

NATIONAL RETIRED MEMBERS' CONFERENCE 2018

PRELIMINARY AGENDA

MOTIONS ADMITTED TO THE AGENDA

1	Older People and Loneliness	North Yorkshire Branch
2	POST OFFICE CARD ACCOUNT	North Yorkshire Branch
3	Retired Members' Conference – Caucuses	City of Wolverhampton
4	UNISON Charter for Older People	City of Wolverhampton
5	National Insurance	Lancashire Branch
6	The Intergenerational Commission	Lancashire Branch
7	Celebrate the Bus! Help Keep the Bus Pass	West Midlands
8	Branch Retired Members' Secretary	West Midlands
9	England Needs a Commissioner for the Rights of Older People	York City
10	Windrush	East Midlands
11	Windrush	Leicestershire County
12	Keeping Our Options Open	Eastern Region
13	Impact on Older People of Bank Branch Closures	Fife UNISON
14	Easier Access to Powers of Attorney	Scotland Region
15	Power of Attorney - Advocacy and Ombudsman Service	Scotland Region
16	THE MYTH OF INTER-GENERATIONAL CONFLICT OR TWO BRAINS' HARE-BRAINED SCHEME	Derbyshire County
17	The Impact of Sustainability and Transformation Plans on Older People	Derbyshire County
18	INQUIRY INTO THE FINANCIAL REPORTING COUNCIL	National Retired Members Committee
19	CARE HOME CONTRACTS	National retired Members Committee
20	REPRESENTATION ON LOCAL GOVERNMENT PENSION SCHEME PENSION COLLECTIVE INVESTMENT VEHICLES (CIVs)	National Retired Members Committee
21	HELPFORCE	National retired members Committee
22	Abuse in Care Homes	Durham
23	SUSTAINABILITY AND TRANSFORMATION PLANS (STPs) AND CONSULTATION WITH	Norfolk county

	REPRESENTATIVE ORGANISATIONS OF OLDER PEOPLE	
24	Campaigning for the Future	UNISON Northern Ireland
25	Motion to Retired Members Conference 2018	Rotherham Metropolitan Borough
26	More Than A Tablecloth	Islington UNISON (M)
27	Scores On The Doors	Islington UNISON (M)

MOTIONS RULED OUT OF ORDER

NOT IN LINE WITH SOC PROCEDURES

Retired members to be allowed to join Labour Link	Waltham Forest
Fuel Poverty and Older People	Knowsley

NOT SUFFICIENTLY CLEAR

National Self Organised Group Conferences – Representatives of Relevant Retired Members	City of Wolverhampton Local Government
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NOT SPECIFIC TO THE CONFERENCE

Heat or Eat	North West Region
The Future of the NHS in England	Lancashire
Rail Ticketing	Lancashire
Telephone Email Scams	East Midlands Region
Hospital Car Parking	Yorkshire and Humber Side Region
Physician Associates and the treatment of older people	Norfolk County

STATEMENT NOT A MOTION

Improving and Expanding Social Housing Stock	South East Region
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NOT COMPETENT

Reshaping and Resourcing our Union	West Midlands Region
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CONFLICTS WITH AN EXISTING RULE

Accident and Fatal Accident	West Midlands Region
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BEYOND REMIT OF THE CONFERENCE

Post Operational Care	North West Region
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Appropriate Planning of Older Peoples Health and Care Services	Scotland
Assisted Suicide for the Elderly	Devon county
Tackling Widespread Ageism in Society	Barnet Local Government

NOT INTERNALLY CONSISTENT

Personal Health Checks	Dumfries and Galloway
Retired Members National Committees	East Midlands Region
Retired Members Conference – Fair Representation	West Midlands
Retired Members National Committees	Leicester County

IN BREACH OF RULE D.2.11 EMPLOYMENT OF STAFF

Not printed on the advice of SOC Officer

Climate of Diminishing Resources	East Midlands
Regional Retired Members Committees	Leicester County

COULD PLACE THE UNION IN LEGAL JEOPARDY

Status of Retired UNISON Members	South East Region
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PRELIMINARY AGENDA

1 OLDER PEOPLE AND LONELINESS

Conference calls on the National Retired Members' Committee (NRMC) and requests the National Executive Council (NEC) to liaise with other agencies to raise awareness of loneliness and its affects in particular, on older people.

Loneliness often comes about as a result of the lack of transport in rural areas together with the lack of postal services, libraries, shopping and banking facilities plus, in some cases, family support is not available for whatever reason. These factors greatly affect the health and well-being of the elderly.

A survey done by a national charity indicates that:

1. 17% of older people are in contact with friends, family and neighbours less than once a week and 11% are in contact less than once a month.
2. Over half (51%) of all people over 75 live alone.
3. Two fifths of all older people (about 3.9 million) say that television is their main company
4. 63% of adults have been widowed and report feeling lonely often.

Loneliness is a bigger problem than simply an emotional experience. Research shows that loneliness and social isolation are harmful to our mental and physical health: lacking social connections is as comparable a risk factor for early death as smoking 15 cigarettes a day and is worse for us than well-known risk factors such as obesity and lack of physical activity. Loneliness increases the likelihood of mortality by a staggering 26%.

Furthermore being lonely can quickly lead to loss of self confidence and this can quickly increase the level of loneliness that is felt due to becoming less inclined to venture out. Thus, probably, increasing a person's isolation and the onset of depression. Once depression takes hold it has devastating affects both physically and mentally.

We need to combat this situation and should use every power at UNISON's disposal to do so.

North Yorkshire

2 POST OFFICE CARD ACCOUNT

Conference instructs the National Retired Members' Committee and calls upon the National Executive Council to raise awareness, by any means at their disposal, to the pending threat of the removal of the Post Office Card Account (POCA).

This account is used by thousands of pensioners and less able people as a safe and convenient way of getting cash on which to live. Many older people do not, and some do not wish to have, a bank account. They do need cash in hand.

The Government extended the Post Office Account contract until at least 2021 and Steve Webb, who was at that time the Pensions' Minister (2014) said "how important the POCA was to sub-Postmasters' and he was delighted that the contract would secure their future".

Although virtually all banks now have arrangements at the Post Office Counters there are still a significant number of pensioners who do not have a bank account to access.

The withdrawal of the "Card Account" would undoubtedly distress elderly and vulnerable people particularly those who live in rural areas.

We request that all necessary measures be taken by the National Retired Members Committee, the National Executive Committee and other Pensioner Agencies to make representations to the Government to seek withdrawal of the pending proposals to terminate the Post Office Card Account. To force transfer to a bank is not acceptable.

North Yorkshire

3 RETIRED MEMBERS' CONFERENCE – CAUCUSES

Conference welcomes the contribution caucuses have made to this conference's proceedings since their introduction nine years ago. Conference has equal esteem for the contribution of caucuses and that of regional meetings.

However, Conference notes that:

- 1) Caucuses are allocated only half an hour and, sometimes, they are rushed and inconclusive;
- 2) They are held consecutively with no time between, making it difficult for a member entitled to attend two consecutive caucuses to do so;
- 3) They used to rotate but they have come to be held in the same order every year;
- 4) They are confidential, and each is open only to certain members, but other members have disrespected their privacy on several occasions;

5) Where, as part of its report, a caucus has made a reference to the National Retired Members' Committee, the committee has not always considered or responded to it.

Conference instructs the National Retired Members' Committee to seek to alter the conference timetable so that:

- a) Caucuses and Regional Meetings are allocated similar amounts of time;
- b) There is an interval of five minutes between the end of each caucus and the start of the next; and,
- c) The order in which caucuses are held rotates from one conference to the next.

Conference further instructs the Retired Members' National Committee:

- i) To review publicity and door keeping arrangements in a further effort to ensure that caucuses are confidential; and,
- ii) Where a caucus makes a reference to it, to consider the reference, decide what action to take and report its decision and any outcomes as an addendum to the caucus's report in the following year's conference documents.

City of Wolverhampton

4 UNISON CHARTER FOR OLDER PEOPLE

Conference believes that a UNISON Charter for Older People could be a valuable resource to promote the UNISON Retired Members' Organisation, help retain members when they retire, involve and activate retired members and showcase UNISON and trades unionism among older people.

