

UNISON National Delegate Conference

# Composites booklet

To be read in conjunction with Conference Documents

18 – 21 June 2024

Brighton Centre

## **Composite A - Organising to Win**

(Motion 1, Amendment 1.1, Motion 4, Amendment 4.1, Motion 5, Amendment 5.1)

UNISON boasts a proud history of tirelessly advocating for the rights and wellbeing of public service workers in the United Kingdom

However, the landscape in which we operate has evolved dramatically over time. As the challenges facing our members continue to transform, we must adapt and innovate to ensure that our role remains effective and impactful.

The role of organising within UNISON stands as paramount. Organising is not merely a tactical approach; it is the cornerstone of our union's ability to represent, empower, and ultimately enhance the lives of public service workers. It is through organising that we harness the collective power of our members to effect positive change in their workplaces and communities.

Conference welcomes the new UNISON-wide Organising to Win (OtW) strategy that aims to build the union by ensuring the adequate planning and resourcing of organising priorities, increasing member participation, achieving sustainable membership growth and expanding the activist base.

2023 saw a high level of organising, campaigning and bargaining activity, supported and promoted by multiple teams across the union and amplified by paid advertising and press and social coverage to ensure maximum impact.

In Northern Ireland the strategic organising model, championed by the OtW, was successfully utilised during 2023 to help the region achieve record recruitment of nearly 11,000 new joiners, 10% yearly growth, and an all-time high full membership figure of 51,000 members.

In Scotland the Regional Plan has seen effective campaigning and successful industrial action ballots and strike action in Local Government, Further Education and Higher Education, utilising modern organising tools and lay activists and staff working to deliver positive outcomes; building membership and recruiting activists in social care; organising around violence in schools and pay grading in the NHS.

All contributed to growth in:

- 1) Membership. Net membership growth was achieved for the second consecutive year;
- 2) Member Recruitment. Over 209,000 new members joined in 2023. An increase of 13 percent on 2022 and 47 percent on 2021;
- 3) New Activists. 4,097 new stewards, health and safety representatives (H&S) and union learning representatives (ULR) were appointed in 2023. An increase of 56 percent on 2022;

- 4) Activist Training. 1,648 stewards were Employment Relations Act (ERA) trained in 2023. An increase of 38 percent on 2022. Training also increased for Health and Safety and ULR representatives.

Conference recognises the considerable progress achieved and the challenges that remain.

Conference believes a union's strength lies in its collective power, and organising is the means by which we consolidate and harness that power, as a fundamental strategy for securing the rights and interests of members in a constantly changing environment.

Conference confirms our commitment to building a bigger and stronger UNISON, reflective of the diversity, values, and aspirations of the public service workforce, and dedicated to providing expert advice, support, and empowerment to its members through community, solidarity, and effective collective activity.

Conference calls upon the National Executive Council to continue implementation of the Organising to Win strategy, with a particular 2024 focus on:

- a) A continued and increased commitment of resources over the coming years to achieve the ambitious growth targets set by the union and ensure that full resourcing is available across all the relevant OtW campaigns and workstreams;
- b) Regional and service group annual organising plans to ensure ongoing sustainable growth in membership, participation, and activism;
- c) Development of new tools and techniques to improve member retention;
- d) Launch of an “active member” role, with pathways to further activism;
- e) Promotion of the UNISON College and the role of Union Learning Representatives;
- f) Review and update all activist training to ensure consistent best practice organising content;
- g) Promote Regional Organising events such as the North West Skills For Strength, now in its tenth year, that attracts hundreds of activists every year to have a full day looking at organising methods and successes;
- h) Continued engagement with the national industrial action project to ensure best practice organising techniques are embedded in future strategies for winning national ballots and disputes’;
- i) Collaboration with the national communications team to promote organising and campaigning work of the union and continue to build on membership and activist growth;
- j) A fundamental review of the Organising Framework for 2024/5;
- k) Develop Branch guidance and training to align organising and bargaining at a local level to increase member terms and conditions and secure improved union facilities;
- l) Review existing UNISON guides and resources to ensure consistency with the Organising to Win strategy;

- m) Continue to improve organising data insight and reporting;
- n) Ensure a consistent and high standard of training is delivered throughout the organisation;
- o) To proactively develop organising plans for under-represented members in Branches and Service Groups.

