



Standing Orders Committee

Final Report

1. PROCEDURES

Special Delegate Conference has been called under Rule D 1.2.1 by the National Executive Council.

To facilitate the Conference as a virtual event the National Executive Council requested that some of the usual procedures for National Delegate Conference were altered using Rule P 1.2.

This Standing Orders Committee report explains how the Conference will be conducted and the President will advise how to use the Virtual Conference system throughout the event.

Procedural motions - Question be put

If delegates wish to move that the 'question be put' they are advised to use the "Question be put function" in the chat function.

Voting

Voting will be conducted via a virtual show of hands which will be definitive.

In the event of a tie, card votes will be available to break the tie.

Tellers

The voting system is automatic and transparent. However, an independent observer will ensure lay involvement in the virtual conference platform.

2. ORDER OF BUSINESS

Tuesday 15 June

Morning Session: 9.30 - 11.45 (Break 10.30 – 10.45)

Afternoon Session: 1.00 - 3.00 (Break 2.00 – 2.15)

Wednesday 16 June

Morning Session: 9.30 - 11.45 (Break 10.30 – 10.45)

Afternoon Session: 1.00 - 3.00 (Break 2.00 – 2.15)

Thursday 17 June

Morning Session: 9.30 - 11.45 (Break 10.30 – 10.45)

The Order of Business for the Special Delegate Conference has been compiled based on the priorities received from Regions, the National Executive Council, Self-Organised Groups, the National Young Members' Forum, the Private Contractors National Forum and the National Retired Members Committee.

The Standing Orders Committee has timetabled the debate on Motion 72 Supporting Our Branches for the start of Conference as this is linked to a report on Branch Resources called for by the National Delegate Conference in 2019.

Any debates which have been started and not completed in a session will be completed at the start of the following session.

The fixed order of business in summary shall be:

Tuesday morning

The Conference will begin with a welcome and speech from UNISON President, Josie Bird and will include a tribute to Dave Prentis.

This will be followed by the debate on Motion 72 Supporting Our Branches.

Following the completion of that debate the remainder of motions will be heard in the order determined by the Priorities Ballot.

The only other fixed business will be:

Wednesday morning

On Wednesday morning Conference will begin with a speech from the General Secretary, Christina McAnea.

3. EFFECT OF DECISIONS ON SUBSEQUENT MOTIONS AND AMENDMENTS

Motions and Amendments

If motion 11 is carried motions 9 and 10 fall.

If motion 11 is lost and motion 9 is carried motion 10 falls.

If motion 15 is carried the motion 17 falls.

If amendment 24.2 is carried 24.3 and 24.4 fall.

If 24.2 is lost and 24.3 is carried 24.4 falls.

If motion 43 is carried motion 44 falls.

4. COMPOSITES

The following composite motion has been agreed:

Composite A - Creating Fairer Workplaces for the Post Lockdown World (Motions 7 and 8). The text can be found at the end of this report.

5. EMERGENCY MOTIONS

As previously advised there will be no opportunity for emergency motions at Special Delegate Conference to be heard.

6. AMENDMENTS TO RULES

As previously advised there will be no opportunity for amendments to Rules at Special Delegate Conference to be heard.

UNISON SPECIAL DELEGATE CONFERENCE

15 – 17 JUNE 2021

ORDER OF BUSINESS

Motion	These items will be scheduled at the following times:	Notes
	<u>Tuesday 9.30 am</u>	
	Welcome to Conference	
	President's Speech plus Tribute to Dave Prentis	
72	Supporting Our Branches	
72.1		
	Return to remaining Order of Business	
	<u>Wednesday 9.30 am</u>	
	Speaker: General Secretary, Christina McAnea	
	Return to remaining Order of Business	
	<u>Remaining Order of Business</u>	
	The remaining motions have been determined by the Priorities Ballot and will be debated in that order during the rest of the Conference	
24	The Impact of Covid 19 on UNISON Members, Public Services and Working Life	
24.1		
24.2		If amendment 24.2 is carried 24.3 and 24.4 fall. If 24.2 is lost and 24.3 is carried 24.4 falls.
24.3		

