

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

<b>No</b>	<b>Title</b>	<b>Policy</b>	<b>Contact Officer</b>	<b>Comment</b>
2	Building the union, promoting workplace democracy and tackling inequality	Support	Kevin Lucas	The issues raised have been considered by the Organising Recruitment Strategy Development Project and will be incorporated into the recommendations.
3	Union Cooperatives: a New organising Opportunity	Defer	Kevin Lucas	NEC view the use of Coops favourably in principle but remain cautious of any hidden outsourcing threat, or move from national T&C's in any given proposal, which must therefore be considered on a case by case basis.
4	Discrimination and Mental Health	Support	Josie Irwin	The issues raised in the motion are being addressed by the national self-organised committee.
5	A Focus on Apprentices	Support and Amend	Josephine Grahl	This will be incorporated into organising and recruitment work by the National Young Members Forum and across the service groups.
5.1	A Focus on Apprentices	Support	Josephine Grahl	
13	Be the Reason Campaign	Support	Kevin Lucas	The issues raised have been considered by the Organising Recruitment Strategy Development Project and will be incorporated into the recommendations.
14	Recognising the Importance of and Increasing Support for Workplace Health and Safety Reps	Support	Beth Bickerstaffe	The issues raised will be incorporated into the Organising Recruitment Strategy Development Project and the union's wider work around H&S activism.
18	UNISON – the Union for Low Paid Women	Support	Josie Irwin	The issues raised are being taken forward in a project looking specifically at increasing participation by low-paid women in the union.
19	Building Our Union in the Community Sector	Support	Donna Rowe-Merriman	The issues raised will be incorporated in the union's work on member engagement and participation.
19.1	Building Our Union in the Community Sector	Support	Donna Rowe-Merriman	

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

20	Campaigning on COVID and Long COVID	Support and Amend	Kim Sunley	The NEC continues to work with NDMC to raise issues about staff with Long COVID with employers, regulators and Government. The NEC has signed up to a campaign with the TUC to also improve statutory sick pay. The problems with the response to COVID pandemic will also be raised at the COVID 19 Public inquiry and UNISON is working with the TUC on this.
20.1	Campaigning on COVID and Long COVID	Support	Kim Sunley	
20.2	Campaigning on COVID and Long COVID	Support	Kim Sunley	
21	Supporting our Members to Balance Caring and working	Support	Michelle Singleton	The issues raised will be incorporated in the union's campaigning work.
21.1	Supporting our Members to Balance Caring and working	Support	Michelle Singleton	
22	Campaigning for Improved Sick Pay for Agency/Private Contractors in the Public Sector.	Support	Donna Rowe-Merriman	The issues raised will be incorporated in the National Private Contractor's Forum work programme and union's campaigning work on employment rights.
22.1	Campaigning for Improved Sick Pay for Agency/Private Contractors in the Public Sector.	Support	Donna Rowe-Merriman	
22.2	Campaigning for Improved Sick Pay for Agency/Private Contractors in the Public Sector.	Support	Donna Rowe-Merriman	
23	Procurement - Don't Sell Our Workers Out	Support	David Arnold	UNISON is currently seeking to amend the Procurement Bill in line with UNISON policy.
23.1	Procurement - Don't Sell Our Workers Out	Support	David Arnold	
25	Right to Disconnect: Ensuring a Fair Work Life Balance	Support and Amend	Michelle Singleton	The issues raised will be incorporated in the union's campaigning work.
25.1	Right to Disconnect: Ensuring a Fair Work Life Balance	Support	Michelle Singleton	

