

2018 National Delegate Conference
Motions and Amendments not reached and referred to the NEC under Rule P.18.1

No	Title	Policy	Contact Officer	Comment
EC1	STOP TRUMP	Support	Sampson Low	UNISON supported the Stop Trump demonstrations across the UK in the summer of 2018.
9	Supporting digital organising in UNISON	Support	Monica Hirst	The NEC in 2018 has gone beyond the actions in the motion.
10	Using Digital Media to meet our objectives	Support	Stephen Loweth	The NEC has made progress in a number of areas referred to in the motion through new initiatives such as further development of the Organising Framework, Easy Joiner and Whatsapp Joining and continues to explore further digital solutions as well as maximise the benefits of the data UNISON holds. The NEC continues to explore new ways to support branches in relation to GDPR and has made improvements across the union to ensure that we meet the regulatory requirements at all levels of the union.
11	The New Workplace challenge	Support	Monica Hirst	The NEC D&O Committee is continuing to work on producing a toolkit of organising strategies to build power for our members working in small companies and multi employer branches.
14	Learning for the Future	Support	Teresa Donegan	In line with current union policy. This motion identifies the need for the union to continually review and build on its training and learning provision for activists and members to meet their needs and aspirations.
15	Better Training and Support for Branch Activists	Support	Teresa Donegan	In line with current union policy. This motion identifies the need to develop online training resources whilst maintaining the more traditional

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				face to face learning opportunities; this is business as usual for LAOS and regions to increase access for activists and members to training.
16	Training for Stewards in sign posting members with mental health conditions	Support	Tracey Ayton Harding	This will be incorporated into the work plan.
16.1	Training for Stewards in sign posting members with mental health conditions	Support	Tracey Ayton Harding	
17	Work Related Stress and Mental Health Wellbeing	Support	Tracey Ayton Harding	This will be incorporated into the work plan.
17.1	Work Related Stress and Mental Health Wellbeing	Support	Tracey Ayton Harding	
18	Branch Treasurer Training	Support	Teresa Donegan	In line with current union policy to continually review existing training packages and assess if they need to be updated to incorporate new features.
21	Effectively Representing members working across Service and Geographical Boundaries	Support	Guy Collis	The issues raised will be incorporated in the union's work on health and social care.
22	Trade Union Facilities	Support	Mike Short	The issues raised will be incorporated into Labour Link's political campaigning, and they will be referred to every Service Group so as to ensure ongoing support and advice are available.
23	Maternity Rights	Support	Bukky Akinwale/Gloria Mills	The issues raised are being implemented by the union. The UNISON guide " <i>Pregnancy - your rights at work</i> " explains the statutory rights of pregnant working women. The recent EHRC report on pregnancy discrimination has

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				highlighted the ongoing issues that women face when pregnant and on their return to work, and new ACAS guidance was issued last November (2017). UNISON's National Women's Committee continues to work with Maternity Action to highlight the issues pregnant women face and to campaign for greater rights for women whilst pregnant and on their return to work.
24	Support for workers with families	Support	Michelle Singleton	This will form part of our current work on supporting carers and will also be part of the gender pay gap work we are about to undertake.
25	Support For Members with Caring Responsibilities	Support	Kevin Russell	New guide developed for branches on bargaining for carers' rights at work that includes a model carers policy.
26	Disability Leave Agreements	Support	Deirdre Costigan	We have published a new version of our Disability Leave bargaining guide and model policy which will be circulated to service groups, regions and branches. We submitted a response to the Women & Equalities parliamentary select committee making clear the need for statutory entitlement to disability leave.
27	Mental Health and Employment	Support	Tracey Ayton Harding	This will be incorporated into the work plan.
28	Mental Health Awareness in the Workplace	Support	Tracey Ayton Harding	Part of this has been done and the outstanding points will be incorporated into the work plan.
29	Apprenticeships	Support	Mark Ferguson	The issues raised will be incorporated in the union's campaigning work on Apprenticeships.
29.1	Apprenticeships	Support	Mark Ferguson	
29.2	Apprenticeships	Support	Mark Ferguson	
29.3	Apprenticeships	Support	Mark Ferguson	

