

RETIRED MEMBERS' ANNUAL REPORT

The National Retired Members' Committee Annual Report has now been published. Questions on the Annual Report must be submitted using the Online Conference System (OCS) by Wednesday 4 September 2019.

The report is a summary of the work of the National Retired Members' Committee since last year's Conference.

The Retired Members' Standing Orders Committee agreed to adopt the procedures agreed for National Delegate Conference with regard to the submission of questions on the Annual Report. The Standing Orders Committee believes that this process enables Conference to deal with the Annual Report effectively and efficiently and leave more time for motions to be discussed.

Under this procedure questions on the Annual Report are now invited and will be responded to in advance of Conference. The only questions that may be put orally to the National Retired Members' Committee at Conference will be supplementary to the questions submitted under this process. It would be preferred if any supplementary questions could be submitted by Wednesday 25 September so that any additional information requested can be sought prior to the start of Conference.

The timetable for submission of questions on the Annual Report is as follows:

Wednesday 4 September 2019	Deadline for questions to be submitted through the Online Conference System (OCS).
Wednesday 11 September 2019	Deadline for responses to be submitted onto the Online Conference System (OCS).
Wednesday 25 September 2019	Preferred date for supplementary questions to be submitted through the Online Conference System (OCS).
Wednesday 2 October 2019	Platform response to supplementary questions.

General information on accessing the Online Conference System (OCS) was distributed in the Retired Members' Conference Bulletin, which is available on the UNISON website.

To submit a question on the annual report through the OCS, follow the instructions below

- ☐ Sign onto Online Conference System (OCS)
- ☐ Select National Retired Members' Conference
- ☐ Select 'Agenda'
- ☐ Select 'Annual Report Questions'
- ☐ Select question type from drop down box
- ☐ Select 'create a new question'
- ☐ Follow instructions which will give you a form to complete

- ☐ Complete form – remembering to fill in all mandatory fields
- ☐ You can copy and paste your question into the text box or type the text in
- ☐ If you want to do this in stages you can select the save choice and come back into OCS later to finish
- ☐ When you are happy with your question, select 'Submit'

If you encounter any problems, please seek assistance from your regional OCS contact (details in the Conference Bulletin) or Colin Derrig on c.derrig@unison.co.uk

REPORT OF NATIONAL RETIRED MEMBERS' COMMITTEE INCLUDING ACTION ARISING FROM 2018 RETIRED MEMBERS' CONFERENCE

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

Introduction

I was elected for a fourth term as Chair of UNISON's National Retired Members' Committee in January. We represent nearly 165,000 retired members of UNISON.

I am really proud of the strong traditions of democracy and debate within our union which promote equality and freedom of speech. We may not always agree but we can respect each other's opinions.

I've enjoyed attending a number of conferences during the year including our National Women's Conference, National Delegate Conference and NPC Pensioners' Parliament as well as visiting several branches and talking to retired members. We share many of the same problems including worries about the future, poor pensions, the crisis in adult social care, an underfunded NHS, closure of libraries and other community services, lack of accessible transport and insufficient specialist housing.

After a successful conference last year highlighting so many of the ways that pensioners, public sector workers and minority groups are short-changed by society, condemned by the government or criticised in the media, it could be argued that matters appear to have gone from bad to worse.

Hardly surprising then that the Grovember Campaign in November 2018 saw a massive rise in recruitment ensuring that UNISON can continue to claim to be the UK's biggest union. We mustn't be complacent. It is important that we continue to recruit new members so there was another successful campaign Go for Growth in May. Whilst membership may be increasing overall, the number of retired members is not increasing at the present time and we need to encourage more working members to join us on retirement.

The bigger picture continues to be of underfunding of essential services and the on-going harmful impact of privatisation. Indeed a survey carried out by UNISON of some 21,000 local government workers across all services found that 8 out of 10 had no confidence in the future of local services. More than half of those surveyed were not confident that vulnerable residents were safe and well cared and believed their employer no longer delivers quality services. Many of you will have seen the BBC Panorama programme 'Crisis in Care' at the end of May that exposed the desperate situation in Somerset where the cash strapped council is struggling to provide adult social care. It is a situation repeated across the country.

Policies and relevant issues

Health and Social Care

Government policies have resulted in massive underfunding, false promises and the continued dogma of privatisation that puts profit before people. Austerity has resulted in excessive workloads and staff poorly paid. Many of the jobs carried out by UNISON members in responding to emergencies, facing disasters and clearing up after accidents go unnoticed and unrewarded, as do simple acts of kindness in caring for older people.

All this comes at the same time that the Centre for Ageing Better in its report *The State of Ageing* in 2019 warns that pensioner poverty is rising, especially for women and black and ethnic minorities. This at a time when gas, electricity and water bills are on the increase. When millions of people will suffer from the increasing pressures on health and care services and are more likely to retire earlier due to disability, fall sick earlier and die younger than their wealthier peers.

UNISON continues to fight to keep NHS contracts worth millions of pounds in public hands and to oppose any further privatisation of our NHS. We are also calling for the abolition of hospital car parking charges which are an increasing burden on patients, family and carers.

Our working colleagues in the NHS, Social Care and public services have done much to support those of us who have suffered ill health and disability in retirement. Many of you have joined the picket lines and rallies in support of those workers who have had no alternative other than to take industrial action. The Birmingham low-paid care workers, amongst others, set a brave example putting their jobs at risk by taking strike action against proposals for a massive pay cut and won. Well done to them and all those who have taken industrial action in the last twelve months.

The results of a survey carried out by UNISON was published in February revealed that thousands of care workers across England and Wales are still being paid less than the national minimum wage because council contracts with private providers don't state in the contracts that companies must pay for travel time between visits. Effectively reducing their hourly rate. A survey of homecare workers revealed that only 63% of those workers were paid for time spent in the homes of people in their care. Although this is an improvement on the previous survey in 2016 then only 24% of councils in England and 9% in Wales made travel time a contractual requirement. We continue to see care workers across the UK forced to take industrial action over pay and conditions of service.

UNISON is calling for a universal social care system based on public provision, paid for by general taxation and free at the point of need.

Pensioner Benefits

The House of Lords' Select Committee report on *Tackling Intergenerational Fairness* was published in April. Some recommendations are welcome but not those that suggest removal of pensioners' benefits. The debate about young versus old is not

helpful and is a myth. It is a damaging narrative that is all too easily used by politicians and the right-wing media. Young people do face problems but it isn't the fault of the older generation. The fault lies with employers, zero hours contracts and government policy - not with pensioners! There is nothing in the report that takes account of the unpaid work that pensioners carry out to support the economy – supporting family, acting as carers, charity work, volunteering, etc. There is a need to challenge the assumption that we aren't a homogenous group and there are huge variations in pension income, poverty and life expectancy which has now plateaued. The government won't solve the problems faced by young people by a reducing pensioner entitlements – we'll all be worse off! The matter was debated at our National Delegate Conference in June where it was resolved to oppose any government action to implement the proposals.

Last winter, due to a combination of bad weather and the continuing impact of austerity, was particularly hard for many of you. Don't forget that UNISON Welfare Fund – There for You may be able to help. Seasonal deaths are on the increase and this is likely to continue as a result of global warming with colder winters and hotter summers.

The government continues to attack pensioners' entitlements. From April of this year couples on low incomes with one partner over pension age and the other below were penalised by having to claim Universal Credit instead of Pension Credit which gives a guaranteed minimum income for pensioners. The amount varies depending on personal circumstances but could result in a loss of up to £140 a week or £7,000 a year.

Many people in the UK, including our retired members, continue to struggle with the consequences of debt and poverty compounded by rising costs of food, gas and electricity. The choice for many pensioners is between sufficient food on the table or a warm home. It is essential that the £200 grant to all towards heating costs is maintained.

