Members' Committee to ensure the above facilities are provided for the 2018 National Retired Members' Conference onwards.

Scotland Region

Not internally consistent

RETIRED MEMBERS OUGHT NOT TO BE PUT AT RISK

Conference has long recognised that retired members are a resource to their branches, and there have been frequent calls at this conference to allow retired members' knowledge and experience to be called upon within the framework of UNISON national rules.

One way this has been achieved is through the continued training and accreditation of retired members as representatives at disciplinary and grievance hearings in accordance with section 10 of the Employment Relations Act 1999 (section 10). Retired members can thus use their knowledge, training and experience to assist branches, with permission of course, in representing individuals, which can assist branches facing assaults on their hard won facility time.

However, conference is concerned that, despite UNISON accrediting and training retired members for section 10 representation since 2002, the UNISON national rules do not adequately protect certain section 10 accredited members, which includes most accredited retired members, by indemnification by the union from legal claims arising from representation.

Conference notes that Rule M5 states the National Executive Committee (NEC) may indemnify the following classes in respect of their representation:

- (a) any member of the NEC
- (b) any member of a national committee
- (c) any Trustee
- (d) any regional official
- (e) any branch official
- (f) any member of staff

Conference further notes that, under Rule D.7.2, a retired member would only be covered for their section 10 representation if they also happened to be the Branch Retired Members Secretary, under point (e) above, or a member of the National Retired Members Committee (NRMC), per point (b).

Islington Retired Members submitted a rule change to the Islington Branch Committee which would have created a further category to Rule M5 to add "(g) any members who have been trained and accredited by the union to act as representatives in disciplinaries and grievances for the purposes of section 10 of the Employment Relations Act 1999". This was approved by the Islington Branch Committee and duly submitted, but was ruled out of order by the Standing Orders Committee (SOC) of National Delegate Conference (NDC), the reason being given that, in the opinion of that SOC, members acting as section 10 representatives were adequately covered by the existing rule.

Islington retired members are concerned about this ruling on two grounds:

Firstly, members, including retired members, who have taken the time to be trained and do section 10 representation, appear to have no indemnification unless they are Branch Retired Members Secretary or a member of the National Retired Members' Committee and,

Secondly, having regard to National Rule A.2.2, it appeared that the SOC of NDC may have acted in breach of Rule A.2.2.

Conference is concerned that without clarification of the position on indemnification of retired members undertaking section 10 representation, retired members may be at risk from unscrupulous employers and lawyers seeking to compromise the representation by intimation or threat of, or actual litigation.

Conference therefore instructs the National Retired Members' Committee to:

1. recognise that at a question has arisen as to the interpretation of Rule M5, in relation to whether section 10 accredited representatives who do not hold national committee or branch officer post are indemnified under that Rule;
2. make an urgent referral of that question to the NEC under Rule A.2.2, for interpretation, and;
3. inform regional and branch Retired Members Secretaries of the NEC's conclusive and binding decision as soon as possible.

Islington UNISON

Could place the union in legal jeopardy

UNISON FUNDING OF RETIRED MEMBERS

Text not printed on the advice of the legal officer.

Cambridgeshire County UNISON

AMENDMENT TO MOTION 11

RETAINING MEMBERS WHEN THEY RETIRE WON'T JUST HAPPEN, IT NEEDS ORGANISING AND THAT MEANS STRATEGY AND RESOURCES

Text not printed on the advice of the legal officer.

Hampshire

Conflicts with an existing Rule

CODE OF GOOD BRANCH PRACTICE

Conference instructs the National Retired Members' Committee to seek the following alterations to the Code of Good Branch Practice:

1. Remove the word, "normal" from the first paragraph of 11.3.1.1;
2. Amend 11.3.14 to require the Branch Retired Members' Secretary to be a Retired Member;
3. Make clear that the power of branches at annual meetings (in Rule G3.4.2) to "(confirm) the election of Branch Officers" may not be used to overturn the result of a properly conducted election of a Branch Retired Members' Secretary by the retired members of the branch; and,
4. Bring together the references in the code to the election of Branch Retired Members' Secretaries (now in 11.3.1.1, 11.3.1.2 and 11.3.14) so they may all be found in one place.