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30	The importance of Health and Safety	Support and Amend	Tracey Ayton Harding	This will be incorporated into the work plan.
30.1	The importance of Health and Safety	Support	Tracey Ayton Harding	
31	Cuts to Building Inspectors and Environmental Health	Support	Tracey Ayton Harding	This will be incorporated into the work plan.
32	Pay Up Now! - Real Pay Rises For All Public Service Workers	Support	Mark Ferguson	NEC motion. The issues raised will continue to form the basis of the union's ongoing pay campaigning.
32.1	Pay Up Now! - Real Pay Rises For All Public Service Workers	Support	Mark Ferguson	
32.2	Pay Up Now! - Real Pay Rises For All Public Service Workers	Support with qualifications	Mark Ferguson	
32.3	Pay Up Now! - Real Pay Rises For All Public Service Workers	Support with qualifications	Mark Ferguson	
33	Time to Restore Our Living Standards	Support and Amend	Kevin Russell	Assessment of opportunities for co-ordination of balloting and action being taken forward by Service Group Liaison Committee and Industrial Action Committee as part of the union's pay campaign.
33.1	Time to Restore Our Living Standards	Support	Kevin Russell	
34	Equal Pay	Support	Kevin Russell	Initial gender pay gap reporting guidance being revised as part of wider campaign on gender pay inequality and new materials developed for bargaining on Living Wage and carers' rights in support of narrowing differentials.
35	Pension Fund Costs and Charges	Support	Colin Meech	Being implemented in work plan.
36	Pension Charges and Transparency	Support	Colin Meech	Being implemented in work plan.
37	Public Service Champions 2018/19	Support	David Arnold	The union's campaign work on public services is ongoing.

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38	Keeping public services at the top of the agenda in preparation for a snap election	Support	David Arnold	The union's campaign work on public services is ongoing.
40	End Winter Crisis in the NHS.	Support	Guy Collis	The issues raised will be incorporated in the union's campaigning work on the NHS.
41	Social Care	Support with qualifications	Guy Collis	The issues raised will be incorporated in the union's social care work, with the proviso that decisions on sectoral bargaining must remain within the gift of service groups.
42	NHS Underfunding, Social Care Cuts And The Danger of STPs	Oppose and Amend	Guy Collis	NEC continues to oppose – similar calls in other motions for a one-day conference were resoundingly defeated on conference floor at NDC 2018.
42.1	NHS Underfunding, Social Care Cuts And The Danger of STPs	Support	Guy Collis	
42.2	NHS Underfunding, Social Care Cuts And The Danger of STPs	Support	Guy Collis	
44	Dignity in Social Care, People Before Profit, Building for the Future	Support and Amend	Colin Derrig	The National Retired Members Committee is keen to help the NEC campaign, organise and in-source social care and welcome the work already underway.
44.1	Dignity in Social Care, People Before Profit, Building for the Future	Support	Colin Derrig	
47	The Housing Crisis and its Effects On Public Sector Workers	Support	Sylvia Jones	A similar motion was passed at the 2018 UNISON Local Government Conference. The issues raised by the motion have been incorporated in UNISON's wider housing campaign work and highlighted in our responses to recent national and government consultations, which focused on reforms in the social and private rented sectors.

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49	Public Housing post Grenfell	Support and Amend	Sylvia Jones	An almost identical Motion 48 was passed at this year's conference. The issues raised by the motion have been incorporated in UNISON's housing campaign and will form part of work plans to lobby government for a better housing deal for our members and citizens.
49.1	Public Housing post Grenfell	Support	Sylvia Jones	
49.2	Public Housing post Grenfell	Support	Sylvia Jones	
49.3	Public Housing post Grenfell	Support	Sylvia Jones	
50	Justice 4 Grenfell	Support and Amend	Sylvia Jones	The issues raised in the motion have been incorporated in UNISON's housing campaign and highlighted in our responses to recent national and government consultations on social housing. They are also being taken forward in our joint campaign work with "Homes for All" campaign (led by Defend Council Housing) and "Safe Cladding Insulation Now" campaign (led by Fuel Poverty Action Group) to call for, among other measures, a comprehensive ban on the use of combustible materials in high rise residential buildings and for adequate funding to carry out fire safety works - to ensure that residents are safe, warm and secure in their homes.
50.1	Justice 4 Grenfell	Support	Sylvia Jones	
51	Support the Justice 4 Grenfell Campaign	Support and Amend	Sylvia Jones	This motion called on the union to support Justice 4 Grenfell campaign – this is an independent, community campaign group. UNISON already supports the survivors' group, Grenfell United, whose housing campaign priorities are aligned with ours.
51.1	Support the Justice 4 Grenfell Campaign	Support	Sylvia Jones	
52	Cuts and the Council	Support	Pete Challis	The issues raised and actions recommended were incorporated into the union's campaigning work in the run up to the Budget on 29 October 2018. Specific support has been provided to the UNISON Northamptonshire LG branch.