Conference recognises that the opportunities presented by OtW will only be fully realised if it is supported at all levels of the union and calls upon the National Executive Council to work with all Branches and Regions to:

- i) Review any BSOF surpluses and ensure maximum resourcing of “One UNISON” priority campaigns, including piloting of paid release and / or secondment of activist teams to work alongside UNISON Branches to deliver priority organising activity;
- ii) Promote Organising to Win best practice by encouraging all activists to access the new organising guides, webinar recordings, templates, and tools contained on the UNISON Organising Space;
- iii) Give active organising support to any “One UNISON” campaigns that covers members of the branch;
- iv) Regularly monitor and review the Organising Framework and other branch organising plans to raise UNISON’s profile and deliver effective base organising activity to increase member recruitment, retention, participation, and activism at the workplace level.

Conference believes that full implementation of the Organising to Win strategy is a process and encourages continuous review and evaluation of the organising strategy's effectiveness, with a focus on celebrating and promoting successes to build member confidence and engagement.

*1 National Executive Council*

*1.1 North West Region*

*4 East Midlands*

*4.1 North Northamptonshire Local Government*

*5 Northern Ireland Region*

*5.1 Scotland*

## **Composite B - National Care Service**

(Motion 52, Amendment 52.1, Amendment 52.2, Motion 53, Amendment 53.1, Amendment 54)

Conference notes the ongoing crisis in adult social care across the UK and is deeply concerned about the deteriorating state of the sector.

Conference asserts that a toxic combination of years of chronic underfunding and an under-regulated, deeply fragmented market system are responsible for producing this prolonged crisis in the sector.

Conference notes with alarm that evidence of this crisis can be seen in the fact that hundreds of thousands of elderly and disabled people are not receiving the levels of support they need, while extractive providers continue to bleed profits from the system.

Conference notes that the crisis is also evident in the continued mistreatment of the care workforce: employment in the sector is frequently insecure and largely underpaid, often illegally so; while proper sick pay remains elusive for thousands of care workers, along with decent training and progression opportunities.

Conference is particularly concerned at the targeting of migrant workers, both in terms of the impact this will have on these workers and their families, but also the damage it will do to our health and care services, which depend on migrant workers for their survival.

Conference is unsurprised that vacancies in social care are still above 150,000 in England alone, with more than a quarter of the workforce leaving their jobs every year. There are also huge numbers of NHS vacancies and, although the NHS Long Term Workforce Plan (for England) was finally published in 2023, it does not include social care and the chances of the NHS being able to implement it with such restricted funding are limited.

Conference notes that despite adult social care contributing more than £50bn to the UK economy, it continues to be seen purely as a burden on the government purse rather than a vital part of boosting growth. Conference therefore endorses UNISON's campaigns to highlight the importance of social care and boost its standing.

Conference believes the answer to the challenges facing social care is a National Care Service. The NHS remains one of the UK's most cherished institutions and Conference welcomes the union's campaigning for a national care service that would bring social care closer to parity with related services in healthcare, going beyond the short-term and piecemeal solutions repeatedly offered up by Westminster governments.

Conference believes we can only secure the future of social care through a long term plan which would prevent new contracts being given to care providers who do not meet high standards.

Conference believes that will require a workforce well prepared for the care needs of today and the future. The establishment of a Fair Pay Agreement for adult social care in England,

empowering social care trade unions to negotiate fair pay, terms, conditions, staff benefits, and training, would be a critical first step.

Conference further believes that care providers should be forced to demonstrate financial sustainability and responsible tax practices, value their staff, ensure all social care workers are paid fairly for what they do and deliver high quality care for service users.

Conference calls on the National Executive Council to continue campaigning for the creation of a National Care Service based on these values which would benefit every family in the country, prioritising the social care workforce and rewarding them for their work.

Conference notes that UNISON campaigning has had to take different forms in the different UK nations.

For instance, Conference notes that the Scottish government have announced their support for a National Care Service but put forward legislation that will not deliver a national care service worthy of the name and notes that the union has had to campaign against this deeply flawed version of a national care service. Conference notes that this work succeeded in bringing about a pause in the proposed legislation, as well as leading to controversial plans to remove statutory duties from local authorities being scrapped.