West Midlands Region

Conflicts with an existing Rule / not in line with SOC procedures

STANDING ORDERS AMENDMENT

Delete Standing Order 8.1 and substitute:

- 8.1 A body submitting more than one motion shall indicate, when it does so, in what order it wants them to be debated. If any of its motions (except its last-placed) is not admitted to the agenda, its lower-placed motions, if any, shall be moved up to fill the vacant place in the order.
- 8.2 The Standing Orders Committee shall prepare an order of business so that, generally, every submitting body's first-placed (or only) motion is heard before any body's second, every second before any third and so on but subject to standing orders 8.3, and 8.5 below.
- 8.3 Where the Standing Orders Committee considers that certain motions should be debated together or where it has prepared a composite motion (pursuant to standing orders 2.3.4(2) or 2.3.4(3) respectively) this debate shall take the place in the order of business that would otherwise have been taken by the debate on the highest placed motion concerned.

Re-number standing orders 8.2 to 8.7 as 8.4 to 8.9

Wolverhampton General Branch

Requiring a Rule change

RETIRED MEMBERS' REPRESENTATIVES AT SELF ORGANISED GROUP CONFERENCE

Conference notes that:

1. Rule D5.3 provides that self-organised groups elect their own representatives to other levels of self-organisation;
2. Rule D7.8 provides that the National Retired Members' Organisation may send two representatives of relevant retired members to each National Self-Organised Group Conference; and,
3. The National Executive Council's guidelines on self-organisation, Organising for Equality, make clear delegates attend such events as representatives of their nominating body and should provide reports to the nominating body.

However, conference also notes that, instead of empowering relevant retired members, that is to say retired Black members, retired disabled members, retired lesbian, gay, bisexual & transgender members and retired women members to elect their own representatives to the respective Self-Organised Group Conference and hold them to account, the National Retired Members' Committee has substituted itself for these members and taken upon itself to elect their representatives.

Conference wishes to move towards greater conformity with the principle that self-organised groups elect their own representatives to other levels of self-organisation and to adopt a procedure so that relevant retired members elect their own representatives to the respective National Self-Organised Group Conference.

It therefore instructs the National Retired Members Committee to consult relevant retired members and the Self-Organised Group National Committees how best to do so and bring proposals in the form of a motion to National Retired Members' Conference 2018 which takes due account of:

- A. The capacity of this conference's caucuses to conduct elections, any additional resources the caucuses may require to do so and/or alternative ways to conduct any of these elections;
- B. The need for a widely publicised nomination process, for the circulation of candidates' election statements in advance, say with the Conference Agenda and Guide, so that relevant members can make an informed choice among candidates, and for an arrangement so that any candidate wishing to withdraw may do so;
- C. The timing of conferences; and,
- D. Arrangements for representatives to be accountable and the need for timely reports to relevant members, say by means of the electronic replacement for Interactive.

Wolverhampton General Branch

RULE C2.6.3

Conference notes that:

1. Rule C2.6.3 provides that retired members are entitled to stand for office and vote only for positions in the Retired Members' Organisation unless otherwise determined by the National Executive Council (NEC), or as otherwise provided for in (the) rules;
2. Rule Q does not define 'office'; and,
3. The NEC's protocol, Retired Members Seeking Permission from the NEC to Hold Office per Rule C2.6.3, deals only with holding office at branch level but still does not define 'office'.

Conference considers that this leaves certain matters unclear and notes that it gives rise to varying and possibly inconsistent practices including:

- A. The rule has sometimes been taken to apply only to positions within UNISON so that it does not prevent retired members standing for election as UNISON representatives to certain outside bodies for example, Local Government Pension Boards;
- B. Certain branches appear to understand 'office' not to include representative positions within the branch, for example, self-organised group representatives on branch committees (Rule G2.2.2);
- C. In certain branches, retired members have cast votes for branch officers in elections held at annual general meetings; and,
- D. Some branches permit retired members to stand for election as delegates to trades union councils, but it is uncertain whether all do so. On the other hand, UNISON, at regional and national levels, does not generally permit retired members to seek election as UNISON delegates to Trades Union Congress (TUC) bodies. This leads to the position that some retired members of UNISON (depending on the practice of their branch) may serve on TUC Regional Councils and attend TUC equality conferences on behalf of their trades union council but may not do so on UNISON's behalf.

