



# UNISON Conference Bulletin

January 2018

## National Delegate Conference 2018

Conference Team

020 7121 5123

This bulletin contains the timetable and information for  
**2018 National Delegate Conference.**

**Please note that both motions and delegations can only be submitted online.  
There are no paper forms.**

**National Delegate Conference 2018 will be held at the Brighton Centre starting 10am  
Tuesday 19 June, ending 4pm Friday 22 June 2018.**

The Brighton Centre  
Kings Road  
Brighton  
East Sussex  
BN1 2GR

Tel: 01273 290131 Fax: 01273 779980

Web: [www.brightoncentre.co.uk](http://www.brightoncentre.co.uk)

### **Timetable**

Deadline for Submission of Motions	12.00 noon	Tuesday 27 February 2018
Publication of Preliminary Agenda		Monday 19 March 2018
Deadline for Submission of Delegates	5.00pm	Thursday 29 March 2018
Deadline for crèche places	5.00pm	Friday 13 April 2018
Deadline for reasonable adjustment requests for access	5.00pm	Friday 4 May 2018
Deadline for Submission of Amendments	12.00 noon	Tuesday 24 April 2018
Publication of Final Agenda		Monday 14 May 2018
Deadline for Emergency Motions	9.00am	Tuesday 12 June 2018
Deadline for submitting Change of Delegates online on the OCS	5.00pm	Friday 15 June 2018

Enclosed with this Conference Bulletin, and available for download on the conference  
webpage <https://www.unison.org.uk/events/2018-national-delegate-conference/> are:

Scheme of Branch Representation  
Delegate Travel Form  
Visitor Travel Form  
Advice from Standing Orders Committee  
NEC Guidance

**There are NO paper forms for motion or delegation submission. You must use the Online Conference System (OCS) instead. See next section for full information.**

### **Information on how to submit motions and delegations using UNISON's Online Conference System (OCS)**

**Which branch officers can use the OCS?** Motions and delegations can be submitted at branch level by either the Branch Chair or Branch Secretary. The other will receive e-mail copies of the motion or delegation submission as soon as it is submitted. Branch employed staff are also able to enter motions but do not have authority to submit them on behalf of a branch.

At regional level, the regional secretary is authorised to submit the motion/delegation, with the regional convenors receiving an instant e-mail copy. This process is replicated at national level for national bodies and their relevant chairs and secretaries.

**Which members can use the OCS?** When a member is registered as a delegate to a conference, they will receive an e-mail informing them of this as long as their e-mail address is listed on the RMS. They can then also access the OCS to upload their photograph, to make online requests for services such as reasonable adjustments, crèche places and babysitting, which should be made by the deadline stated.

**How will these people access the OCS?** Users access the OCS via the UNISON website at [www.unison.org.uk](http://www.unison.org.uk) and clicking on 'My UNISON' - which is located at the top of the front page. Using your UNISON membership number and surname, register once and you will be issued with a password. For subsequent access, simply click on 'My UNISON' and then 'Sign-in now' and you will need your membership number and the password you were issued. Branch employed staff should call their regional contact.

**What if the correct branch people have accessed 'My UNISON' but then cannot access the OCS?** Key to accessing the OCS is ensuring that the data held on UNISON's membership system, the RMS, is correct. It records which members hold the key positions of Branch Secretary and Branch Chair. If this information is incorrect, or if it changes, the branch needs to ensure that the RMS records are updated immediately. Then the individual should call their regional contact.

**What else needs to happen?** It will help the system to function if these key branch people also have an e-mail address stored on their RMS records. Please contact your branch or regional RMS team urgently, to make this happen. Each delegate within a delegation should also have their date of birth stored on the RMS.

**Delegates and Visitors to Conference:** It is important that we collect e-mail addresses for those members wishing to participate in any way in the conference. The e-mail address can be any one that you have easy access to e.g. your personal e-mail, branch e-mail or that of a friend or relative.

- If you already have an e-mail address and access to the UNISON website, the quickest way to update your details is to go to the UNISON website and click 'My UNISON' – you will need your UNISON membership number.
- If you don't have an e-mail address or don't have access to the UNISON webpage, you can contact UNISONdirect on 0800-0-857-857 and provide them with the details of your preferred e-mail address to update your UNISON Membership records – you will need

your UNISON membership number.

- Or, you can contact your local UNISON branch and provide them with the details of your preferred e-mail address to update your UNISON membership records – you will need your UNISON membership number.

**Key contacts:**

If you have a 'My UNISON' registration issue: UNISONdirect on 0800-0-857-857.

If you have an OCS issue, please contact your relevant regional contact. Listed below are the Conference contacts for each region, who can also assist with online conference registration:

Region	Contact	Tel	E-mail
Eastern	Amanda Tickner	01245 608909	<a href="mailto:a.tickner@unison.co.uk">a.tickner@unison.co.uk</a>
East Midlands	Colleen Forrest (Tues & Fri only)	0115 847 5468	<a href="mailto:c.forrest@unison.co.uk">c.forrest@unison.co.uk</a>
	Katrina Grace (Mon & Tues only)	0115 847 5417	<a href="mailto:k.grace@unison.co.uk">k.grace@unison.co.uk</a>
Greater London	Shelley Davey Lorraine Tant Cally Thompson	0207 535 6648	<a href="mailto:glrconference@unison.co.uk">glrconference@unison.co.uk</a>
Northern	Allison Jackson	0191 245 0805	<a href="mailto:a.jackson2@unison.co.uk">a.jackson2@unison.co.uk</a>
Northern Ireland	Elizabeth Robinson	02890 270190	<a href="mailto:e.robinson@unison.co.uk">e.robinson@unison.co.uk</a>
North West	Kim Scott	0161 661 6777	<a href="mailto:k.scott@unison.co.uk">k.scott@unison.co.uk</a>
	Gillian Gorman	0161 661 6743	<a href="mailto:g.gorman@unison.co.uk">g.gorman@unison.co.uk</a>
Scotland	Rosaleen Rodgers	0141 342 2816	<a href="mailto:r.rodgers@unison.co.uk">r.rodgers@unison.co.uk</a>
	Jean Fraser	0141 342 2880	<a href="mailto:j.fraser@unison.co.uk">j.fraser@unison.co.uk</a>
South East	Catherine Still	01634 285708	<a href="mailto:c.still@unison.co.uk">c.still@unison.co.uk</a>
	Kieran Pearson	01483 406510	<a href="mailto:k.pearson@unison.co.uk">k.pearson@unison.co.uk</a>
South West	Jenn Gollings (Mon – Thurs only)	01823 285336	<a href="mailto:j.gollings@unison.co.uk">j.gollings@unison.co.uk</a>
Cymru/Wales	Beverley Powell	02920 729475	<a href="mailto:b.powell@unison.co.uk">b.powell@unison.co.uk</a>
West Midlands	Claire Kenny	0121 685 3174	<a href="mailto:c.kenny@unison.co.uk">c.kenny@unison.co.uk</a>
Yorkshire & Humberside	Laraine Senior	0113 218 2333	<a href="mailto:l.senior@unison.co.uk">l.senior@unison.co.uk</a>