Conference further notes “Towards a Real National Care Service” the report by Association for Public Service Excellence (APSE) sponsored by UNISON Scotland. This report builds on a previous APSE report commissioned by UNISON Cymru/Wales and outlines a model of a national care service that is not for profit and summarises the case for the direct public delivery of social care and sets out the initial steps we can take towards this. It shows why direct public service delivery is both affordable and necessary and aims to begin a serious conversation about a UK national strategy for achieving this.

And Conference welcomes the fact that in Cymru/Wales work is progressing with the Welsh government on proposals for a pay and progression framework for the workforce, and that in December 2023 an initial implementation plan for a national care and support service was published.

Conference also congratulates the union for its “Let’s Make Care Work” campaign for a national care service in England.

Conference is particularly encouraged by the Fabian Society’s “Support Guaranteed” report, funded by UNISON’s Campaign Fund, that seeks to lay out the detail and building blocks for a national care service.

The report outlines the need for immediate action in areas such as the workforce but also a longer-term process to build sustainable change, moving away from the current market system.

Conference also endorses the proposed launch date contained within this report for a National Care Service of 5 July 2028 (the 80th anniversary of the launch of the NHS).

Conference notes that the report has already been influential and that its principles have been accepted by the Labour party. However, the need for a National Care Service must be a priority and not delayed until at least a second future Parliament.

Furthermore, Conference is alarmed at the worsening state of the NHS over the past year, with ever lengthening waiting lists, widening health inequalities and an increase in reports of patients coming to harm.

Conference reiterates its policy from National Delegate Conference 2023 that the NHS model must be supported but that there needs to be a change away from underfunding and privatisation. And that, during an election year, these demands need to be raised louder and bolder, including with the regional and national activities outlined in motions at National Delegate Conference 2023.

Conference therefore calls on the National Executive Council to:

- 1) Continue to demand proper funding increases for adult social care and the NHS across the UK;
- 2) Intensify the union's campaigning against the use of profit driven providers and private equity companies in social care;
- 3) Highlight the importance of the care sector to the UK as a potential driver of economic growth;
- 4) Campaign for a credible workforce strategy, and an end to the exploitation of social care staff and the targeting of migrant workers;
- 5) Continue to work with other organisations in the sector who are also demanding change;
- 6) Continue to make the case, with governments and opposition parties across the UK, for UNISON's version of a national care service;
- 7) Intensify the union's campaigning for a national care service to be created within five years as part of UNISON's wider general election work;
- 8) Promote and embed the principles of the APSE report "Towards A Real National Care Service" and the UNISON commissioned Fabian Society report 'Support Guaranteed' as a starting point for further work in developing a model for the sort of national care service that we can support and the country needs throughout UNISON;
- 9) Work with devolved nations, service groups, self organised groups and other like-minded stakeholders to design a vision of the National Care Service we want to see. This should be underpinned by the following principles:
  - a) Social care should be fully funded, universal and free at the point of delivery;
  - b) Social care should be delivered by democratically elected councils and there should be proper investment to develop social care to a high standard;
  - c) There should be sectoral bargaining across social care;

- d) For profit providers should have no place in a national care service;
- e) Fair work, decent pay and improved status should be the norm for all care workers;
- 10) Call on Labour Link to promote this vision within the Labour party in the UK and the devolved nations and seek their support to take it forward in UK Parliaments and to implement it when in power;
- 11) Campaign for all future National Care Service workers to be employed on public sector contracts with access to public sector pensions;
- 12) Work with Labour Link to restate UNISON's opposition to market mechanisms and the need to prioritise the rebuilding of the NHS rather than an expansion in use of the private sector, as well as restating the union's call for vastly increased funding.

*52. National Executive Council*

*52.1 Wirral*

*52.2 Mid Yorkshire Health*

*53. Scotland*

*53.1 National Executive Council*

*54. North Yorkshire*



## **Draft Composite C - The Legacy of the Year of Black Workers**

Motion 77, Amendment 77.1, Motion 78)

Conference following the success of UNISON's Year of Black Workers 2023 (YOBW23), the National Black Members Committee (NBMC) wish to place on record our thanks to all of our activists made this campaign such a success across our union. Throughout the year we saw a renewed and focussed approach to challenging racism and the experiences of Black workers in the workplace and wider society.