Conference notes that the Charter, after being unavailable for seven years, was uploaded to the resources section of the Retired Members' Page of the UNISON website late in 2017. On the resources list, the document is dated 4 June 2013 but on pages 2 and 4 it says April 2010.

Conference recalls the resolution of the 2013 Retired Members' Conference (Motion 30) which sought a revised charter, the resolution of the 2015 conference (Motion 25) with a similar objective, the National Retired Members' Committee's reports of 2014 and 2016 confirming its intention to put this in hand and the resolution of last year's conference (Motion 11) regretting lack of progress and repeating and confirming the instructions in earlier resolutions.

Conference further notes that, in 2014, the committee said in its annual report that it would consult regions on the contents of a revised charter but, asked how it would cover equality issues, 'regions' became 'regions and Self-Organised Groups'. However, in 2016, the committee said, again, that a draft was being prepared for consultation only with regions. The Lesbian, Gay, Bisexual and Transgender Caucus at that year's conference made a reference to the committee that, in order to address

equality issues, ‘regions’ be amended to ‘regions and Self Organised Groups’ but this reference appears to have been ignored. In the lead-up to the 2017 conference, asked whether it had considered the reference and with what outcomes, the committee evaded the question, replying that the charter had been revised based on existing policy agreed by retired members.

Conference considers that the charter now on the UNISON website does not meet UNISON’s standards. It instructs the National Retired Members’ Committee:

- 1) To seek to have it removed from the website;
- 2) To return to the instructions in the 2013, 2015 and 2017 resolutions and to its undertaking to consult regions and Self Organised Groups on a revised charter; and,
- 3) To get a new charter produced as soon as possible.

City of Wolverhampton

5 NATIONAL INSURANCE

The National Insurance scheme as established in 1948 to provide unemployment benefit, sickness benefit, retirement pension and various other benefits to employees and pensioners in the UK. Employed people who have not reached state retirement pension age and their employers contribute to the scheme through @National Insurance Contributions’ (NICs), which are based on a percentage of earnings. Self-employed people contribute partly by a fixed weekly or monthly payment, and partly on a percentage of net profits above a certain threshold. Individuals may also make voluntary contributions in order to fill a gap in their contributions record and thus protect their entitlement to benefits. From these contributions an initial allocations is set aside for the NHS and the remainder held in the National Insurance Fund (NIF) which is monitored by the Government Actuary.

The NIF is run on a pay as you go basis and legislation means that contributions to it can only be used for contributory benefits with any surplus held in a short term investment account. The surplus is estimated to be £26.2bn at 31 March 2019 (up from £24.2bn in October 2017). For some years the government has been borrowing from this surplus to fund other public expenditure thus reducing their need to borrow from other sources in order to ‘balance the books’. This means that the surplus cannot be used to improve benefits including the state retirement pension. The Organization for Economic Development reported in December 2017 that the UK population is ageing rapidly with high levels of relative poverty among the over 75s and with 20% of British over 80s classified as obese compared with 10% of Italians.

Conference notes the increasing level of this surplus and calls on the National Retired Members Committee to liaise with the National Executive Committee, the National Pensioners Convention Age UK, The Scottish Pensioners Forum and other relevant organizations to press the government to increase the basic state pension to a level above the official poverty line by 2020.

Lancashire

6 THE INTERGENERATIONAL COMMISSION

The Intergenerational Commission is a group set up by the Resolution Foundation which claims to be an independent think tank working to improve the living standards of those in Britain on a low to middle income. It does not define the upper limit of that range. Both the Foundation and the Commission are chaired by Lord David Willetts who was the Conservative MP for Havant until 2015 and Minister for Universities and Science from 2010 to 2014. The Commission has recently (April 2018) published a report giving its views on maintaining what it calls the intergenerational contract which it claims has been eroded in recent years because “Millenials” (those born between 1981 and 2000) have not seen their disposable income increase over that of the previous generation (generation X born 1966 to 1980) at a similar age.

The report claims that the UK’s ageing population means that public spending on health, care and social security will reach £24bn by 2030 and £63bn by 2040. It focuses heavily on measures to protect younger workers from funding these costs mainly by taking measures to transfer wealth from those who are retired or nearing retirement and also by taking wealth from retired and older people to fund health and social care. Headline ideas relating to pensioners include:-

- 1) A proposal that state pensioners who continue in employment should no longer be exempt from paying National Insurance at the appropriate rate;
- 2) A proposal that pensions (other than the state pension) should be subject to National Insurance;
- 3) A “progressive” property tax replacing the current council tax system that could penalise those who following the collapse in defined benefit pensions have taken advantage of Government freedoms to invest in property in order to provide them with a respectable income in retirement;
- 4) A proposal that tax relief on lump sum drawn on retirement should be capped.

These proposals if implemented would immediately result in a drop in living standards for those retired or nearing retirement which they would be unable to counter. As the Commission is not a Government sponsored body it is not clear what the political response might be. Nevertheless it is concerning that the Commission is targeting the “easy” options rather than the “fat cats” in the private and public sectors being given over-excessive rewards in terms of salaries, bonuses, share options and the like which are out of line with the earnings of the rank and file.

Conference notes these proposals with concern and calls on the National Retired Members' Committee to liaise with the National Executive Council, the National Pensioners' Convention, Age UK, the Scottish Pensioners' Forum and other relevant organizations to oppose any Government action to implement the proposals in the Commission's report outlined above.

7 CELEBRATE THE BUS! HELP KEEP THE BUS PASS

Conference congratulates the Trades Union Congress Midlands Region Pensioners' Network on its 'bus tour' of the Midlands between 7th and 21st April this year to coincide with the tenth anniversary of the English National Concessionary Travel Scheme.

Working with a range of local partners who included retired members of at least thirteen UNISON branches in the Midlands, campaigners visited 23 places where they collected over 1700 signatures on postcards addressed to ninety of the Midlands' 107 Members of Parliament. The postcards called on them to:

- 1) Keep the national pass and ensure levels of reimbursement are high enough to support services;
- 2) Invest and expand bus services;
- 3) Ensure bus workers are respected, listened to and their concerns addressed.

Conference is glad to note that, upon receiving a report of the campaign, the TUC Pensioners' Committee agreed to investigate how to sustain it and to win the support of unions in the bus industry and of organised bus passengers, including pensioners.

Conference believes that the core of such a campaign must be to promote buses as an essential but neglected public service upon which many older people depend and that affects both town and country dwellers. Buses must form a crucial part of an integrated transport strategy and of our country's infrastructure.

Further to last year's resolution (Motion 12) Conference instructs the National Retired Members' Committee to:

- a) Raise it again with the National Executive Council, the Water, Environment and Transport Service Group Executive and the National Disabled Members' Committee with a view to sustaining the broadest possible support within 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;
- c) Support initiatives at the TUC Pensioners' Committee to develop the campaign; and,
- d) 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 of their own, having regard to the specific sensitivities that may apply in these regions.

8 BRANCH RETIRED MEMBERS' SECRETARY

Conference notes that:

- 1) Rule D7.5 does not describe the Branch Retired Members' Secretary (BRMS), plainly, as a member of the Branch Committee, rather it says BRMS "may attend and speak at all (its) meetings as determined by the Branch Committee rules ..."; and,
- 2) This formulation is not used for any other member of the Branch Committee.

Conference is concerned that, read in isolation, this leaves unclear whether BRMS counts towards the quorum and has the same rights, duties etc. as other Committee members and it leaves the impression the position may vary from branch to branch.

Conference is in favour of amending the rule to make the matter as clear here as it is in rules G2.1.4 and G4.1.1.

Conference observes that the Retired Members' Organisation may submit a total of two motions and/or amendments to rule to National Delegate Conference each year. It therefore agrees that, should this motion be carried and subject to the result of the ballot to select two motions and/or amendments to rule for National Delegate Conference 2019, to submit the following amendment to rule:

"Rule D7.5

Delete 'may attend and speak at all meetings of the Branch Committee as determined by the Branch Committee rules' and substitute:

'is a branch officer and a member of the Branch Committee'

Conference instructs the National Retired Members' Committee:

- a) Should this motion be carried but the rule amendment not be selected in the ballot for submission to National Delegate Conference, to ask the National Executive Council (NEC) to submit a similar amendment to rule and to urge branch retired members' sections and regional retired members committees to make the same request of their branch or region;
- b) Should the rule amendment be carried at National Delegate Conference, to ask the NEC to make a corresponding alteration to the first paragraph of section 11.3.1.1 of the Code of Good Branch Practice.