## **National and Regional Representation**

The following bodies are eligible to send two delegates (at least one of whom should be female) who shall be entitled to speak but not vote:

- Regional Councils
- National Self-Organised Groups
- Service Groups
- Private Contractors National Forum
- National Young Members' Forum
- National Retired Members' Committee

The following bodies are eligible to send one delegate only who shall be entitled to speak but not to vote:

- Regional Young Members' Forums
- Regional Retired Members' Committees

## **Branch Funding**

Branches are expected to send delegates to National Delegate Conference. This is reflected in the branch funding formula. If a branch does not send at least 50 per cent of its delegate entitlement to Conference, and is not represented by at least 50 per cent of the delegate entitlement at conference sessions, then the branch's funding entitlement will be reduced by 2.5 per cent, so you are encouraged to send your full delegation.

If your branch, for whatever reason, cannot send delegates to Conference, you should notify your regional office as soon as possible of the reasons why. Depending on the branch circumstances the region will be able to provide guidance on how attendance at Conference can be achieved.

All branches contribute to the cost of providing crèche provision at National Delegate Conference. This is based on the size of the branch, and the deduction is made centrally each year through branch funding. Therefore no further action is required from branches.

## **Disenfranchised Branches**

Branches are reminded that under Rule D.1.3.3.1 you will be disenfranchised from sending delegates to attend National Delegate Conference and Service Group Conferences for the remainder of the financial year following the year to which the financial return applies, if you did not submit your annual financial returns (Rule G.10.1) to your UNISON regional office by no later than **15 March each year**.

## **Branch Representation**

This will be in accordance with the Scheme of Branch Representation drawn up under Rule D.1.3, attached. **Please read the guidelines attached to the Scheme as they provide clear information on how the scheme is interpreted, in particular in relation to sharers, low paid female delegates and young members.** Representation is based on membership at **30 September 2017**. Regions will monitor the list of delegates submitted by branches to ensure compliance with the scheme.

## **Transgender Members**

UNISON applies strict rules on proportionality in branch conference delegations, to ensure proper representation of women. Members who are in the process of transitioning gender may not yet have changed their UNISON membership details. For example, a member may wish to attend National Delegate Conference as a woman, but still be attending work as a man. Members will be registered for National Delegate Conference as the gender in which they will attend the Conference, irrespective of their gender recorded on the RMS.

To ensure that branch delegations including transgender members are not rejected on grounds of proportionality, please contact the Conference Office on 020-7121 5123 with information on any online delegate submissions which include members attending conference in a different gender to that recorded on the RMS. Their confidentiality will be respected at conference.

## **Appeals**

**Any appeals concerning the composition of branch delegations shall be considered at regional level via a regional appeals panel convened by the regional secretary. Late delegate registrations will not be approved. There will be no exceptions to this. The appeals mechanism in the regions is for the composition of delegations, not for late submissions. Regions have to apply the deadlines strictly.**

## **Fitness to Attend Conference**

With the introduction of Fitness to Work sick notes are slightly different now. Members who are off sick from work may have an illness/condition which means they can't perform some tasks but can perform others. They may have a fitness to work certificate which means they return to work with certain caveats – e.g. places limits on the types of tasks they can perform at work and duration.

So if a member is not at work and off sick and wants to attend the National Delegate Conference they need to ask for a note from their GP indicating they are fit to attend the conference (travel/sitting for long periods). We also advise them to get a note from their employer agreeing to their attendance at conference, as this may be a different activity from those at work which they are not able to do.

Members should send a copy of the Fitness to Attend note to Stephanie Grant, Conference & Events Manager and Designated Health & Safety Manager, in advance of the conference. This information will be treated with confidentiality.

## **Please help us to help the environment**

We're doing our best to reduce the environmental impact of our conferences. This year, we are providing all delegates with the chance to opt out of being sent paper copies of our conference materials as part of the delegates' despatch. All these documents will be available online via the conference app, and on the UNISON website. You can then download them onto your laptop or tablet to view online while you are at conference. If you wish to opt out please indicate this on the 'Extras' screen options on the Online Conference System (OCS). This can only be done by the registered delegate themselves. If you do not opt out, you will be sent all documentation in hard copy form.

## **Reasonable Adjustments**

UNISON aims to provide a fully accessible event to disabled members in accordance with our duties under the Equality Act. Requests for reasonable adjustments must be submitted by **Friday 4 May 2018**.

For any reasonable adjustments required, please complete the request online by the stated deadline. This can only be done by the registered delegate themselves. Authorisation for personal assistance/facilitation is required from your Branch Secretary that this expenditure will be approved.

**Please remember that BSL Interpreters will only be available if requested in advance.**

While we work within the context of the social model of disability this does not mean that UNISON can automatically provide all resources that are requested as adjustments. We have to consider the finite resources available both in terms of space and finances in order that we can balance our commitment to the social model with the resources available, and channel them to where they are needed most.

The process for managing requests that we adopted at 2016 National Delegate Conference has shown that with better information from members we can better address individual needs, allocate resources fairly, retain the ability to respond flexibly at conference and reduce the impact on other members.

Members requesting seating, tables, footrests, which impact on the space available on the floor of conference, will be asked what barriers they face that require this adjustment for their participation.

While not requesting detailed personal information, UNISON will require sufficient information in order to understand the barriers faced to get the right resources to the right people for this Conference. This will assist us in making adjustments that are meaningful and appropriate to the individual.

The union will determine the allocation of limited resources. If necessary, this may include reserving the right to seek additional information.

We will apply a necessary cut off point for requests, as close as possible to the conference while not impacting on the requirements to produce regional seating plans in good time for advance circulation. The deadline is **Friday 4 May 2018**.

We will retain a limited ability to respond to unexpected circumstances that affect a delegate at short notice prior to the conference.