Conference finds this confusing, disempowering and, in some respects, anomalous.

Conference therefore instructs the National Retired Members' Committee to seek from the NEC a comprehensive interpretation of the rule and to make it widely known, say by including it in the revised Branch Retired Members' Secretary's Handbook, so retired members know where they stand.

West Midlands Region

Superfluous / Requiring a Rule change

SHARED DELEGATES ATTENDING NATIONAL RETIRED MEMBERS' CONFERENCES

Conference notes that currently, it is not possible for branches or grouped branches to send 2 elected members to share one delegate seat to our conference as is allowed at National Delegate Conference.

In order to promote proportionality and/or fair representation and/or equal opportunities, conference asks the National Retired Members' Committee to take whatever steps are necessary to enable branches or grouped branches to send one 'shared delegation', if they so wish, to future National Retired Members' Conferences. Conference notes that in-line with current rule book arrangements for shared delegates at National Delegate Conference, the branch or grouped branches will be responsible for any extra costs incurred.

Wigan Metropolitan

Not competent

RULE D6.5

Conference notes that Rule D6.5 does not describe the Branch Retired Members' Secretary as a member of the Branch Committee, rather it says she/he "may attend and speak at all (its) meetings ... and may vote on (certain matters)". This appears to leave unclear whether she/he counts towards the quorum or has the same right as others to submit business.

Conference instructs the National Retired Members' Committee to raise this with the National Executive Council (NEC) with a view either to amending the rule or the NEC exercising its power under Rule A2.2 to make clear that the Branch Retired Members' Secretary and any other retired members' representatives have, generally, the same rights and duties as the others listed in rule G2.1 to take part at Branch Committee, except where the rules provide otherwise and to seek a corresponding alteration to the Code of Good Branch Practice.

West Midlands Region

Action not specific to the conference

EUROPEAN HEALTH INSURANCE CARD (EHIC) : CONTINUING COVERAGE

One of the consequences of the withdrawal of the UK from the EU may lead to the withdrawal of the European Insurance Health Card (EHIC) which enables access to emergency medical help in most other European Countries while travelling, or staying there for short periods, such as visiting relatives, friends or just holidaying.

Any withdrawal from this benefit will particularly discriminate against retired members who currently and routinely travel outside the UK to destinations that are in countries participating in mutual health arrangements.

While EHIC card cover is currently available for persons of all ages who qualify, and while alternative cover through travel insurance is normally available, all persons above retirement age are subject to increasingly higher premiums as they age and health factors can, and do, lead to escalating premiums or cover being refused.

Currently health charges in some countries, such as the USA, that are not covered by the EHIC, can leave members unfortunate enough to need hospital treatment with crippling charges to pay.

We are asking for this mutual system of assistance to be continued, after any Brexit arrangements are made, to enable older persons to be able to travel without being penalized by a possible withdrawal of the EHIC.

Conference therefore calls on the National Retired Members' Committee to work with other trades unions and appropriate bodies to lobby hard to achieve this end.

Devon County

EUROPEAN HEALTH INSURANCE CARD – CONTINUING COVERAGE

One of the consequences of the withdrawal of the UK from the EU may be the removal of the European Health Insurance Card (EHIC) which enables access to emergency medical help in most other European countries while travelling, or staying for short periods.

Any withdrawal of this benefit will disproportionately affect retired members who currently and routinely travel outside the UK to destinations that are in countries participating in mutual health arrangements. Retired people are statistically more prone to accidents and ill-health. EHIC cover is currently available for persons of all ages who qualify. While alternative cover through travel insurance is normally available, all persons above retirement age are subject to increasingly higher premiums as they age and health factors. This can and does lead to escalating premiums or cover being refused.

We believe that this mutual system of assistance should be continued after any Brexit arrangements are made, to enable retired people to travel without being penalised. Conference, therefore, calls on the National Retired Members' Committee to make representation to the National Executive Council, to campaign to achieve this, and liaise with the National Pensioners' Convention, the Scottish Pensioners' Forum, Age UK, the TUC, the Scottish TUC and Labour Link on this issue.

South West Region

NATIONAL CAMPAIGN

The UNISON Retired Members Section of the Hertfordshire Branch call upon the National Executive Committee, through a national campaign, to encourage current UNISON members to join their local retired members section on retiring from employment.