West Midlands Region

9 ENGLAND NEEDS A COMMISSIONER FOR THE RIGHTS OF OLDER PEOPLE

The vast and important role older people have to play in supporting the economy and social wellbeing of family life in British society in today's world is widely recognised. However, pensioners are often portrayed by politicians and some of the media as a burden on the NHS, the economy and society in general. Apart from the support

provided by National Pensioners Convention, age related charities and trades unions, older people in England, do not have a voice speaking on their behalf at the highest level, and they are powerless to bring about change which matters to them.

In the parliamentary session of 2003-04, the Older People's Commissioners Bill was a private members bill introduced by Ian Lucas, had its first reading on 7 January, 2004, and was due to have its second reading on 23 April, 2004, but this never happened. We in England still do not have a Commissioner to speak for us and yet the Welsh and Northern Irish Commissioners were created in 2008 and 2011 respectively.

Paul Burstow, former Care Minister wrote in the thinktank Centre Forum's 2013 report 'Giving Older People a Voice', 'Every day older people in England face a number of challenges around vulnerability, abuse, poverty, housing, health and transport which remain inadequately addressed by policymakers. Equally, older people's contribution to society, including an estimated £4 billion in unpaid voluntary care and up to £34 billion in unpaid social care, is frequently undervalued or overlooked. In the context of an ageing society, there is an urgent need to address these issues, to challenge negative stereotypes, support older people and maximise their contribution to society. Following the examples set by Wales and Northern Ireland, this report calls for the creation of an Older People's Commissioner for England. The Commissioner would be free from party politics, able to act as a strong advocate for older people, fighting their corner in policymaking circles, challenging discrimination, championing their contribution to society and the economy, and spearheading the future proofing of English policy development across government to prepare for the challenges posed by an ageing society. "This was 2013 and we are no closer to the creation of an older person's champion now than we were then."

Baroness Bakewell wrote "Plenty of people have ideas about caring for the old. But who is representing what the old themselves think and want? That's the job of an Older People's Commissioner; that's why we need one now." Esther Rantzen also added . "Every survey of older people reflects the fact that they are not consulted even when decisions are made that vitally affect them. They are not valued and treated with respect. And yet our nation, our families, charities, cities and villages could not function without their contribution. It is time they are appropriately, adequately represented with an Older People's Commissioner. They deserve no less."

Conference urges the UNISON National Retired Members' Committee and the National Executive Council to campaign vigorously in partnership with the All Party Parliamentary Group (APPG) for Ageing and Older People, the Labour Party and other organisations, requesting the government create an English Commissioner for Older People, to give those people in later life a voice at the highest level.

York City

10 WINDRUSH

Conference is appalled at the Windrush scandal and the treatment of too many of the British citizens affected. In particular Conference is concerned for the many retired people and pensioners caught up in this controversy whose status and rights as British citizens have been erroneously called into question.

Conference recalls that Caribbean people were invited to come to the UK in the aftermath of World War Two to help rebuild the country and its infrastructure and were offered British citizenship for them and their families as part of this scheme of planned immigration. Many took up the offer, including significant numbers who had fought with Britain and its Allies in defeating Nazi Germany. Despite levels of racism many had to endure, they made a huge contribution to the rebuilding of the country working in transport, construction, the NHS and other crucial public services.

Conference condemns the 'Hostile environment' approach of the Conservative government promoted by the Prime Minister when she was Home Secretary which along with the post-Brexit climate of xenophobia and racism has seemingly made such a policy more widely acceptable and led to a divisiveness in society which has further fuelled this racist and anti-immigrant agenda.

Conference is particularly concerned to learn of situations where elderly people have been denied the right to return to Britain from Jamaica to attend their mother's funeral or been detained at Yarls Wood prior to proposed deportation even though in both cases those involved were Windrush children whose rights and status as British citizens were being flagrantly ignored.

Conference is also concerned about other groups who have come to the UK legally but who are now worried about how this situation may affect them in the future, particularly if similar attempts are made to deport them piecemeal and 'on the quiet' so as to keep it from public consciousness. Windrush must not become a template for such a xenophobic, racist and anti-immigrant agenda.

Conference applauds those MPs such as David Lammy who have brought this matter to our attention and begun a national debate which has both highlighted the issue and the outrage many people feel about this treatment of their fellow citizens.

Conference believes that this situation needs to be resolved and that those affected are given assurances of their rights as British citizens and provided with the relevant documentation without delay as well as appropriate compensation for the impact of this debacle on their lives.

Conference therefore instructs the National Retired Members' Committee to:

- 1) Work with the National Executive Council and Labour Link to:
 - a) Highlight the issue of Windrush people who are now retired members/pensioners who may be affected by any lack of documentation and, where necessary, together with relevant agencies/organisations, support their acquisition of such documentation;

- b) Support any appropriate initiatives to assist Windrush people in obtaining compensation for any adverse impact on their rights and status as British citizens;
- 2) Work with the National Executive Council, Labour Link and any other relevant groups within UNISON to ensure that this issue is monitored so as to try and avoid any repetition in the future;
- 3) Encourage retired members to write to their MPs on this issue including their support for Windrush people to be given adequate compensation;
- 4) Publicise the support of retired members within UNISON for Windrush people and their rights as British citizens;
- 5) Report back to Retired Members' Conference 2019.

East Midlands Region

11 Windrush

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Conference is also concerned about other groups who have come to the UK legally but who are now worried about how this situation may affect them in the future, particularly if similar attempts are made to deport them piecemeal and 'on the quiet' so as to keep it from public consciousness. Windrush must not become a template for such a xenophobic, racist and anti-immigrant agenda.

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- 1) Work with the National Executive Council and Labour Link to
 - a) Highlight the issue of Windrush people who are now retired members/pensioners who may be affected by any lack of documentation and, where necessary, together with relevant agencies/organisations, support their acquisition of such documentation;
 - b) Support any appropriate initiatives to assist Windrush people in obtaining compensation for any adverse impact on their rights and status as British citizens;
- 2) Work with the National Executive Council, Labour Link and any other relevant groups within UNISON to ensure that this issue is monitored so as to try and avoid any repetition in the future;
- 3) Encourage retired members to write to their MPs on this issue including their support for Windrush people to be given adequate compensation;
- 4) Publicise the support of retired members within UNISON for Windrush people and their rights as British citizens;
- 5) report back to Retired Members' Conference 2019.

Leicestershire County

12 KEEPING OUR OPTIONS OPEN

Conference broadly welcomes UNISON's national initiative to reduce the environmental impact of our conferences by lessening the amount of paper used to provide delegates' information. However it must be remembered that many retired members are not computer literate and do not have their own IT equipment – or access to any other such equipment except for the very limited facilities available in public libraries, where these still exist. Many retired members also who do have some equipment cannot afford to buy portable devices as well as their trusty old desktops.

Whilst the default position of providing hard copy documents to those who don't opt out offers some comfort to those who can't opt out, there is genuine concern that should the initiative prove successful in saving not only the environment but also pots of money, the default may gradually and quietly be withdrawn. Already the

information about requesting “Extras” demands that the delegate needing to make the request has or can access an email address. Not everybody can.

Conference refuses to accept the development of a two-tier system in which some members are effectively barred from taking part in UNISON’s democratic processes, and instructs the National Retired Members’ Committee to obtain an assurance from the National Executive Council that information for Retired Members’ Conference delegates who want and need it in hard copy form will continue to be available as long as it is required.

Eastern Region

13 IMPACT ON OLDER PEOPLE OF BANK BRANCH CLOSURES

Conference deplores the negative impact of the ongoing programme of bank branch closures, particularly impacting on older people.

As a result of this, communities are being deprived of local Banking facilities, businesses are experiencing cash management difficulties leading to closures and jobs being lost with associated decimation of high streets, creating huge difficulty for older people to access and manage their own money and difficulty for older people in shopping locally. This leads to more older people living in isolation and increasing loss of independence for older people!

Some banks offer a mobile service as an alternative. This does not cover the gap when branches are closed. It is problematic in terms of accessibility for older people, especially those less mobile or disabled, as the vehicles have not been designed for easy access! Additionally, it has been reported that the mobile service is not always reliable and is frequently subject to service reduction, again disadvantaging older people.

