

2019 National Delegate Conference
Motions and Amendments not reached and referred to the NEC under Rule P.18.1

No	Title	Policy	Contact Officer	Comment
3	Protection and membership for casualised workers	Support and Amend	Monica Hirst	The union continues to organise workers in casualised and fragmented workforces. The Strategic Organising Unit are currently organising within the private company sector, developing ways for public sector branches to integrate with the private sector members. The Unit is looking at ways to overcome the barriers that might exist within the branch and branch committees. Encouraging a workplace organising approach and exploring new ways to reach the fragmented workforce.
3.1	Protection and membership for casualised workers	Support	Monica Hirst	
4	Using Digital Organising to Reach Members	Support	Monica Hirst	The Organising Space is has now been refreshed and is a unique platform for disseminating and sharing best organising practice between other activists and staff working in fragmented workplaces. There is currently 2,894 activists using the Space with a plan to relaunch to new activists via the reps training programme.

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				There is ongoing work looking at the best way to use digital organising to enhance work with our SOG groups. Increasing communications among peers and across regions.
5	Extending Recognition Agreements in Local Government	Support	Kevin Russell	Guidance on bargaining for recognition, the statutory recognition process and a model recognition agreement have all been reissued in support of regional work on targeted growth in recognition coverage.
6	Health and Safety Representatives	Support	Robert Baughan	The National Health & Safety Committee last month has agreed a strategy for safety rep recruitment, and to set up a working group to take forward this work.
7	Time for Change-A review of how UNISON is structured and funded	Oppose	Mark Ferguson	Many of the issues raised will be covered by UNISON's Branch resources review linked to passing of Motion 126, as amended.
7.1	Time for Change-A review of how UNISON is structured and funded	Defer	Mark Ferguson	
7.2	Time for Change-A review of how UNISON is structured and funded	Defer	Mark Ferguson	

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9	Addressing the Skills Crisis Through UNISON Learning	Support	Teresa Donegan	The actions identified in the motion will be fully incorporated into the unions learning and organising work. We have had the findings of the survey referred to in the motion which adds weight to the need for the actions called for in the motion and the amendment to be implemented. LAOS will consult with the NBC to look at developing a national weekend school to challenge racism and facism.
9.1	ADDRESSING THE SKILLS CRISIS THROUGH UNISON LEARNING	Support	Teresa Donegan	
10	Building Steward Networks	Support	Teresa Donegan	We will incorporate the actions into our learning work but in terms of the “measurable outcomes” via the Organising Framework / branch assessment currently there are no formal measures, LAOS will explore option to see if practical and possible.
11	Members Participation on Activism	Support	Teresa Donegan	Ongoing work to continually review, refresh and find new ways to encourage members into activism.
12	Better Training and Support for Branch Activists	Support	Teresa Donegan	Business as usual and will continue to review and develop new ways of supporting stewards. Reference to the last action point of the motion is the remit of the H and S team.

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13	Peer support for stewards and active UNISON members	Support	Robert Baughan	This work has been incorporated into work to improve mental health awareness training.
14	Supporting our young workers through training opportunities	Support	Jo Grahl	The issue raised will be incorporated into the union's organising and education work.
15	Young Members Mentoring and Support	Support	Jo Grahl	The issue raised will be incorporated into the union's organising and education work and considered as part of the review of the Year of the Young Worker.
16	Young Members Mentoring and Support	Support	Jo Grahl	The issue raised will be incorporated into the union's organising and education work and considered as part of the review of the Year of the Young Worker.
20	Challenging Race Discrimination, Inequality and unfair treatment of Black Members	Support	Margaret Greer/Anna Costi	Challenging race discrimination and winning equality needs to continue to be at the heart of our trade union work; every trade unionist, every UNISON member or activist has a duty to challenge race discrimination wherever they see it. The issues raised will be incorporated in the union's campaigning work and supported by the NBMC as part of their work programme in Challenging Racism in the Workplace and beyond.
20.1	Challenging Race Discrimination, Inequality and unfair treatment of Black Members	Support	Margaret Greer/Anna Costi	

