



**National Delegate
Conference
NDC2024
Bulletin**

Contents

Introduction	3
Timetable	3
NDC Conference Website	3
How to submit motions and delegations using UNISON's Online Conference System (OCS)	4
OCS Regional Admin Key Contacts	5
Disenfranchised Branches	6
National and Regional Representation	6
Branch Funding	6
Branch Representation.....	6
Transgender Members	7
Monitoring for Fair Representation and Proportionality	7
Appeals	7
Fitness to Attend Conference	7
Please help us to help the environment	7
Reasonable Adjustments	8
Personal Emergency Evacuation Plan (PEEP)	9
Crèche and Babysitting	9
Change of Delegate	9
Travel Arrangements.....	9
Accommodation	10
Advice on Submission of Motions	10
Prepaid Cards	11
Credit Cards	11
Data Protection	11
UNISON Scheme of Branch Representation NDC 2024.....	12

Introduction**December 2023**

Conference Team

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020 7121 5123

This bulletin contains the timetable and information for
2024 National Delegate Conference.

**Please note that both motions and delegations can only be submitted online.
There are no paper forms.**

**National Delegate Conference 2024 will be held at the Brighton Centre, starting
10am Tuesday 18th June, ending 4pm Friday 21st June 2024.**

Brighton Centre
Kings Rd,
Brighton
BN1 2GR

Tel: 01273 290131 Fax: 01273 779980

Website: www.brightoncentre.co.uk**Timetable**

	Time	Date
Deadline for Submission of Motions	12:00pm	Tuesday, 27 February 2024
Publication of Preliminary Agenda		Monday, 18 March 2024
Deadline for Submission of Delegates	12:00pm	Thursday, 28 March 2024
Deadline for crèche places	12:00pm	Thursday, 11 April 2024
Deadline for reasonable adjustment requests for access	4:00pm	Thursday, 11 April 2024
Deadline for Submission of Amendments	12:00pm	Tuesday, 23 April 2024
Publication of Final Agenda		Monday, 13 May 2024
Deadline for reasonable adjustment requests for travel	12:00pm	Thursday, 06 June 2024
Deadline for Emergency Motions	9:00am	Tuesday, 11 June 2024
Deadline for submitting Change of Delegates online on the OCS	11:59pm	Thursday, 13 June 2024

NDC Conference Website

Use the link below to access UNISON NDC conference website and download future documents regarding this conference, such as Annual reports or Preliminary Agenda.

<https://www.unison.org.uk/events/2024ndc>

How to submit motions and delegations using UNISON's Online Conference System (OCS)

Which branch officers can use the OCS? Motions and delegations can be submitted at branch level by either the Branch Chair or Branch Secretary. The other will receive e-mail copies of the motion or delegation submission as soon as it is submitted. Branch employed staff are also able to enter motions but do not have authority to submit them on behalf of a branch.

At regional level, the regional secretary is authorised to submit the motion/delegation, with the regional convenors receiving an instant e-mail copy. This process is replicated at national level for national bodies and their relevant chairs and secretaries.

Which members can use the OCS? When a member is registered as a delegate to a conference, they will receive an e-mail informing them of this as long as their e-mail address is listed on the RMS. They can then also access the OCS to upload their photograph, to make online requests for services such as reasonable adjustments, crèche places and babysitting, which should be made by the deadline stated.

How will these people access the OCS? Users access the OCS via the UNISON website at www.unison.org.uk and clicking on 'My UNISON' - which is located at the top of the front page. Using your UNISON membership number and surname, register once and you will be issued with a password. For subsequent access, simply click on 'My UNISON' and then 'Sign-in now' and you will need your membership number and the password you were issued. Branch employed staff should call their regional contact.

What if the correct branch people have accessed 'My UNISON' but then cannot access the OCS? Key to accessing the OCS is ensuring that the data held on UNISON's membership system, the RMS, is correct. It records which members hold the key positions of Branch Secretary and Branch Chair. If this information is incorrect, or if it changes, the branch needs to ensure that the RMS records are updated immediately. Then the individual should call their regional contact.