We call upon the NEC to introduce a national campaign to highlight not only the benefits of joining the retired members section but to also encourage members to remain politically active upon retirement.

UNISON Hertfordshire

PRIVATE MEDICINE – TIME FOR IT TO GO?

We live primarily in a capitalist society. This system produces very wealthy individuals, institutions and companies. Broadly as a society we accept and applaud this system because wealth generation produces amongst other things, employment and high tax returns which can be distributed for the greater good of all of us.

Tolerance of capitalism is further enhanced in this country by the fact that at certain levels we all share equal rights, one of which is the certainty, when needed, of health care provided by the NHS.

Is it right that wealth produces immediate treatment for ailments or if necessary an operation?

Most of society has to queue for such treatments, in some cases with those people waiting suffering discomfort or pain.

Privately the treatments are provided by people who have learnt their undoubted skills practising mainly on NHS patients. One wonders what is their motivation. Often they are already well rewarded by the NHS and they know that in many cases their skills are desperately needed by the NHS. Could their driving force be simple greed?

In 1948 the NHS was formed, private medicine was tolerated to clear the obstruction of the fear expressed by some doctors that it would reduce their incomes. Seventy years later such argument does not stand examination.

We believe health care should not be available to purchase like a bag of potatoes, the time is overdue for the phased withdrawal of private medicine from our health system.

Conference therefore instructs the National Retired Members Committee and calls on the National Executive Council to:

1. urgently initiate a campaign to return the NHS to its original status, free at the point of need from the cradle to the grave;
2. ensure all MPs know that if they continue with selling off sections of the NHS, their names and any profits they make will be published;
3. work closely with the National Pensioners Convention, Trades Union Congress, Scottish Pensioners Forum, other trades unions and relevant organisations to gain support for this campaign;
4. report progress on a regular basis in UNISON publications and at all National Retired Members Committee meetings for circulation to regions and branches;
5. report back to the 2018 UNISON National Retired Members Conference with the progress made.

Hampshire

HOSPITAL CAR PARKING

This conference calls upon the National Executive Council and National Retired Members' Committee to use all means in their power to enable older people the ability to access free parking at hospitals and other health care premises.

Older people are high users of health services and are therefore more likely to need to access car parking facilities. The cost of this can be exorbitant, and a drain on pensioners often meagre incomes.

Conference further notes that an excessive proportion of the charges ends up in the hands of private companies rather than benefitting the NHS.

Yorkshire - Humberside Region

Negative Amendment

AMENDMENT TO MOTION 7

ANNUAL INCREASES FOR PENSIONS IN COUNTRIES WHERE THIS APPLIES NOW

Delete paragraph 4.

Add final paragraph

"Conference therefore calls on the National Retired Members' Committee to make representations to the National Executive Council urging it to campaign for the protection of existing arrangements and for the extension of this provision to all UK pensioners living abroad in any country."

Scotland Region

Not sufficiently clear

AMENDMENT TO MOTION 10

RETIRED MEMBERS "HUMAN LIBRARY" RECOGNISING EXPERIENCE AND REALISING POTENTIAL

Add point 7

"Ensuring appropriate insurance and indemnity when engaged on UNISON business and /or activities."

Add point 8 "According appropriate voting entitlement e.g. in UNISON NEC"

Scotland

Introduces substantial new subject matter

AMENDMENT TO MOTION 18 OLDER PEOPLE'S COMMISSION

In the first paragraph, delete 'policy outcomes: contained in the party manifesto for the General Election' and substitute:

Labour's advance at the General election which, it believes, was due to:

1. Its manifesto, For the Many Not the Few, which contained many of UNISON's policies, promised a sharp break from austerity and included commitments to pensioners

At the end of the first paragraph add:

2. Jeremy Corbyn's leadership and his capacity to defy those who have smeared and denigrated him; and,
3. The broader mobilisation that preceded the election campaign and was reflected in increased Labour Party membership, the number on the National Health Service demonstration on 4th March and the growth of campaigns on issues including school funding, housing and benefit cuts

In the second paragraph after 'UNISON' add:

as a focus for widespread campaigning among pensioners along the lines of the strategy UNISON adopted at National Delegate Conference 2017 (Emergency Composite 1 – After the General Election) with the aim of taking advantage of the Tories' weakness to force an early general election, bring Labour to power and