## **Personal Emergency Evacuation Plan (PEEP)**

If a delegate or visitor from your branch requires a PEEP for the Brighton Centre, please ask them to indicate this with their online request.

## **Crèche and Babysitting**

Please note that crèche provision is available **for delegates only** for children up to the age of 16 years. Arrangements have been made for Nipperbout, the company contracted to provide crèche facilities at all UNISON national conferences, to provide babysitting. Should you require this service please complete the request online by **5pm, Friday 13**

**April 2018.** This can only be done by the registered delegate themselves. Delegates are reminded that the cost for babysitting is borne by the branch so authorisation is required from your branch secretary that this expenditure will be approved.

### **Change of Delegate**

Branches may change delegates up to the start of Conference. A member registering as a substitute branch delegate must have been eligible to represent the branch at the closing date for registration of delegates **Thursday 29 March 2018**. Any changes must be in accordance with the Scheme of Branch Representation.

After **5.00pm Friday 15 June**, no more changes can be made on OCS. If a branch needs to make an emergency change to its delegation after this date then an Emergency Change of Delegate form will need to be completed.

This form will be available on the UNISON website from **Saturday 16 June** and will also be available at the regional pre-conference delegates meeting for National Delegate Conference. The form will also be available from the conference desk at Brighton.

For National Delegate Conference the regional secretary must sign the form to approve the changes and to ensure that proportionality and fair representation still apply.

*Branches are reminded that changes to a delegation can only be made up to the start of a conference. There are no exceptions to this rule.*

### **Travel Arrangements**

Branches are asked to book all travel arrangements for Conference through Stewart Corporate Travel. Travel application forms are attached to this bulletin. Wherever possible, please ensure train tickets are delivered to you directly as collecting them from stations incurs an extra charge. Branches are reminded that:

- Travel costs for **Delegates and Sharer 1's only** will be funded from National Office.
- Travel costs for **Visitors and Sharer 2's** must be paid for by the branch. **This is in line with Rule D.I.6 on shared delegates.** *Please note that a booking fee is applicable – further details from Stewart Corporate Travel.*

### **Accommodation**

Branches are encouraged to arrange accommodation through Brighton's Accommodation Booking Service, VisitBrighton. Using the Booking Service supports the work of our members in local government and ensures our continuing ability, as a not-for-profit organisation, to secure preferential rates for our conference venues. For full details of current available and for bookings please go to:

<https://aws.passkey.com/go/UNCBTN2018>

You can also email: [delegates@visitbrighton.com](mailto:delegates@visitbrighton.com) or telephone 01273 292626.

### **Advice on Submission of Motions**

Please refer to the advice from the Standing Orders Committee about submission of motions, enclosed with this Conference Bulletin.

The Preliminary Agenda will be published on Monday 19 March 2018. The Final Agenda will be published in newspaper format and online on Monday 14 May 2018. The motions and amendments will also be included in the Conference Documents which are sent to all delegates in June 2018.

### **Prepaid Cards**

Union Income Ltd have agreed to provide a corporate version of its prepaid card still with the UNISON branding. If your branch requires a prepaid card then this is the card that is the preferred option above others generally available.

An application will normally take about 14 working days to turnaround and you can request an information pack and application form by contacting:

UNISON Prepaid Plus Customer Services, 39-51 Highgate Road. London NW5 1RT or email [customerservices@unisonprepaid.com](mailto:customerservices@unisonprepaid.com)

### **Credit Cards**

If your branch does not specifically require a prepaid card the other best option is a credit card from Unity Trust Bank called Unity Corporate MultiPay Card. It is more flexible and is linked to branch current account. Details of the Corporate MultiPay card and further information on how to apply are available from their website at [www.unity.co.uk/multipay](http://www.unity.co.uk/multipay). To help branches switch to this Unity Trust credit card, the bank has agreed to waive the one off administration fee of £50 for all current ALTO card customers who apply for a MultiPay card.

### **Data Protection**

Delegates and branches should be aware that the information collected via the online conference system, in addition to information held on UNISON's membership database, will be used for statistical purposes and for the organising and administration of Conference in compliance with the requirements of the Data Protection Act 1998.



## UNISON Scheme of Branch Representation NDC 2018

### INTRODUCTION

UNISON rules require the NEC to draw up a scheme for the composition of branch delegations to National Delegate Conference.

The purpose of the scheme is to ensure that branch delegates are representative of the union's diverse membership and that delegations meet the requirements of proportionality and fair representation.

It is important that all groups of members are represented at National Delegate Conference. Groups that have been consistently under-represented include low paid women, young, disabled, LGBT and Black members.

### SUMMARY OF REQUIREMENTS

- 1) Branches are entitled to one delegate per 1,000 members or part thereof.
- 2) If the delegation only comprises one full delegate, then this delegate may be male or female.
- 3) The gender make up of the delegation is based on the gender make up of the branch.
- 4) Branches with over 2,000 members must include one low paid, female member in the delegation.
- 5) Branches with over 3,000 members must include one young member in the delegation (ie. Age 26 or under at end of conference).
- 6) Branches can send two people, in any gender combination, to share one of the delegate places. However:
  - a. If the entire delegation entitlement comprises of just the two sharers, then at least one must be female.
  - b. if they are sharing the low paid seat, both sharers must be low paid;
  - c. if they are sharing the young members' seat, both sharers must be young members.

*ie. Sending one sharer to meet either the low paid or young member requirement is not sufficient.*
- 7) Branches must include Black members in their delegation in proportion to the workforce profile of the employers covered by the branch.
- 8) Branches should endeavour to include disabled members and LGBT (lesbian, gay, bisexual and transgender) members in the delegation.
- 9) Overall, branches should also consider factors such as the balance between full time and part time workers, manual and non-manual workers, different occupations and skills.

### REGIONAL RESPONSIBILITIES

Under the terms of Rule D.1.3, regional committees have the responsibility for implementing this scheme and applying the NEC agreed criteria within their region.

Therefore regions are required to monitor the registration process to ensure branch delegations meet the requirements of the scheme.

## **APPEALS**

Branches have a right of appeal against a decision by their region that their proposed branch delegation is not in line with this scheme. Regions are therefore asked to make early arrangements for an appropriate lay member body to hear appeals.

When considering appeals, regions must satisfy themselves that branches are providing clear, documented evidence that they cannot meet the categories of membership. For example, where branches state that they have no low paid women members, consideration must be given to the profile of the overall workforce(s) covered by that branch. Regions are also asked to consider what steps branches bringing appeals have taken to ensure their delegations meet the requirements of the scheme.