What else needs to happen? It will help the system to function if these key branch people also have an e-mail address stored on their RMS records. Please contact your branch or regional RMS team urgently, to make this happen. Each delegate within a delegation should also have their date of birth stored on the RMS.

Delegates and Visitors to Conference: It is important that we collect e-mail addresses for those members wishing to participate in any way in the conference. The e-mail address can be any one that you have easy access to e.g. your personal e-mail, branch e-mail or that of a friend or relative.

- If you already have an e-mail address and access to the UNISON website, the quickest way to update your details is to go to the UNISON website and click 'My UNISON' – you will need your UNISON membership number.
- If you don't have an e-mail address or don't have access to the UNISON webpage, you can contact UNISON direct on 0800 0857 857 and provide them with the details of your preferred e-mail address to update your UNISON Membership records – you will need your UNISON membership number.
- Or, you can contact your local UNISON branch and provide them with the details of your preferred e-mail address to update your UNISON membership records – you will need your UNISON membership number.

OCS Regional Admin Key Contacts

If you have a 'My UNISON' registration issue call: **UNISON direct on 0800 0857 857**. For OCS issues, please contact your relevant regional contact. Listed below are the Conference contacts for each region, who can also assist with online conference registration:

Region	Contact	Tel	E-mail
Eastern	Yvonne Gilbey	01245 608901	y.gilbey@unison.co.uk
	Viv Wortley	01245 608915	v.wortley@unison.co.uk
East Midlands	Colleen Forrest	0115 847 5468	eastmidlandsadminteam@unison.co.uk
	Wendie Taylor	0115 847 5415	
	Jennifer Rimmer	0754 566 0750	
	Donna Franklin	0115 8475 5414	
	Admin team	0115 847 5435	
Greater London	Shelley Davey	0207 535 6648	glrconference@unison.co.uk
	Lorraine Tant		
	Cally Thompson		
Northern	Allison Jackson	0191 245 0805	a.jackson2@unison.co.uk
	Catherine Davison	0191 245 0830	c.davison@unison.co.uk
Northern Ireland	Elizabeth Robinson	02890 270190	e.robinson@unison.co.uk
North West	Kim Scott	0161 661 6777	k.scott@unison.co.uk
	Gillian Gorman	0161 661 6743	g.gorman@unison.co.uk
Scotland	Rosaleen Rodgers	0141 342 2816	r.rodgers@unison.co.uk
	Jean Fraser	0141 342 2880	j.fraser@unison.co.uk
South East	Elizabeth Britton	0796 147 5608	seconferences@unison.co.uk
	Bethany Martyn-Jones	0781 372 1902	
	Claire Harvey	0754 566 0341	
South West	Jenn Gollings	01823 285336	sw.events@unison.co.uk
	TJ Milburn	01392 442676	
	Carol Thyer	01823 285301	
Cymru/Wales	Beverley Powell	02920 729475	b.powell@unison.co.uk
West Midlands	Claire Kenny	0121 685 3174	c.kenny@unison.co.uk
	Kate Walker	0121 685 3164	k.walker@unison.co.uk
Yorkshire & Humberside	Laraine Senior	0113 2182333	l.senior@unison.co.uk
	Joanne Turnbull	0113 2182322	j.turnbull@unison.co.uk

Disenfranchised Branches

Branches are reminded that under Rule D.1.3.3.1 you will be disenfranchised from sending delegates to attend National Delegate Conference and Service Group Conferences for the remainder of the financial year following the year to which the financial return applies, if you did not submit your annual financial returns (Rule G.10.1) on OLBA (Online Branch Accounting system) by no later than **15 March each year**.

National and Regional Representation

The following bodies are eligible to send two delegates (at least one of whom should be female) who shall be entitled to speak but not vote:

- Regional Councils
- National Self-Organised Groups
- Service Groups
- Private Contractors National Forum
- National Young Members' Forum
- National Retired Members' Committee

The following bodies are eligible to send one delegate only who shall be entitled to speak but not to vote:

- Regional Young Members' Forums
- Regional Retired Members' Committees

Branch Funding

Branches are expected to send delegates to National Delegate Conference. This is reflected in the branch funding formula. If a branch does not send at least 50 per cent of its delegate entitlement to Conference or is not represented by at least 50 per cent of the delegate entitlement at conference sessions, then the branch's funding entitlement will be reduced by 2.5 per cent, so you are encouraged to send your full delegation.