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54	Staff-Less Libraries	Support and Amend	Sylvia Jones/Sarah Pearce	The issues raised have been incorporated in UNISON's work on libraries. UNISON recently held a national demonstration "Save our Libraries", which highlighted the challenges facing the service and the library workforce.
54.1	Staff-Less Libraries	Support	Sylvia Jones/Sarah Pearce	
55	The future of the Careers Service and Careers Professionals	Support	Michelle Singleton	This will form part of the ongoing work in the Education Bargaining Unit.
56	Higher Education as a Public Service	Support	Narmada Thiranagama	Campaigning against tuition fees and for a return to education as an essential, public good has continued to be a key aim for UNISON.
57	UK Emergency Services Cuts - The need for greater coordination	Support and Amend	Sampson Low	The NEC will continue to provide a forum in the Service Group Liaison Committee where all emergency services can bring issues to share and discuss.
57.1	UK Emergency Services Cuts - The need for greater coordination	Support	Sampson Low	
58	Energy Renationalisation	Support	Sampson Low	UNISON NEC supports bringing the 'Big 6' energy companies into public ownership and is engaging with the Labour Party on the issue.
60	Campaigning For an End To Public Sector Privatisation	Support and Amend	Pete Challis	The issues raised and actions recommended in the motion and amendment have been incorporated into the union's media and campaigning work on PFI and privatisation and it's work to influence the legislative programme of a future Labour government.
60.1	Campaigning For an End To Public Sector Privatisation	Support	Pete Challis	
61	PFI windfall profits tax	Support	Pete Challis	The issues raised and actions recommended have been incorporated into the union's media and campaigning work on PFI and privatisation and its' work to influence the legislative programme of the current administration and a future Labour government.

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62	Abolish PFI – Renationalisation now!	Support	Pete Challis	The issues raised and actions recommended have been incorporated into the union’s media and campaigning work on PFI and privatisation.
63	All Public Services Brought Back into Public Control	Support and Amend	Pete Challis	The issues raised and actions recommended in the motion and amendment have been incorporated into the union’s media and campaigning work on PFI and privatisation.
63.1	All Public Services Brought Back into Public Control	Support	Pete Challis	
64	Public Service Mutuals: A Form of Privatisation	Support and Amend	Allison Roche	The issues raised are already incorporated in the union’s campaign on public service ownership, privatisation and public service delivery models and public procurement.
64.1	Public Service Mutuals: A Form of Privatisation	Support	Allison Roche	
64.2	Public Service Mutuals: A Form of Privatisation	Support	Allison Roche	
65	Treating Terminally Ill People with Dignity in the Benefit System	Support	Pete Challis	The issues raised in the motion have been raised directly with the Department for Work and Pensions and the response has been shared with the branch that submitted the motion.
66	Campaign for Asylum Seekers Right to Work in the UK	Support	Narmada Thiranagama	UNISON is the key trade union voice in a 100 strong coalition led by Refugee Action which has been campaigning to give refugees the right to work – the campaign was launched at Labour Party Conference and Dave Prentis was a key signatory in an open letter in the Financial Times. UNISON is also lobbying MPs, including for a Westminster Hall debate and the Labour Party has come out in support of the Right to Work.
67	For Asylum Seekers Right to Work	Support with qualifications	Narmada Thiranagama	UNISON is the key trade union voice in a 100 strong coalition led by Refugee Action which has been campaigning to give refugees the right to work – the campaign was launched at Labour