## **DETAIL OF REQUIREMENTS**

This section provides further detail about the requirements of the scheme of branch representation, as summarised on page 1.

### **SIZE OF BRANCH DELEGATIONS** (Rule D.1.3.1 and D.1.3.2)

Representation is on the basis of one delegate per 1,000 members or part thereof at 30 September 2016.

*For example a branch with 4,300 members is entitled to 5 delegates.*

### **SINGLE DELEGATE BRANCHES**

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

### **PROPORTIONALITY** (Rule D.2.12.2)

UNISON's proportionality rules mean that the total branch delegation, including any sharers, must be made up from the same proportion of women and men as there are in the membership of the branch.

*For example if a branch has 70% women members, 70% of its delegate entitlement must be women delegates.*

When calculating proportionality, each sharer counts as one delegate.

If a branch is unable to elect enough women delegates to meet proportionality, then the women's places on the delegation must remain unfilled. This is consistent with the approach to proportionality taken elsewhere in the union.

### **FAIR REPRESENTATION: LOW PAY** (Rule D.2.12.3)

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 £9.94 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.

**FAIR REPRESENTATION: YOUNG MEMBERS** (Rule D1.5)

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).

The young members' place may only be shared by two young members.

**SHARED DELEGATES** (Rule D.1.6)

Branches may elect two members to share a delegate place in order to promote proportionality, fair representation or equal opportunities.

*For example a branch with 4,300 members is entitled to 5 delegates. If the branch chooses to share a delegate place the total size of the branch delegation is increased to 6.*

Sharers can be any gender combination. *For example, a man and a woman, or two women, or two men.* Except if the entire delegation entitlement comprises of just the two sharers, then at least one must be female.

If you wish to share the low paid seat, both sharers must be female, low paid member. If you wish to share the young members' seat, both sharers must be young members.

**FAIR REPRESENTATION: BLACK MEMBERS** (Rule D.2.12.3)

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.

**FAIR REPRESENTATION: DISABLED MEMBERS AND LGBT MEMBERS**

(Rule D.2.12.3)

Branches are asked to endeavour to include both disabled members and LGBT (lesbian, gay, bisexual and transgender) members in the delegation.

Branches should maintain these members' confidentiality as required.



**UNISON National Delegate Conference,  
Tuesday 19 June – Friday 22 June 2018, Brighton Centre  
DELEGATE RAIL TRAVEL APPLICATION FORM**

Please read the guidelines overleaf before completing this form.

Delegate Name \_\_\_\_\_ A/C Code. 0-15-10-01

Branch Name \_\_\_\_\_ Branch No. \_\_\_\_\_

Branch Address \_\_\_\_\_

**Additional Travellers**

Child/Facilitator name \_\_\_\_\_ Child's Age \_\_\_\_\_

Child/Facilitator name \_\_\_\_\_ Child's Age \_\_\_\_\_

**Journey Details**

	Date	Time of Travel	From	To	Sleeper Y/N
Outbound					
Return					

Please tick the appropriate boxes

**Ticket Type**    Single     Return     Flexible     Fixed

Do you require any special Requirements, i.e. seating preference? **Y/N** If yes, please give details below

Do you hold a Travel Discount Card?    Y/N

If the answer is yes, which card do you hold? \_\_\_\_\_

Please fill in the Name and Address tickets should be sent to:

<b>Name</b> _____	
<b>Address</b> _____	
_____	
<b>Tel No.</b> _____	<b>E-mail</b> _____

Listed below are contact details for STEWART CORPORATE TRAVEL:

**Tel No:**    0800 091 4272                      **Fax:**    0141 226 2960

**E-mail:**    [unison@stewarttravelmanagement.com](mailto:unison@stewarttravelmanagement.com)

All forms must be returned to Stewart Corporate Travel at the address overleaf as confirmation and authorisation of attendance.

## GUIDELINES: DELEGATE RAIL TRAVEL APPLICATION FORM

1. Please complete in block capitals.
2. All information should be entered in its entirety as omissions may result in errors or delays. **Please note that as part of UNISON's current travel policy Stewart Corporate Travel will endeavour to obtain the cheapest available tickets; this will restrict any changes being made after booking, so please ensure all details entered are accurate.**
3. One form should be completed per delegate.
4. Any children or personal assistants accompanying you should also be entered on your form in the spaces provided. Children must be under 16 years of age and their age indicated on the form.
5. If you are unsure of the time of travel please put the time you wish to travel and Stewart Corporate Travel will book the cheapest option available nearest to these times.
6. Wherever possible, please ensure train tickets are delivered to you directly as collecting them from stations incurs an extra charge. Please ensure you enter your full address including the postcode in the box provided. This is the address your tickets will be delivered to.
7. Please give a contact telephone number where you can be contacted during office working hours i.e. 9am to 5pm or an e-mail address if available. This is in case Stewart Corporate Travel needs to contact you regarding your booking requirements.
8. If you hold a Travel Discount Card such as the Young Persons/Student or Disabled, Elderly Card please advise Stewart Corporate Travel where indicated. Please note if doing this you will need to take the card with you when you travel.
9. Journey details must be as precise and clear as possible indicating,
  - Date of travel, both outward and return
  - Preferred time of travel
  - Whether a seat reservation is required
  - Departure and destination stations
  - If you require a sleeper ticket
10. **This form should be completed and returned to Stewart Corporate Travel as soon as is possible.** This is to enable Stewart Corporate Travel to acquire the cheapest return fare. An alternative method of booking can be to telephone or fax Stewart Corporate Travel your details, their contact numbers can be found on the front of the form.
11. Stewart Corporate Travel Address:  
  
3rd Floor  
Sterling House  
20 Renfield Street  
Glasgow G2 5AP

**UNISON National Delegate Conference,  
Tuesday 19 June – Friday 22 June 2018, Brighton Centre  
DELEGATE AIR TRAVEL APPLICATION FORM**