If your branch, for whatever reason, cannot send delegates to Conference, you should notify your regional office as soon as possible of the reasons why. Depending on the branch circumstances the region will be able to provide guidance on how attendance at Conference can be achieved.

All branches contribute to the cost of providing crèche provision at National Delegate Conference. This is based on the size of the branch, and the deduction is made centrally each year through branch funding. Therefore, no further action is required from branches.

Branch Representation

This will be in accordance with the Scheme of Branch Representation drawn up under Rule D.1.3, attached. **Please read the guidelines attached to the Scheme as they provide clear information on how the scheme is interpreted, in particular in relation to sharers, low paid female delegates and young members.** Representation is based on membership at **30 September 2023**. Regions will monitor the list of delegates submitted by branches to ensure compliance with the scheme.

Transgender Members

UNISON applies strict rules on proportionality in branch conference delegations, to ensure proper representation of women. Members who are in the process of transitioning gender may not yet have changed their UNISON membership details. For example, a member may wish to attend National Delegate Conference as a woman, but still be attending work as a man. Members will be registered for National Delegate Conference as the gender in which they will attend the Conference, irrespective of their gender recorded on the RMS.

To ensure that branch delegations including transgender members are not rejected on grounds of proportionality, please contact the Conference Office on 020 7121 5123 with information on any online delegate submissions which include members attending conference in a different gender to that recorded on the RMS. Their confidentiality will be respected at conference.

Monitoring for Fair Representation and Proportionality

All delegates will be asked to complete an online form which enables the Conference to be monitored in order that UNISON can check on progress towards its objectives of fair representation and proportionality at all levels of the union. This exercise is conducted at all UNISON conferences and at regional level.

Please assist us by completing the online form before the end of conference.

Appeals

Any appeals concerning the composition of branch delegations shall be considered at regional level via a regional appeals panel convened by the regional secretary. Late delegate registrations will not be approved. There will be no exceptions to this. The appeals mechanism in the regions is for the composition of delegations, not for late submissions. Regions have to apply the deadlines strictly.

Fitness to Attend Conference

Members who are off sick from work may have an illness/condition which means they can't perform some tasks but can perform others. They may have a fitness to work certificate which means they return to work with certain caveats – e.g. places limits on the types of tasks they can perform at work and duration.

So, if a member is off sick from work and wants to attend the National Delegate Conference, they need to ask for a note from their GP indicating they are fit to attend the conference (travel/sitting for long periods). We also advise them to get a note from their employer agreeing to their attendance at conference, as this may be a different activity from those at work which they are not able to do.

Members should send a copy of the Fitness to Attend note to the UNISON Conference Office in advance of the conference. This information will be treated with confidentiality.

Please help us to help the environment

We're doing our best to reduce the environmental impact of our conferences. This year, we are providing all delegates with the chance to opt out of being sent paper copies of our conference materials as part of the delegates' despatch. All these documents will be available online via the conference app. You can then download them onto your laptop or

tablet to view online while you are at conference. If you wish to opt out please indicate this on the 'Extras' screen options on the Online Conference System (OCS). This can only be done by the registered delegate themselves. If you do not opt out, you will be sent all documentation in hard copy form.

Reasonable Adjustments

UNISON aims to provide a fully accessible event to disabled members in accordance with our duties under the Equality Act. Requests for reasonable adjustments must be submitted by **Thursday, 11 April 2024 at 4:00pm**.

For any reasonable adjustments required, please complete the request online by the stated deadline. This can only be done by the registered delegate themselves. Authorisation for personal assistance/facilitation is required from your Branch Secretary that this expenditure will be approved.

PLEASE NOTE that BSL Interpreters will only be available if requested in advance.