24.4		
67	Covid 19 and Black Members	
67.1		
1	Growing UNISON, Learning the Good Lessons	
32	Covid 19 and Domestic Abuse – a Perfect Storm	
25	Securing an Equal and Sustainable Post Pandemic Settlement	
25.1		
25.2		
25.3		
59	Tackling Climate Change and COP 26	
59.1		
2	Facilities and Expectations for Workplace Representatives	
27	No back to Normal for Disabled Workers	
55	The NHS After the Pandemic	
42	Health and Social Care Provision for Older People Post Covid	
5	Burned Out: Young Workers and Mentally Healthy Workplaces	
5.1		
12	Post Covid 19 Syndrome and Disability Employment Protection	
12.1		
65	No Going Backwards on Equality	
6	Trade Union recognition for outsourced workers delivering public services.	
66	LGBT+ people; hidden figures in the pandemic	
Composite A (Motions 7 and 8)	Creating Fairer Workplaces for the Post Lockdown World	Printed at the end of this report.
64	No Going Backwards on Gender Equality	

23	Organise to Defend Workers' Rights post Brexit, post Covid	
45	Coronavirus Pandemic - the Case for Public Services	
20	Learning the Lessons from the Pandemic for Safer Workplaces	
20.1		
43	Organising to End the Crisis in Social Care	
18	Coordinate Action on Pay	
18.1		
46	Reshaping Local and Regional Economies	
26	Public Inquiry into Government Response to Covid 19	
63	No Going Back to Normal - Post Pandemic Delivery on the Good Friday Agreement	
31	Sick Pay	
52	Ensuring that the Living Standards of Older People are not the Price Paid for the Cost of the Pandemic	
14	Support for Members with Caring Responsibilities	
21	Mental Health and Covid	
41	A New Model for Social Care	
41.1		
15	Smash the Tory Pay Freeze	If motion 15 is carried the motion 17 falls.
15.1		
19	Local Government and Other Public Sector Workers Should Not Have to Pay for the Coronavirus Crisis!	
49	Fighting Local Authority Cuts	

69	Covid 19 and the Detrimental Impact to Black Communities	
3	Covid 19 Wellbeing Programme for UNISON Activists	
11	Mandatory Vaccinations in Workplaces	If motion 11 is carried motions 9 and 10 fall. If motion 11 is lost and motion 9 is carried motion 10 falls.
33	Domestic Abuse Crisis and the Pandemic	
56	Ensuring our Public Health Services are fit for purpose in a Post-Pandemic future	
9	Mandatory Vaccinations in Public Sector Workplaces	If motion 11 is carried motions 9 and 10 fall. If motion 11 is lost and motion 9 is carried motion 10 falls.
35	The Right to Protest Post Covid	
47	Putting social partnership at the heart of a post Covid settlement	
48	COVID	
62	UNISON and the Climate Emergency	
29	A deplorable lack of PPE for NHS staff	
73	UNISON There For Us	
68	Championing Black Members in Public Services	
68.1		
53	Resisting Freeports and Pirate Economies	

4	Union Cooperatives: a New Organising Opportunity	
17	Smash the Tory Pay Freeze	If motion 15 is carried the motion 17 falls.
17.1		
28	Secure Futures: Young Workers and the Post Covid Recovery	
10	Mandatory Vaccinations in Public Service Workplaces	If motion 11 is carried motions 9 and 10 fall. If motion 11 is lost and motion 9 is carried motion 10 falls.
30	Vaccines for all!	
30.1		
44	Organising to End the Crisis in Social Care	
Non Prioritised Motions		
13	Post Covid 19 Syndrome and Disability Employment Protection	
16	Smash the "Nasty Party's" Pay Freeze	
16.1		
22	Widowers' Pension	
34	Migrant Workers on the Covid 19 Frontline	
36	Black Voices Matter	
37	Subsidising the Employers and Paying for the Privilege to Work.	
38	Decriminalise Abortion - a Woman's Right to Choose	

39	Fighting Unemployment Together	
40	People Before Profit Emergency Programme	
50	Fighting Local Authority Cuts	
51	Engaging with Alternative Private Sector Business Models	
54	Resisting Free Ports and Pirate Economies	
57	Gender Pension Gap	
58	State Pension Age	
60	Political Settlement on Climate Change	
61	UNISON and COP 26	
70	Black Lives Matter - a Trade Union Issue	
71	Organising to Win During a Pandemic and Post-Pandemic	

Composite A

Creating Fairer Workplaces for the post-lockdown world

Conference notes that poor quality jobs, lack of respect for the workforce, attacks on employment and trade union rights, unfairness and discrimination are all too familiar features of the world of work across the UK. These problems have been both highlighted and added to by Covid-19. The pandemic has shown the need for fairer workplaces and the role that decent terms and conditions such as proper sick pay can play in protecting both workers and the public. Any real recovery from the pandemic will involve creating fairer workplaces.