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				Party Conference and Dave Prentis was a key signatory in an open letter in the Financial Times. UNISON is also lobbying MPs, including for a Westminster Hall debate and the Labour Party has come out in support of the Right to Work.
68	Stop and report human trafficking in our cities and towns	Support	Narmada Thiranagama	UNISON has produced resources for branches and members on this important campaign. However, we have gone further than the motion, which does not address the fact that in combination with the “Hostile Environment” and police forces without adequate resources the impact of reporting modern slavery/trafficking has resulted in many police forces deporting the victims of modern slavery and trafficking instead of undertaking investigations of the employer, expensive investigations which might take many months.
69	End period poverty	Support	Bukky Akinwale/Gloria Mills	<p>This issue is very important to the National Women’s Committee. They have linked up with ‘The Red Box Project’, an initiative that quietly ensures that no young woman misses out on her education because of her period. Delegates and visitors to National Women’s Conference will be asked to donate sanitary products to the ‘The Red Box Project’.</p> <p>‘The Red Box Project’ has agreed to place a red box at the venue of the conference to collect all the donations of the sanitary products.</p> <p>Regional women committees have also reported</p>

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				supporting and linking with a number of organisations working to end period poverty across the country.
70	'The Total Eclipse of the S_N Campaign	Support	Sampson Low	The NEC continues to support this campaign.
71	Working Together with Campaign Groups	Support and Amend	David Arnold	The union continues to work with various campaign groups, where this coincides with the priorities of the union and is seen to add value to achieving our objectives.
71.1	Working Together with Campaign Groups	Support	David Arnold	
72	Democratic Socialism	Defer	Sampson Low	Whilst the NEC supports taxing the rich and public ownership, the adoption of socialism as a formal programme remains a matter of discussion with the Labour Link and the Campaign Fund (ex GPF).
73	Ending austerity through progressive taxation	Support	Mark Ferguson	The issues raised will be incorporated in the union's campaigning work on taxation.
74	Ending austerity through progressive taxation	Support	Mark Ferguson	The issues raised will be incorporated in the union's campaigning work on taxation.
75	Robin Hood Tax	Support	Mark Ferguson	The issues raised will be incorporated in the union's campaigning work on taxation.
76	Universal Basic Income	Defer and Amend	Sampson Low	The NEC is keeping UBI under review and has had initial discussions, noting the concerns of the UNISON Disabled Members' Committee.
76.1	Universal Basic Income	Support	Sampson Low	
76.2	Universal Basic Income	Support	Sampson Low	
77	Universal Basic Income	Defer	Sampson Low	The NEC is keeping UBI under review and has had initial discussions, noting the concerns of the UNISON Disabled Members' Committee.
77.1	Universal Basic Income	Support	Sampson Low	

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78	Triple -Lock on State Pensions	Support	Michelle Singleton	This work forms part of our wider work on state pension and UNISON will continue to lobby government and campaign on this issue as part of that.
79	Modern Slavery	Support	Gemma Freedman	The issues raised will remain one of the four priorities in the international committee's 2019 work plan.
82	Trump: Hands Off Jerusalem, Free Palestine Now	Support and Amend	Mark Beacon	The issues raised will be incorporated into the International Committee's 2019 work plan.
82.1	Trump: Hands Off Jerusalem, Free Palestine Now	Support	Mark Beacon	
83	Palestine	Support	Mark Beacon	The recommendations will be considered by the International Committee following the conclusion of court proceedings on this issue.
86	Free Abdullah Öcalan from 19 years of imprisonment	Oppose	Mark Beacon	The NEC opposes affiliating to the Freedom for Öcalan Campaign. However, the International Committee will continue to demand the release of all political prisoners.
87	Colombia	Support	Nick Crook	The issues raised will be incorporated into the international committee's 2019 work plan.
88	The People of Nicaragua Face a Serious Assault by the US Orchestrated by Trump	Support	Nick Crook	The issues raised will be incorporated into the international committee's 2019 work plan.
92	Stop the EU exit power grab	Support	Allison Roche	The issues raised in this motion are already incorporated into UNISON's Exiting the EU campaign.