**Please read the guidelines overleaf before completing this form.**

Delegate Name \_\_\_\_\_ A/C Code 0-15-10-01

Branch Name \_\_\_\_\_ Branch No \_\_\_\_\_

Branch Address \_\_\_\_\_

**Additional Travellers**

Child/Facilitator name \_\_\_\_\_ Child's Age \_\_\_\_\_

Child/Facilitator name \_\_\_\_\_ Child's Age \_\_\_\_\_

**Journey Details**

**OUTBOUND FLIGHT**

DATE: \_\_\_\_\_ TIME OF FLIGHT: \_\_\_\_\_

JOURNEY FROM: \_\_\_\_\_ TO: \_\_\_\_\_

**RETURN FLIGHT**

DATE: \_\_\_\_\_ TIME OF FLIGHT: \_\_\_\_\_

JOURNEY FROM: \_\_\_\_\_ TO: \_\_\_\_\_

IF YOU HAVE ANY SPECIAL REQUIREMENTS - DIET, SEATING PREFERENCE, ETC. PLEASE GIVE DETAILS BELOW

Please fill in The Name and Address tickets should be sent to:

<b>Name</b> _____	
<b>Address</b> _____	
_____	
<b>Tel No.</b> _____	<b>E-mail</b> _____

Listed below are contact details for STEWART CORPORATE TRAVEL:

**Tel No:**        **0800 091 4272**

**Fax:**        **0141 226 2960**

**E-mail:**        [unison@stewarttravelmanagement.com](mailto:unison@stewarttravelmanagement.com)

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5. If you are unsure of the time of the flights please put the time you wish to travel and Stewart Corporate Travel will book the cheapest option available nearest to these times.
6. Please ensure you enter your full address including the postcode in the box provided. This is the address your tickets will be delivered to.
7. Please give a contact telephone number where you can be contacted during office working hours i.e. 9am to 5pm or an e-mail address if available. This is in case Stewart Corporate Travel needs to contact you regarding your booking requirements.
8. Journey details must be as precise and clear as possible indicating,
  - Date of travel, both outward and return
  - Preferred time of travel
  - Departure and destination Airports
9. **This form should be completed and returned to Stewart Corporate Travel as soon as is possible.** This is to enable Stewart Corporate Travel to acquire the cheapest return Air fare. An alternative method of booking can be to telephone or fax Stewart Corporate Travel your details, their contact numbers can be found on the front of the form.
10. Stewart Corporate Travel address:  
  
3rd Floor  
Sterling House  
20 Renfield Street  
Glasgow G2 5AP



**UNISON National Delegate Conference,  
Tuesday 19 June – Friday 22 June 2018, Brighton Centre  
VISITORS RAIL TRAVEL APPLICATION FORM**

**Please read the guidelines overleaf before completing this form.**

Visitors Name \_\_\_\_\_

Branch Name \_\_\_\_\_ Branch No. \_\_\_\_\_

Branch Address \_\_\_\_\_

**Additional Travellers**

Child/Facilitator name \_\_\_\_\_ Child's Age \_\_\_\_\_

Child/Facilitator name \_\_\_\_\_ Child's Age \_\_\_\_\_

**Journey Details**

	Date	Time of Travel	From	To	Sleeper Y/N
Outbound					
Return					

**Please tick the appropriate boxes**

**Ticket Type**    Single     Return     Flexible     Fixed

Do you require any special Requirements, i.e. seating preference?    **Y/N**    If yes please give details below.

Do you hold a Travel Discount Card?    Y/N

If the answer is yes, which card do you hold? \_\_\_\_\_

Please fill in the Name and Address tickets should be sent to:

<b>Name</b>	_____
<b>Address</b>	_____
	_____
<b>Tel No.</b>	_____
<b>E-mail</b>	_____

Listed below are contact details for STEWART CORPORATE TRAVEL:

**Tel No:** 0800 091 4272                      **Fax:** 0141 226 2960  
**E-mail:** [unison@stewarttravelmanagement.com](mailto:unison@stewarttravelmanagement.com)

All forms must be returned to Stewart Corporate Travel at the address overleaf as confirmation and authorisation of attendance. *Please note – a booking fee is applicable.*

# GUIDELINES: VISITOR RAIL TRAVEL APPLICATION FORM

1. Please complete in block capitals
2. All information should be entered in its entirety as omissions may result in errors or delays. **Please note that as part of UNISON's current travel policy Stewart Corporate Travel will endeavour to obtain the cheapest available tickets; this will restrict any changes being made after booking, so please ensure all details entered are accurate.**
3. Stewart Corporate Travel will invoice the Branch direct for all visitors travel. This travel will not be met from National Funds.
4. One form should be completed per Visitor.
5. Any children or personal assistants accompanying you should also be entered on your form in the spaces provided. Children must be under 16 years of age and their age indicated on the form.
6. If you are unsure of the time of travel please put the time you wish to travel and Stewart Corporate Travel will book the cheapest option available nearest to these times.
7. If you hold a Travel Discount Card such as the Young Persons/Student, Disabled or Elderly Card please advise Stewart Corporate Travel where indicated. Please note if doing this you will need to take the card with you when you travel.
8. Wherever possible, please ensure train tickets are delivered to you directly as collecting them from stations incurs an extra charge. Please ensure you enter your full address including the postcode in the box provided. This is the address your tickets will be delivered to.
9. Please give a contact telephone number where you can be contacted during office working hours i.e. 9am to 5pm or an e-mail address if available. This is in case Stewart Corporate Travel needs to contact you regarding your booking requirements.
10. Journey details must be as precise and clear as possible indicating,
  - Date of travel, both outward and return
  - Preferred time of travel
  - Whether a seat reservation is required
  - Departure and destination stations
  - If you require a sleeper ticket
11. **This form should be completed and returned to Stewart Corporate Travel as soon as is possible.** This is to enable Stewart Corporate Travel to acquire the cheapest return fare. An alternative method of booking can be to telephone or fax Stewart Corporate Travel your details, their contact numbers can be found on the front of the form.
12. Stewart Corporate Travel Address:  
  
3rd Floor  
Sterling House  
20 Renfield Street  
Glasgow G2 5AP

**UNISON National Delegate Conference,  
Tuesday 19 June – Friday 22 June 2018, Brighton Centre  
VISITOR AIR TRAVEL APPLICATION FORM**

**Please read the guidelines overleaf before completing this form.**

Visitors Name \_\_\_\_\_

Branch Name \_\_\_\_\_ Branch No \_\_\_\_\_

Branch Address \_\_\_\_\_

**Additional Travellers**

Child/Facilitator name \_\_\_\_\_ Child's Age \_\_\_\_\_

Child/Facilitator name \_\_\_\_\_ Child's Age \_\_\_\_\_

**Journey Details**

**OUTBOUND FLIGHT**

DATE : \_\_\_\_\_ TIME OF FLIGHT : \_\_\_\_\_

JOURNEY FROM: \_\_\_\_\_ TO: \_\_\_\_\_

**RETURN FLIGHT**

DATE: \_\_\_\_\_ TIME OF FLIGHT: \_\_\_\_\_

JOURNEY FROM: \_\_\_\_\_ TO: \_\_\_\_\_

IF YOU HAVE ANY SPECIAL REQUIREMENTS - DIET, SEATING PREFERENCE, ETC. PLEASE GIVE DETAILS BELOW.