The Year of the Black Worker was an opportunity to both celebrate the contribution and achievements of Black Workers across the public sector as well as to also highlight and campaign on the continued deplorable racism and discrimination faced by Black Workers every day. The theme also challenged us to take this beyond 2023 and to establish legacy to generate change.

Conference notes a survey by UNISON in London of 1,000 Black workers in 2023. This revealed that only 30 percent felt their employer took race equality seriously. Additionally, half of those surveyed (51 percent) also said they had witnessed or been a victim of racial discrimination at work, and 53 percent said they believed race had prevented them from progressing in their career. Yet with the Year of the Black Worker now over, Conference recognises that there is still work that must be done, and we must build on the success and the momentum of the Year of the Black Worker in order to not lose focus on tackling these core issues.

UNISON's long history to create and ensure the structures of representation in UNISON, was recognised, and reinforced as we highlighted the important contribution our Black members make in the union, to improve pay and conditions through our ethnicity pay gap campaign and our anti-racism charter which continue to call for improved equality rights for Black workers.

Black Workers continue to face discrimination and racism in the workplace across the public sector, there is still no mandatory ethnicity pay gap reporting and many employers continue to refuse to engage on this important issue. A recent TUC report on Office for National Statistics (ONS) figures showed that Black employees earn £13.53 median gross hourly pay, significantly less than White employees who earn £14.35.

Conference acknowledges that tackling systemic and institutional discrimination against Black workers cannot halt after 2023 and we need to use the building blocks that we have put in place in 2023 to tackle these core issues and must ensure that the issues that Black Workers face form the heart of our bargaining agenda and pay campaigning, only through decent pay awards, local and national, and continuing our fight for insourcing and against outsourcing can we continue to make a real difference.

Conference welcomes the UNISON Anti Racism Charter as a way of embedding the legacy of the Year of the Black Worker, the charter sets out clear and tangible policy changes and equality auditing measures that will make an immediate impact for Black workers whilst also

making a clear statement that it is not good enough for employers to only be 'not racist', they must be actively anti-racist. It commits organisations and their leaders to having a clear and visible race equality policy, as well as a programme of anti-racism initiatives such as training for all staff.

It has become apparent that on the run up to a general election, the Tories will escalate their attempts to divide us so that they can cling on to office. They continue to use racism and the scapegoating of refugees to do this, particularly with the racist Rwanda deportation scheme. Part of our legacy is to increase our campaigning against this, and to build unity amongst our members against such racist policies.

As 2023 ended, Black members recognised that it was vital that the level of activity from 2023 and renewed energy to address racism is not diluted as we move into the next phase of initiatives and campaigns in UNISON in 2024.

Conference also recognises that we must continue the legacy of the Year of the Black Worker by seeking to strengthen fair representation within the union as well, with more Black Members officers in branches and thriving Black Members Regional Self Organised Groups, as well as more Black activists at every level in the union as we grow the next generation of leaders.

Conference therefore calls on the National Executive Council to:

- 1) Support national and regional Black members self organised groups to fully evaluate the success of the 2023 Year of Black Workers with an indicator of where activity has taken place and the range of stakeholders involved;
- 2) Continue to work with national and regional Black members groups to establish a programme of continued activity to build on the achievement of the YOBW23;
- 3) Follow up on motions passed at previous national, service group and self organised groups conferences to deliver the bargaining agendas for Black workers. This includes work with service groups to continue to ensure tackling the Ethnicity Pay Gap is at the heart of their bargaining, organising and campaigning agendas to deliver for Black members;
- 4) Publicise ongoing work, campaigns, and achievements of National, Regional Black Members groups via UNISON social media forums and UNISON website, which will be disseminated across all regions and as many branches as possible in the union. And publicise UNISON's equalities training to all branches and provide monitoring information of attendees based on regions and service groups;
- 5) Report back to the National Delegates Conference in 2025 through the annual report on the continue activities, initiatives, and bargaining campaigns.