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24	Menopause	Support and Amend	Josie Irwin	The issues raised have been incorporated in new guidance on the menopause launched on 18 th October 2019 and in new training materials.
24.1	Menopause	Support	Josie Irwin	
25	Health at Work: Menopause and perimenopause	Support	Josie Irwin	The issues raised have been incorporated in new guidance on the menopause launched on 18 th October 2019 and in new training materials.
25.1	Health at Work: Menopause and perimenopause	Support	Josie Irwin	
28	Digital Ballots	Support	Beth Bickerstaffe	The NEC is conducting a review of industrial action ballots and is experimenting with digital support to boost turnout in statutory ballots and digital ballots themselves in consultative ballots.
28.1	Digital Ballots	Support	Beth Bickerstaffe	
30	Removing Health and Carer Work Barriers for Older Workers	Support	Michelle Singleton/Teresa Donegan	Supporting older workers particularly older women is already part of the LAOS work plan under our ULF and wider member and activist training programmes. The need for older workers to be supported with up skilling and retraining has been highlighted in our skills for the future survey. LAOS will contribute learning and development support for members arising from any policy reviews.
31	Supporting Members with Caring Responsibilities	Support	Michelle Singleton	This work will be incorporated into our work on supporting carers.

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32	Supporting our members to balance caring and working	Support	Michelle Singleton	This work will be incorporated into our work on supporting carers.
33	Negotiating and Bargaining for Disabled Workers Rights	Support	Deirdre Costigan	The issues raised have been incorporated in the union's campaigning work on disability equality.
34	CCTV Screening of Staff in Private Houses	Support and Amend	Kevin Russell	Monitoring and surveillance guidance soon to be revised to reflect the changes highlighted by the motion in use of home security monitoring devices.
34.1	CCTV Screening of Staff in Private Houses	Support	Kevin Russell	
35	Ethical Procurement: Not just for profit!	Support	Sampson Low	The NEC continues to issue bargaining advice and offer courses to keep services in-house, secure living wage and eliminate child labour in supply chain.
36	Campaign to Change HMRC Mileage Rates	Support and Amend	Kevin Russell	Revised bargaining guidance has been produced on vehicle allowances to assist branches in negotiating for the best terms possible and assist members in preventing inappropriate tax deductions.
36.1	Campaign to Change HMRC Mileage Rates	Support	Kevin Russell	
36.2	Campaign to Change HMRC Mileage Rates	Support	Kevin Russell	
42	A Breakthrough in tackling stress and bullying/harrassment	Support	Robert Baughan	This work has been incorporated into the work with regard to Composite C. The Health & Safety Unit will be developing guidance on reporting cases of work related stress as part of its 2020 workplan.

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44	Musculoskeletal disorders (MSDs)	Support	Robert Baughan	This work has been incorporated into UNISON Health & Safety campaign, launched earlier this year, to prevent musculoskeletal injuries.
45	Health and Safety Reps	Support	Robert Baughan	The National Health & Safety Committee last month has agreed a strategy for safety rep recruitment, and to set up a working group to take forward this work.
46	Collective Defined Contribution Pension Scheme – Improving UNISON members pensions	Support	Colin Meech/Sampson Low	CDC pension schemes could benefit our members in the private sector who have basic defined contribution pension schemes. Options to promote them were included in the Labour Party election manifesto.
50	End poverty in the world's fifth richest economy	Support	Sampson Low	As part of the General Election campaign, UNISON has been pushing for massive public investment and collective bargaining to end poverty.
52	Loneliness kills	Support	Colin Derrig	Raising awareness of the issues arising from loneliness with regard to older people continues to be an objective of the National Retired Members' Committee and will be incorporated in its work programme.

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53	Supporting the workforce that are carers	Support	Michelle Singleton	This work will be incorporated into our work on supporting carers.
54	Television Licences for Over 75's	Support	Colin Derrig	The campaign to reverse the decision over TV licences for the over 75s continues to be an objective of the National Retired Members' Committee and will be incorporated in its work programme.
55	Television Licenses for over 75s	Support	Colin Derrig	The campaign to reverse the decision over TV licences for the over 75s continues to be an objective of the National Retired Members' Committee and will be incorporated in its work programme.
56	Tories Out! - General election now! Brexit- No Trust in the Tories at Westminster or Brussels	Defer	David Arnold	General Election campaign now underway.
56.1	Tories Out! - General election now! Brexit- No Trust in the Tories at Westminster or Brussels	Defer	David Arnold	
57	Tories Out! - General election Now!	Defer	David Arnold	General Election campaign now underway.
57.1	Tories Out! - General election Now!	Defer	David Arnold	