Wolverhampton LG / Islington LG

Beyond the remit of the committee

AMENDMENT TO MOTION 18 OLDER PEOPLE'S COMMISSION

2nd para 1st line after 'Conference' delete 'calls on' insert 'instructs'

5th para 3rd line after 'Conference' delete 'calls on' insert 'instructs'

After last paragraph, add new paragraph:

Conference also instructs the National Retired Members Committee:

- a. To report progress on action, particularly with the National Pensions Convention (NPC) and Scottish Pensioners Forum (SPF). This should be communicated by the National Retired Members Committee members when they report back to Regions after each Unison National Retired Members Committee meeting. This will enable retired members nationally to support the action in the NPC Regions and Scotland.
- b. To report action and progress made to the Unison National Retired Members Conference 2018.
- c. To ensure information is put on the Unison National Retired Members website and in addition Regional and Branch websites. Circulate information by other means noting that not all members can access the internet.

Hampshire LG

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 UNISON 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 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 NRM, 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 NRMC 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 NRMC**
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 NRMCM, 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
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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
12.10pm – 12.55pm	Black Members' Caucus
12.55pm – 1.40pm	Women's Caucus
1.40pm – 2.25pm	Disabled Members' Caucus
2.25pm – 3.10pm	Lesbian, Gay, Bisexual and Transgender Caucus
3.10pm – 4.00pm	Regional Meetings (6 regions)
4.00pm – 4.50pm	Regional Meetings (6 regions)
5.00pm – 6.00pm	First Conference Session

Wednesday

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

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

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. Reps at SOG Conferences

Nat. Ctee has, without asking us, decided to continue holding indirect 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' Pensions

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

National Committee'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 Retired Members' 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 NRMCM

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 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 UNISON's 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 it's "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 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.

STANDING ORDERS FOR THE CONDUCT OF UNISON RETIRED MEMBERS' CONFERENCES

(as amended at 2014 Conference)

1. COMPOSITION OF STANDING ORDERS COMMITTEE

1.1 The Standing Orders Committee shall consist of one retired member from each UNISON region.

2. FUNCTIONS OF STANDING ORDERS COMMITTEE

2.1 The members of the Standing Orders Committee shall hold office from the end of one Retired Members' Conference until the end of the next Retired Members' Conference.

2.2 At its first meeting after it takes office, the Committee shall elect a Chairperson and a Deputy Chairperson from amongst its members.

2.3 The functions of the Committee shall, subject to these Standing Orders, be to:

2.3.1 ensure that the Union's Rules and Standing Orders relating to the business of Conferences are observed, and notify the Chairperson of Conference of any violation that may be brought to the Committee's notice

2.3.2 draw up the preliminary agenda and final agenda of Conference business, and the proposed hours of business, to be circulated in accordance with the timetable stated in Rule D.1.9 of the National Rules

2.3.3 determine the order in which the business of Conference shall be conducted, subject to the approval of Conference

2.3.4 consider all motions and amendments submitted for consideration by Conference and, for the purpose of enabling Conference to transact its business effectively the Committee shall:

1. decide whether such motions and amendments have been submitted in accordance with the Rules
2. group together motions and amendments relating to the same subject, decide the order in which they should be considered and whether they should be debated and voted on separately or debated together and voted on sequentially
3. prepare and revise, in consultation with the movers of motions and amendments, composite motions in terms which in the opinion of the Committee best express the subject of such motions and amendments

4. refer to the body within the Union a motion or amendment which in the opinion of the Committee should properly be considered there; the mover shall be informed of the reason for so doing
5. have power to do all such other things as may be necessary to give effect to these Standing Orders.
6. issue guidelines from time to time in order to assist with the smooth running of Conference. Such guidelines shall be consistent with these Standing Orders.

2.4 Any decisions of the Committee which are to be reported to Conference shall be announced by the Chairperson of the Committee and shall be subject to ratification by Conference.

3. SPEAKING

3.1 Those empowered to speak shall be delegates appointed by branches or representatives appointed by regions, members of the National Committee and those members of UNISON staff so appointed by the National Committee, plus the Chairperson of the Standing Orders Committee. Any member of a regional Retired Members' Committee attending the conference as a regional or branch delegate may be appointed by their regional Retired Members' Committee to move a motion or amendment submitted by that regional Retired Members' Committee. A regional delegate may move a motion or amendment submitted by a Branch within that Region if the Branch concerned is unable to be present at the Conference.