While we work within the context of the social model of disability this does not mean that UNISON can automatically provide all resources that are requested as adjustments. We have to consider the finite resources available both in terms of space and finances in order that we can balance our commitment to the social model with the resources available, and channel them to where they are needed most.

The process for managing requests that we adopted at 2016 National Delegate Conference has shown that with better information from members we can better address individual needs, allocate resources fairly, retain the ability to respond flexibly at conference and reduce the impact on other members.

Members requesting seating, tables, footrests, which impact on the space available on the floor of conference, will be asked what barriers they face that require this adjustment for their participation.

While not requesting detailed personal information, UNISON will require sufficient information in order to understand the barriers faced to get the right resources to the right people for this Conference. This will assist us in making adjustments that are meaningful and appropriate to the individual.

The union will determine the allocation of limited resources. If necessary, this may include reserving the right to seek additional information.

We will apply a necessary cut off point for requests, as close as possible to the conference while not impacting on the requirements to produce regional seating plans in good time for advance circulation. The deadline is **Thursday, 11 April 2024 at 4:00pm**.

We will retain a limited ability to respond to unexpected circumstances that affect a delegate at short notice prior to the conference.

Reasonable adjustment requests for travel should be made by **12pm Thursday, 06 June 2024**

Personal Emergency Evacuation Plan (PEEP)

If a delegate or visitor from your branch requires a PEEP for the conference venue, please ask them to indicate this with their online request.

Crèche and Babysitting

Please note that crèche provision is available **for delegates only** for children up to (and including) the age of 16 years. Arrangements have been made for Nipperbout, the company contracted to provide crèche facilities at all UNISON national conferences, to provide babysitting. Should you require this service please complete the request online by **12pm, Thursday, 11 April 2024**. This can only be done by the registered delegate themselves. Delegates are reminded that the cost for babysitting is borne by the branch so authorisation is required from your branch secretary that this expenditure will be approved.

Change of Delegate

Branches may change delegates up to the start of Conference. A member registering as a substitute branch delegate must have been eligible to represent the branch at the closing date for registration of delegates **Thursday, 28 March 2024**. Any changes must be in accordance with the Scheme of Branch Representation.

After **11:59pm on Thursday, 13 June 2024**, no change of delegate can be made on OCS. If a branch needs to make an emergency change to its delegation after this date then an Emergency Change of Delegate form will need to be completed.

This form will be available on the UNISON website from **Friday, 14 June 2024** and will also be available at the regional pre-conference delegates meeting for National Delegate Conference. The form will also be available from the conference desk.

For National Delegate Conference the regional secretary must sign the form to approve the changes and to ensure that proportionality and fair representation still apply.

Branches are reminded that changes to a delegation can only be made up to the start of a conference. There are no exceptions to this rule.

Travel Arrangements

Please consider the impact on the environment when making your decision on how to travel to Conference. Branches are asked to book all travel arrangements for Conference through Stewart Corporate Travel via email at unison@stewarttravelmanagement.com or call [0800 091 4272](tel:08000914272). Please advise Stewart Corporate Travel if your delegates have railcards. **Travel can also be booked online using the Stewart Travel Online Portal at <https://www.gtp-marketplace.com/>**

Branches are reminded that:

- Travel costs for **Delegates and Sharer 1's only** will be funded from National Office.
- Travel costs for **Visitors and Sharer 2's** must be paid for by the branch. **This is in line with Rule D.I.6 on shared delegates.** *Please note that a booking fee is applicable – further details from Stewart Corporate Travel.*

Conference Travel should be booked by the cheapest possible means.

Driving is discouraged for conference unless delegates are travelling together or as a reasonable adjustment. Total reclaimable will be the cost of standard tickets or cost of car travel – whichever is the lesser.

The 250 mile / upgraded or 1st Class travel rule is not applicable for conference travel

All travel requests (including upgraded or 1st Class Travel) as a reasonable adjustment must be reviewed and authorised by the Head of Conferences.

Branches are responsible for funding their delegates' and visitors' attendance at conference. Subsistence should cover the cost of accommodation, meals, childcare, dependent care, and facilitation. We strongly recommend that branches pay the agreed national rates.