As we look ahead to life after COVID, it's crucial that UNISON and other trade unions use this moment of sorrow and reflection to lead the fight for a fairer world of work. Conference agrees that this would be a fitting tribute to the sacrifice that many of our members and those of other unions have made during the pandemic.

Conference agrees that UNISON has a vital contribution to make to this endeavour. As a union of over one million women members we know only too well that the majority of the undervalued and low paid sectors in the labour market are in roles predominantly performed by women.

While the pandemic has made heroes of social care workers and rightly recognised them as 'key' and 'essential' workers, this is not reflected in pay, conditions or respect.

Conference notes that more than half of social care workers earn less than the real living wage set by the Living Wage Foundation, and thousands still do not even receive the lower National Minimum Wage. A third of social care staff leave their roles each year and a quarter are employed on zero-hours contracts. Training and development opportunities are virtually non-existent.

The same can be seen in other low pay sectors such as cleaning and early years and for occupations such as teaching assistant.

The common theme is a fundamental undervaluing of 'caring' roles in our society and a lack of workforce planning, training and progression opportunities which must be addressed.

But discrimination and unfairness of the labour market does not end there. For example, the devastating impact of the pandemic on Black workers has highlighted the way systemic racism has led to occupational segregation and an overconcentration of Black workers exposed on the low-paid front line.

Many disabled workers are frustrated at the failure to provide reasonable adjustments – often very simple and at no or little cost – that would enable them to be more productive. Where some progress has been made, including being able to work from home during the pandemic, fears remain that employer attitudes will result in gains being removed at the earliest opportunity.

More broadly the coronavirus outbreak has revealed the horrendous insecurity faced by the millions who find themselves unable to find anything beyond casual work - often on zero hours contracts or working through employment agencies.

Conference further notes that just when we should hope that the pandemic has shone a light on the huge contribution of working people there is a very real risk that the world of work could be about to become worse in the period ahead. This is because post Brexit, the Tory party will almost certainly try and make the UK's flexible labour market its competitive advantage in attracting investment and strip back employment protections and workplace rights.

Conference notes that there is progress being made in parts of the UK and that important lessons can be learnt from, for example, the Social Partnership Bill in Wales and the Fair Work Framework in Scotland. The Fair Work Framework is defined as offering all individuals an effective voice, opportunity, security, fulfilment and respect. UNISON Scotland participation in the Fair Work Convention has helped expose poor practice – particularly in social care, and help deliver improvements, although many problems have still to be addressed.

The COVID pandemic has highlighted how much society relies on previously unsung roles in the public and private sector. Alongside this has come a greater public awareness of poor terms and conditions endured in these roles. With this in mind, Conference believes that an approach similar to that embodied in the Scotland's Fair Work Convention and the Social Partnership Bill in Wales can play a useful role in improving the quality of jobs.

In this context conference calls on UNISON to work through the Labour Link, the TUC, STUC, WTUC and ICTU to develop a progressive vision for fairer workplaces for the wider UK, which address the deep dysfunctions outlined in this motion and which results in a newfound dignity for all workers. Added to this UNISON should:

- 1) Campaign to protect hard-won employment protections and seek to ensure that the any future Tory Employment Bill includes measures that lead to:
 - a) the effective abolition of zero hours contracts by giving workers the right to a contract that reflects their regular hours;
 - b) workers having the right to challenge their parent employer over minimum wage, sick pay and holiday pay abuses;

- c) genuine two-way flexibility by giving workers a default right to work flexibly from the first day in the job, and all jobs to be advertised as flexible.
- 2) Continue to campaign on employment protections and enhancing worker and trade union rights regardless of the outcome of the Tory Employment Bill.
 - 3) Support service groups and branches to bargain for employment protections that will improve working life for members and potential members;
 - 4) Work with Branches and across service groups, self-organised groups and young members organisation to continue to develop appropriate workforce planning strategies to address barriers to fairness and in-work progression;
 - 5) Work across the union to continue to develop strategies to tackle institutional racism, disability discrimination and other workplace discrimination and inequality;
 - 6) Continue to campaign for further action to narrow the gender pay gap, to promote the use of UNISON's 'Bridge the Gap' materials and to call for mandatory reporting of ethnicity and disability pay gaps, along with robust and enforceable action plans to tackle the causes.

*Scotland Region
Newcastle Hospitals*