Increasingly, online services are being pushed on people, an approach that many older people, strongly resist, do not trust or do not have access to personal computers to enable that access.

Conference therefore calls upon UNISON National Retired Members' Committee to:

- 1) Identify the incidence of Older People being affected by Bank closures;
- 2) Campaign with appropriate organisations to develop and promote the provision of Banking Services suitable to meet the needs and wishes of Older People;
- 3) Seek to influence relevant decision makers to enable the above to happen.

Fife

14 EASIER ACCESS TO POWERS OF ATTORNEY

Conference notes the media constantly bombard us with reports of the ageing population and the increasing strain this is putting on our public services. What gets no coverage at all is the difficulties, for the individual and their nearest and dearest, if they are unable to manage their own affairs.

The solution to these difficulties is to register a Power of Attorney when older people are fit and well. Unfortunately, the number of us who do this is very small.

There are various reasons for this. One is obviously apathy and an "it will never happen to me" attitude. But it is also costly and complex to varying degrees depending on where you live in the UK.

Conference instructs the National Retired Members' Committee to promote a campaign:

- 1) To raise importance of the need for everyone to register a Power of Attorney;
- 2) For legislation change to simplify and reduce the cost of registering a Power of Attorney so that they are available to all.

Scotland Region

15 POWER OF ATTORNEY - ADVOCACY AND OMBUDSMAN SERVICE

Conference endorses UNISON's Retired Members' policy to promote Powers of Attorney to safeguard older persons' interests in the event of them becoming unable to handle their own affairs.

When there is a dispute or misunderstanding between the two or more people holding the Power of Attorney or between the Attorney and the donor, the only avenue for possible reconciliation at the moment is the local Social Work Department staff who are under resourced and time poor. Their role is not as arbitrators (arbiters under Scots Law) to issue a decision.

A Power of Attorney Advocate and Ombudsmen Service would be beneficial to protect the rights and dignity of older people. Advocacy could help to restore communication when it breaks down and in the event of the dispute not being resolved an Ombudsmen could then be called upon to make a decision.

Conference therefore instructs the National Retired Members' Committee to work with appropriate bodies to work towards the setting up of a Power of Attorney Advocate and Ombudsmen Service covering the legal jurisdictions in the UK as a matter of urgency to protect the interest of older people.

Scotland Region

16 THE MYTH OF INTER-GENERATIONAL CONFLICT OR TWO BRAINS' HARE-BRAINED SCHEME

Conference rejects the proposals contained in the Resolution Foundation think tank's report of the intergenerational Commission, chaired by Lord David Willetts (nicknamed Two Brains), titled "A New Generational Contract".

Conference further rejects the myth of generational unfairness on which the report is founded, and which masks the fact that the real unfairness is based on wealth and class. Wealthy pensioners compared to poor pensioners; privileged young people compared to those young people struggling on minimum wage.

Among the recommendations is one that anyone working over state pension age should pay 12% National Insurance (NI) and 6% NI on any income they receive from an occupational pension. There are also proposals to scrap the triple lock and to bring forward by seven years the proposal to raise the qualifying age for State Retirement Pension to 68.

None of these proposals does anything to improve the situation for poorer younger people, but are simply an excuse to squeeze more money out of the older generation. Older people have more than paid over many years for anything they get via National Insurance Contributions, taxes and their own contributions to occupational pensions, as well as the value of the work that they have performed for the benefit of the economy and the community.

Conference instructs the National Retired Members' Committee (NRMC), and calls upon the National Executive Council to work in conjunction with the National Pensioners' Convention, Age UK, Age UK Scotland and any other relevant bodies to use any opportunity and all means possible to reject the narrative that old people are robbing their grandchildren's' future. On the contrary, the only opportunity many young people will have of getting on to the property ladder is by inheriting their grandparents' home, or the deposit for a property of their own. Also to resist any attempt to extract any more money from the older generation.

Conference further instructs the National Retired Mnenbers Committee to report back to Conference 2019.

Derbyshire County

17 THE IMPACT OF SUSTAINABILITY AND TRANSFORMATION PLANS ON OLDER PEOPLE

Conference notes with alarm the disproportionate effect on older people with dementia of inadequate and deteriorating provision of Social care and health services for example:

- 1) Research has found that older people with dementia are largely the ones using hospital A& E Services or being admitted because of poor or unavailable social care provision;

2) Some older people with severe dementia are being refused places in care homes because it is claimed their health needs cannot be met there leaving them and their carers stranded without support;

3) The closure or restricted availability of Dementia Day Care Centres which support older people and their carers in the community.

Conference calls on the National Retired Members' Committee to liaise with the National Pensioners' Convention and Scottish Pensioners' Forum, Dementia Support organisations and Labour Link to highlight the impact of cuts in social care and the NHS on older people with dementia and to campaign for:

- a) A national care service and an NHS funded to meet needs including the needs of older people with severe dementia;
- b) Funding so that Local Authorities can maintain and expand provision of care homes supported by NHS input;
- c) Collaborative working and support for voluntary organisations specialising in outreach and befriending of older people with dementia and in public education about dementia and how to support those living with it.

Derbyshire County

18 INQUIRY INTO THE FINANCIAL REPORTING COUNCIL

Conference notes the view of the Local Authority Pension Fund Forum that the Financial Reporting Council has been too cosy with the Confederation of British Industry (CBI) and the Big Four accountancy firms. This is set against a background of growing concerns about the state of the accounting and auditing professions after a string of scandals such as the collapse of the construction company Carillion and the retailer BHS Ltd.

Conference further notes the recommendation of the Local Authority Pension Fund Forum that the Financial Reporting Council should be put in special measures and run by commissioners until it can be abolished and replaced by a fully independent agency.

In addition local authority pension funds have been engaged in a long-running dispute with the Financial Reporting Council, arguing that the commonly used International Financial Reporting Standards fail to provide a true and fair view of a company's financial position.

Therefore, Conference calls on the National Retired Members' Committee to work with the National Executive Council and Labour Link to raise these issues and call for a fully independent accountancy watchdog.

National Retired Members Committee

19 CARE HOME CONTRACTS

Many private care homes in addition to charging high fees to residents and/or their families, continue to make charges even after the resident has died or moved to alternative accommodation. These fees can be charged for weeks and sometimes months depending on the wording of the contract. This despite the care home having rapidly re-let the accommodation in the majority of cases. The fees charged can be exorbitant for service users and their families who are often left with the burden of paying up or facing legal action. A liability that can be particularly hard for family members to accept following the death of a loved one.

Many private residential homes also terminate contracts without notice if in the opinion of management the resident has behaved in an unacceptable manner.

Older people often move into care homes at short notice and without fully understanding the terms of the contracts which can be written in a legal format that may be difficult to understand. Independent legal advice is rarely taken and all too often the older person may be suffering from poor health or they and their families are under stress at a time of crisis and are relieved to have found accommodation.

Conference calls upon the National Retired Members' Committee to:

- 1) Campaign to raise awareness of these issues with the National Executive Council, the National Pensioners' Convention, the Scottish Pensioners' Forum, Age UK, the TUC, the Scottish TUC and Labour Link and ask that these unfair practices are widely publicised and campaign for legislation to remove unfair terms specific to the care homes including the payment of fees after death and the right to terminate contracts at short notice.

National Retired Members Committee

20 REPRESENTATION ON LOCAL GOVERNMENT PENSION SCHEME PENSION COLLECTIVE INVESTMENT VEHICLES (CIVs)

Retired members form a significant minority of the present members in the Local Government Pension Scheme. For instance, in Cambridgeshire there were 24,854 active members and 14,991 pensioner members as at 31 March 2017. This pattern is replicated across the country.

The formation of CIVs (Joint Pension Investment Pools) gives no opportunity at present, for this significant group of members to partake in the future governance of their investment.

The Local Government Minister, Marcus Jones MP, said in answer to a parliamentary question when the governance of the CIVs were under discussion "I assure Hon. Members that there is an opportunity for trade union representation on pools. That is a matter for the individual pools themselves and depends on their governance arrangements, but the individual local authority members that support

each scheme will have the right to be part of setting up those pooling governance arrangements and it will therefore be their decision on whether union representatives are on the pools".