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93	Trade Democracy after the EU exit. We Need to Stop the Deregulatory Trade Agenda	Support	Nick Crook	The NEC is working closely with the Trade Justice Movement, Global Justice Now and War on Want to oppose new free trade deals.
94	A Trade Deal with the EU Should Not Limit Direct Provision of Public Services	Support	Allison Roche	The issues raised in this motion are already incorporated into UNISONs Exiting the EU campaign.
95	Defend Freedom Of Movement	Support and Amend	Allison Roche	The issues raised in this motion are already incorporated into UNISON’s Exiting the EU campaign.
95.1	Defend Freedom Of Movement	Support	Allison Roche	
96	Defend Free Movement of People	Support and Amend	Narmada Thiranagama	This motion raised critical issues around the “Hostile Environment” and how it forced public service workers to act as immigration border guards at a detriment to their public service work. While this motion was not debated, the NEC emergency motion on Justice for the Windrush Generation outlined the serious problems for public service workers caused by Government immigration policies and called on UNISON to campaign against the “Hostile Environment”. This is now a major campaign for UNISON.
96.1	Defend Free Movement of People	Support	Narmada Thiranagama	
100	An end to sexual harassment at work	Support	Bukky Akinwale/Gloria Mills	<p>This is an issue which has been covered in UNISON’s own guidance on bullying and harassment for many years, with training provided for our activists and members.</p> <p>Regional women's committees and forums were encouraged to circulate the TUC report – ‘Just a Bit of Banter’ to raise awareness that this is an ongoing issue; to share best practice; and to encourage branches to negotiate workplace policies where these did not already exist.</p>

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				<p>UNISON will also be promoting and engaging with a new EHRC project seeking information from women on their experiences, and looking at what policies employers have in place to deal with sexual harassment in the workplace.</p> <p>One of UNISON's motions to the 2019 TUC Women's conference is on sexual harassment at work. There will also be a fringe meeting on sexual harassment and misogyny at the national women's conference 2019 to highlight this issue.</p>
101	An end to sexual harassment at work	Support	Bukky Akinwale/Gloria Mills	The issues raised and actions recommended are similar to Motion 100, see above. They are being implemented as part of the union's work on dealing with sexual harassment in the workplace.
102	Disability awareness	Support	Deirdre Costigan	The issues raised will be incorporated in the union's campaigning work and our negotiating and bargaining across the service groups.
103	Equal Marriage = Equal Widowhood	Support	Susan Mawhood	NEC should consider supporting any campaign around these issues run by the TUC and encourage branches to get involved if such a campaign is started.
104	Equal Marriage = Equal Widowhood	Support	Susan Mawhood	NEC should consider supporting any campaign around these issues run by the TUC and encourage branches to get involved if such a campaign is started.
105	Tackling Xenophobia and the Far Right	Support	Narmada Thiranagama	This was an NEC motion taking forward the union's work around hate crimes, racist and xenophobic harassment and tackles issues facing migrant workers - the issues raised were
105.1	Tackling Xenophobia and the Far Right	Support	Narmada Thiranagama	

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105.2	Tackling Xenophobia and the Far Right	Support	Narmada Thiranagama	also taken up in an emergency motion which dealt with the Windrush Scandal – the work has therefore been an integral part of UNISON’s campaigning against fascism and racism.
105.3	Tackling Xenophobia and the Far Right	Support	Narmada Thiranagama	
107	Stand Up to Racism	Support and Amend	Margaret Greer	The issues raised will be incorporated in the union’s campaigning work and we will continue to support the UN Anti-demonstration annually. UNISON reaffirm the terminology ‘defining Black’ to be used in all UNISON communication.
107.1	Stand Up to Racism	Support	Margaret Greer	
108	Stand Up To Racism	Support	Margaret Greer	The issues raised will continue to be incorporated in union’s campaigning work against all forms of racism and discrimination. UNISON will utilise reports that highlight race inequalities in the workplace and hold public bodies and employers to account.
109	Islamophobia and Prevent	Support	Narmada Thiranagama	This motion supported the broad scope of much of UNISON's current activity tackling civil liberty violations, the rise in racist and Islamophobic discrimination and harassment and our campaign against Prevent. Currently, UNISON's policy is for Prevent to be reviewed which is also current Labour party policy. Prevent has come under a great deal of criticism from across the political spectrum and from senior figures in the police force as well as civil liberty campaigns. UNISON has continued to voice its deep concerns about Prevent.
110	English and Yorkshire devolution	Support	David Arnold	The union continues to support regions to engage with the devolution agenda.