3.2 Members of the National Committee may speak from the platform to Committee policy on any motion or amendment on the Conference agenda, at any time during debate, as agreed by the Chairperson of Conference and the National Committee.

3.3 Apart from the elected delegates and those persons who have the right to speak at the Conference under Standing Order 3.1, no other person shall speak except by permission of the Standing Orders Committee.

4. LIMIT OF SPEECHES

4.1 The mover of a motion or an amendment shall speak for not more than five minutes and each succeeding speaker for not more than three minutes, except where the Standing Orders Committee have decided otherwise.

4.2 No person shall speak more than once on a question, except that the mover of the original motion may exercise a right of reply for not more than three minutes, introducing no new material.

5. VOTING

5.1 The method of voting shall be by show of hands of the delegates appointed by branches and present at Conference. A card vote may be called by the President or, immediately after the result of the show of hands has been declared, by at least ten per cent of the delegates registered at the Conference.

5.2 In the event of a card vote being called or demanded, the vote shall be taken immediately after it has been demanded, but no business shall be suspended, pending the declaration of the result of the vote except that which in the President's opinion may be directly affected by the result.

6. TELLERS

Conference shall appoint delegates to act as tellers for the duration of the Conference.

7. PROCEDURE

7.1 Any questions of procedure or order raised during the Conference shall be decided by the Chairperson of Conference whose ruling shall be final and binding.

7.2 Upon the Chairperson of Conference rising during a Conference session, any person then addressing Conference shall resume her/his seat and no other person shall rise to speak until the Chairperson of Conference authorises proceedings to continue.

7.3 The Chairperson of Conference may call attention to continued irrelevance, tedious repetition, unbecoming language, or any breach of order on the part of a member and may direct such a member to discontinue her or his speech.

7.4 The Chairperson of Conference shall have power to call any person to order who is causing a disturbance in any session of Conference and if that person refuses to obey the Chairperson of Conference, she/he shall be named by the Chairperson of Conference, shall forthwith leave the Conference Hall, and shall take no further part in the proceedings of the Conference.

7.5 The following procedural motions may be moved at any time without previous notice on the agenda:

- (i) that the question now be put, provided that:
 - (a) the Chairperson of Conference may advise Conference not to accept this motion if in her/his opinion the matter has not been sufficiently discussed;
 - (b) if this motion is carried, it shall take effect at once, subject only to any right of reply under these Standing Orders.
- (ii) that the Conference proceed to the next business;
- (iii) that the debate be adjourned;

No motion under (i), (ii) or (iii) above shall be moved by a person who has spoken on the motion or amendment in question.

7.6 Any person empowered to speak as in Standing Order 3.1 above may at any stage in the Conference raise a point of order if she/he considers that the business is not being conducted in accordance with the Union's Rules and the Standing Orders of this Conference.

7.7 Such a point of order must be raised as soon as the alleged breach occurs or at the earliest practicable moment thereafter.

7.8 The Chairperson of Conference's ruling on a point of order is final.

8. MOTIONS AND AMENDMENTS

8.1 Motions and amendments will normally be considered in the order in which they appear on the final agenda.

8.2 Other than items appearing on the Final Agenda, and those relating to procedure, the only motions allowed for debate shall be those submitted under the emergency procedure previously agreed by the Retired Members' Conference Standing Orders Committee and which have been approved for debate by that Committee. Any such motions will be circulated at the commencement of Conference proceedings.

8.3 The Retired Members' Conference Standing Orders Committee will decide before the Conference the place on the Final Agenda at which any emergency motions should be heard.

8.4 When an amendment to a motion is moved, no further amendment may be moved until the first one is disposed of.

8.5 When an amendment is defeated, a further amendment may be moved to the original motion.

8.6 When an amendment to a motion is carried, the motion, as so amended, shall become the substantive motion, to which a further amendment may be moved.

8.7 Any person empowered to speak as in Standing Order 3.1 above shall not move more than one amendment to any one motion, nor shall the mover of a motion move any amendment to such motion.