Reasonable adjustment requests for travel should be made by **12pm Thursday, 06 June 2024**

Accommodation

Booking accommodation – please book any accommodation required with a reputable provider with a generous cancellation policy.

Please ensure that members have written confirmation of any booked and paid for accommodation.

Branches are encouraged to arrange accommodation through Visit Brighton accommodation Booking Service. Using the Booking Service supports the work of our members in local government and ensures our continuing ability, as a not-for-profit organisation, to secure preferential rates for our conference venues. For full details of current availability and for bookings please go to:

Link: <https://book.passkey.com/go/UJune2024>

Email: delegates@visitbrighton.com

Phone: 01273 292626

Advice on Submission of Motions

Please refer to the advice from the Standing Orders Committee about submission of motions, this can be found as a PDF file under resources when scrolling to the end of the 2024 NDC website (<https://www.unison.org.uk/events/2024ndc>), for a different format please email soc@unison.co.uk.

The Preliminary Agenda will be published w/c **Monday, 18 March 2024**. The Final Agenda will be published in newspaper format and online w/c **Monday, 13 May 2024**. The motions and amendments will also be included in the Conference Documents which are sent to all delegates in **June 2024**.

Prepaid Cards

Union Income Ltd have agreed to provide a corporate version of its prepaid card still with the UNISON branding. If your branch requires a prepaid card then this is the card that is the preferred option above others generally available.

An application will normally take about 14 working days to turnaround and you can request an information pack and application form by contacting:

UNISON Prepaid Plus Customer Services, 39-51 Highgate Road. London NW5 1RT or email customerservices@unisonprepaid.com

Credit Cards

If your branch does not specifically require a prepaid card the other best option is a credit card from Unity Trust Bank called Unity Corporate MultiPay Card. It is more flexible and is linked to the branch current account. Details of the Corporate MultiPay card and further information on how to apply are available from their website at www.unity.co.uk/multipay. To help branches switch to this Unity Trust credit card, the bank has agreed to waive the one off administration fee of £50 for all current ALTO card customers who apply for a MultiPay card.

Data Protection

The information you provide via the OCS, in addition to your information held on UNISON's membership database, will be used for the organisation and administration of Conference. It may also be used for statistical purposes as this helps us plan future conferences. We will process your personal data in compliance with the requirements of the Data Protection Act 1998 (DPA) and the EU General Data Protection Regulation 2016 (GDPR). You can find out more about how UNISON processes your personal data by going to unison.org.uk/privacy-policy or emailing dataprotection@unison.co.uk.

Please continue to next page

UNISON Scheme of Branch Representation NDC 2024

INTRODUCTION

UNISON rules require the NEC to draw up a scheme for the composition of branch delegations to National Delegate Conference.

The purpose of the scheme is to ensure that branch delegates are representative of the union's diverse membership and that delegations meet the requirements of proportionality and fair representation.

It is important that all groups of members are represented at National Delegate Conference. Groups that have been consistently under-represented include low paid women, young, disabled, LGBT and Black members.

SUMMARY OF REQUIREMENTS

- 1) Branches are entitled to one delegate per 1,000 members or part thereof.
- 2) If the delegation only comprises one full delegate, then this delegate may be of any gender.
- 3) The gender make up of the delegation is based on the proportion of women members in the branch, compared to members who are male or non-binary
- 4) Branches with over 2,000 members must include one low paid, female member in the delegation.
- 5) Branches with over 3,000 members must include one young member in the delegation (i.e. Age 30 or under at end of conference).
- 6) Branches can send two people, in any gender combination, to share one of the delegate places. However:
 - a. If the entire delegation entitlement comprises of just the two sharers, then at least one must be female.
 - b. if they are sharing the low paid seat, both sharers must be low paid;
 - c. if they are sharing the young members' seat, both sharers must be young members.

ie. Sending one sharer to meet either the low paid or young member requirement is not sufficient.
- 7) Branches must include Black members in their delegation in proportion to the workforce profile of the employers covered by the branch.
- 8) Branches should endeavour to include disabled members and LGBT+ (lesbian, gay, bisexual and transgender plus) members in the delegation.
- 9) Overall, branches should also consider factors such as the balance between full time and part time workers, manual and non-manual workers, different occupations and skills.