It is equally important that we retain the Bus Pass on which so many of us rely. Many UNISON members have taken part in the TUC campaign for its retention. I stood with others from the South West Region one Saturday at Bath Bus Station as part of the campaign. The loss of the bus pass, which provides a subsidy to bus companies, will result in fewer bus services. The impact of this will not just be on pensioners and bus companies but on the local economy. It is bound to lead to greater loneliness for those, especially in rural areas, who rely on the bus to visit family and friends, go shopping, go to the bank or post office, attend doctor, dentist and hospital appointments, and visit other local services such as libraries and community centres. Loss of the bus pass also has the potential to increase journeys by private car, for those who have a car, which will further harm the environment.

The means testing of the free TV licence for the over 75s following the decision of the BBC in June is deplorable but we must continue to campaign as means testing will result in 3.7 million pensioners losing out. Many older pensioners, those who live alone and those in poverty rely on their televisions for companionship and for many it is the only human voice they hear from one day to the next. We know loneliness is a massive problem and this decision can only make matters worse. The impact on both physical and mental ill health as a result of loneliness and social isolation is immense.

We need these additional benefits because our state pension is the lowest in Europe.

Pensions

Many of us can rely on our public sector occupational pensions but this is not the case for all our retired members. Poorer pensioners, often women and those who were low paid, rely on the state pension for most or all their needs. We have the lowest state pension of any developed country despite being one the richest.

Only a third of recently retired pensioners are receiving the full new state pension introduced in April 2016. Those with 35 years of National Insurance contributions and eligible for the new state pension are currently entitled to receive £168.90 a week but those with occupational pensions have deductions made to take account of the lower contracted-out amount of National Insurance paid during their working lives. The National Pensioners' Convention has produced a pamphlet "Understanding Women's Pension Inequality" which explains the differences between the old and new pensions and why two thirds of all pensioners living in poverty are women.

The Pensions Policy Institute research indicates that if the Triple Lock from the State Pension was removed 700,000 more pensioners would be in poverty and that women would be disproportionately affected.

Pension savings continue to be undermined by greater freedom to spend pension pots and people's failure to make rational decisions about their future needs.

Housing

The housing crisis remains a major concern with a massive shortage of affordable homes and many older people faced with insecurity and uncertain futures in accommodation that fails to meet their current needs. UNISON policy is to continue to make the case for decent, secure, safe and affordable housing and for greater regulation of the private rented sector.

Many pensioners face insecurity and uncertain futures as a result of the housing crisis. No one should be forced to down scale if they don't want to. Those who do find that there are insufficient affordable and accessible homes. I said in the housing debate at National Delegate Conference that "downsizing" is a word I hate. It is negative and implies that eventually we'll be downsizing to our coffins. I much prefer the more positive term to "rightsize".

I was pleased to be nominated and elected to sit on the National Pensioners' Convention Housing Policy working group which will continue to review housing policy. The detailed information received from UNISON staff in response to the NPC's draft consultation paper was well received and very helpful in the production of the final, recently published document "Home Sweet Home ?". This can be purchased from the NPC at the nominal cost of £2.

The government must take urgent action to address the housing crisis with investment in safe and affordable housing. Our society is failing the homeless, pensioners and working people, especially those living in areas where housing costs are high. The right

to buy and the increase in rented accommodation from private landlords has resulted in the lack of social housing at affordable rents.

Brexit

The inability of the Tory government to handle Brexit with any degree of competence has resulted in other much needed legislation being ignored or side-stepped. Particularly issues affecting pensioners with regard to health and social care, public transport and increasing fears of violent crime. It has also resulted in the massive rise of the far right. The European Election results were indicative of a divided country in crisis. Instead we need to bring communities together and continue in our campaigns for equality.

There is little confidence that the government will steer us through Brexit without serious difficulties. The implications for jobs, services, the economy and border controls are huge. We know from Trump's comments on his state visit to the UK that the USA wants to get its hands on the NHS despite later denials. Staffing levels in the NHS and in social care are already at crisis point and limiting immigration can only make matters worse. The contribution made by EU citizens and overseas workers to our NHS and in home care services is massive and greatly valued, particularly by pensioners using the services and their families.

Now we have our own British version of Trump in No 10 the form of Boris Johnson anything could happen in the future!! Whatever does happen I very much doubt it will be anything beneficial for either our retired or working members. The consequences both in the short and long term of a No Deal Brexit don't bear thinking about.

Grenfell

More than two years since the Grenfell Tower tragedy, which killed 72 people, we still have no answers from the Inquiry which continues to be delayed. Yet we now find that there is a massive concentration of toxic dust and debris containing carcinogenic chemicals in the streets, gardens and homes around Grenfell, and that many, many tower blocks across the country have similar cladding materials which have not been replaced leaving tenants and home owners vulnerable. Some former Grenfell residents have still to be rehoused in permanent accommodation and many of those that survived are suffering feelings of depression, betrayal, isolation and guilt that they lived when friends and family died.

Windrush

The Windrush Generation, including our members, have been treated despicably by the government with many unfairly deported or refused re-entry into a country they had called home since childhood. Others have been made homeless, lost their jobs and been refused treatment on the NHS. Many are still living with uncertainty about their immigration status or waiting to receive compensation. UNISON is committed to support our members who have been adversely affected.

Communications

The National Committee continues to work to improve communications with retired members but as ever it is complicated by legislation on Data Protection and the fact that we do not have e-mail addresses for the majority of retired members. There have been some improvements as those retiring now are more likely to have access to computers and modern technology.

We continue to look at ways of improving communications but often we have to rely on hard pressed and overworked Branch Secretaries to forward information.

We must ensure that our achievements are reported in UNISON publications at national, regional and branch level. We know we still have much to offer our union by assisting in campaigns and we must be given a voice.

Priorities

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

This is why it is so important during our annual Retired Members Conference that we reconsider our policy priorities for next year. Furthermore, we have the opportunity as our conference ends to take forward two motions to National Delegate Conference that we consider most important to us as retired members. Please ensure that you complete the voting paper and return it to the Conference Desk before you leave.

Last year you chose Abuse in Care Homes which was carried overwhelmingly as was the Intergenerational Commission Report . However, Combating the Rise of Volunteerism in Public Services which had an amendment from Retired Members was not heard despite having been prioritised. I don't want to influence delegates but would ask that consideration is given to the Motions that contain issues likely to be prioritised as important to both working and retired members as these will be more likely to be heard at next year's National Delegate Conference.

TUC Pensioners Committee

This Committee only meets twice a year at Congress House but provides a useful dialogue and is an opportunity to discuss the campaigns of other unions and share information. We receive regular updates on TUC policy. It is important that we continue to make sure our voice is heard on the TUC Pensioners Committee and raise the issues that matter.

UNISON has expressed concern over the TUC's participation in the Resolution Foundation's Intergenerational Commission report. The response we received is that it is important for the TUC to influence decisions but that the final report reflected Resolution Foundation policy not that of the TUC.

The TUC has produced a report on Resisting the Far Right which presents a gloomy picture of the threat posed and their growing confidence. The TUC is tackling this in a number of ways to oppose and counter far right opinions in the workplace and beyond.

The TUC made a submission to the House of Lords' Inquiry into Tackling Intergenerational Fairness welcoming some recommendations, such as increasing the supply of social and accessible housing, but not those that suggest removal of pensioners' benefits. Young people do face problems but it isn't the fault of the older generation.

Pensioners' Organisations

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

Conferences

Sheila Crosby represented National Retired Members at Disabled Members' Conference in October 2018.

Bob Deacon and Sue Salzedo represented National Retired Members at LGBT Conference in November 2018.