*77 National Black Members' Committee*

*77.1 Camden*

*78. Greater London Region*

## **Draft Composite D - Palestine**

(Motion 88, Motion 89, Amendment 89.1, Motion 90, Motion 92, Amendment 92.1)

Conference condemns the devastating war between the Israeli government and Hamas and the killing of tens of thousands of civilians, the vast majority of whom are women and children. We condemn the use of sexual violence in war on any side.

Conference calls for an immediate comprehensive ceasefire, full access to vital humanitarian assistance and an end to the blockade.

On 7 October Hamas launched a brutal attack on civilians in southern Israel, killing over 1,200 civilians, injuring 5,400 and kidnapping 240, including Israelis and migrant workers. Conference condemns this heinous attack and fully endorses UNISON's calls for the safe release of all hostages.

Conference condemns the indiscriminate bombardment of Gaza and ground attacks which have displaced most of the population and damaged or destroyed the majority of homes. Critical infrastructure and essential public services including health, education and water and sanitation have been decimated, resulting in a public health catastrophe.

Over 85 percent of the population of Gaza have been displaced into poorly equipped refugee camps following Israel's ordering of 1.2 million people to immediately leave their homes in northern Gaza and flee south. It is our firm belief that mass displacement is regarded by international jurisprudence as both a war crime and a crime against humanity.

By mid February over 1.5 million people were crowded into Rafah, more than six times the usual number. The Norwegian Refugee Council described it as a "gigantic refugee camp". Israeli attacks on Rafah and other areas look likely to be horrific with UN aid chief Martin Griffiths saying "military operations in Rafah could lead to a slaughter".

Conference notes that in 2018, the UN Special Rapporteur for the Situation of Human Rights in the Occupied Palestinian Territories had declared Gaza to be "unliveable". Since October 7, the Israeli government has severely tightened its siege of the Gaza Strip, cutting off supplies of water, food, electricity, fuel, medicine and other necessities to 2.3 million Palestinians. This amounts to collective punishment, considered to be a war crime under the Geneva Convention.

The tight land, sea and air blockade, imposed by the Israeli government in 2005, and successive bombing campaigns have had a devastating impact on the economy and the lives of the people of Gaza, undermining their rights to health, decent work, water and sanitation and freedom of movement.

Gaza's health system was already on the brink of collapse before 7 October 2023, with severe shortages of essential medical supplies, equipment and specialist provision. Underfunding, the blockade, restrictions on access to Palestinian hospitals in East

Jerusalem and the impact of previous escalations have severely undermined the right to health.

The siege and bombing of Gaza and attack by ground forces has further exacerbated the health crisis, with hundreds of health workers killed and bomb damage, attacks and fuel shortages placing the vast majority of hospitals out of use. Conference condemns these attacks and calls for health facilities, patients, ambulances and health workers to be protected in accordance with international law.

Conference notes the response of UNISON members and branches in providing material and vocal support to the people of Gaza in recent months and urges UNISON branches to continue their support for Medical Aid for Palestine and the Red Cross.

Conference notes that vast areas of Gaza are no longer recognisable, with homes, services and entire neighbourhoods turned to dust. With the level of destruction the people of Gaza will need aid and support for many years to help rebuild basic services and institutions. The rebuilding must be centred on the right to public services and decent work and not a return to the poverty and denial of rights of previous decades.

The horrific violations of international law committed by the Israeli government, Hamas and other armed groups in Gaza, Israel and the West Bank must be investigated and prosecuted by the International Criminal Court and the International Court of Justice. Conference calls on the UK government to support the International Criminal Court's ongoing investigation into the situation in the occupied Palestinian territory, request that the crime of apartheid is considered, and respect the independence of the court.

Conference notes the proceedings instituted by South Africa against Israel at the International Court of Justice (ICJ): 'The Application of the Convention on the Prevention of and Punishment of the Crime of Genocide in the Gaza Strip'. Conference welcomes South Africa's request for the ICJ to urgently implement provisional measures including ordering Israel to cease military actions to prevent possible "irreparable harm" while the case is being determined. We express disappointment however, at the UK government's lack of support for South Africa's case.

Conference is concerned that the UK government continues to grant licences for the sale of British weapons to the Israeli government. Conference notes the Palestinian trade union call to halt the sale and funding of arms to Israel and related military research. We call on the UK government to take immediate measures to suspend the arms trade with Israel and urge Iran and other states to end the transfer of weapons to Hamas and other armed groups.