Recently the Northern Powerhouse CIV – one of the largest and most powerful of the eight CIVs – was the first to announce Membership representation on its Managing Group including a seat for a retired Member representative.

Conference instructs the National Retired Members' Committee to consult fully with the National Executive Council and the Scheme Advisory Board to request and encourage this representation decision to be replicated on all the other CIVs.

National Retired Members Committee

21 HELPFORCE

HelpForce is a new Community Interest Company founded in 2017.

Conference notes that there is an urgent need for volunteers to play a greater role in supporting NHS staff so that staff can focus more of their time providing expert medical care. Well managed staff-volunteer teams can substantially improve patient care in hospitals but while there are some brilliant examples across the NHS, these are not joined up and volunteering is rarely integrated into NHS delivery plans.

Conference further notes that HelpForce are working with pioneers in NHS Trusts and the voluntary sector to improve volunteering practice and perceptions across the UK. HelpForce are accelerating improvements in volunteering practice through a learning network with 13 NHS Trusts and will share our insights more widely as they develop. Over the next three years they will create and share a best practice model so that more patients, volunteers, NHS staff and healthcare providers can benefit more quickly.

UNISON's Health Service Group believe that HelpForce is an organisation that UNISON can work with, without undermining the jobs of our members in the NHS.

Therefore Conference calls on the National Retired Members' Committee to work with the Health Service Group to raise awareness of HelpForce and encourage retired members to become involved.

National Retired Members Committee

22 ABUSE IN CARE HOMES

There is an increasing demand for care in the UK. The proportion of elderly people requiring care in the future will place even more demands on a service that is already struggling.

With year-on-year cuts to local councils, over 1.8 million people are already denied access to care. This will, as time passes, create an increase in the number of people

assessed as being in critical need. It will also place a further burden on the NHS in the intervening period.

The private sector provision of care – whether residential, nursing or home care – will see growth as budget cuts hit local authorities and hospital trusts. Currently, approximately 80% of all social care is delivered by the private sector. Billions of pounds are spent on tendering processes – money that could be invested in hospitals and local services.

Many residential/nursing homes are no longer owned by local authorities, with the majority of home care outsourced. Private care homes often use untrained staff or staff with limited training and do not have the necessary ratio of carers to patients. The turnover of staff is high in these establishments.

Although there are many very good and caring staff working in this field, they are amongst the lowest paid. They struggle with the demands of patients and a lack of support from their managers, who themselves are often not trained in the effective management of care. There is frequently not enough staff to be able to afford the care, dignity and respect that should be given to elderly patients, particularly where the needs of patients are complex and time consuming. Stressful situations can lead to heightened incidents of verbal and/or physical abuse.

Although most care homes will display menus with choices, there is, in actual fact, little choice. Food is often scarce and not nutritional in its value to older people. Elderly and disabled people in the care system are not getting enough food and drink leading to hospitalisation due to malnutrition and dehydration.

You may have seen and read the report “Where Does the Money Go?” which shows how much the taxpayer is giving to private companies and how little actually reaches the individual needing care. It is not acceptable that these private companies can structure themselves in such a way as to lay the risk at the door of staff, patients and councils.

Conference to instruct the National Retired Members' Committee to seek support of the National Executive Council:

- 1) To challenge and raise awareness of the various financial structures which companies use which may place the elderly and vulnerable at risk;
- 2) Work to challenge practices that are against equality and human rights legislation.

Durham

23 SUSTAINABILITY AND TRANSFORMATION PLANS (STPs) AND CONSULTATION WITH REPRESENTATIVE ORGANISATIONS OF OLDER PEOPLE

Conference notes that the consultation process involving STPs and representative organisations for older people is, to say the least, patchy. In some areas of the

country STPs are failing to consult or engage with organisations that represent older people and crucial services are either being introduced or withdrawn without due process taking place. Needs of older people are simply being ignored as health professionals grapple with the problems of trying to do “more with less” as the Department of Health would have us believe is possible.

Conference considers this to be a deplorable situation and therefore instructs the National Retired Members Committee to:

- 1) Conduct a survey of Retired Members Sections to ascertain how widespread this problem is;
- 2) At the same time encourage Retired Members Sections to become involved with consultation exercises with STPs in their area;
- 3) In conjunction with the National Executive Council and with representative organisations for older people and other service user groups in England to seek to persuade the Department of Health to agree a clear process for consultation which is uniformly applied across England

Norfolk County

24 CAMPAIGNING FOR THE FUTURE

Conference notes with deep concern repeated attempts by the Tories to turn the young against the old and build a negative perception of older people as a drain on society. Conference believes that the intergenerational gap between young and old needs to be bridged by building understanding and relationships. Conference calls on the National Retired Members' Committee to work with the National Executive Council to:

- 1) Encourage Retired Members Groups and Forums across the union to build relationships with corresponding groups of young members and offer them their experience and expertise in campaigning for our public services;
- 2) Build a campaign encouraging young and old to work together to oppose the Tory agenda which seeks to divide them.

Northern Ireland Region

25 MOTION TO RETIRED MEMBERS CONFERENCE 2018

Conference notes with concern the growing trend in certain sections of the media to place the blame on our generation for many of the problems being met by younger people.

It seems to be convenient to forget, or ignore, the social, political and economic history of the post Second World War years.

We know that:

- 1) There are shortages of houses either to buy or rent leading to an increase in homelessness;
- 2) The abolition of fair Rent Officers led to rent rises and unscrupulous Private Landlords;
- 3) There is rising unemployment and lack of job security;
- 4) There are cuts in public spending including the NHS;
- 5) There are retrogressive changes to the benefits system;
- 6) Education cuts, the introduction of tuition fees and student loans;
- 7) Increases in the use of food banks.

However, we believe that these are direct and indirect consequences of Government policies and not the fault of our generation.

We call on the National Retired Members' Committee to:

- a) Liaise with other relevant organisations to counter these media lies and to promote a positive image of older people.
- b) Suggest a campaign to bring Young Members and Retired Members closer together, perhaps with some joint working between the 2 Committees to promote a greater understanding between the generations.

Rotherham Metropolitan Borough

26 MORE THAN A TABLECLOTH

Conference notes the National Retired Members' Organisation is able to book stalls at other UNISON Conferences to publicise the existence and work of the Retired Members' Organisation.

However, whilst members running such stalls are lent the National Retired Members' Organisation tablecloth, it is accompanied by little or, in one case last year, no literature to hand out to delegates and visitors to conference.

Conference instructs the National Retired Members' Committee to provide a stock set of literature, including an up to date version of the UNISON Charter for Older People, to accompany the tablecloth to Conferences.

Islington

27 SCORES ON THE DOORS

Conference notes that at the conclusion of each National Retired Members' Conference there is a ballot of suitable motions from which the two with the highest votes are chosen to be submitted to next year's National Delegate Conference by the National Retired Members' Organisation.

However Conference notes that only the two successful motions are disclosed on the UNISON website.

Conference believes it would be instructive to see the number of votes received by each of the eligible motions, and therefore Conference instructs the National Retired Members Committee to publish the number of votes received by each and every motion in the ballot for National Delegate Conference motions on the relevant pages of the UNISON website as soon as is practicable after the end of National Retired Members' Conference.

Islington

MOTIONS NOT ADMITTED TO THE AGENDA

NOT IN LINE WITH SOC PROCEDURES

RETIRED MEMBERS TO BE ALLOWED TO JOIN LABOUR LINK

This Retired Members' Conference believes that retired members should be able to join the Labour Link after their retirement if they so wish.

This conference calls upon the National Executive Council to bring a rule change to the next UNISON National Delegate Conference (NDC) to amend UNISON rules in order to allow retired members to take up membership of the Labour Link regardless of which fund they were paying into when they retired.

That UNISON Retired Members' Conference should consider this motion as one for submission to NDC 2019.

Waltham Forest

Fuel Poverty and Older People

Conference notes that Fuel Poverty remains a major problem in Britain, and that it has a disproportionate affect on older people. It has been reliably estimated that fuel poverty is responsible for the deaths of one person every seven minutes during the winter months in this country. It would be wrong to assume that this is purely a problem of the weather, since Nordic countries have more severe winters than Britain, yet far fewer deaths of elderly people during this time. In reality the main reason for this situation is the poverty that affects many older people in Britain. The current policy of the Conservative government is likely to exacerbate this problem, given the election manifesto commitment to means test the Winter Fuel Allowance.