Norma Thompson and Hamie Mirza represented National Retired Members at Black Members' Conference in January.

Sue Salzedo and I represented National Retired Members at Women's Conference in February.

Linda Richards, myself and our National Officer attended the NPC Biennial Delegate Conference in March of this year at which many issues relevant to us such as Free TV licences for the over 75s, social care and the NHS were debated. It was an opportunity for us to meet with delegates from other trade unions and representatives from NPC regions.

Sheila Crosby and I together with our National Officer represented our National Retired Members Committee at the Pensioners' Parliament in Blackpool in June.

Maureen Vass and I represented the National Retired Members Committee at National Delegate Conference in June together with retired member representatives from each of the 12 UNISON regions.

Thanks

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

The National Committee would like to thank the retired member activists in branches and regions for their hard work and contributions during the year in pursuit of the interests of our retired membership.

Finally, a very special thanks to all the UNISON staff for their support to retired members over the last year.

REPORT OF NATIONAL RETIRED MEMBERS' COMMITTEE

During the last year representation on the National Retired Members' Committee (NRMCM) has been as follows: Rosie Macgregor (South Western, Chairperson), Ettie Amos (Northern), Steve Beardsmore (West Midlands), Angela Boorman (Northern Ireland), Shelia Crosby (Yorkshire & Humberside), Bob Dutton (Cymru/Wales), Martin Gallagher (Northern Ireland), Valarie Graham (East Midlands), Annie Jones (West Midlands), Jo Mclean (Scotland), Richard Mann (Greater London), Linda Richards (South Eastern), Maureen Vass (North West), and John Walker (Eastern). The NEC were represented by Edwin Jeffries (Deputy Chairperson), Jenny Forbes-Reid and Polly Smith.

In addition to the two NRMCM delegates (Rosie MacGregor and Maureen Vass), all 12 regions were represented at National Delegate Conference held this year in Brighton as follows: Colin Martin (Eastern), Sheena Gordon (East Midlands), Ann Jefferson (Greater London), Eileen Thompson (Northern), Martha McGonigle (Northern Ireland), Valerie Lovell (North West), Barbara Fulton (Scotland), Terence Martin (South Eastern), Angela Harrington (South West), Thomas Beedle (Cymru/Wales), Annie Jones (West Midlands) and Terence Pratt (Yorkshire & Humberside).

The involvement of our delegation sends a clear message to the rest of the union, that retired members are a part of UNISON. Retired members again participated in a number of debates, including speaking in support of issues of concern to their working colleagues.

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

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

UNISON LGBT CONFERENCE, 16 – 18 NOVEMBER 2018 REPORT OF RETIRED MEMBERS' REPRESENTATIVES

Representatives of Retired LGBT Members sent by Retired Members' Organisation:

Bob Deacon (Wolverhampton City), Sue Salzedo (Leicestershire County)

Puzzled by this formulation? See motions 13 and NDC1 below. Retired Members' (RMs') reps have been sent to self-organised group (SOG) conferences thus for four years. RMs, as such, cannot submit business. How we are to take ownership of our own issues at SOG conferences was the subject of motion 35 carried at 2016 RM conference and of a survey in late 2017. National RM Committee's 2018 report was silent on how the committee is taking this forward.

Conference Agenda and Debates Unlike our conference, LGBT conference completed its agenda. It debated 37 motions and 12 amendments. (We debated 23

and 13, failing to reach 8 and 2). Little surprise. LGBT has 8¼ hours of plenary session, we have five. Even so, LGBT conference appears to use its time more effectively in these respects:

- They start at 9.15am, we at 9.30;
- They take 1¼ hours for lunch, we take 1½; and,
- They don't invite the mayor to address them. Why do we?

Reference to the National Retired Members' Committee

Consider above three practices so Retired Members' Conferences lose less business.

One motion and two amendments were lost; one motion and one amendment were remitted; everything else was carried. There were 118 speeches from the rostrum – compared to our 80 - a majority (short of proportionality) by women, compared to about half-&-half at our conference. Unlike our conference, a significant number of speeches were made by Black delegates.

Changing from LGBT to LGBT+ Altering the name and remit of the group was conference's major single issue. A proposal to National Delegate Conference to amend rules B2.3 and D5.1.4 carried unanimously or almost so. An amendment calling for more elaborate definition of 'LGBT+' (for which RM rep, Bob Deacon, spoke) was heavily defeated.

Reference to the National Retired Members' Committee

If NDC carries these rule changes, discussion group at retired members' conference may enable the Retired Members' Organisation to tackle new issues of inclusion.

Reference to the National Retired Members' Committee

Please arrange to send appropriate literature next year ... as well as the tablecloth.

Items of Specific Concern to Older People and Retired Members

8	Stronger Together	Motion about marginalised sections of LGBT community. An amendment added 'older' to 'Black and disabled' but motion withdrawn so amendment fell.
12	Recruiting and Increasing Activism of Young & Retired Members	Supportive of RM inclusion. An amendment made suggestions for LGBT/RM joint working in regions. Carried as amended. With six speakers (including Bob Deacon) one of conference's more animated debates.

13 NDC1*	<p>Rule D7.8 Retired Members' Representation at Self Organised Group Conferences</p> <p>*LGBT conference debates motions for National Delegate Conference separately</p>	<p>Motion 13 restated last year's position. Amendments updating it to reflect a new approach by West Midlands were ruled out of order as was a West Midlands emergency motion with the same aim.</p> <p>However, NDC1, written after these developments, was always bound to be debated. This got the issue across to conference. Bob Deacon spoke in favour. Predictably, it was carried but not selected for NDC. Now, it can be hawked round branches, as was this year's rule change, and accompanies this report in case any NRMC member is so minded.</p> <p>Motion 13, although out of date, remained on the agenda. The movers urged National Committee to seek remittal. However, the committee's position remained 'Defer' and it fielded no speaker for remittal.</p>
20	Equal Pensions	<p>Restated/Updated existing policy following Walker vs Innospec that all widow(er)s be treated alike never mind their own or their partner's gender. National Committee amendment with new information about government intentions for secondary legislation ruled out of order, so the committee qualified its support for motion. Mover accepted qualification. Carried.</p>
31	UN Resolutions	<p>Motion advocated a human rights-based approach to public service provision and commented at length on UK shortcomings re UN Convention on the Rights of Persons with Disabilities.</p> <p>Motion also referred to older people but did not develop the point. An amendment raised the campaign for a Convention on the Rights of Older Persons, shining the light of day on motions at 2015 and 2017 RM conferences which National RM Committee has appeared ... ahem ... not to have rushed to implement.</p> <p>But disabled members got precious about their motion no longer being solely about themselves. National Committee sought remittal of the amendment whose movers felt their object had been sufficiently achieved – enough light had shone - and agreed.</p>

Other Animated Debates, each with six or seven speakers, included:

- **LGBT Representation on NEC.** The motion proposed, simplistically, that since Black, disabled and young members all have places on the NEC, so should we. Conference confirmed it favours LGBT representation on the NEC only if reps are elected by and accountable to a constituency of LGBT members. That is impractical and probably unlawful, so we do not want reps

who, although themselves LGBT, are elected by and accountable to others.
Motion defeated.

- **Equal Marriage in Northern Ireland** called on UNISON to continue to work with Love Equality and to raise issue with Labour Link. Debate also highlighted lack of 'portability' of same-sex marriage and civil partnership between jurisdictions.
- **Transphobic 'Feminism' and the Fight for Trans Rights**
- **Palestine** Both Bob and Sue spoke. Sue's remarks, based on her Jewish heritage, were both affecting and effective and drew many approving remarks. Bob ran a Palestine Solidarity Campaign stall – no tablecloth but lotsa lit. There was a useful workshop consisting of a quiz for 'beginners'.
- **International Developments** Two emergency motions dealt with sharply deteriorating situations for LGBT people including the election of Jair Bolsonaro as president of Brazil, apparent government backing for the far right in Poland, Donald Trump's intention to legislate to stop legal provision for gender reassignment in America and developments in Tanzania. Another motion discussed situation of LGBT people of Colombia and Turkey.