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

26	Freedom to Disconnect	Support	Michelle Singleton	The issues raised will be incorporated in the union's campaigning work.
27	Better For All – Wellbeing Hour	Support	Michelle Singleton	The issues raised will be considered as part of the union's campaigning work.
28	Threats to UK Health and Safety Legislation	Support	Kim Sunley	UNISON has issued bargaining guide on the health and safety risks of the rise of remote, lone and home working and the need for proper risk assessments and for the employer to bear the costs. Home working should be a choice.  UNISON is leading the fight against the Retained EU Law Bill in the Westminster parliament currently and which poses a threat to all EU derived health and safety regulations as there is sunset clause of December 2023 for over 4,000 pieces of regulation.
29	Protecting the Health and Safety of Home and Hybrid Workers	Support	Kim Sunley	UNISON has issued bargaining guide on the health and safety risks of the rise of remote, lone and home working and the need for proper risk assessments and for the employer to bear the costs. Home working should be a choice and issue for collective bargaining.
29.1	Protecting the Health and Safety of Home and Hybrid Workers	Support	Kim Sunley	
30	Workplace Ventilation and Air Quality	Support	Kim Sunley	The NEC can confirm that ventilation and air quality in workplaces is a critical issue and one the Health and safety committee will consider in their work programme going forward. UNISON members in schools have been campaigning for class room ventilators to reduce the spread of COVID 19 variants.
30.1	Workplace Ventilation and Air Quality	Support	Kim Sunley	
31	Work Related Violence	Support and Amend	Kim Sunley	The NEC are committed to protecting members from violence at work and want to highlight the link between cuts to jobs and services to the public and UNISON's wider campaign for public service investment as services are at breaking point.
31.1	Work Related Violence	Support	Kim Sunley	

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

32	Work Related Violence	Support and Amend	Kim Sunley	The NEC are committed to protecting members from violence at work and want to highlight the link between cuts to jobs and services to the public and UNISON's wider campaign for public service investment as services are at breaking point.
32.1	Work Related Violence	Support	Kim Sunley	
33	Violence At Work	Support and Amend	Kim Sunley	The NEC and the Health and Safety Committee will continue to make campaigning against violence at work a priority and will continue to promote the campaign at the national, regional and local level.
33.1	Violence At Work	Support	Kim Sunley	
34	Violence against Workers in Supported Living Accommodation	Support and Amend	Kim Sunley	The NEC recognises that branches need help supporting members who are lone care workers in various settings. But also that employers need to take responsibility too.
34.1	Violence against Workers in Supported Living Accommodation	Support	Kim Sunley	
35	A Breakthrough in Tackling Stress and Bullying and Harassment	Support	Kim Sunley	The NEC wants to link rising stress at work as picked up by TUC and UNISON surveys to cuts in jobs and rising workloads. The problem must be tackled at source as well as providing practical help to members and reps with training to reduce stress and sick leave.
38	Equality & Pensions	Support	Josie Irwin	The calls in this motion have been incorporated in the workplan for the Retired Members Group and in the union's work around the cost of living crisis.
39	Future Pension Provision For Public Service Workers Not Eligible For Defined Benefit Scheme	Support	Glyn Jenkins	The issues raised will be incorporated in the union's campaigning work on Pensions.
40	Pension Fund Governance	Support	Donna Rowe-Merriman	The issues raised will be incorporated in the union's campaigning work on capital stewardship.
41	Public Sector Pensions	Support	Glyn Jenkins	The issues raised will be incorporated in the union's campaigning work on Pensions.

