

NATIONAL DELEGATE CONFERENCE  
LIVERPOOL 2023



## DELEGATE HANDBOOK



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# Welcome to National Conference

from UNISON Scotland Convener Lilian Macer



Firstly, can I welcome all delegates and visitors to Liverpool and hope that you all have a very productive conference.

This year we will gather in Liverpool for the National Delegate Conference (NDC) 2023, this pre-conference briefing will give you some important information around the motions for debate and will take a look back on some of the activity in 2022.

And what a year it's been. The profile of the trade union movement has never been as high and the general public support for public service workers has been brilliant. Scottish and Westminster governments significantly misread the strength of feeling of our members and underestimated the general public support for public service workers whose anger turned into mobilisation on pay, moving to industrial action ballots across almost every sector in UNISON Scotland. With double-digit inflation after a decade without pay growth, and spiralling profits

and monumental greed at the top, our members were saying enough is enough. And Westminster's response to the wave of industrial action was not to recognise the impact the cost of living crisis is having on working families, but to introduce the Minimum Services Bill by removing the right to strike, a fundamental attack on workers' rights, on human rights and on our democracy. Purely and simply it is about creating a situation where, when the boss says "I am going to make you poorer", no one has the freedom to do anything about it.



**High quality public services are affordable and can be funded through fair taxation. This is the basis for decent services provided by properly-rewarded staff and is the key to achieving our social objectives.**



Since we gathered in Brighton in 2022 we have not only been in conflict with the Scottish government on pay but also on its unworkable plans for the National Care service (NCS). Our campaign

activity has paused the legislative process but we cannot afford to sit back, we need to ensure that our positive vision for the NCS is established and any attempt to push through the current proposals must be met with force.

Our focus on our equalities agenda saw UNISON Scotland lead the way, across the whole union, in delivering an outstanding programme of work in the Year of the Disabled Worker and our disabled members' committee have built into their work plan the legacy from a very successful year. In March, we celebrated International Women's Day in Glasgow with an evening of song and fantastic contribution from women in the movement. And in April this year, at Scottish Council, we launched the Year of the Black Worker with the black members' committee producing a hugely ambitious plan

of engagement and participation across Scotland. The presentation rightly challenged us to support inclusion and diversity within UNISON Scotland, telling us 'to get comfortable, we need to have uncomfortable conversations, only then will we be able to establish a legacy that will generate change'.

At NDC this year, our message in UNISON Scotland continues to be that high quality public services are affordable and can be funded through fair taxation. This is the basis for decent services provided by properly rewarded staff and is the key to achieving our social objectives. I look forward to seeing you and listening to your contributions in the debates and focussed discussions over the week of NDC.

Enjoy conference.

*Lilian Macer*

# Who's who



## **UNISON Scotland delegates - Lilian Macer and Tony Slaven**

Lilian Macer and Tony Slaven are elected as Scotland's representatives to conference by UNISON's Scottish Council of branches.



Lillian is from UNISON's Lanarkshire health branch and is UNISON Scotland's convener.

Tony is a UNISON Scotland delegate to the National Disabled Members' Committee. He is with UNISON's South Lanarkshire branch.



## **Standing orders committee rep - Alison Mitchell**

Alison Mitchell from South Lanarkshire branch is Scotland's representative on the Standing Orders Committee which sets out the business for the week.



## **Scottish Secretary - Tracey Dalling**

Tracey Dalling is Scotland's top full-time official. Tracey took over as Scottish Secretary in 2022 and was previously UNISON Scotland's regional manager before becoming Acting Regional Secretary in London region for a period of time.



## **General Secretary - Christina McAnea**

Christina McAnea was elected as General Secretary in 2021. She is the first woman to be elected to this post. Christina grew up in Glasgow, she joined UNISON in 1993 and previously worked at Glasgow City Council.

**President - Angela Egan**

This year's president, who will chair conference, is Andrea Egan from North West region. Andrea has been a local government worker for more than 30 years and is now branch secretary of UNISON's Bolton local government branch.

**Vice President - Libby Nolan**

Libby works for the NHS and was elected to the NEC in June 2021 to a Cymru/Wales seat. Libby is assistant branch secretary of UNISON's Swansea Bay Healthcare branch and was recently re-elected to the health service group executive.

**Vice President - Amerit Rait**

Amerit works for the NHS and was elected to the NEC in June 2021 to a Greater London seat. Amerit has held several branch positions, from young members' officer to assistant branch secretary. He's currently with Imperial College Healthcare branch.

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**Scotland's NEC members**

Jim McFarlane, Lyn Marie O'Hara, Kate Ramsden, Stephen Smellie and Davena Rankin are Scotland's elected National Executive members.

Kate and Davena hold the women's seats, Jim holds the male seat and Stephen holds the general seat. Lyn Marie holds the low paid women's seat.

Gordon McKay is an NEC member from health and Katrina Murray represents disabled members.

# On the fringe

## List of fringe events taking place at conference

Throughout conference there will be a range of fringe meetings at lunch-time or after conference closes for the day.