Less animated since, at LGBT conference, everybody appears to agree:

- **Sex Workers** Conference confirmed its position in favour of decriminalising sex work and called again for an end to UNISON's support for a 'sex buyers law'. This was another National Delegate Conference motion, carried, not selected but likely to be submitted to NDC by a branch.

UNISON RETIRED MEMBERS' CONFERENCE 2018 NOTES OF LGBT MEMBERS' CAUCUS

Attendance: 11 members from 8 regions including four new delegates.

The most women ever but men still appeared to outnumber them nearly 2:1.

Five LGBT delegates to earlier RM conferences sent apologies.

Chair: Bob Deacon.

Report: Agreed delay to reflect outcomes of this conference and LGBT conference.
Draft will be circulated for comment before it is submitted

This Conference – Agenda We discussed the following motions:

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|----|--|--|
| 1. | <u>Loneliness</u> | Carried as amended |
| 3. | <u>Caucus arrangements</u> | Not reached but two items in motion being carried out |
| A. | <u>Intergenerational Commission Report</u> | Carried as amended and selected for National Delegate Conference |
| B. | <u>Windrush</u> | Carried as amended |

This Conference – Items Ruled out of Order

- National Self-Organised Group Conferences – but West Midlands has raised matter with NEC (document circulated) and motion backing West Midlands approach was carried at LGBT Conference but not selected for National Delegate Conference;
- Fair Representation – do we want a statement added to conference bulletin which is aspirational but unenforceable? What about fair representation in the Retired Members' Organisation as a whole?

This Conference – Arrangements

- Bournemouth is too hilly, as we said last year, for a conference at which many delegates are likely to have mobility impairments. Conference Department has been responsive to LGBT's wish not to go back to Llandudno but, it appears, unresponsive to RMs about Bournemouth. Wonder what accounts for the difference of treatment. Since conference, it has come to light:
 - Retired Members will be back in Bournemouth in 2020;
 - One region has a National Delegate Conference motion objecting to this is in hand;
 - Disabled Members made representations when their 2019 conference was to go to Bournemouth and it was shifted to Brighton.

Reference to Retired Members' National Committee: Please make further representations to the Conference Department on this matter.

- Conference Centre – poor signage to rooms where caucuses are held.

Reference to Retired Members' National Committee: Please note.

- LGBT Drinking Venues – Bob will try to circulate info in advance of future conferences.

Matters Arising from Last Year's Caucus

An updated version of last year's notes was circulated. Nothing was raised.

UNISON LGBT Conference – last year

- Janet and Kevin's report circulated in conference guide.
- In reply to a question about the report's suggestion for a skills exchange workshop at RM conference, the committee says it was noted and says the suggestion may be re-raised via a regional rep

References to Retired Members' National Committee:

- Please consider what has already been put to you.

UNISON LGBT Conference – this year, Harrogate, 16-18 November 2018

- Delegates: Bob Deacon and Sue Salzedo.
- See separate document for items of specific concern to older people and retired members.

Other Matter – Structure of Conference.

Lack of response from regions and branches made committee's task difficult. Motion 3 on caucuses re-raises one of the items. Need to await opportunity to re-raise others.

UNISON LGBT CONFERENCE 2018 SIDE MEETING: INVOLVING RETIRED MEMBERS

Nine present – two retired members' reps, two national committee members, one RM visitor and four full members. From Eastern, East Midlands, Greater London, South East and West Midlands regions. An apology from Greater London.

Two new members added to LGBT RM email group.

Report of Last Year's Meeting

- Action point arising from motion 11 about seeking more information on application forms overtaken by GDPR.
- Retired Members in UNISON – Equality Factsheet has been updated. Seems OK. Contact Susan Mawhood with any comments.

Draft Report of LGBT Caucus at Retired Members' Conference

Circulated. Comments welcome prior to submission to National RM Committee.

This conference agenda - Items of concern to Older People/Retired Members

Circulated. Scotland withdrew 8 so 8.1 falls; West Mids will accept remittal of 31.1.

Discussion

- Many branches have too few retired members for a branch RM group to be viable, same as LGBT self-organisation. Same dilemma how to develop models of cross-branch working, make them attractive to members and maintain relationships with branches. RMs may belong either to the last branch of which they were a member or the branch closest to their home (Rule D7.1). In practice this allows RMs to transfer into branch with active RM group but doesn't solve the problem, it makes it worse.
- Need for a 'manifesto' of what UNISON offers retired members. UNISON's Charter for Older People, 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. Either way out of date so why is it on the website? Why isn't there an up-to-date version?
- Retired members seldom appreciate value of working with self-organised groups (SOGs). Self-organisation grew up later than retired members organisation. RMs never caught up. We are in distinct sections of the rulebook (D5 & D7). 'Organising for Equality' applies to SOGs not RMs. At national level, RMs less well-resourced than SOGs and less access to NEC thus to policy-making. But many regions and branches treat RMs and SOGs alike.

- Retired Members who return to work covered in Rule C2.6.2. Rule is clear but admin is messy. Affects more members with end of default retirement age, growth of 'semi-retirement'. For workers of all ages, gig economy means new problems – who to recruit, how to retain, relationship between union and member. Do we need a principle of once-a-member-always-a-member and a flexible category of associate or out-of-trade member like FBU and PCS?

UNISON DISABLED MEMBERS' CONFERENCE, 27 – 29 OCTOBER 2018 REPORT OF RETIRED MEMBERS' REPRESENTATIVES

The delegate representing the Retired Members' Organisation was Sheila Crosby.

I attended the workshop on PIP and Universal Credit.

It was chaired by Kim Sillver

Graeme Ellis from the Disability Rights Unit spoke on Universal Credit and said "it is high on the Agenda just now and very high tech".

Michael Paul from Unison showed slides on PIP and said "Disability Rights UK is the umbrella organisation. They bring things together and find a way forward".

Independent living is getting on with life and that is where benefits come in, We need to educate young disabled people in the benefit system, We need to stop the bullying and the discrimination of disabled people.

It has been mentioned that PIP is all about cutting expenditure and there needs to be a change to the assessment process. 900 mobility cars a week are being removed from recipients.

It seems that they do not want us to claim the benefit which is why it is such a complicated procedure. People with mental health problems are the biggest group to claim.

Peter Challis Unison Policy Officer spoke on Universal Credit. The first difficulty is that it has to be claimed on line and 63% of those trying to claim cannot verify their identity. There is a month assessment period and the HMRC supply the figures which are used for the calculation. This causes problems if you get 2 pay checks in the assessment period.

People leaving prison are given £69.00 they can claim benefit from day one but will not get any money for 5 weeks.

Unison policy is to stop the roll-out of Universal Credit

I attended the Regional meeting for Yorkshire and Humberside.

Heather Briggs and Michael Mills co-chaired the meeting.

There was no discussion on the Conference Agenda. Delegates were told to do as mandated by their branch.

The main topic under discussion was “reasonable adjustments” and the discrimination against disabled people in the work place and how hot-desking affects disabled people causing them stress.

There was quite a debate on the route motions originating at caucus meetings should take to get on the conference Agenda and, who should be allowed to move them at conference. There was disagreement on this and the out- come was not clear but no doubt all will be revealed at a future date.

Sunday 28th November

Kim Silver chaired the first session of conference.

She advised anyone who did not wish to be filmed or have pictures taken to speak to the conference Organiser.