Conference therefore calls upon UNISON to campaign for the following measures:

- 1) No means testing of the Winter Fuel Allowance;
- 2) Raising the Winter Fuel Allowance to £500 per household, regardless of age;
- 3) Ending pre-payment meters;
- 4) Regulated social tariffs with proper discounts for older people;
- 5) Publicly funded insulation measures for older people's houses;
- 6) A dramatic rise in the Basic State Pension, to ensure that older people are free from the scourge of Fuel Poverty.

Knowsley

NOT SUFFICIENTLY CLEAR

NATIONAL SELF ORGANISED GROUP CONFERENCES – REPRESENTATIVES OF RELEVANT RETIRED MEMBERS

Conference notes that, since Rule D7.8 was amended in 2014, the National Retired Members' Organisation has sent two representatives of relevant retired members to each National Self-Organised Group conference.

The National Retired Members' Committee has chosen these representatives, but Conference thinks it would be better if, in future, they were elected, in each case, by and from among the respective relevant retired members, themselves.

For example, Conference thinks that the two representatives of retired women members to women's conference should be elected by retired women members and that members who are not retired women should have nothing to do with choosing them.

Conference observes that, if there were such an election:

- 1) Rule D8 would require it be conducted in accordance with Schedule C and any regulations made by the National Executive Council (NEC); but that,
- 2) Schedule C would apply only if the NEC so decided.

Conference also observes that the Retired Members' Organisation may submit a total of two motions and/or amendments to rule to National Delegate Conference each year. It therefore agrees that, should this motion be carried and subject to the result of the ballot to select two motions and/or amendments to rule for National Delegate Conference 2019, to submit the following amendment to rule:

“Rule D7.8

After ‘send two representatives’ delete ‘of’ and substitute ‘by and from among’; and,

After ‘relevant retired members’ add ‘in elections conducted in accordance with any regulations the National Executive Council makes pursuant to Rule D8 below and, if the National Executive Council so decide, with Schedule C.’”

Further, Conference instructs the National Retired Members' Committee:

- a) Should this motion be carried but the rule amendment not be selected in the ballot for submission to National Delegate Conference, to ask the NEC to submit a similar amendment to rule and to urge branch retired members' sections and regional retired members committees to make the same request of their branch or region;
- b) Should the rule amendment be carried at National Delegate Conference, to ask the NEC not to decide these elections be conducted in accordance with

Schedule C but to make regulations under rule D8 so that each be conducted at Retired Members' Conference either:

- i) At the respective caucus; or,
- ii) By a ballot of relevant delegates.

City of Wolverhampton

NOT SPECIFIC TO THE CONFERENCE

HEAT OR EAT - THE PENSIONER'S WINTER DILEMMA

Conference notes that over recent years many U.K. pensioners have to choose whether to heat their homes in order to stay warm throughout the winter months or eat warm, nutritious meals.

With the largest energy suppliers increasing their fuel tariffs to an all time high, there is a need now for significant investment to be made in the provision of alternative energy sources. These include investments in wind, wave, hydro, solar and bio-digester projects, as opposed to simply the burning fossil fuels.

These investments will ensure benefits both ethically and environmentally and will make the cost of energy cheaper, as it could all be produced entirely within the U.K.

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 to provide ethical investment into alternative, environmentally friendly, energy sources, as opposed to infrastructure projects.

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. Providing these investment decisions are taken freely in the best interests of the fund members

North West Region

THE FUTURE OF THE NHS IN ENGLAND

Largely behind the scenes the Government and the NHS senior managers have been exploring ways of introducing elements of private sector provision and management into the NHS whilst outwardly proclaiming that the NHS is safe in their hands. There are many worrying developments in the background particularly the emergence of Accountable Care Organisations which are private companies that could be permitted to take over the running of parts of the NHS service or even whole areas of England's NHS.

The Government have so far failed to give a clear assurance that the NHS will remain a comprehensive universal service with decisions on treatment made

according to clinical need, publicly funded, publicly accountable and funded out of general taxation.

Conference therefore instructs the National Retired Members' Committee through the National Executive Council to consult with the National Pensioners' Convention, other Trade Union retired members' sections and other relevant organisations to bring pressure on Government to give a public guarantee to this effect.

Lancashire

RAIL TICKETING

It is an accepted fact that older members of society are less likely to transact personal business and to purchase goods on line. This is often put down by critics to a reluctance to embrace technology but that is a major disservice to such people. There are many good reasons to avoid on line transactions notably the ever present and rising risk of fraud and the IT failures that are becoming more frequent. A further aspect that is often ignored is the cost of purchasing the necessary equipment, keeping it up to date and paying for a broadband connection. To those of a restricted pension income such expenditure is not always affordable. In the past Conference has considered many motions aimed at ensuring that people are not disadvantaged because of their desire to avoid on line transactions. The latest threat comes from a review of rail ticketing being carried out by the Rail Delivery Group – an organisation representing the main UK train operators. Their proposals are heavily based towards the purchase of tickets on line or via smart phones and this coupled with the continuing decline in staffed booking offices and staffed stations leading to a reliance on self service ticket machines increases the ticket buying difficulty for those not on line in some way. Indeed Northern are introducing a penalty fare system at unstaffed stations which will no longer allow people to purchase a ticket by cash on their train unless they have already collected a permit from the station ticket machine. Anyone wanting to pay on the train by card will fare a penalty rare. These will not apply if the ticket machine is faulty. Those who are unfamiliar with ticket machines may well find they do not have enough time to obtain a permit or successfully purchase a ticket before their train arrives and will face a penalty fare even though they are not trying to avoid payment, a disgraceful state of affairs. Partially sighted or mobility disabled people will also be in difficulties.

Conference notes the ever increasing marginalisation of people who do not wish to use IT systems for payment and calls on the National Retired Members Committee to liaise with the National Executive Council, the National Pensioners' Convention, Age UK, the Scottish Pensioners' Forum and other relevant organisations to press the Government and the Rail Operators to ensure a level playing field for all rail ticket purchasers so that they have equal access to the cheapest and most flexible tickets whatever the method of payment they use.

Lancashire

TELEPHONE AND E-MAIL SCAMS

Conference notes that some of our vulnerable retired members are still being taken in by these fraudsters.

It has recently come to our attention that several of retired members have received calls from these people offering to stop scam and unwanted calls free of charge. When they accept their services they are then asked for their bank details, if the service is free why ask for their bank details. When members then go to their bank to withdraw money they find that money has been taken from their accounts.

We need to get the message over to these vulnerable members to never ever give bank details to anyone on the telephone or on e-mail as their bank would never ask for their details by this method.

Also when informed on e-mail that you have won a sum of money in a lottery in another country that you have never entered then it stands to that you cannot win anything.

Conference instructs the National Retired Members' Committee to;

1. Lliaise with National Executive Council to ensure that warnings are given through UNISON magazines and newsletters to inform these vulnerable members to be aware of these scams;
2. To liaise with the National Convention and the Scottish Pensioners' Forum;
3. Strongly advise members to report these scams to Trading Standards and the Police.

East Midlands Region

HOSPITAL CAR PARKING

Older people are high users of health services and are 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 therefore calls upon the National Retired Members' Committee to liaise with the National Executive Council to use all means in their power enable people above the female state pension age to park without charge at hospitals and other health care premises.

Yorkshire and Humberside Region

PHYSICIAN ASSOCIATES AND THE TREATMENT OF OLDER PEOPLE

Conference expresses its concern about the development of the above occupation within the NHS.

Physician Associates undertake an intensive two year period of training, much of which includes professional and assessed placements and are employed in a wide range of health settings including primary care. They must have a science degree in

order to be selected for the course. They work under close medical supervision but can diagnose and treat illnesses but at this time are not allowed to prescribe medication.

Conference notes that these posts are not currently regulated and further notes that the Department of Health sees it as a priority to increase the number of Physician Associates working in Primary Care. There are also plans to expand the role to include prescribing of medication, to increase their numbers and to regulate the occupation.