The full list of fringe events will be on the conference app (see page 7) including venues and times

### UNISON Scotland fringe meeting

**Campaigning for a National Care Service: Learning lessons and developing our vision.**

**Wednesday 14 June at 12.45pm – 1.45pm in Hall 2P 200x Theatre.**

**Speakers:**

Kate Sharkey (chair Scottish Community Service Group)

Audrey McCabe (Scottish social care worker)

Gavin Edwards (Senior National Officer, UNISON)

Andy Mudd (APSE Author of UNISON/APSE Report A National Care Service for Wales)

Lianne Dallimore (vice-chair of UNISON Cymru/Wales Social Care Forum)

### Scotland delegate meeting

Monday's Scotland regional delegate meeting gives last minute information and discusses Scottish input. It is also your chance to meet your colleagues in person.

**Monday 12 June at 17.15 – 18:45 in ACC Liverpool Hall 1C**

# Conference app

## Guide to using conference app

UNISON Scotland daily briefings will be uploaded onto a conference app. We will not be printing copies this year. The app includes lots of information about the conference and gives you the chance to meet and chat to other conference delegates.

You can browse the conference agenda, standing orders, committee reports and use the venue floor plans to find meetings, and view and post pictures.

### UNISON Conference APP Instructions

1. Scan the QR code
2. Or download the Webex Events app
3. Register yourself
4. Type the event Code (UJUNE2023)
5. Enjoy the Conference App



Conference APP



Scan this QR Code to download app on to your device. Type in the event code UJUNE2023 and conference app will open.



For access via a browser scan the QR Code below this will take you to the Web App (useful for iPad users)

# Your conference comms team

Contact Louise, Watty or Jane for support



Scottish Communications and Campaigns Committee: Louise Noble, Watty Gaffney, and Jane Aitchison will upload briefings to the conference app (see page 7) during conference week.

The team will also update [www.unison-scotland.org](http://www.unison-scotland.org)

It would be really helpful if speakers could let the team know when they are speaking (so we can get a photo) and provide a copy of their speech for the reports.

Your communications team will be among the delegation. Please feel free to speak to them.



# Motions

## Motions on National Delegate Conference agenda

Motions in this section support the continued focus of the union on organising and recruitment that build a stronger voice for public sector workers.

### Motion 1

NEC motion on organising, this together with the UNISON Scotland amendment 1.1 will be a key debate at NDC and will set the unions agenda around organising, the motion looks to introduce a cultural change with initial recommendations part of a longer term process, continue to support the ORSD project to develop further recommendations to build an even bigger, stronger, and more powerful organising focused union. During 2022 the ORSD project engaged with UNISON departments, regions, service groups, Self Organised Groups and equality groups and conducted over 100 one-to-one conversations with branch secretaries from across the union to identify existing best practice and key organising challenges. Resulting recommendations consider sectoral and workforce trends, organising tools, techniques and best practice, and the resource and coordination required to deliver successful organising at every level of the union. We welcome the work of the ORSD project and recommendations for a comprehensive joined up organising strategy.

### Motion 2

Equalities Grow our Union submitted by Lesbian, Gay, Bisexual and Transgender Plus (LGBT+) outline the importance of inclusion within the union and the success of SOG members in recruiting at community events across the United Kingdom and have encouraged greater activism. The campaign on trans equality has encouraged over 200 members to be allies in the workplace. The LGBT+ national committee's young LGBT+ worker campaign continues to grow with many in the network now getting involved in their branch and regional groups.

#### Motion 4

Equality is UNISON Business - Submitted by the Black Workers Committee. In the Year of the Black Worker this motion together with our amendment is very likely to be a major debate at NDC this year. One of UNISON's main aims is, as per UNISON's rule book, "to seek to ensure equality of treatment and fair representation for all members and to work for the elimination of discrimination on grounds of race, gender, sexuality, gender identity, disability, age or creed".

#### Motion 5

Increasing Participation of Lower Paid Women in Our Union-submitted by the National Women's Committee. This has been an issue in UNISON Scotland for some time, we have been working to try and address, the issues include the barriers include lack of time, difficulty in negotiating flexibility time with employers, caring responsibilities, and the cost of childcare. Also, some branches and some women can be unwelcoming and may fail to provide support. Black women may face prejudice and racism and there can also be an element of snobbery if the woman has a low paid job. The actions in this motion may well help us address the democratic deficit and increase participation from this under-represented group of members.

## Constitutional Matters

### Motion 7

Speaking 'in a Personal Capacity' submitted by North and West Belfast Community Health. The motion highlights as a union we value the fundamental right to freedom of expression. Speaking on public platforms when members use their UNISON designation and the union's name, we expect that they are representing the aims, values and democratically agreed UNISON position. When speaking 'in a personal capacity' they are entitled to give voice to their personal views. There is no Scottish policy around this issue and this motion is likely to be a contentious issue with speakers for and against, NEC position on motion 7 is oppose.

## Negotiating and Bargaining Agenda

### Motion 14

Threats to UK Health and Safety Legislation submitted by South Lanarkshire. The motion recognises in the short time since the UK withdrew from the EU, the gap between the UK and the EU on workers' health and safety has widened. One of the actions in the motion highlights the importance of working with Labour Link and building support amongst all political parties and other stakeholders it deems relevant to lobby against and challenge any attempts to make changes to UK Health and Safety legislation without the introduction of new primary legislation.