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

45	Sexual Harassment in the Trade Union	Support	Josie Irwin	The actions requested in this motion have been incorporated in the work to take forward motion 44, White Ribbon accreditation.
45.1	Sexual Harassment in the Trade Union	Support	Josie Irwin	
47	Bargaining to Resist Cuts in Living Standards	Support	Kevin Russell	UNISON incorporated within its written and oral evidence to the Low Pay Commission the demand for a National Minimum Wage that rises at least in line with the real Living Wage (NMW) rate, alongside a single National Minimum Wage that applies to all workers and therefore lifts all apprentices and young workers up to the highest NMW rate. Similarly, these positions are set out in guidance that goes out across the union on bargaining over the minimum and living wage.
48	Covid-19, Poverty and Social Security	Support	Anna Birley	The cost-of-living crisis and the need to tackle low pay, insecure work and welfare cuts are a priority for the union and the UK-wide 'Together We Rise' campaign addresses many of the concerns raised by the motion. In Northern Ireland, work to campaign for a comprehensive Anti-Poverty Strategy remains a priority.
50	Coronavirus – National Day to Remember	Support	David Arnold	UNISON is engaging with the public inquiry. This includes discussions about how to commemorate the pandemic.
51	Maternity Rights	Support	Josie Irwin	The actions in this motion are being addressed through the National Women's Committees work on issues for pregnant workers and new mothers.
54	School Based Counselling in Every Primary and Secondary School in England	Support and Amend	Anna Birley	UNISON is campaigning hard against school cuts, raising the urgent need for more money to be allocated to schools to create stability for the education workforce and to provide increased support to pupils and learners - while it is not specifically on
54.1	School Based Counselling in Every Primary and Secondary	Support	Anna Birley	

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

	School in England			the issue of school-based counselling, without the proper funding initiatives like this would not be possible.
54.2	School Based Counselling in Every Primary and Secondary School in England	Support	Anna Birley	
54.3	School Based Counselling in Every Primary and Secondary School in England	Support	Anna Birley	
59	A New Settlement for Care Services	Defer	Guy Collis	The issues raised will be incorporated in the union's campaigning work on social care (with the caveat that the union has its own vision for the future of social care which it will continue to pursue, alongside working with the NPC).
60	The Crisis in Social Care	Support	Guy Collis	The issues raised will be incorporated in the union's campaigning work on social care.
61	For a Publicly Owned, Democratically Managed, Free at the Point of Need National Health and Social Care System	Support and Amend	Guy Collis	The issues raised will be incorporated in the union's campaigning work on health and social care (with the caveat previously raised by the NEC about the nuances around UNISON policy on integration, as reflected in amendment 62.1).
62	For a publicly owned, democratically managed, free at the point-of-need national health and social care system	Support and Amend	Guy Collis	The issues raised in the motion/amendment will be incorporated in the union's campaigning work on health and social care.
62.1	For a publicly owned, democratically managed, free at the point-of-need national health and social care system	Support	Guy Collis	

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

63	Public Ownership of Water, Energy and Transport – It's Common Sense	Support and Amend	David Arnold	UNISON's policy in this area remains unchanged.
63.1	Public Ownership of Water, Energy and Transport – It's Common Sense	Support	David Arnold	
64	UK Public Procurement Post - Brexit Must Protect Public Services	Support	David Arnold	UNISON is seeking to influence the Procurement Bill.
65	Tackling the Cost of Living Crisis	Support	Anna Birley	The cost-of-living crisis and the need to tackle low pay, insecure work and welfare cuts are a priority for the union and the UK-wide 'Together We Rise' campaign addresses many of the concerns raised by the motion – which were also raised in Composite B which was passed at NDC.
65.1	Tackling the Cost of Living Crisis	Support	Anna Birley	
65.2	Tackling the Cost of Living Crisis	Support	Anna Birley	
65.3	Tackling the Cost of Living Crisis	Support	Anna Birley	
65.4	Tackling the Cost of Living Crisis	Support	Anna Birley	
65.5	Tackling the Cost of Living Crisis	Support	Anna Birley	
66	Cost of Living Crisis	Support and Amend	Anna Birley	The cost-of-living crisis and the need to tackle low pay, insecure work and welfare cuts are a priority for the union and the UK-wide 'Together We Rise' campaign addresses many of the concerns raised by the motion – which were also raised in Composite B which was passed at NDC.
66.1	Cost of Living Crisis	Support	Anna Birley	
66.2	Cost of Living Crisis	Support	Anna Birley	
68	Ensuring that the Living Standards of Older People are not the Price Paid for the Cost of the Pandemic	Support	Colin Derrig	The motion calls for the living standards of older people to be protected. It also highlights the importance of investment in public services to stimulate economic recovery post-covid.