Conference is concerned that the potential expansion of these posts will be used to plug gaps in the provision of medical care and treatment to older people. There is evidence to suggest that they may replace Practice and Prescribing Nurses in GP practices so that the supply of nursing staff in hospitals may be replenished, which is likely to lead to a diminished service in the community.

Conference therefore instructs the National Retired Members' Committee, in conjunction with the National Executive Council and representative organisations for older people within each of the devolved administrations to investigate the development of this occupation and to report back to the 2019 Conference with a view to:

- 1) Ensuring that the occupation is properly regulated;
- 2) It is not used as a means of plugging gaps in services to older people in the community by means of replacing Practice and Prescribing Nurses and;
- 3) More crucially, Physician Associates do not replace GPs as a means of providing assessment and treatment for older people

Norfolk County

STATEMENT NOT A MOTION

IMPROVING AND EXPANDING SOCIAL HOUSING STOCK

This conference believes that successive UK governments have failed the most deprived citizens, by not providing sufficient social housing for those in need.

We therefore call on trade unions, councils, and relevant social organisations/groups, to work together to put pressure on all Members of Parliament to ensure that sufficient social housing is available, for all those who need it.

We believe that this could be achieved by making the following changes:

- 1) Remove the Right to Buy legislation;
- 2) Allow councils to use funds to build Social Housing, including at least 10% designed for the use of disabled and or elderly residents or that can when necessary be adapted;

- 3) All materials used in new building/adapting existing properties into those to be used by the disabled elderly residents to be VAT free;
- 4) Council tax is to be paid on all empty properties;
- 5) Stop the building of Student Halls of residence, and Private Retirement Homes and where there is an excess of such accommodation it should be adapted into social housing, at the owner's expense;
- 6) If a planning application includes a social element and the builder fails or is not willing to meet their obligation, then all income from that part of the construction will be used to compensate the planning authority. This will also apply were the building or estate is sold on, becoming part of the buyer's obligation.

South East Region

NOT COMPETENT

RESHAPING AND RESOURCING OUR UNION

Conference notes that, with the approach of UNISON's twenty-fifth anniversary, the National Executive Council (NEC) and others proposed that a task group of UNISON's key stakeholders conduct a thorough strategic review.

Conference welcomes this proposal. It recognises that one of the ways UNISON has led the way to develop structures and forms of democracy to make sure all voices are heard is to have developed the largest and most effective retired members organisation of any United Kingdom trade union. Conference wants the National Retired Members' Organisation (NRMO) to seize this opportunity so it continues to develop.

Conference shares the National Executive Council's view, expressed in its proposal, that a strong strategic centre that supports strong, organising regions and active branches is far more viable than a federation of independent, fragmented branches. Conference affirms that NRMO seeks to be at the heart of a union organised like this, not a sectional interest on its side-lines.

Conference notes that, since an earlier review that led to rule amendments and to a new issue of Organising for Equality, the Self-Organised Groups have become an even better-established part of our union. They ensure that UNISON takes up their issues and that it tackles discrimination and, for their part, they contribute to all of UNISON's mainstream work. Conference believes the Self-Organised Groups are a model, in some respects, of how NRMO could develop. It therefore instructs the National Retired Members' Committee, should the proposed review go ahead, to examine and present to the task group the case for structures and arrangements to align NRMO more closely with the Self-Organised Groups and the Young Members' Organisation.

Conference also instructs National Retired Members Committee, should the proposed review go ahead, to seek from Branch Retired Members' Sections and Regional Retired Members' Committees, examples of their achievements and setbacks and to formulate from them issues to raise with the task group.

Also, Conference notes the following observations by the National Executive Committee, expressed in its proposal, which appear to relate to NRMO's outstanding issues:

- 1) "Future resource allocation must ... accommodate ... demands placed on the national union for faster speedier communications ..." NRMO has lacked a means of communication with its members for six years. Conference recalls that Interactive ceased to be published in 2012; in that year's annual report NRMC expressed the hope "that there will be an electronic version" and by 2014 its hopes had become "plans". It further recalls a resolution, that year, which instructed NRMC "to look at how communications can be made more effective" and included "producing an electronic copy of Interactive" among other things (Motion 21), 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 and that last year's conference confirmed and repeated these instructions. Since then, although there is still no bulletin, Conference is pleased to note the greater use of the retired members' page on the UNISON website but regrets to note the page has become, again, badly out of date with nothing uploaded or removed for months at a time;
- 2) "Resourcing must reflect the ever-changing fragmented work environment and new models of public service delivery." Conference noted, last year, that the rate of growth of the number of retired members declined from nearly 4% in 2010/11 to less than 1% in 2015/16. Fragmentation of the workforce and loss of facilities agreements have led to the loss of easy means for a branch to know that a member is retiring. Conference considers this makes it more important than ever to collect and share 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, NRMC's Annual Report said the Committee collected such examples. However, Conference notes that, asked for these, using the questions-on-the-annual-report procedure in 2015, 2016 and 2017, the Committee did not provide a single example. Last year's conference instructed NRMC 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; and,
- 3) "Future resource allocation must ... accommodate ... growing demands for targeted training." 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, NRMC's report in 2013 that "this has been delayed", 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 NRMC'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 on either of these matters. Last year's conference confirmed and repeated these instructions and further instructed NRMC to add a guide to relevant training and training materials to the Branch Retired Members' Secretary Handbook (which has since appeared without the requested guide) and to publicise relevant

training opportunities to retired members including in the electronic replacement for Interactive.

Conference confirms and repeats all these earlier instructions. It further instructs National Retired Members Committee, should the proposed review go ahead, to raise these questions with the task group in order to identify and, it hopes, overcome what accounts for lack of progress on these matters.”

West Midlands Region

CONFLICTS WITH AN EXISTING RULE

ACCIDENT AND FATAL ACCIDENT BENEFIT

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 wants to see retired members brought into line with full members in this respect.

Conference observes that the Retired Members’ Organisation may submit a total of two motions and/or amendments to rule to National Delegate Conference each year. It therefore agrees that, should this motion be carried and subject to the result of the ballot to select two motions and/or amendments to rule for National Delegate Conference 2019, to submit the following amendment to rule:

“Schedule B

Replace the first sentence of paragraph 2.2 of the schedule with:

Retired members are not entitled to the benefits of full membership with the exception of those listed in:

- a) Schedule B para 2.6.4(v); and,
- b) Schedule B paras 2.7 and 2.8 providing the accident or fatal accident happens whilst upon union business”

Should this motion be carried but the rule amendment not be selected in the ballot for submission to National Delegate Conference, Conference instructs the National Retired Members’ Committee to ask the National Executive Council to submit a similar amendment to rule and to urge branch retired members’ sections and regional retired members’ committees to make the same request of their branch or region.”

West Midlands Region

BEYOND REMIT OF THE CONFERENCE

POST OPERATIONAL CARE

More and more elderly people are being discharged after both major and minor surgery, (when they are considered to be on the road to recovery), with a care package provided by either the hospital staff or their Doctors surgery. This is fine if you are assigned the same district nurse to visit you every time a visit is arranged. However if your general practitioners surgery is large with several practice nurses or the hospital place you with a district nurse team there can be problems, where different nurses visiting the same patient giving different advice. This causes the elderly patient to become confused about what they should be doing and becoming upset.

Conference calls on the National Retired Members' Committee through the National Executive Committee to use what influence they can to get these nurses to realise how important it is to sing from the same hymn sheet and they receive sufficient time to undertake these duties, so as to overcome this unnecessary upset.

North West Region

APPROPRIATE PLANNING OF OLDER PEOPLES HEALTH AND CARE SERVICES

Conference has heard before of concerns about the closure of health care facilities used by older people before effective home based and local health services and care services are established and of the need for investment in purpose built Respite and Elderly People's Homes within local authority areas. (refer motion 4, 2017 North West branch and Composite Motion B, 2017, East Midlands and Derbyshire County). These motions refer to policies and initiatives in England.

Conference will be aware that bed blocking / delayed discharges is a repeated issue, particularly over the winter periods for NHS services, throughout the UK.

Government's policies are focussed on increasing the provision of support care and health care at home and in the community.

At least one Health and Social Care Delivery Plan published 2016 refers to the need for a greater emphasis on supporting people in their own homes and communities and "less inappropriate use of hospitals and care homes".