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111	English and Yorkshire Devolution	Support	David Arnold	The union continues to support regions to engage with the devolution agenda.
112	Campaign for Climate Change Resilience Strategy and Funding for Climate Change Resilient public services	Support	Sampson Low	The NEC supports public services preparing for and preventing climate change with extra funding. The recent IPCC Report has highlighted the risks.
113	Global warming and climate change	Support	Sampson Low	The NEC supports public services preparing for and preventing climate change with extra funding. The recent IPCC Report has highlighted the risks.
114	Reduce plastic pollution	Support	Maria Francis	UNISON has been proactive in taking steps to make our work environment “green” and the issues raised will be incorporated in the union’s campaigning work on “green issues”.
114.1	Reduce plastic pollution	Support	Maria Francis	
116	Say No to SPV’s	Support	Guy Collis	The issues raised will be incorporated in the union’s campaigning work on the NHS.
117	Campaign against NHS arms length companies	Support	Guy Collis	The issues raised will be incorporated in the union’s campaigning work on the NHS.
119	UK Mental Health Care needs investment	Support	Guy Collis	The issues raised will be incorporated in the union’s work on mental health.
120	Hospital Car Parking Charges - A Stealth Tax	Support	Guy Collis	The issues raised will be incorporated in the union’s campaigning work on the NHS.
121	Education is a Public Service	Support	Michelle Singleton	This work is included in core campaigning and policy work in the Education Department.
121.1	Education is a Public Service	Support	Michelle Singleton	
122	Cuts To Our Safety Net	Support	Pete Challis	The issues raised and actions recommended in the motion and amendments were incorporated into the union’s media and campaigning work in the run up to the Budget on 29 October 2018 which focussed on the cuts to work allowances
122.1	Cuts To Our Safety Net	Support	Pete Challis	
122.2	Cuts To Our Safety Net	Support	Pete Challis	

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				within Universal Credit. Following the budget, priorities will be reviewed. A parliamentary petition calling for the repeal of the two child limit is due to be launched in November 2018.
123	Social Security for All	Support	Pete Challis	The issues raised and actions recommended were incorporated into the union's media and campaigning work in the run up to the Budget on 29 October 2018 which focussed on the cuts to work allowances within Universal Credit. Following the budget, priorities will be reviewed. A parliamentary petition calling for the repeal of the two child limit is due to be launched in November 2018 and the Personal Independence Payments Survey of disabled members was launched at the National Disabled Members Conference in October 2018.
126	Looking After Our Carers	Support	Kevin Russell	New guide developed for branches on bargaining for carers' rights at work that includes a model carers policy.
127	Decriminalisation for safety	Oppose	Susan Mawhood	Continue to oppose, but keep a watching brief as national women's conference 2018 did not pass the 'Nordic model now' motion.
128	Promoting the Political Fund and Defending our Political Voice	Support	David Arnold	The Campaign Fund Committee and National Labour Link Committee are working together to promote the new "opt in" political fund.
129	Branch funding	Defer	Raj Ashra	This motion was opposed; therefore no further action is required.
129.1	Branch funding	Defer	Raj Ashra	
130	A CASE system for UNISON branches	Support with qualifications	Margaret Thomas/Emilie Oldknow	The NEC is currently considering the issues raised in the motion.

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131	A national case system for UNISON	Support with qualifications	Margaret Thomas/Emilie Oldknow	The NEC is currently considering the issues raised in the motion.
132	Trade Union Act 2016 and Industrial Action Procedures	Support	Elizabeth Thompson	The NEC is currently reviewing Industrial Action procedures in light of the Act.
133	Industrial Action Ballots	Support	Elizabeth Thompson	The NEC is currently reviewing Industrial Action procedures in light of the Act.
EM8	This Rail Chaos Must Stop	Support	Sampson Low	The NEC is aware that the privatised rail industry is causing chaos in the North of England (the subject of EM8) and elsewhere, and supports a return to public ownership to improve services.