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59	Democracy	Support	David Arnold	This work will be reconsidered after the election as resources permit.
60	Free Our Unions	Defer	David Arnold	UNISON engagement with the issues related to trade union rights is ongoing.
61	Free our unions - Repeal the Anti-Union Laws	Support with qualifications	David Arnold	UNISON engagement with the issues related to trade union rights is ongoing.
62	UNISON De-recognition	Support	Guy Collis	The issues raised will be incorporated in the union's work on social care and with the community and voluntary sector.
63	Democratic Socialism	Defer	Sampson Low	UNISON's political programme at the General Election promoted public ownership, ending privatisation, council house building and other social programmes. This overlapped with much of the motion but not all the contents.
64	Make this the age of the publicly owned train	Support	Allison Roche/Andrew Dobbie	The issues raised will be incorporated in the union's campaigning work on sustainable travel, public ownership of transport and rebalancing of the UK regional economies.
65	HS2 the 'rail road to nowhere'	Defer	Allison Roche/Andrew Dobbie	The issues raised will be incorporated in the union's campaigning work on sustainable

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				travel, public ownership of transport and rebalancing of the UK regional economies.
66	Blood Donation Campaign	Support and Amend	Margaret Greer/Anna Costi	The issues raised will be incorporated in the union's campaigning work alongside the NBMC and considered as part of any joint work with the Health Service Group Sector. The union will explore the option of developing a campaign to raise awareness of blood donation within Black communities and to, consequently, increase the number of donors and suitable supply across the UK.
66.1	Blood Donation Campaign	Support	Margaret Greer/Anna Costi	
67	Say No to Trump Visiting Britain	Support	Sampson Low	UNISON NEC supported the protests against Trump's visit in summer 2019.
69	Combating the rise of volunteerism in public services	Support	Gavin Edwards	The issues raised will be incorporated in the union's ongoing work across service groups, and negotiations with NCVO on a refreshed memorandum of understanding on the role of volunteers. A key focus is to combat "job substitution" in public services.
69.1	Combating the rise of volunteerism in public services	Support	Gavin Edwards	

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74	Reform of Private Rental Sector (PRS)	Support	Sylvia Jones	The issues raised are already included in UNISON's wider Housing Campaign work. In October 2019, UNISON responded to the Westminster Government's consultation on Tenancy Reform in which we called for an overhaul of the Private Rented Sector to make it more stable, secure and affordable for renters. The response was published on the UNISON website.
75	The Fire Service After Grenfell	Support and Amend	Robert Baughan/Sylvia Jones	The Health & Safety Unit has continued to promote & reflect the views of the Fire Brigades Union and the Grenfell United Action Group through social media, & health & safety bulletin mailings.
75.1	The Fire Service After Grenfell	Support	Robert Baughan/Sylvia Jones	
76	PFI	Support and Amend	Sampson Low	The NEC continues to oppose PFI and the Labour Party manifesto opposed it too, saying they would end existing schemes. However, where the NEC differs from some of the Academics advisory Labour Party is that bringing the PFI contracted services back in-house, such as cleaning and facilities management, is a priority.
76.1	PFI	Support	Sampson Low	
76.2	PFI	Support	Sampson Low	
76.3	PFI	Seek withdrawal	Sampson Low	

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78	Robin Hood Tax	Support	Mark Ferguson	The issues raised will be incorporated into UNISON's ongoing work around the Robin Hood Tax and other forms of progressive taxation.
79	Nationalise the Big Drug Companies	Oppose and Amend	Guy Collis	The NEC continues to oppose as no significant new developments (and the NEC's potential amendment was ruled out by the SOC).
81	BRAZIL	Support	Nick Crook	UNISON has now affiliated to the Brazil Solidarity Initiative. The rest of the motion will be incorporated into the International Committee's work programme.
82	Colombia	Support	Nick Crook	This will be covered by the International Committee's work programme.
83	Venezuela - Defeat Attempted Capitalist Coup	Oppose	Nick Crook	The NEC position was to oppose this motion. However, the International Committee will continue to work on Latin America.
86	Solidarity with the uprising for democratic change in Sudan	Support and Amend	Mark Beacon	UNISON is working with the Sudan Doctors Union UK, to support trade union rights in Sudan.
86.1	Solidarity with the uprising for democratic change in Sudan	Support	Mark Beacon	
87	Solidarity with the uprising for democratic change in Sudan	Support and Amend	Mark Beacon	UNISON is working with the Sudan Doctors Union UK, to support trade union rights in Sudan.
87.1	Solidarity with the uprising for democratic change in Sudan	Support	Mark Beacon	