However, there are no statistics available relating to:

- 1) The need for or provision of day care services for elderly people;
- 2) The number of care and nursing home places available compared to the number of places people want or need;

- 3) How many delayed discharges relate to a wait for an appropriate care home place;
- 4) The number of people discharged from hospital to a nursing home.

While people who need a care home place probably should not be in hospital, there is no evidence that there is inappropriate use of care homes, e.g. families and friends involved with caring for older people talk of the difficulties of getting people admitted to hospital when they are ill and of the difficulties and delays in arranging care and nursing home places when they are required, not of their loved ones being in a hospital or care home unnecessarily!

Conference calls on National Retired Members' Committee to work with the National Pensioners Convention/ Scottish Pensioner Forum to

- a) Gather evidence of whether there is appropriate care and nursing home provision in local authority areas for those who need it, and in particular gather evidence from carers and family members;
- b) Monitor proposed changes to health and social care for the elderly to ensure that it is evidence based and that sufficient evidence is available to show that quality of care is maintained when it is transferred from hospital to home and community settings;
- c) Monitor the level of provision of health and care services to older people to ensure that it meets the level of demand for service;
- d) Review health and social care plans to ensure that sufficient information is gathered to plan for the capacity and type of services required by older people and that the services to be provided will meet the increased demand.

Scotland Region

ASSISTED SUICIDE FOR THE ELDERLY

Whilst Conference welcomes improved longevity of life for pensioners, it acknowledges that, for some, the quality of life for the elderly can reach a stage when its continuation is painful, miserable and cruel, where some beg that they can be given release from life. Euthanasia for animals, with the assistance and agreement of a vet, is allowed by law but Parliament is reluctant to reach a comparable degree of legal support for assistance in agreeing the termination of human life.

Conference therefore calls on the National Retired Members' Committee, working with other Trades Unions, to lobby for a change in the law to clearly permit assisted suicide, subject to appropriate safeguards to avoid abuse.

Devon County

TACKLING WIDESPREAD AGEISM IN SOCIETY

Conference notes with concern the findings of a major research by Royal Society for Public Health and the Calouste Gulbenkian Foundation into prejudicial attitudes towards old age, ageing and older people by society.

The widespread negative attitudes among in particular those in the 18-35 age group towards the old and aging is very worrying.

The report highlights the findings as:

- 1) 18-35 age group hold most negative attitudes;
- 2) Two thirds of people surveyed had no friends with an age gap of 30 years or more;
- 3) Ageism and ageist attitudes are wide-spread yet they are rarely treated with the seriousness they deserve;
- 4) A quarter of 18-35 believe it is normal for older people to be unhappy and depressed, while 40% believe there is no way to escape dementia as you grow older;
- 5) Across all age groups, almost a third of people agreed that being lonely is just something that happens when people get old, while two-thirds said they had no friends with an age gap of 30 years or more;
- 6) Too often ageist behaviour and language is trivialised, overlooked or even served as a joke – something we would rightly not tolerate with other forms of prejudice.

We need to tackle causes of ageism, so that old people can expect retired life as quality experiences, rather than mental and physical challenges that come with advancing years.

The report recommends intergenerational interaction by having nurseries and care homes under the same roof which can offer huge benefits for the groups involved and also to the facilities' operators thus create an opportunity for local authorities and providers to save costs in addition to offering real wellbeing benefits to young and older customers alike.

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 needs and aspirations;
- b) Liaise with our political links and pensioner friendly organisations and media to encourage the dissemination of information about enormous positive contribution pensioners continue to make in every sphere;
- c) Contribute to any campaign to make ageism as an unacceptable form of discrimination;

- d) Report back the actions and progress achieved to the UNISON National Retired Members' Conference 2019.

Barnet

NOT INTERNALLY CONSISTENT

PERSONAL HEALTH CHECKS

Conference acknowledges that early diagnosis of a range of health conditions affecting older people e.g. heart and lung problems, diabetes, kidney disease and early cancers can have a significant impact and increase the chance of success of subsequent treatments.

Health professionals widely agree that early diagnosis of many conditions can be of major health benefit for the older people concerned - "treated early - treated easily". Recovery time is always quicker if the patient is relatively well before treatment starts.

Examinations by General Practitioners are limited to the reason the consultation takes place, so rarely identifies other conditions which may be present, but not at a stage of causing concern.

It is also significant that early diagnosis and treatment will almost certainly result in immeasurable cost savings for the NHS by avoiding more complicated procedures and longer hospital stays if serious conditions are allowed to develop.

Conference instructs the National Retired Members' Committee to campaign for fully comprehensive personal health checks to be automatically made available through the NHS to all older people when they reach the age of 65 years and at five-yearly intervals thereafter."

Dumfries and Galloway

RETIRED MEMBERS' NATIONAL COMMITTEES

Conference recognises the important work undertaken by the Retired Members' National Committees: the National Retired Members' Committee and the Standing Orders Committee and acknowledges the contribution made by the members of these Committees on behalf of Retired Members throughout UNISON.

However Conference is concerned that membership of these Committees seems to be open-ended with representatives elected year-on-year by their respective Regional Retired Members' Committees without any limit of time. Thus the opportunity for new people to be elected to these Committees may be significantly reduced by an unwillingness to oppose a long standing member in their Region, and only when an incumbent member dies or stands down does a vacancy arise.

Conference believes that this situation can be deleterious to the work of the National Committees and that a time limit for membership such as that used by the UNISON National Women's Committee should be considered.

Conference therefore instructs the National Retired Members Committee to;

- i) Consider a change to the current rules for the two National Committees with an introduction of a time limit such as 4 or 5 years with a break of at least 2 years before a previous member can be considered again for re-election to the respective Committee;
- ii) Report back to National Retired Members' Conference 2019 with proposals for this change

East Midlands Region

RETIRED MEMBERS' CONFERENCE - FAIR REPRESENTATION

Conference notes that Conference Bulletin, UNISON Retired Members' Conference 2018, dated April 2018, included the following paragraph:

"Proportionality and Fair Representation

The principles of proportionality and fair representation contained in the National Executive Council's (NEC) 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 Committee.

West Midlands Region

RETIRED MEMBERS' NATIONAL COMMITTEES

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Leicestershire County

IN BREACH OF RULE D2.11 EMPLOYMENT OF STAFF

Not printed

COULD PLACE THE UNION IN LEGAL JEOPARDY

STATUS OF RETIRED UNISON MEMBERS

This union is under attack by the present government and many employers. These attacks include limitations on facility time and delegates having to take holidays in order to attend meetings or conferences. As a consequence, many branches have difficulty in finding delegates to represent them.

Furthermore, with the ongoing moves to outsource public services, more contracts are being taken up by private sector employers who have limited or no union recognition agreements, making it difficult for branches to support members who are in need.

Retired members can support their employed colleagues in their fight for improved facility time and UNISON reps duties and they also have much to offer their branches including, with the right training, short educational courses in branch. Retired members often have considerable experience and do not have to take time off work for union duties and can represent members without the fear of putting their employment in jeopardy.

This conference calls, therefore, on the National Retired Members' Committee to find ways of encouraging retired members to become more involved in union activities and to support their working colleagues.

Conference also instructs the National Retired Members' Committee to put to the 2019 National Delegate Conference a proposal for rule changes which will allow branches to nominate retired members to:

- 1) Receive the necessary training and represent and support members at grievance and disciplinary hearings;
- 2) Attend and vote at all meetings and conferences;
- 3) Act as substitutes at all meetings or conferences;
- 4) Take up any branch officer post;
- 5) Represent their branches at self organised group conferences and meetings;

providing always that:

- a) Retired members may only represent their branches at meetings or conferences where no working member has applied to do so;
- b) Except for the post of Retired Members Secretary, retired members can only hold a post in their branch where no working member has applied to do so;
- c) If a working member applies for a post in the branch which at the time is held by a retired member then the change of post holder will normally take place at the next AGM;
- d) If retired members vote on matters affecting the employment terms and conditions of working members they must, if challenged, be able to demonstrate that they are voting in accordance with the written instructions of their branch;
- e) Before retired members can represent their branch on self organised groups they must have declared themselves qualifying members of the relevant group at least three years before retirement;
- f) The branch may exercise these powers without regional or national approval but must, if challenged, be able to demonstrate that they have acted in accordance with UNISON's Rules.

South East Region