REGIONAL RESPONSIBILITIES

Under the terms of Rule D.1.3, regional committees have the responsibility for implementing this scheme and applying the NEC agreed criteria within their region. Therefore regions are required to monitor the registration process to ensure branch delegations meet the requirements of the scheme.

APPEALS

Branches have a right of appeal against a decision by their region that their proposed branch delegation is not in line with this scheme. Regions are therefore asked to make early arrangements for an appropriate lay member body to hear appeals.

When considering appeals, regions must satisfy themselves that branches are providing clear, documented evidence that they cannot meet the categories of membership. For example, where branches state that they have no low paid women members, consideration must be given to the profile of the overall workforce(s) covered by that branch. Regions are also asked to consider what steps branches bringing appeals have taken to ensure their delegations meet the requirements of the scheme.

DETAIL OF REQUIREMENTS

This section provides further detail about the requirements of the scheme of branch representation, as summarised on page 1.

SIZE OF BRANCH DELEGATIONS (Rule D.1.3.1 and D.1.3.2)

Representation is on the basis of one delegate per 1,000 members or part thereof at 30 September 2023.

For example a branch with 4,300 members is entitled to 5 delegates.

SINGLE DELEGATE BRANCHES

If the delegation only comprises one full delegate, then this delegate may be of any gender.

PROPORTIONALITY (Rule D.2.12.2)

UNISON's proportionality rules mean that the total branch delegation, including any sharers, must be made up from the same proportion of women and men as there are in the membership of the branch.

For example if a branch has 70% women members, 70% of its delegate entitlement must be women delegates.

When calculating proportionality, each sharer counts as one delegate.

If a branch is unable to elect enough women delegates to meet proportionality, then the women's places on the delegation must remain unfilled. This is consistent with the approach to proportionality taken elsewhere in the union.

FAIR REPRESENTATION: LOW PAY (Rule D.2.12.3)

Branches with over 2,000 members, entitled to send delegations of three or more members, must include a low paid woman delegate.

Low paid members are those with a basic hourly rate of £12.70 or less [note this figure will be inflated where London Weighting applies].

Branches must be proactive in filling the low paid members' place. In identifying low paid members, branches should ensure they consider *all* employers and *all* workforces covered

by the branch. The low paid woman delegate place may only be shared by two low paid women.

FAIR REPRESENTATION: YOUNG MEMBERS (Rule D1.5)

Branches with over 3,000 members, entitled to send delegations of four or more members, must include a young member (aged 30 or under at the end of the conference).

The young members' place may only be shared by two young members.

SHARED DELEGATES (Rule D.1.6)

Branches may elect two members to share a delegate place in order to promote proportionality, fair representation or equal opportunities.

For example a branch with 4,300 members is entitled to 5 delegates. If the branch chooses to share a delegate place the total size of the branch delegation is increased to 6.

Branches with three or more delegates can have sharers that are any gender combination. For example, a man and a woman, or two women, or two men, providing the overall delegation meets proportionality. However, for delegations with two or less delegates who wish to have sharers, then at least one must be female.

If you wish to share the low paid seat, both sharers must be female, low paid members. If you wish to share the young members' seat, both sharers must be young members.

FAIR REPRESENTATION: BLACK MEMBERS (Rule D.2.12.3)

Branches must include Black members in their delegation in proportion to the workforce profile of the employers covered by their branch.

The NEC requires that all parts of the union include Black members within all UNISON activities. Branches and regions are urged to ensure that delegations include Black members in fair proportion to the workforce profile of the employers covered by the branch.

Regions have a responsibility to ensure that this requirement is applied consistently and to work with branches to identify the workforce profile of their employers.

FAIR REPRESENTATION: DISABLED MEMBERS AND LGBT+ MEMBERS

(Rule D.2.12.3)

Branches are asked to endeavour to include both disabled members and LGBT+ (lesbian, gay, bisexual and transgender plus) members in the delegation.

Branches should maintain these members' confidentiality as required.