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

				These aims continue to be incorporated into the union's ongoing work.
70	Global Covid-19 Vaccine Inequality is a Health and Justice Emergency	Support	Nick Crook	The motion complements motion 69 agreed by NDC and will be incorporated into the International Committee work programme.
71	Stop Buying Solar Energy Made With Forced Labour and Dirty Fuel from China	Support and Amend	Gemma Freedman	An innovative practical UNISON public procurement guide was officially launched at a webinar in October with speakers, representative speakers and Catherine West MP, FCDO Shadow Minister. Attendees included around 30 members and some Solar energy cooperatives. Work will continue when opportunities arise, including activities in agenda and encouraging regions and branches to take up the guide.
71.1	Stop Buying Solar Energy Made With Forced Labour and Dirty Fuel from China	Support	Gemma Freedman	
72	End Colonial Occupation of West Papua - Solidarity with the Indigenous People of West Papua	Support	Gemma Freedman	The international committee will consider how this motion fits within its overall priorities and act accordingly.
73	Justice for Colombia - Justice for Darnelly	Support	Nick Crook	This motion will be incorporated into the International Committee's work programme on Colombia.
74	Justice for Colombia	Support	Nick Crook	This motion will be incorporated into the International Committee's work programme on Colombia.
75	Nicaragua - Time to Support	Defer	Nick Crook	The International Committee is monitoring the situation in Nicaragua and has agreed to review our position in 2023.
77	Palestine	Support and Amend	Mark Beacon	This motion will be incorporated into the International Committee's work programme on Palestine.
77.1	Palestine	Support	Mark Beacon	



**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

78	Palestine	Support and Amend	Mark Beacon	This motion will be incorporated into the International Committee's work programme on Palestine, except for amendment 78.2.
78.1	Palestine	Support	Mark Beacon	
78.2	Palestine	Oppose	Mark Beacon	
79	Defending Workers' Rights in Turkey	Support	Mark Beacon	This motion will be incorporated into the International Committee's work programme on Turkey.
84	End Misogyny and Violence against Women	Support	Josie Irwin	The actions in this motion have been incorporated in the union's work on ending violence against women, sexual harassment, misogyny and domestic abuse.
85	No Place for Sexist Bullies	Support	Josie Irwin	The issues set out in this motion are being addressed through the union's work on ending violence against women, sexual harassment, misogyny and domestic abuse.
86	No Place for Sexist Bullies	Support	Josie Irwin	The issues set out in this motion are being addressed through the union's work on ending violence against women, sexual harassment, misogyny and domestic abuse.
88	Still fighting for equality	Support	Josie Irwin	UNISON continues to fight attacks on equality rights and to try to improve equality at work and in wider society.
92	Peace and Human Rights	Support	Michelle Singleton	The issues raised will be incorporated in the union's campaigning work.
94	Climate Emergency	Support	Michelle Singleton	The issues raised will be incorporated in the union's campaigning work.
95	Supporting Sustainable Farming	Defer and Amend	Michelle Singleton	The issues raised will be considered in line with current UNISON policy.
96	Fighting Privatisation in the NHS	Support	Guy Collis	The issues raised will be incorporated in the union's campaigning work on the NHS.