Please fill in The Name and Address tickets should be sent to:

<b>Name</b> _____	
<b>Address</b> _____	
_____	
<b>Tel No.</b> _____	<b>E-mail</b> _____

Listed below are contact details for Stewart Corporate Travel:

**Tel No: 0800 091 4272**

**Fax: 0141 226 2960**

**E-mail: [unison@stewarttravelmanagement.com](mailto:unison@stewarttravelmanagement.com)**

All forms must be returned to Stewart Corporate Travel at the address overleaf. *Please note – a booking fee is applicable.*

# GUIDELINES: VISITOR AIR TRAVEL APPLICATION FORM

1. Please complete in block capitals.
2. All information should be entered in its entirety as omissions may result in errors or delays. **Please note that as part of UNISON's current travel policy Stewart Corporate Travel will endeavour to obtain the cheapest available tickets; this will restrict any changes being made after booking, so please ensure all details entered are accurate.**
3. Stewart Corporate Travel will invoice the Branch direct for all visitors travel. This travel will not be met from National Funds.
4. One form should be completed per visitor.
5. Any children or personal assistants accompanying you should also be entered on your form in the spaces provided. Children must be under 16 years of age and their age indicated on the form.
6. If you are unsure of the time of the flights please put the time you wish to travel and Stewart Corporate Travel will book the cheapest option available nearest to these times.
7. Please ensure you enter your full address including the postcode in the box provided. This is the address your tickets will be delivered to.
8. Please give a contact telephone number where you can be contacted during office working hours i.e. 9am to 5pm or an e-mail address if available. This is in case Stewart Corporate Travel needs to contact you regarding your booking requirements.
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  - Date of travel, both outward and return
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3rd Floor  
Sterling House  
20 Renfield Street  
Glasgow G2 5AP

**The Standing Orders Committee** consists of 15 elected lay members of the union as specified by the rule book.

Each region elects one member annually and the National Executive Council elects three.

The contact details for the SOC are listed below:

**SOC office**  
soc@unison.co.uk

**Eastern**  
Liz Davidson  
liz.davidson@herts.pnn.police.uk

**East Midlands**  
Jeanette Lloyd  
jeanette.lloyd@unisondc.co.uk

**Greater London**  
Jim Mansfield  
jim.mansfield@nhs.net

**Northern**  
Rachel Shepherd  
rachel.shepherd2@nhs.net

**Northern Ireland**  
Denis Keatings  
d.keatings@unison.co.uk

**North West**  
Pat McDonagh  
p.mcdonagh@manchester.gov.uk

**Scotland**  
Alison Mitchell  
amitchell66@sky.com

**South East**  
Paul Couchman  
paul.couchman@surreycc.gov.uk

**South West**  
Kevin Judd  
k.judd@poole.gov.uk

**Cymru/Wales**  
Richard Tanswell  
richard.tanswell@wales.nhs.uk

**West Midlands**  
Mike Maley  
mikeyitup@hotmail.com

**Yorks & Humberside**  
Wendy Nichols  
w.nichols@unison.co.uk

**NEC**  
Nicole Berrisford  
n.berrisford@unison.co.uk

**NEC**  
Christopher Hanrahan  
unison@leicestershire.pnn.police.uk

**NEC**  
Abiola Kusoro  
a.kusoro@unison.co.uk

# 2018 National Delegate Conference

## Standing Orders Committee

### Guidance on submitting motions

Each year the Standing Orders Committee (SOC) reviews the guidance it issues to submitting bodies on what to be aware of if you are interested in submitting motions to National Delegate Conference.

The SOC is not able to vet or approve motions prior to their being submitted, however the following guidance is detailed and branches or other bodies planning on submitting motions should read it carefully.

If you want further advice on motions you are planning on submitting then this is available in your region from regional council officers and your region's standing orders committee representative.

#### Subject matter

All motions and amendments for National Delegate Conference must be relevant to the union as a whole, rather than a Service Group (Rule D 1.10.2).

#### Citizenship

A motion deals with a citizenship (union-wide) issue if it is beyond the remit of a service group/self-organised group conference and/or it is of relevance to the whole union and/or the outcomes can only be achieved by the whole union, and/or it

calls for action that only the whole union can act on.

However, due to devolution, proposals in some motions may not apply across the UK, because of devolved governmental structures.

**The Standing Orders Committee would encourage branches to consider all parts of the UK in drafting motions**, but rather than stipulate exact language, we will presume that, if carried, the National Executive Council will act on the

motions as best it can, based on the devolved governmental structures.

#### The government

Motions can be submitted on the policy or actions of the government and motions relating to UNISON's relationship with the government. When using the phrase 'Labour', motions must be clear if they are referring to past or future Labour governments or the Labour Party (see below).

#### Affiliated Political Fund/Labour Link

Issues that are internal to the functioning of matters affecting the Labour party, both in relation to internal issues and in respect of matters to be pursued at Labour party conference are dealt with by the Affiliated Political Fund (Labour Link), not National Delegate Conference.

The SOC's approach is that motions which seek to give instruction or direction in relation to Labour party matters are ruled out of order, while motions which ask, urge or call on are not.

The term 'UNISON sponsored MP' is inaccurate as it is illegal to 'sponsor' MPs to

undertake advocacy. A motion or amendment which uses this term will be ruled out of order. Submitters of motions and amendments may refer to UNISON's parliamentary group of MPs or the relevant group in the devolved institutions or the European Parliament.