## Campaigning

### Motion 17

Defend the Right to Strike-submitted by the NEC highlights the dangers of the new Strikes (Minimum Services Levels) Bill for Great Britain which further attacks the right to strike and with draw your labour in this country. Conference believes that the right to strike is a fundamental human right and needs to be exercised now to win better wages and conditions in the middle of a cost-of-living crisis. Whilst there have been gains in individual employment rights over recent decades this country has seen a fall in collective bargaining coverage, a fall in living standards as a result and a concentration of power and money by the wealthy.

### Motion 28

A Vision for a National Care Service-submitted by UNISON Scotland, recognises the need for change in social care. The current system values neither staff or service users. It creates a low paid workforce and fails to recognise the skills required for the high quality social care that our most vulnerable citizens deserve. The current system across the UK enables and promotes a market approach which has seen for profit companies take over many care services, driving down pay and conditions and directing profits to shareholders, many of whom do not even live in the UK. Often, when they fail, councils have to pick up the services with tax payers' money.

## Environmental

### Motion 48

The Climate Emergency Post COP27 and Decarbonising UK Public Services Policy Development & Campaigns Explanation: This is an NEC motion which follows on from last years significant Climate change motion which, amongst other things, embedded a rule change to introduce an Environment Officer role in all branches. This motion is seeking to re-commit and broaden the scope of our Green UNISON campaign strand.

## International

### Motion 72

We Need to Talk About Palestine International Explanation submitted by Royal Victoria Hospital Belfast & Muckamore Abbey-highlights and supports Amnesty International and B'Tselem's analysis that actions and policies of the Israeli government against Palestinians constitute the crime of apartheid in international law. Supports calls for the international criminal court to consider this and bring the perpetrators to justice. The threat of formal annexation, and impact of demolitions and settlement construction, highlighting the complicity of corporations, the UN database of business enterprises involved in the settlements and calls the database to be expanded and for the UK government to ban trade with the settlements. Opposes the government's plans to introduce an anti BDS bill and highlights the implications. Reaffirms UNISON's support for BDS. Calls on the NEC to promote UNISON's guide on Palestine, support the call for apartheid to be considered by the ICC, the UN database to be expanded and for a ban on trade with the settlement, continue work on pension fund disinvestment and engagement, oppose the anti BDS bill and continue supporting BDS. This motion updates policy to include recent events. Reaffirms and builds on UNISON's position on the crime of apartheid, as well as the union's position on BDS and opposition to laws intended to restrict it.

## Efficient and Effective Union

### Motion 84

Submitted by the NEC-looks at how best UNISON can make the most effective use of the surpluses built up nationally and in branches during COVID lock downs in 2020 and 2021. If carried the motion could see £10,250,000 (split equally between national funds and branches) transferred to the Industrial Action fund which would then put UNISON in a stronger position to support branches and service groups engaged in industrial action. Branches will still maintain their general reserves at no less than £113 per member. This is likely to be one of the most contentious debate at NDC and worth remembering the focus is to redistribute finances to benefit members taking industrial action.

# Rules

Thursday afternoon is set aside for the rules debate and this year there are very few rule change motions submitted, all are supportive from a UNISON Scotland perspective.

R2 Rule D Young Members' Seat  
R5 Rule G Branch Meetings  
R7 Rule G Branch Officers  
R8 Rule G The Branch Secretary  
R4 Rule G Branch Organisations  
R1 Rule C Honorary Life Members  
R3 Rule D Service Groups  
R6 Rule G Branch Officers

It is therefore highly likely that the Standing Orders Committee (SOC) will move back to the remaining order of business, so be ready for other motions that afternoon.

A reminder of the priorities agreed at the Scottish Council in April.

|    | No | Motion Title  | Submitter         |
|----|----|---|-------------------|
| 1  | 28 | A Vision for a National Care Service                                  | Scotland          |
| 2  | 58 | Westminster Blocking the Scottish Gender Recognition Reform Bill      | South Lanarkshire |
| 3  | 65 | Raising Awareness of No ID Vote                                       | Renfrewshire      |
| 4  | 74 | Supporting Migrant Workers in Qatar after the World Cup               | South Lanarkshire |
| 5  | 14 | Threats to UK Health and Safety Legislation                           | South Lanarkshire |
| 6  | 4  | Equality is UNISON Business   | NBMC              |
| 7  | 1  | Organising to Win -Building Workplace Power through Participation     | NEC               |
| 8  | 78 | The Northern Ireland peace process 25 years on                        | Northern Ireland  |
| 9  | 48 | The Climate Emergency Post COP27 and Decarbonising UK Public Services | NEC               |
| 10 | 56 | Securing the Legacy of the Year of Disabled Workers                   | NDMC              |
| 11 | 69 | Defending and Improving Women's Rights Internationally                | NWC               |
| 12 | 66 | Protect Workers' Rights and Promote Equality                          | Northern Ireland  |

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[www.unison-scotland.org](http://www.unison-scotland.org)