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

97	Higher Education Under Threat	Support and Amend	David Arnold	UNISON continues to support policies set out in this motion. The NEC amendment reflected the need for policies to reflect differences across UK.
97.1	Higher Education Under Threat	Support	David Arnold	
98	Migrant Workers on the Covid-19 Frontline	Support	Narmada Thiranagama	This motion and its actions are in line with UNISON's current campaigning priorities for our migrant worker members and have been incorporated into our ongoing work.
99	Migrant Workers, the Hostile Environment and Covid-19	Support	Narmada Thiranagama	This motion and its actions are in line with UNISON's current campaigning priorities for our migrant worker members and have been incorporated into our ongoing work.
100	Tackling Structural Racism in the Workplace	Support	Margaret Greer	The issues raised will be incorporated in the union's campaigning work and Year of Black Workers 2023, which has been endorsed by the NEC.
101	The Future of Our Political Fund and the Tory Threat to Democracy	Support	David Arnold	UNISON continues to pursue issues set out in this motion.
103	Proportional Representation	Leave to Conference	David Arnold	PR motion passed. Policy adopted
104	Proportional Representation	Leave to Conference	David Arnold	PR motion passed. Policy adopted
105	Trade Unions for Proportional Representation	Leave to Conference	David Arnold	PR motion passed. Policy adopted
106	Worker and Trade Union Rights	Support	Narmada Thiranagama	This motion and amendments are in line with UNISON's ongoing campaigning work on employment rights and has been incorporated into our ongoing work to improve workplace protections in the UK.
106.1	Worker and Trade Union Rights	Support	Narmada Thiranagama	
106.2	Worker and Trade Union Rights	Remit	Narmada Thiranagama	

**2022 National Delegate Conference**  
**Motions and Amendments not reached and referred to the NEC under Rule P.18.1**

107	Flexible Working and Workers' Rights	Support	Michelle Singleton	The issues raised will be incorporated in the union's campaigning work.
108	Protecting Workers Rights after EU Exit	Support	Narmada Thiranagama	This prescient motion and its calls to protect workers' rights now under threat after EU exit is being incorporated into UNISON's campaign against the Retained EU Law Bill which threatens to devastate a host of vital employment law protections.
110	Learning the Lessons from 2021 National Pay Ballots	Support with qualifications	David Arnold	Work in this area ongoing.
111	Learning the Lessons from 2021 National Pay Ballots	Support with qualifications	David Arnold	Work in this area ongoing.
112	Industrial Action Ballots	Support	David Arnold	Work in this area ongoing.
113	Insourcing	Support	Jackie Stacey	FRMC is setting up a working party on the issue which Officers will contribute to.
114	Protecting our Members' Data	Defer	Jackie Stacey	2023 budget bit submitted to provide UNISON email for Branches, following request from Data Protection subcommittee of D&O.
115	Who Cares For Us	Support and Amend	Kevin Lucas/Teresa Donegan	UNISON has been reviewing "resilience" training for reps including commissioning a new course for reps "Supporting Reps Well Being" which will be rolled out in 2023 delivered by Speak Up. Areas relating to qualified and professional registered staff providing support to reps falls outside the remit of the Learning and Organising Service (LAOS).
115.1	Who Cares For Us	Support	Kevin Lucas/Teresa Donegan	
116	Fact Checking in a Fake News Age	Seek withdrawal	Adrian Thomas	Misgivings over the practicality of being able to run a rebuttal response service on current levels of resource remain, but the issue will be picked up through provision of myth busting pages on the website in the immediate term, and will be factored into the review of communications approach and materials in the longer term.

## 2022 National Delegate Conference

### Motions and Amendments not reached and referred to the NEC under Rule P.18.1

117	Stop the Use of Helium Balloons at UNISON Protests and Gatherings	Support	Adrian Thomas	We are committed to environmental sustainability and remain committed to finding alternatives to helium balloons in all cases. We are not planning to purchase new balloons.
118	Immigration Advice and Black Members	Support	Shantha David	The NEC position moved to Support at Conference and the actions proposed in the motion are being investigated further to explore the support that can be provided in addition to the JCWI helpline for members.
119	National Executive Council email addresses	Support	Maggi Ferncombe	It is planned for NEC members UNISON e-mail addresses to be printed in the 2024 UNISON diary.
120	UNISON's Use of Gambling Advertisements	Support	Adrian Thomas	A decision was made in January 2022 that ads for all forms of gambling would cease with immediate effect.