## KEY DATES FOR BRANCHES

Deadline for Motions and Amendments to Rule  
**12.00 noon**  
**Tuesday 27 February 2018**

Publication of Preliminary Agenda  
**Week commencing**  
**Monday 19 March 2018**

Deadline for Amendments  
**12.00 noon**  
**Tuesday 24 April 2018**

Deadline for Priorities from NEC, regions, self-organised groups, young members, retired members and the private contractors national forum. (Branches should contact their region about this process).  
**12.00 noon**  
**Friday 4 May 2018**

Publication of Final Agenda  
**Week commencing**  
**Monday 14 May 2018**

Priorities published  
**Friday 18 May 2018**

Draft Composites circulated to relevant branches  
**Friday 18 May 2018**

Deadline for agreement on Composites  
**Friday 25 May 2018**

Composites published  
**Friday 1 June 2018**

Order of Business published  
**Friday 1 June 2018**

Deadline for Emergency Motions  
**9.00 a.m.**  
**Tuesday 12 June 2018**

National Delegate Conference  
**Tuesday 19 June –**  
**Friday 22 June 2018**

## How the SOC works

The SOC takes legal advice on the content of motions, particularly where there appears to be libel or the content is or would lead to breaches of the law and/or rules. Motions are considered on a case by case basis.

## Industrial action/unlawful action

The National Executive Council has exclusive power to authorise industrial action (Rule O).

To be lawful, industrial action must relate to a trade dispute as defined by s.218 of the Trade Union and Labour Relations (Consolidation) Act 1992. **Motions calling for industrial action over privatisation or over 'the cuts' do not fall within the legal definition of a trade dispute and so must not be debated as this would put the union in legal jeopardy.**

Any motions relating to industrial action must not contravene Rule O which relates to industrial action or Rule B 4.5 which requires the union to act lawfully.

Motions or amendments must not describe previous or current disputes as being 'against privatisation' or similar such words, as this could leave the union open to legal challenge.

## Legal Proceedings

The principle applied by the SOC is that the National Delegate

Conference cannot compromise existing or potential legal proceedings for either party in a case. Proceedings include potential, past or current disciplinary issues.

If there is a possibility that a motion may prejudice proceedings, the SOC will seek legal advice. If the advice is that a motion either directly or indirectly refers or could lead to reference to a particular case either expressly or by implication, or if a decision at Conference could be used in a case by any party, the SOC will rule the motion out of order.

On some very limited occasions it may be necessary to rule a motion out of order, not because of its content, but because it would be impossible to debate the motion without the details of a particular legal case arising.

## Lawful undertakings

Submitters are reminded that motions can only call for actions or activities that the union can lawfully undertake.

Motions that call on the union to break the law are not competent.

## Calls vs. Instructs

Branches should be aware that the SOC does see a distinction between motions that call on another body or part of the union to do something and one which instructs them.

When using 'instruct' submitters of motions should be clear that National Delegate Conference does indeed have the power to instruct this body and in addition that the body being instructed has the power to undertake or ensure the action. Even when using 'call' or 'seek to ensure' submitters should still check Conference has the power to call on this body and the body has the power to undertake or ensure the action.

## Pension Schemes

Individual occupational pension schemes are normally debated as bargaining issues at service group conferences but there are circumstances where National Delegate Conference can debate general public sector pension policy and the finance and administration of the schemes without straying into individual bargaining issues. Submitters are reminded, if doing so, that the Local Government Pension Scheme has membership across more than one UNISON service group.

## Trade Union Act

The Trade Union Act has been passed and is being implemented in stages. Please take the matters raised in the Act into consideration when considering submissions to Conference. It is quite possible that depending on the regulations that further guidance on submissions of motions and amendments will need to be issued by the SOC to ensure that the union meets its obligations. This will be kept under review by the SOC between now and Conference.

# Amendments

## Amendments to the rules

If a rule change or a new rule is required to fulfil the aims of your proposal, you must submit this as an amendment to rule using the Online Conference System (OCS).

Remember to check whether your proposal impacts on existing rules, and if so, take this into account.

If you are submitting several linked amendments to rule, please indicate this. This aids the SOC considerably in making decisions and placement on the agenda.

To aid transparency the SOC asks all union bodies to propose rule amendments directly rather than submitting motions asking the National Executive Council to do so on their behalf.

## Amendments to the political fund rules

Rule J 8.2 delegates exclusive control of the administration of each section of the political fund to a committee of the National Executive Council.

This means that the Labour Link committee is the only body that can make decisions affecting any aspect of the internal running of the APF, and that the GPF Committee is the only body that can make decisions affecting any aspect of the internal running of the GPF.

The union could find itself in legal jeopardy if the rules governing the political fund were to be changed at National Delegate Conference without the prior agreement of the relevant political fund.

In the case of the APF or the GPF, members of the relevant fund should take any proposed changes to the fund rules through either the APF or GPF as relevant, and then onwards to the NEC, which, at its discretion, may submit rule amendments to conference.

Along with the above restrictions, no amendments may be made without the approval of the Certification Officer or the union could find itself in legal jeopardy.

## Amendments to branch funding

Amendments to the 2001 branch funding formula need to be internally consistent.

**They need to be clear if they are changing the proportion, currently 23.5%, of UNISON's income allocated to Branches or not.**

The document is available from the finance department.

## Amendments to motions

These should not be used to promote essentially alternative motions, or as a substitute for voting against the motion.

Amendments are likely to be ruled out of order if they:

- \* introduce a direct negative;
- \* reduce the motion to a mere restatement of existing policy;
- \* seek to change fundamentally the purposes of the motion.

## Online Conference System

Branches, regions and national bodies will submit their motion/ amendments to rule electronically using the Online Conference system (OCS). This allows greater transparency and accuracy in all submissions.

**Using the OCS, motions/rule amendments can only be authorised at branch level by either the branch secretary or chair.**

The other will receive email copies of the item as soon as it is submitted. At regional level, the regional secretary will be authorised to submit the item, with the regional convenor receiving an e-mail copy. The process is replicated at national level for national bodies and their relevant secretaries and chairs.

Submissions will not be able to take place without supplying key data and all items will be time and date stamped.

All correspondence between the Standing Orders Committee and submitting bodies will be via OCS and you will be advised of procedures at the appropriate time.

Submitting bodies will receive a confirmation email via the OCS. **The SOC encourage all submitting bodies to check they have received this and if not to raise it prior to the deadline with their regional Conference Admin contacts.**

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## Staffing

Motions which deal directly or indirectly with staffing matters will need to bear in mind that the National Executive Council and the General Secretary have responsibility for the employment and terms and conditions of UNISON staff, including legal obligations under employment law (Rules D 2.12.1 and D 2.12.2).

## Best practice on writing motions and rule amendments

Submitters are encouraged to write clear, succinct motions that include specific proposals for action.

**Any quotations from other source documents must be identified with quotation marks.**

**Links to websites are not appropriate in motion text.**

The wording of rule amendments in particular must be precise and unambiguous.