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88	Workers' Rights are Human Rights - Campaign for Workers' Rights in Iran	Support	Mark Beacon	UNISON will continue to campaign on the issues raised as part of the union's work on Iran.
89	Solidarity with Rojava	Support and Amend	Mark Beacon	UNISON will continue to campaign on the issues raised in the motion, as amended, as part of the union's work on Turkey/Middle East.
89.1	Solidarity with Rojava	Support	Mark Beacon	
90	Freedom for Ocalan	Support and Amend	Mark Beacon	UNISON will continue to call for the release of all political prisoners in Turkey.
90.1	Freedom for Ocalan	Support	Mark Beacon	
91	Palestine	Support and Amend	Mark Beacon	UNISON will continue to campaign on the issues raised in the motion, as amended, as part of the union's work on Palestine.
91.1	Palestine	Support	Mark Beacon	
92	Palestine	Support and Amend	Mark Beacon	The NEC will consider the issues raised in the motion, as amended, following the Supreme Court ruling.
92.1	Palestine	Support	Mark Beacon	
93	Justice for Palestine	Support and Amend	Mark Beacon	UNISON will continue to campaign on the issues raised in the motion, as amended, as part of the union's work on Palestine.
95	The Great March of Return: Ongoing Crisis in Gaza	Support and Amend	Mark Beacon	UNISON will continue to campaign on the issues raised in the motion, as amended, as part of the union's work on Palestine.
95.1	The Great March of Return: Ongoing Crisis in Gaza	Support		

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98	Workers rights post Brexit	Support	Allison Roche	The issues raised will be incorporated in the union's campaigning work on Exiting the EU.
98.1	Workers rights post Brexit	Support with qualifications	Allison Roche	
101	Disability - Meaningful Annual Statistics	Support	Deirdre Costigan	The issues raised will be incorporated in the union's campaigning work on disability equality.
102	THE TRADE UNION RESPONSE TO FASCISM - NO PASARAN	Support	Narmada Thiranagama	This was an NEC motion setting out core UNISON work around tackling fascism and challenging racism and discrimination in all forms. Along with the amendments, the motion will be progressed as part of UNISON's work around challenging the politics of hate.
102.1	THE TRADE UNION RESPONSE TO FASCISM - NO PASARAN	Support	Narmada Thiranagama	
102.2	THE TRADE UNION RESPONSE TO FASCISM - NO PASARAN	Support	Narmada Thiranagama	
102.3	THE TRADE UNION RESPONSE TO FASCISM - NO PASARAN	Support	Narmada Thiranagama	
102.4	THE TRADE UNION RESPONSE TO FASCISM - NO PASARAN	Support	Narmada Thiranagama	
102.5	THE TRADE UNION RESPONSE TO FASCISM - NO PASARAN	Support	Narmada Thiranagama	
106	Jane Haining Memorial & Holocaust Study Tour	Support	Narmada Thiranagama	This will be incorporated into UNISON's work around Holocaust memorial day.

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108	Decriminalisation For Safety	Oppose	Susan Mawhood/Josie Irwin	NEC still opposes as no significant new developments.
109	Encourage Homeless People to Have a Voting Voice	Support	Narmada Thiranagama	Work is ongoing. This was promoted ahead of the General Election and further work will take place in the lead up to Local Government and Police and Crime Commissioners (PCC) election next year.
111	Energy Climate Change A Just Transition And Jobs For A Low Carbon Economy	Support	Sampson Low	UNISON NEC has supported a Just Transition Policy for Workers as part of a plan to de-carbonise the economy. The union, as a gas workers union, also supports developing hydrogen as a future fuel. Also public ownership of the supply businesses of the Big Six energy companies in addition to the grid and gas supply network. In 2020 the NEC hopes to re-establish the national green reps network. The protests in line with the school climate strike on 20 th September 2019 were backed by the NEC.
111.1	Energy Climate Change A Just Transition And Jobs For A Low Carbon Economy	Oppose	Sampson Low	
111.2	Energy Climate Change A Just Transition And Jobs For A Low Carbon Economy	Seek withdrawal or oppose	Sampson Low	
111.3	Energy Climate Change A Just Transition And Jobs For A Low Carbon Economy	Support	Sampson Low	
111.4	Energy Climate Change A Just Transition And Jobs For A Low Carbon Economy	Support	Sampson Low	
111.5	Energy Climate Change A Just Transition And Jobs For A Low Carbon Economy	Support	Sampson Low	
111.6	Energy Climate Change A Just Transition And Jobs For A Low Carbon Economy	Support	Sampson Low	