There was a minute of silence to remember colleagues who had died during the year Standing orders report was presented and it was agreed that E.M.1 be admitted to the Agenda.

Two Group debates were agreed.

Maggie Griffin presented the Annual report. She focused on Disabled Members’ not being penalised and the importance of Welfare Reform and how low paid workers rely on benefits. She also mentioned 70 years of the NHS and 25 years of Unison. There were no questions on the Annual report and it was duly carried.

2

Gordan MacKay Unison President addressed Conference. His key priority this year is to show the public the value of public services. He has been on the NEC since 2009. He praised the work done every day by members in branches. He thanked branches for their commitment. He enlarged on the spending cuts and felt that the government just wanted the poorest in society to be poorer. One in five of our disabled members are in debt. He emphasised the damaging effect of insecure employment and zero hours contracts.

“It is imperative” he said that we work together to save our NHS. We are the biggest trade union in Britain and we need to fight to keep our members and keep recruiting. His charity this year is Malawi Mother and Babies. It serves 22 villages and the clinic deals with pregnancy etc. He requested support for this project.

Motion 1 fell as there was no mover.

Motion 2 was lost it was an amendment to the constitution which was deemed unnecessary.

Motion3 fell because there was no mover.

Motion 4 Amendment to Standing Orders was carried.

Motion 5 the speaker called for support for the Disability History Month. We need to remember our history and support our future. Carried

Motion 6 Support for people who find it difficult to fill in on-line forms. The speakers were calling for BSL support, telephone support from outside Agencies and spoke of the difficulties black deaf members experience. We should be given choice of how we apply. Not be pushed into “online” by the government. This motion was carried together with amendments 6.1 6.2 6.3 6.4.

Chair for session 2. Iain Scott-Burden.

Motion 7 Including non-binary disabled people in our self-organised group. The speaker referred to Unison terminology male/female/other and was seeking for the binary references to be removed. This motion was carried.

Motion 8 Black Disabled Workers’ Professional Development and Activism. The speaker brought attention to the pay differential and said “we must encourage branches to support black disabled members and ensure development and activism”. This motion was carried.

Motion 9 Disabled women workers pay gap and professional development. “There are too many barriers for disabled people when applying for jobs” the speaker said. There are also pay differences. These issues need to be addressed. This motion was carried.

Motion 10 An aging Population and Workforce Diminishing Health and disability. There is a lack of flexibility for members trying to deal with their own disability and trying to cope with an ailing parent. There was a call for Unison to campaign for increased Government investment in adult care that respects the rights and identities of disabled LGBT people. This motion was carried with amendments 10.1 10.2.

Group debate Motions 11 and 22 Branches should be encouraged to train activists to train as Mental Health first aiders. Some managers do not believe that Mental Health is an illness This was carried.

Motion 12 Mental Health – Equipping the Rep. This motion called for the publicising of Negotiating Mental Health Policies guide and to find ways of equipping representatives with skills and knowledge so that they can help members. This motion was carried.

Motion 13 Hot-desking and the impact on Disabled members. It called upon NDC to consult on the impact of hot-desking on Disabled members and report on the findings. This practise of hot-desking causes stress and sickness. This motion was carried together with amendments 13.1 and 13.2.

Motion 14 Securing reasonable adjustments for young disabled workers the motion calls for consideration to be given to developing a resource for activists that explains how to negotiate reasonable adjustments. Young workers may have a fear of speaking up and a lack of awareness of the Equality Act 2010 and the legal duty on employers to provide reasonable adjustments. This motion was carried together with amendments 14.1 14.2 14.3.

Motion 15 Disability Leave this motion called for branches to be encouraged to develop disability leave policies with employers and for Unison to campaign for disability leave to be a statutory requirement written into legislation. This motion was carried together with amendment 15.1.

Group motion 16.17.18. Neurodiversity. Neurodiversity is an umbrella term and includes Attention Deficit, Hyperactivity Disorder, Attention Deficit Disorder Dyslexia, Dyspraxia and Dyscalculia. These conditions affect the brain's cognitive abilities. Unison should increase awareness and explore means of training activists so that support can be given in the workplace. This was carried.

Motion 19 tackling the disability employment gap: Recruiting and maintaining deaf Workers. This motion called for consideration to be given to producing a guide to representing Deaf BSL users for branches and stewards to use in the workplace and to support calls to remove the cap on Access to Work which prevents some deaf people accessing appropriate support at work. This motion was carried.

Motion 20 Black Disabled Workers and the Disciplinary Process Black Members are disproportionately targeted when it comes to disciplinary processes. This motion was carried.

Motion 21 Negotiating and Bargaining for Disabled Workers rights. All branches should have a copy of Unison's guide to Special Adjustments and leave policy. This motion was carried.

E.M. 1 Implement the United Nations Recommendations. The Minister has now agreed to focus on three of the points out of the 60 concerns raised by the United Nations in 2017. This motion was carried.

Session 3 was chaired by Kath McGuinness.

Speakers times were cut to three minutes. Effective from Monday.
Standing orders report accepted.

Emma Lewell-Buck M.P. Shadow minister for children and families addressed the conference.

She suffers from Dyspraxia (co-ordination and balance). That always leaves you struggling to keep up and has a detrimental effect on employment prospects. "Disability is a challenge but I have survived" she said. "As an MP I will always speak for those who are disadvantaged. Parliament does not always discuss disabilities as such, the issues often get tied up with child abuse and elderly social care. Unfortunately having a degree means that you cannot be disabled. As a Labour MP I know that a Labour Government would create a better world for disabled people."

Motion 23 supporting disabled people to stand for election. The motion called for the restoration of the Access Elected Office Fund and the Access to Elected Office. and for the Access to Work funds to be made available to disabled people who hold elected office in local authorities, town and parish councils. This motion was carried together with amendment 23.1.

Motion 24 Access to voting. Some polling stations are too small for a wheel chair and sometimes there is no ramp. The speaker called for a campaign for the introduction of an accessible system of voter registration and support for disabled members to request reasonable adjustment at the polling stations. This motion was carried together with amendments 24.1 24.2 24.3.

Motion 25 Disability Hate Crime must be treated as Hate Crime. There is a need to raise awareness of how Disability Hate Crime is different to other types of hate crime. There needs to be a legal definition of Disability Hate crime that includes the introduction of legislation that sets out the criteria under which a recommendation to treat an offence as a Disability Hate Crime can be overruled. This motion was carried with amendment 25.1.

Motion 26 Mate crime. This motion called for a leaflet to be written for distribution on mate crime, including instructions on how to report mate crime to the police. Mate crimes are usually committed against another for the purpose of some individual gain. This motion was carried with amendment 26.1.

Motion 27 Tackling Presenteeism in the workplace. This motion fell because there was no mover likewise amendments 27.1 27.2 and 27.3.

Monday morning .29th October 2018.
Bev Miller chaired this session.

There was a video message from Dave Prentis the General Secretary.

Guest Speaker Christina McAnea, UNISON Assistant General Secretary, Bargaining, Negotiations and Equalities. TUC issued a report on the disability pay gap. Restructure and cost cutting disadvantage disabled members. We do campaign against discrimination against disabled people. Christina explained that "UNISON gives a voice to the voiceless. We fight racism, we fight for the Windrush generation Unison is the spearhead for the campaign for a living wage. This union fights for everyone for decent pay and pensions for workers. We recruit 16,000 members per year."

Motion 28 Reasonable Adjustments - Reasonable for whom? Cost cutting is being considered above Disabled Member's Rights. Despite some minor changes since 2008 the current legislation is still inadequate and needs to be investigated. This motion was carried with amendment 28.1.