9. WITHDRAWALS OF MOTIONS AND AMENDMENTS

9.1 A motion or amendment which appears on the Final Agenda may not be withdrawn without the consent of the Standing Orders Committee, whose decision shall be reported to Conference.

9.2 If a motion be withdrawn with the consent of the Standing Orders Committee, any amendment to that motion will fall.

10. REFERENCE OF OUTSTANDING ITEMS

10.1 If, at the end of the Conference, the Final Agenda has not been concluded, outstanding motions and amendments shall be referred to the National Retired Members' Committee which shall report to members its decisions on those 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.

11 SUSPENSION OF STANDING ORDERS

11.1 Any one or more of these Standing Orders may be suspended by a resolution of Conference in relation to a specific item of business properly before the Conference and to the proceedings thereon at the Conference, provided that at least two-thirds of the delegates present and voting shall vote for the resolution.

Conference Venue

Venue Cymru

The Promenade
Llandudno
Conwy
LL30 1BB

Tel: 01492 879 771
info@venuecymru.co.uk
<https://venuecymru.co.uk/>

How to get there

Air

Venue Cymru is approximately 66 miles (1hr 20mins) away from Liverpool John Lennon Airport via M56/A55.

Rail

There are two train stations serving Llandudno – Llandudno station and Llandudno junction. Most main lines services take you into Llandudno junction.

Monday to Saturday there are hourly trains from Llandudno junction to Llandudno station. The journey time takes 12 minutes. There are also bus routes (13, X5 and 5) that travel frequently between Llandudno junction and Llandudno station. The journey time takes 20 minutes.

Llandudno station is approximately an 8 minute walk from Venue Cymru. Turn left from Llandudno station onto Vaughan Street, continue to merge onto Mostyn Broadway, continue down Mostyn Broadway and Venue Cymru is on your left-hand side, just past the Llandudno Swimming Centre.

For details of train services: www.nationalrail.co.uk.

Taxis

A taxi from Llandudno junction costs approximately £10.00. It is recommended you pre-book a taxi to pick you up from Llandudno junction station as there are not always taxis available.

Alliance 01492 878787
Roadrunner taxis 01492 240 858
Castle cabs 01492 860 033
Interlink taxis 01492 860 033

Road

Venue Cymru is 4 miles away from the A55 and takes approximately 8 minutes by car, giving access from all over the North West and beyond via M62/M56. From Junction 19 of the A55, follow signs for Llandudno and take the A470 (Royal Welsh Way), from there follow the brown road signs marked Venue Cymru.

Parking

There is a 250 space pay and display car park behind Venue Cymru. There are 19 designated disabled parking bays and parking is free for disabled badge holders using these spaces only. There is also parking available on the promenade in front of the venue. Parking rates on the promenade vary seasonally:

Venue information

You should access Venue Cymru via the Promenade Entrance.

Conference information desk

The conference information desk will be located in the Atrium on the ground floor. It is responsible for all administrative and organisational matters. This is where you should go if you have any queries concerning the administration of conference or if you lose your conference credentials. The desk will be open:-

Tuesday 11am – 5pm

Wednesday 8.30am – 5.30pm

Exhibition area

Exhibitions and displays publicising UNISON and other services will be located in the Orme Suite on the ground floor. The exhibition will be open:-

Tuesday 11am – 5pm

Wednesday 8.30am – 4.30pm

Card vote collection desk

This desk will be located in the exhibition area in the Orme Suite. The card vote collection desk will be open from:-

Tuesday 11.45am – 5pm

Wednesday 8.30am – 5pm

Conference hall

The main conference hall will be in the Arena on the ground floor. The conference hall is laid out with seating for delegates at the front of the hall and visitor seating at the back of the hall. A seating plan will be available at conference.

Meeting rooms

Discussion groups and meetings will take place in breakout rooms on the ground, first and second floor off the main conference atrium.

Standing Orders Committee

The Standing Orders Committee room is in the Conwy room on the first floor.

Catering

Refreshments are available from the exhibition area in the Orme Suite.

Cloakroom

A free cloakroom service will be available. The cloakroom will be open:-

Tuesday 11am – 5pm

Wednesday 8.30am – 4.30pm

First aid

Please contact the conference enquiry desk if you require first aid.