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112	Campaign for Climate Change Resilient Public Services	Support	Sampson Low	The UNISON NEC Policy Committee agreed in November 2019 to approach Campaign Fund for work on how UK public services would become low carbon organisation.
112.1	Campaign for Climate Change Resilient Public Services	Support	Sampson Low	
113	Climate change and a Just Transition	Support	Sampson Low	UNISON NEC is a strong supporter of a just transition for energy workers and communities.
113.1	Climate change and a Just Transition	Support	Sampson Low	
114	UNISON Climate Change Declaration	Support	Sampson Low	The NEC is expected to declare a Climate emergency in their objectives and the motions they submit to NDC in 2020.
114.1	UNISON Climate Change Declaration	Support	Sampson Low	
115	UNISON to become much more proactive in reducing its carbon emissions	Support and Amend	Jackie Stacey	All possible single-use plastic has been eliminated from catering services at UNISON Centre. We are updating IT equipment and software for all UNISON staff, providing not only updated videoconferencing facilities for meetings, but modern integrated technology enabling easy communication between colleagues at any location on any device, which should reduce travel for meetings substantially. Review of the car fleet for organising staff in 2020 will aim to
115.1	UNISON to become much more proactive in reducing its carbon emissions	Support	Jackie Stacey	

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				phase in less polluting vehicles.
116	The NHS Long Term Plan	Support	Guy Collis	The issues raised will be incorporated in the union's campaigning work on the NHS.
116.1	The NHS Long Term Plan	Support	Guy Collis	
117	Abolish Trust/Foundation Status in the NHS	Seek withdrawal	Guy Collis	The NEC continues to oppose the scale of the reorganisation demanded in the motion and amendment.
117.1	Abolish Trust/Foundation Status in the NHS	Remit	Guy Collis	
119	End the attacks on our education system	Support	Ben Kind	The issues raised will be incorporated in the union's campaigning work on education - including through the School Cuts coalition and our successful work in exposing the failings of some large academy chains.
120	Higher Education as a Public Service	Support	David Arnold	UNISON continues to campaign on the issues included in the motion as resources permit.
122	Upholding Human Rights in the Social Security System	Support	Sampson Low	The NEC wants to end Universal Credit and replace with a more humane system.
123	Universal Credit in-work conditionality	Support and Amend	Sampson Low	In-work poverty remains a priority issue for the NEC and stopping the worst features of Universal Credit such as conditionality requirements is one area.
123.1	Universal Credit in-work conditionality	Support	Sampson Low	
124	Universal Credit	Support	Sampson Low	UNISON opposes Universal Credit and wants it replaced.

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125	Universal Credit / PIP Assessments	Support and Amend	Sampson Low/Deirdre Costigan	The issues raised have been incorporated in the union's campaigning work on welfare reform and were included in our submission to the Labour Party as part of the manifesto development process for GE 2019.
125.1	Universal Credit / PIP Assessments	Support	Sampson Low/Deirdre Costigan	
127	Reduction in branch funding	Support and Amend	Sotirios Loizou	The issue will be incorporated in the wider Branch Resources Review and recommendations will be put forward to NDC in 2021. The NEC will in the meantime, look into ways to improve the communications, processes and possible enhancement to the current systems we use to scan and report on branch delegate attendances.
127.1	Reduction in branch funding	Support	Sotirios Loizou	
128	A National Case Management system for UNISON branches	Support	Jackie Stacey	<ul style="list-style-type: none"> • New system commissioned April 2019 • Pilot with of 30 branches launched June 2019 • Report going to D&O 20 Nov to report on pilot and seek approval to roll out to all Branches.

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129	On-Line Joiners	Support and Amend	Stephen Loweth	We have developed the DOCAS online option but before the formal roll-out commences we need to ensure our systems are working as expected, so we have two employers trialling this service provision. The formal rollout is expected to begin early 2020.
129.1	On-Line Joiners	Support	Stephen Loweth	
130	Membership Subscription Payments	Support	David Blakemore	We are currently exploring and evaluating a cost effective communications channel that reminds members they must inform UNISON of their employment details so they continue to receive our support and benefits. We shall monitor this engagement so we can implement a robust process during 2020.
131	Working Women and access to a refuge	Support	Julie Grant	The issues raised will be incorporated in the charity's support and advice activities. The charity is currently looking at amending its criteria for financial assistance to take account of the need of additional support.
EM2	Defend LGBT Inclusive Education	Support	Susan Mawhood	The issues raised will be included in UNISON's equality campaigning work.