Motion 29 Ensuring safe and qualified Interpreting services for Deaf people accessing public services. BSL is vital for deaf people. Being an interpreter is a qualified job and branches and stewards should be aware of this. This motion was carried.

Motion 30 Legal Recognition of British Sign Language a number of organisations are campaigning for a BSL Act for England Wales and Northern Ireland that would achieve full recognition. This motion was carried.

Motion 31 Tackling LGBT and disability discrimination in the workplace- an intersectional approach. We need to raise awareness of the specific challenges faced by disabled LGBT workers and consider developing resources to assist branches in negotiating on behalf of these members. This motion was carried together with amendment 31.1.

Motion 32 The Welfare State: a hostile environment for Black people. The Governments policy is to encourage immigrants to leave to country. The reduction in benefits is one way and the frequent checks to which black people are subjected is another way. This motion was carried.

Motion 33 Improving Access to Sexual Health Information for Disabled LGBT people. There is a need to raise awareness that Disabled LGBT people need to access health services and may need support to access information on conditions and treatment. Disabled LGBT women are particularly disadvantaged.

Time ran out so motions 34,35 and 36 were not heard.

Report submitted by Sheila Crosby.

UNISON NATIONAL WOMEN'S CONFERENCE, 14 – 16 FEBRUARY 2019 REPORT OF RETIRED MEMBERS' REPRESENTATIVES

The Retired Members' Organisation was represented by Rosie Macgregor (NRM) and Sue Salzedo (East Midlands).

The largest ever Women's Conference comprising 1000 women: 800 delegates & 200 visitors was held in Bournemouth and began with a caucus and then regional meetings followed by the first conference session. There were 40 motions on the agenda and for the first time the SOC had introduced a prioritisation system which comprised 18 motions debated in order of priority before the remaining 22.

The first two motions debated were of relevance to retired members: Campaigning for safety within the social care workforce and Support the backto60.com campaign. Impassioned speakers informed conference of the problems in social care including the strike actions in Glasgow and Birmingham and the link between social care and the health service. Meanwhile Backto60.com is campaigning for a judicial review of the government's implementation and tapering of the pension changes and has a world class legal team led by Michael Mansfield QC and their claim against the DWP was lodged at the High Court on 30 July 2018.

Rosie intervened in the group debate on workplace sexual harassment describing her own experience of this as a young, vulnerable worker. She then participated in the debate on 'Making our women history' apprising conference of a book she had written on Angela Tuckett a feminist, peace campaigner & trade unionist from Bristol which is also included in another book: 'Wiltshire's Radical History' a collection of local history events.

The debates on stillbirth & miscarriages were heart-rending and brought most delegates to tears and reminded conference of the need to be aware of workers' rights in terms of time off, maternity leave and generally called for a greater understanding, awareness and recognition of the impact on those affected by these tragedies.

There were a number of debates on social care and Rosie intervened in the debate on the impact of cuts to social care. Her final intervention was in the debate on domestic violence and concentrated on the impact on women workers and the need to ensure activists have all the information and training necessary to support members experiencing domestic abuse.

Sue intervened in the debate on Islamophobia which concentrated on the abhorrent comments of the former foreign secretary about Muslim women. She apprised conference of this being part of a wider narrative which casts Islam in a negative light and fuels the kind of skewed perceptions all too prevalent in Britain today and the need for UNISON to ensure these are always challenged.

One of the most important debates was on the re-designation of the LGBT SOG to the LGBT+ SOG which included a much needed wider definition for women identifying with this SOG. A similar motion was passed at the LGBT Conference in November 2018.

There was no opposition to any of the 40 motions and only one speaker against on one of the amendments which did not affect it being passed. Rosie and Sue had put forward an emergency motion on the government's proposal to have the over 75s' free TV licence paid for by the BBC.

It was ruled out as not being an emergency with the wording published in the SOC report.

There were four guest speakers: the President, Gordon McKay; the General Secretary Dave Prentis; the Assistant General Secretary Christine McAnea and the Labour MP for Tooting Dr Rosena Allin-Khan. Dr Allin-Khan gave a most inspiring speech informing conference of how a Polish-Pakistani girl from a poor background achieved her dream of becoming a doctor.

As in previous years a most inspiring conference with many emotional contributions and a real feeling of sisterhood which now seems to be the trademark of the UNISON Women's Conference.

UNISON NATIONAL DELEGATE CONFERENCE, 18-21 JUNE 2019

UNISON's National Delegate Conference was held in Liverpool in June. The National Retired Members delegates were Rosie Macgregor and Maureen Vass from the NRMC plus representatives from each of the 12 UNISON regions.

Our message was clear that we are prepared to speak in support of our working colleagues as well as making our own demands. We are equally supportive of our young members who are the future of our union.

One of our motions chosen to go forward from the Retired Members' Conference – Motion 107 Abuse in Care Homes was carried overwhelmingly as was Motion 51 Intergenerational Commission Report - but Motion 69 Combating the Rise of Volunteerism in Public Services which had an amendment from Retired Members was not heard despite having been prioritised. The Rule Change Motion to correctly change our name in the Rule Book to “National Retired Members' Committee” also failed to be heard.

Conference opened on the Tuesday with a welcome from President Gordon McKay stating that it was “a genuine honour to address you as President” and he went on to praise the union, activists and General Secretary. Gordon should be praised for his inimitable style, humour, fairness and determination in chairing the conference. He went on to speak of the shambles of Brexit, Tory paralysis, ruthless cuts, widening gender pay gap, the continuing failures of privatisation, the rise of the far right and scourge of racism. “There will be no one in this union shedding a few tears for Teresa May”. He spoke of the need for justice for the Windrush generation which he described as an on-going tragedy due to the deliberately hostile actions of the Home Office and the threat of deportation. There followed a minutes silence and moving tribute to all the union activists who had died in the past Year.

Following the President's Speech, Composite H calling for Justice for the Windrush Generation who arrived in the UK from 1948 to work in the NHS and to rebuild the country after the war, only to later be treated as illegal immigrants, was carried overwhelmingly.

Dave Prentis's speech in the afternoon on the theme of Solidarity followed an excellent short film of our activists taking to the streets, marching to highlight our campaigns and celebrating those who have been forced to take strike action. Dave went on to praise all those who had taken industrial action in the past year, more than every other union put together. He also spoke of the scourge of racism, the potential disaster of a No Deal Brexit, and his pride in the solidarity we show to our fellow trades unionists around the world who face violence, discrimination and death sentences. He concluded by challenging a future labour government to end privatisation and bring services back into the public domain and explaining the true meaning of solidarity, something that our strikers and the city of Liverpool know only too well. Conference rose to its feet cheering and applauding with those at the front waving banners as the strains of “You'll Never Walk Alone” filled the conference hall. Both Gordon and Dave reminded us that we are once again the largest trade union and continue to increase membership.

The Financial Statement was more optimistic this year than last. Composite A Menopause and the Workplace, Motion 58 Strengthening Maternity Rights, Motion 22 Smash the Gender Pay Gap, Composite C Tackling Stress, Bullying and Harassment, Motion 29 Apprenticeships, Motion 19 Year of the Young Worker and Motion 18 Young Members' Facility Time were all carried on Tuesday. Retired Members spoke in support of the Year of the Young Worker and called for a round of applause for the brilliant work our young members are doing.

The keynote speaker on Wednesday was Barbara Gwangwara-Tanyanyiwa of the Zimbabwe Congress of Trade Unions. She spoke passionately about the current situation in her country where innocent citizens are arrested, tortured, imprisoned and murdered by a regime that denies freedom of speech or association in a country that resembles a war zone.

Debate on Composite E The Housing Crisis on Wednesday morning was carried forward from the previous day and was supported by Retired Members pointing out that there needs to be an increasing number and broad range of housing that meets everyone's needs.