General advice is available from SOC members on:

- \*drafting motions and rule amendments, prior to deadlines;

- \*guidance and assistance on procedures and standing orders.

However, receiving advice from individual committee members does not guarantee acceptance on to the agenda.

Wording should avoid language which may cause offence.

Each motion, rule amendment and amendment to motions is considered by the whole committee and decisions are made collectively.

## Emergency motions

Only branches or the National Executive Council can submit emergency motions.

Only matters of a real emergency affecting the members of the union will be admitted on to the agenda as emergency motions.

The same requirements apply to emergency motions as for motions, even when referring to events which take place after the deadline for emergency motions. The motion must be considered by a meeting of the National Executive Council, branch or branch committee. The SOC will not take into account delegated powers within branches. Branches that submit emergency motions during conference will need to provide details of branch rules concerning advance notice for

convening meetings, and branch quorums.

The SOC applies the following criteria to emergency motions:

- \*the facts giving rise to the subject matter have occurred since the closing date for motions and amendments. (It is not sufficient that the National Executive Council or branch was not aware of the facts until after the closing date.);

- \*the matter could not be raised in debate on the agenda;

- \*the action called for is not covered by another motion, amendment or composite;

- \*the action must refer to the new information in the motion;

- \*the subject cannot be dealt with through normal channels other than National Delegate Conference.

The Emergency motion procedure asks for an explanation of the reasons for the item not being submitted in accordance with the normal procedures and deadlines.

If the SOC approves an emergency motion for debate, it will propose where to place it on the order of business.

### Emergency motions amendments

Amendments to emergency motions can be considered for admission to the agenda by the SOC. However, the same criteria that applies to the submission of emergency motions must be adhered to.

Also any amendments must meet the same criteria as other amendments submitted to the agenda.

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## Challenges to SOC decisions

If the SOC rules your motion or amendment out of order, a letter will be sent by the SOC with the reasons why, via the Online Conference System (OCS).

If you are not happy with the decision and want the SOC to reconsider, you must contact us **in writing via the OCS**. Please remember that it is not possible to reword a motion after the deadline, to make it competent.

To appeal against motions and amendments to rule ruled out of order the deadline is: **12.00 noon Tuesday, 24 April 2018.**

To appeal against amendments ruled out of order the deadline is: **9.00am Thursday, 31 May 2018.**

Please note that appeals concerning rule amendments cannot be dealt with after the Final Agenda has been published in accordance with Rule N 3. This rule requires that all amendments to rule must be published in the Final Agenda.

Amendments to rule will not be readmitted to the agenda once the Final Agenda has been published.



DP/AP  
0207 121 5528

TO: BRANCH SECRETARIES

December 2017

Dear Colleague

**NATIONAL DELEGATE CONFERENCE 2018 – GUIDANCE**

2018 will continue to see tough challenges for the union, with further attacks from a minority Conservative Government at Westminster likely on public services. The lack of funding means there is an attempt to squeeze the incomes of our members further. Conference will also have to deal with the consequences of the terrible Trade Union Act on our Political Fund and the UK vote to exit the European Union.

It is crucial that we use our National Delegate Conference to discuss and debate the critical issues and set out a clear programme to organise and campaign to defend members' jobs, public services and living standards. For that we need collective strength and collective decision making.

I would encourage every branch to consider submitting motions around these issues in order to shape our agenda.

Please find enclosed a document outlining the topics which can contribute to the overall theme of the conference.

Yours sincerely

A handwritten signature in black ink that reads "Dave Prentis." The signature is written in a cursive, flowing style.

**DAVE PRENTIS  
GENERAL SECRETARY**

## UNISON NEC – National Delegate Conference 2018 - planning

Strand 1	Strand 2	Strand 3	Strand 4	Strand 5	Strand 6
The political and economic situation	Public services & privatisation	UNISON and EU Exit	Bargaining	Organising, resources, development and finance	International
<p>1) The cuts of the minority Conservative Government and UNISON's Alternative Economic Strategy</p> <p>2) Opposing welfare cuts – in and out of work - support dignity and the living wage</p> <p>3) Refugees are welcome here.</p> <p>4) Stop Trump</p> <p>5) Developing Alliances in our communities.</p> <p>6) Personal Independence Payments – worth fighting for.</p>	<p>1) Public Service Champions – taking the campaign forward.</p> <p>2) Public Services developments in the context of English devolution.</p> <p>3) Save Local Democracy (LG Cuts)</p> <p>4) Procurement, PFI and Privatisation.</p> <p>5) Tackling the housing crisis.</p> <p>6) Protecting our NHS.</p> <p>7) Threat to Women's services on domestic violence.</p>	<p>1) Ensuring that workers, equalities, health and safety and public services are protected in the post-EU Exit situation.</p> <p>2) Racism, the far right and Xenophobia – a trade union response.</p> <p>3) Organising EU UNISON members</p> <p>4) Trade deal with the EU – What we want</p>	<p>1) Pay Up Now!</p> <p>2) Bargaining against the 'precarious work, agency and zero hours' agenda.</p> <p>3) The Integration of Health and Social Care – responding to the challenges</p> <p>4) Creating a new agenda of equalities bargaining.</p> <p>5) LGPS and pension scheme governance – reducing costs and charges.</p> <p>6) Bargaining for quality apprenticeships.</p> <p>7) An agenda for</p>	<p>1) Trade Union education – member learning and activist development</p> <p>2) Increasing participation in UNISON – claims, campaigns and ballots</p> <p>3) Organising fragmented workers and apprentices</p> <p>4) Recruiting and retaining new activists.</p> <p>5) Developing private company bargaining and organising.</p> <p>6) Community and voluntary sector organising.</p>	<p>1) Palestine</p> <p>2) Turkey</p> <p>3) Colombia</p> <p>4) Tackling Modern Slavery</p> <p>5) Trade Democracy after EU exit</p>

	<p>8) Campaigning for free education and Further Education and skills fair funding.</p> <p>9) A sustainable energy policy to tackle fuel poverty.</p> <p>10) Early years strategy – creating sustainable childcare policy.</p>		<p>school staff.</p> <p>8) Engaging employers on health and safety.</p> <p>9) Bullying &amp; harassment – negotiating a workplace policy.</p> <p>10) Defending and building facility time in all employers</p>	<p>7) Recruitment and training of health and safety reps.</p> <p>8) Mental health – a trade union issue</p>	
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