Cash machine

There is a cash machine in the box office foyer of Venue Cymru which charges for withdrawals. There is a free cash point machine at the Jet Garage located behind the venue.

Wi-Fi

Free wi-fi is available in Venue Cymru – this can be accessed without the need for password by finding the Venue Cymru network.

Photographs

If you require a photograph for your credentials please contact the conference information desk

Access and Facilitation

UNISON recognises the importance of making conference as accessible as possible. All delegates have had the opportunity to register for provision of services to make conference accessible to them.

UNISON staff member Anna Costi is the conference access officer. Questions about access and facilitation should be addressed to her via the conference information desk.

Accessibility Summary for Venue Cymru

Venue Cymru is committed to ensuring that all delegates are able to fully participate in any event held in the building.

Entrance to the venue is assisted by wide, automatic doors designed for wheelchair users.

There is a dropping off point at the main entrance with plenty of room to disembark safely. In the car park at the back of Venue Cymru are 19 designated disabled parking spaces; parking is free for disabled barge holders within these spaces.

There are lifts to all floors which are wide enough for wheelchair users and with buttons at a suitable height. All steps are accompanied by wheelchair ramps and public areas are spacious enough to manoeuvre easily.

All reception areas are equipped with low counters. Accessible toilets are available throughout the venue. Interior doors are wide, light and easily opened from a wheelchair.

Fire alarms are visual as well as audible and fire exits are available for operation by disabled people.

Working/guide dogs are welcome within Venue Cymru and touch/familiarisation tours can be arranged prior to your visit.

The main hall, meeting rooms and all breakout rooms used for conference will all have induction loops systems.

UNISON conference app

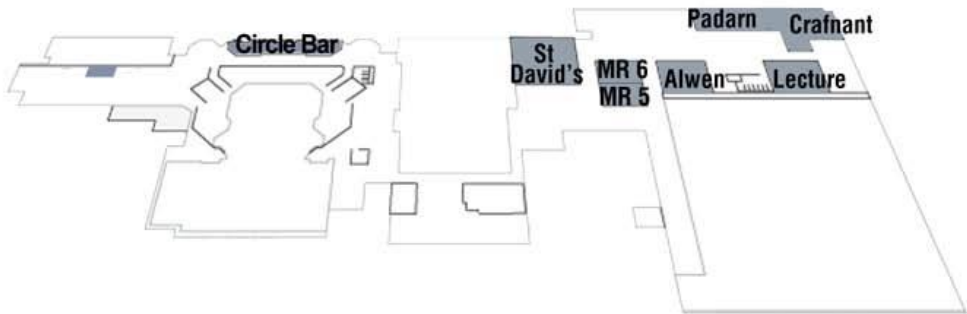
The conference app includes information in this guide and gives you the chance to meet and chat to other members at the conference. The app can be used on smartphones and tablets and is available on Google play or in the app store. There is also a web version containing the agenda and online version of the conference guide.

You can browse the conference agenda and standing orders committee reports, view the floor plan of Venue Cymru to find your meeting and connect with other delegates by viewing their posts and pictures or posting your own. You can also save details of meetings you want to attend.

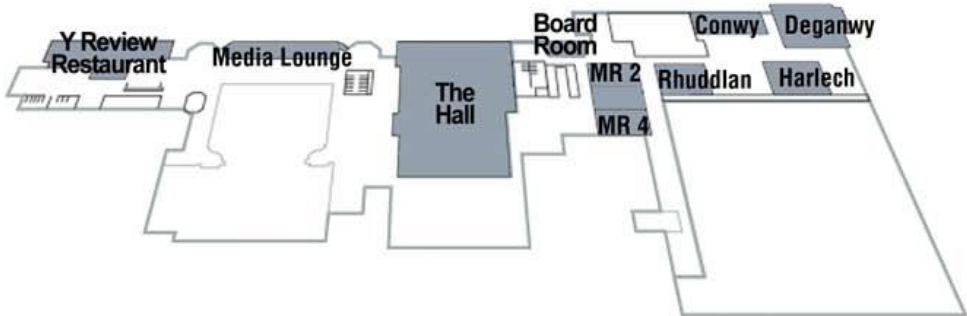
If you have registered your email address for the conference, you will receive an email with all details of how to access and use the app.



Second Floor



First Floor



Ground Floor