Motions 126 Resourcing our Branches, Motion 1 Developing Resources in Branches and Regions, Motion 2 Growing the Union, Motion 17 Suicide Awareness Training, 107 Abuse in Care Homes which Retired Members moved, 118 Abolish NHS Car Parking Charges on which we spoke, 27 Rebuilding Collective Bargaining, Motion 80 Curbing Corporate Power on which we also spoke and Composite F Cuba were all carried on Wednesday.

The keynote speaker on Thursday was Patricia King from the Irish Congress of Trade Unions who spoke of the concerns in the whole of Ireland about the impact of Brexit and the future for peace. Motions 96 EU Exit and Protecting the Peace Process and 97 Public Services and EU Exit were then carried overwhelmingly.

Motion 51 Intergenerational Commission Report over which Retired Members had serious concerns, Motion 110 Review of the Devolution Protocol, Motion 43 Violence and Aggression, Motion 48 Gun and Knife Crime and Motion 47 Austerity and Public Safety were all successfully carried on Thursday.

Thursday afternoon at Conference is always dedicated to Rule Changes and it can produce some of the best speeches and interesting debates. This year it proved just a little repetitive due to a desire from one branch and region to move to election of branch officer every two years and as a result a large number of rule changes failed to be heard. However, there was the excitement of one card vote and it had started well with the proposal to change the name of the LGBT Self Organised Group to LGBT+ ensuring greater inclusivity carried overwhelmingly.

Conference opened on Friday with an inspirational speech from Sonia Bassey MBE, Chair of Mandela 8, a charity that promotes community solidarity and is providing permanent public artwork in the Toxteth area of Liverpool. Motion 68 Nelson Mandela: Inspiring Future Generations was carried unanimously immediately after.

One of the most important debates affecting retired members, Composite D The Crisis in Social Care, into which we had an input was also carried on Friday morning, as were Motion 121 Stopping Social Security, Motion 49 Fighting for an Accessible Welfare System, Motion 99 Disability History Month, Motion 8 Recruitment and Retention of Members and Motion 77 Progressive Taxes to End Austerity. Debate on Motion 105 Tackling Racism at Work carried over into Friday afternoon when it was also carried but this left little time for the Re-Prioritised motions. Emergency Motion 1 Excluding Future Higher Education, Further Education and 6th Form Staff from the Local Government Pension Scheme was carried unanimously, as were

Composite B Sexual Harassment in the Workplace and Motion 100 Make 2021 the Year of Disabled Workers.

A number of delegates from conference attended a rally at BBC Merseyside on Friday lunchtime to defend free TV licences for the over 75s organised by Merseyside Pensioners and the National Pensioners Convention.

On the Fringe there were several excellent meetings which included Ruth Bergan from the Trade Justice Movement and Heidi Chow from Global Justice Now speaking about the threat of free trade agreements to the NHS; Keir Starmer MP and Judith Kirton-Darling MEP for North East England about the government deadlock over Brexit and its threat to jobs and service but equally the need to preserve peace in Northern Ireland as well as the need for a further public vote; and of course the Cuba Solidarity meeting which is always popular not just because of the incentive of a glass of Cuban rum for those who attend!

RETIRED MEMBERSHIP FIGURES

During the last year, membership has fallen 0.519% from 163,706 to 162,866.

MONITORING AND FAIR REPRESENTATION FORMS

The monitoring and fair representation forms from the 2018 UNISON Retired Members' Conference provided the following information:

- There were 75 new delegates, compared to 79 the previous year.
- 52% of delegates were women, the same percentage as the previous year.
- 71% identified as white, compared to 80% the previous year.
- 22% identified as disabled, compared to 24% the previous year.
- 1% identified as lesbian (same as previous year).
- 3% identified as bisexual (5% the previous year).
- 2% identified as gay (3% the previous year).
- 1% identified as transgender (same as previous year).
- Participation by delegates in the various self organised groups was as follows:
 - Black members 3% (4% the previous year)
 - Disabled members 7% (5% the previous year)
 - LGBT members 1% (2% the previous year)
 - Women members 17% (same as previous year)
- Delegates belonged to service groups as follows:

Local government 49% (53% the previous year)

Health 22% (26% the previous year)

Higher Education 6% (8% the previous year)

Energy 2% (same as previous year)

Police & Justice 6% (5% the previous year)

Water 3% (same as previous year)

Community 1% (3% the previous year)

- Sectors were represented as follows:

Public sector 82% (91% the previous year)

Private sector 5% (6% the previous year)

Voluntary sector 2% (same as previous year)

- Occupational groups were represented as follows:

Managers 16% (18% the previous year)

Technical 8% (same as the previous year)

Professional 27% (29% the previous year)

Personal & caring services 7% (13% the previous year)

Administration 16% (14% the previous year)

Clerical & secretarial 8% (11% the previous year)

Other non-manual 2% (3% the previous year)

Other manual 7% (6% the previous year)

Other occupations 4% (3% the previous year)

- Age groups were represented as follows:

50 – 59 4% (6% the previous year)

60 – 65 21% (20% the previous year)

66 – 70 27% (35% the previous year)

71 – 80 31% (33% the previous year)

80 + 6% (Same as the previous year)

ACTION TAKEN ON MOTIONS CARRIED AT THE 2018 UNISON NATIONAL RETIRED MEMBERS' CONFERENCE

COMPOSITE A. INTERGENERATIONAL COMMISSION REPORT

This motion was submitted to the National Delegate Conference as motion 51 and was carried with an amendment which reflected the wording of the original composite carried at the Retired members' Conference.

MOTION 19. CARE HOME CONTRACTS

The issue has been raised as called for in the motion.

It is also intended to publicise information on making people aware of unfair terms in care home contracts. If a term in a contract is unfair, it won't be valid. A term may be deemed unfair if it gives the service provider more rights than whoever is paying for the care. The law says terms must be designed, negotiated and entered into with the consumer in a fair and open way.

Terms that may be unfair include those that impose excessive cancellation fees or hidden charges, or attempt to limit the legal rights of the consumer.

A positive development has been the Competition and Markets Authority (CMA) investigation into care home practice.

In June 2017, the CMA began an investigation into concerns that a number of care home providers were breaching consumer law in some of their contract terms and/or practices. The focus was on self-funding residents and the issues of large upfront fees and the fees charged after a resident's death.

In May 2018, the CMA subsequently opened a consultation on draft consumer law advice for UK care home providers for the elderly. This draft advice covers a range of issues including the provision of upfront information, contract terms and business practices, providing services with reasonable care and skill, and complaints-handling.

As a result, in November 2018, the CMA published their consumer law guidance for care home providers. This advice includes what information a care home must provide to consumers upfront; what they should do to make sure people are treated fairly and that their contract terms are fair, and how to make their complaints procedure fair and easy for people to find and use.

The CMA will be carrying out further investigations later in 2019 to establish how many care homes are meeting their obligations.

The National Committee will continue to monitor this.

MOTION 20. REPRESENTATION ON LG PENSION SCHEME CIVS

The motion was referred to UNISON's Policy Development and Campaigns Committee. It continues to be UNISON policy to have trade union sponsored representation on CIVs (Common Investment Vehicles).

MOTION 8. BRANCH RETIRED MEMBERS' SECRETARY

Members of the National Retired Members' Committee were encouraged to raise the issue of submitting an amendment to Rule D7.5 with branches and regions as outlined in the motion.

The Development and Organisation Committee did not feel that a rule change was necessary.

A rule change was submitted by the City of Wolverhampton branch but ruled out of order for being in conflict with an existing rule.

MOTION 17. THE IMPACT OF SUSTAINABILITY AND TRANSFORMATION PLANS ON OLDER PEOPLE

The motion was referred to UNISON's Policy Development and Campaigns Committee and the Health Service Group. It continues to be UNISON policy to address the issues highlighted in the motion with an adequately funded national care service and national health service.