Conference reaffirms its longstanding demand for a viable Palestinian state. The UK government must recognise Palestine as a sovereign state and call for the United Nations to recognise Palestine as a full member state as a first step to achieving this. Only an internationally supported, just political solution, in line with successive UN resolutions, which provides for a viable, contiguous Palestinian state, alongside Israel, where both states live side by side within secure and recognised borders, will achieve justice and rights for the people of Palestine and Israel.

Conference recognises that the prospect of a two state solution has been significantly undermined by the continued de facto annexation of the West Bank, particularly under the Netanyahu led government.

Conference is concerned at the further deterioration of the situation in the occupied West Bank, where there has been a significant increase in attacks by settlers and the Israeli military and further restrictions on freedom of movement. Palestinian workers have been particularly affected, with many losing their livelihoods. Conference welcomes UNISON's support for the MAAN Workers' Association and Kav LaOved to organise and support Palestinian workers who face extraordinary levels of exploitation in the illegal West Bank settlements.

Conference reiterates its grave concern at the demolition of Palestinian property and the expansion of Israeli settlements in the occupied West Bank, which contributes to the de facto annexation and colonisation of Palestinian land and is rapidly undermining the prospect of a viable Palestinian state alongside Israel. We call on the UK government to ensure respect for international law by prohibiting trade and other activities with the illegal settlements.

Conference reaffirms its commitment to Boycott, Divestment and Sanctions, as an effective and peaceful method to pressure Israel into upholding international law and bringing an end to the occupation. We reject attempts by the government and others to define BDS as inherently antisemitic and welcome the UNISON and Hope not Hate briefing on understanding antisemitism and Islamophobia in the context of Israel and Palestine.

Conference condemns the UK government's attempt to undermine and restrict Boycott Divestment Sanctions (BDS) and the Right to Boycott and welcomes UNISON's work to oppose the Economic Activities of Public Bodies (Overseas Matters) Bill.

Conference calls on the National Executive Council to:

- 1) Campaign for an immediate and permanent ceasefire; an end to the siege of Gaza including the full restoration of water, electricity and communications; immediate access to comprehensive humanitarian aid including food, water and medicines; and the safe release of both Israeli hostages, and Palestinians wrongfully held in Israeli prisons, including under administrative detention;
- 2) Call on the UK government to take measures to uphold international law including suspending the arms trade with Israel, banning trade with the illegal settlements and supporting the prosecution of violations of international law by the International Criminal Court and International Court of Justice;
- 3) Call on the UK government to recognise Palestine as a sovereign, independent state, put pressure on the UN to recognise Palestine as a full member state and implement credible measures and call for renewed talks to facilitate an internationally supported, just political solution, in line with successive UN resolutions, which provides for a viable, contiguous Palestinian state, alongside Israel;
- 4) Work with Labour Link to secure a commitment from the next Labour government to recognise Palestine as an independent state;

- 5) Encourage branches to support the work of Medical Aid for Palestinians and the Red Cross to support the right to health and make a further donation to Medical Aid for Palestinians;
- 6) Continue to oppose the UK government's Economic Activities of Public Bodies (Overseas Matters) Bill and other attempts to restrict BDS, and continue to use targeted BDS to apply pressure to the Israeli government to end the occupation, respect the rights of Palestinians and bring about peace, including promoting UNISON's campaign to divest from Local Government Pension Schemes to branches and regions;
- 7) Continue providing practical solidarity in support of the rights to decent work and quality public services, including through work with trade unions and Palestinian and Israeli human rights and workers organisations;
- 8) Encourage branches and members organising around Palestine in their workplaces and encourage them to mobilise for national and local peaceful protests;
- 9) Promote educational initiatives within our branches to raise awareness about the history and complexities of the Palestine-Israel conflict;
- 10) Continue to support the work of the Palestine Solidarity Campaign (PSC) and encourage regions and branches to affiliate.

*88 National Executive Council*

*89 North West*

*89.1 National Executive Council*

*90 Greater London Region, Housing Associations*

*92 Scotland*

*92.1 National Executive Council*