MOTION 13. IMPACT ON OLDER PEOPLE OF BANK BRANCH CLOSURES

Work is being undertaken on producing information on how retired members can take proactive action against bank closures in their areas. The National Retired Members' Committee will also promote the information produced by Age Concern outlining "age friendly" banking services.

MOTION 22. ABUSE IN CARE HOMES

This motion was submitted to the National Delegate Conference as motion 107 and was carried.

MOTION 2. POST OFFICE CARD ACCOUNT

Unfortunately, during the year the DWP confirmed that its contract with the Post Office for the provision of Post Office Card Accounts would end in November 2021.

However, a Minister told parliament that the DWP would implement an alternative payment service for claimants who are unable to open a mainstream account by that date.

Responding to a written question in parliament about the effect on elderly people in rural areas of the discontinuation of the Post Office card system, Parliamentary Under Secretary of State for Pensions and Financial Inclusion Guy Opperman said –

'The government's contract for the Post Office card account comes to an end on 30 November 2021. For those claimants and pensioners who are unable to open a mainstream account ahead of this date, the DWP will implement an alternative payment service that allows users to obtain cash payments in their local area (including suburban and rural locations) before the end of the contract. When commissioning this alternative payment service, it will be our priority to ensure that elderly vulnerable people are protected and catered for.

Our communications with Post Office card account users will highlight that 99 per cent of a banks' personal customers, are able to withdraw cash, deposit cash and cheques, and make balance enquiries at a Post Office counter via its network of 11,600 branches. Therefore, those receiving benefit and pension payments into a bank account can continue to collect their money from the Post Office so there should be minimal effect on elderly people in rural areas. We have already introduced a phased conversion process ahead of 2021 and we will be writing to all Post Office card account users to ensure they are provided with an alternative payment service.'

The following assurance has been given by a spokesperson for the Post Office: 'Currently, for those customers who are not able to open a bank account, they can continue to access their cash through their Post Office card account.'

MOTION 7. CELEBRATE THE BUS – KEEP THE BUS PASS

The issues identified in the motion have been raised with to UNISON's Water, Environment and Transport Service Group and UNISON's disabled members.

MOTION 12. KEEPING OUR OPTIONS OPEN

Apart from overall financial decisions regarding Conferences, the NEC delegates the running of conferences to the Director of the Executive Office. The National Retired Members' Committee contacted the Director of the Executive Office asking for assurances that the current provision of hard copies will continue.

An assurance has been given that hard copies will continue to be available when requested.

MOTION 5. NATIONAL INSURANCE

The motion was referred to UNISON's Policy Development and Campaigns Committee. It continues to be UNISON policy to address the issue of pensioner poverty by setting the state pension above the official poverty line.

MOTION 1. OLDER PEOPLE AND LONELINESS

A guide for retired members on tackling loneliness is being produced by the National Retired Members' Committee.

MOTION 9. ENGLAND NEEDS A COMMISSIONER FOR THE RIGHTS OF OLDER PEOPLE

The National Retired Members' Committee is still considering the issues raised in the motion with a view to submitting an appropriate motion to 2020 UNISON Retired Members' Conference.

COMPOSITE B. WINDRUSH

The National Black Members' Committee have been approached with regard to developing a retired members' perspective with regard to any campaigning and other work undertaken by UNISON on behalf of the Windrush Generation following the carrying at National Delegate Conference of Composite H – Justice for the Windrush Generation.

MOTION 14. EASIER ACCESS TO POWERS OF ATTORNEY

MOTION 15. POWER OF ATTORNEY – ADVOCACY AND OMBUDSMAN SERVICE

Advice is being sought from Thompsons Solicitors on how best to pursue the objectives of this motion. In addition information will be produced to raise awareness of the importance of registering a Power of Attorney.

It should also be noted that the Financial Ombudsman Service arbitrates disputes between individuals and finance firms with regard to powers of attorney.

MOTION 18. INQUIRY INTO THE FINANCIAL REPORTING COUNCIL

The motion was referred to the Policy Development and Campaigns Committee of the NEC.

In December 2018, an independent review of the Financial Reporting Council (FRC) recommended its replacement by a new Audit, Reporting and Governance Authority.

The Business Secretary Greg Clark announced details of the new authority on 11 March 2019.

Specifically, the new regulator will for the first time:

- Be a statutory body with powers such as those to direct changes to accounts to be made, rather than applying to court to do so, and more comprehensive, visible reviews for greater transparency;

- Have strategic direction and duties to protect the interests of customers and the public by setting high standards of statutory audit, corporate reporting and corporate governance, and by holding companies and professional advisors to account;

- Regulate the biggest audit firms directly (rather than those being delegated);

- Have a new, diverse board and strong leadership to change the culture and rebuild respect of those it regulates.

MOTION 23. SUSTAINABILITY AND TRANSFORMATION PLANS AND CONSULTATION WITH REPRESENTATIVE ORGANISATIONS OF OLDER PEOPLE

Advice is being sought from UNISON's Health Service Group on how to pursue the issues raised in the motion.

MOTION 24. CAMPAIGNING FOR THE FUTURE

MOTION 25. MOTION TO RETIRED MEMEBRS' CONFERENCE 2018

Following the appointment of the new UNISON Young Members Officer earlier this year, National Retired Members' Committee has been looking at ways of reinforcing the solidarity between the generations which has been evident amongst UNISON's retired and young members in recent years.

With this in mind, 2019 The Year of the Young Worker endorsed by both the TUC and UNISON has been identified as providing a focus for challenging attempts to divide the generations and is intended to be the theme of this year's panel debate.

After this event it is planned to produce information which addresses the myths identified in the motions.

EM1. TV LICENCES FOR THE OVER 75s

UNISON members were encouraged to take part in the consultation over the future of the TV licence for the over 75s.

The BBC announced in June 2019 that it would scrap the free TV licence for all over 75s except those on Pension Credit. The decision was greeted with dismay. The shadow culture secretary, Tom Watson, said he would continue to fight the decision, drawing comparisons with Boris Johnson's proposed tax cuts for high earners. He said: "You cannot means test for social isolation. You cannot means test for loneliness. Millions of elderly and isolated people will lose because of this announcement – Labour will fight it with everything we've got."

Age UK launched a petition "Switched Off – Save Free TV for Older People" which to date has been signed by over 600,000 people.

The National Pensioners Convention (NPC) has launched a nationwide 'Don't Switch Us Off' movement to object against the decision.

UNISON continues to oppose any attack on universal benefits.

MOTIONS NOT REACHED ON THE AGENDA

Reference of outstanding items is dealt with by standing order 10.1 which is based on national rule P18.1.

The National Retired Members' Committee considered the motions not reached on the agenda as follows:

EM2 FRAUD AND THE ELDERLY

In line with standing order 10 priority must be given to motions that have actually been debated and carried by conference.

MOTION 3. RETIRED MEMBERS' CONFERENCE – CAUCUSES

Motion calls for changes to the conference timetable which it is not appropriate to make without the issues being actually debated and carried by conference.

MOTION 4. UNISON CHARTER FOR OLDER PEOPLE

In line with standing order 10 priority must be given to motions that have actually been debated and carried by conference.

MOTION 26. MORE THAN A TABLECLOTH

In line with standing order 10 priority must be given to motions that have actually been debated and carried by conference.

MOTION 28. PERSONAL HEALTH CHECKS

In line with standing order 10 priority must be given to motions that have actually been debated and carried by conference.

MOTION 27. SCORES ON THE DOORS

In line with standing order 10 priority must be given to motions that have actually been debated and carried by conference.