

Scotland delegates' handbook



- Message from Scottish convener
- Scotland policy guide on all the main issues
- Who's who? Briefings service and other contacts
- What's happening guide • Brighton information • Fringe events
- Inserts with seating plans



On the fringe

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

Fuller details will be in your conference guide along with venues but for a taste of things to come we have set out those we know about.

Tuesday lunchtime (12.45-1.45):

Membership Engagement Programme

Solidarity with Turkey

Tuesday evening (5.15-6.15):

Misogyny as a hate crime

Ukraine

Solidarity and Resistance Cuba

World cup - Qatar Migrant workers rights

Proportional Representation for Westminster- why it matters to UNISON (.) **sponsored** by South Lanarkshire, North Lanarkshire, Glasgow City and other branches

Wednesday lunchtime (12.45-1.45):

Hybrid approach to organising

Equality fringe - After Covid

Net zero - getting to decarbonisation
Scotland fringe

Pregnancy, Maternity and Menopause

UNISON College

Wednesday evening (5.15-6.15):

Mass Dismissals (IER)

Solidarity with Palestine

Celebrating Year of Disabled members

TU fight against Racism

Solidarity with Colombian TU's

Social Care

Thursday lunchtime (12.45-1.45):

Energy Price Crisis

Cost of living

Show Racism the Red card

UNISON Pensions Campaigns

Organising and recruitment strategy

UNISON H&S priorities

Food Banks

Thursday evening (5.15-6.15):

Levelling up - tackling racial disparities

Violence against women

Taking your time

Organising to Win



Get the Morning Star at conference

The Morning Star is the only newspaper that reports daily on the debates at conference and reports them favourably.

Other daily newspapers are more likely to attack the delegates who demand an end to austerity and argue for decent pay, conditions

and pensions for our members.

If you make a speech at conference there is a chance you'll see your wit and wisdom reported in the paper next day.

The Morning Star will be on sale each day at a stall in the exhibitions area.

Welcome to National Conference

from UNISON Scotland convener Lilian Macer

Welcome back to an in-person National Delegates Conference (NDC).

This year as we gather in Brighton to set UNISON policy we should look back over what has been two very tough years of the pandemic, I hope the Scottish Government see what we can all see, that it was public sector workers, UNISON members, who carried this country through.

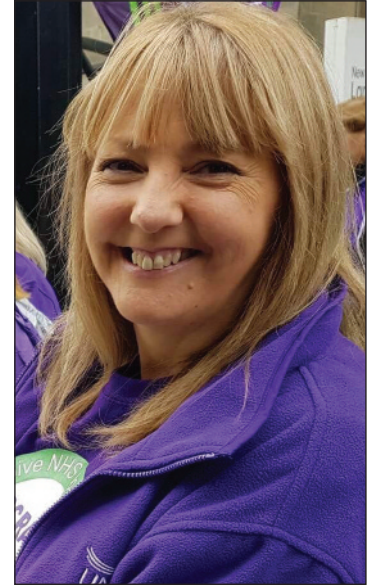
UNISON Scotland, staff and activists, certainly upped our game during the pandemic seeking to support 100,000s of our members affected by furlough; attending working environments which were a heightened risk to life; or who were forced overnight to turn their homes into workplaces.

UNISON members have worked tirelessly to keep everyone safe at huge cost to their own well-being and are now physically and mentally exhausted. We knew that the current health and care system was going to be overwhelmed regardless of Covid. The winter plans for the past number of years failed to deliver the

‘ We cannot allow workers to pay for yet another economic crisis they did not create. ’

capacity required to meet the demand and the virus has simply brought this into sharper focus.

Over the past two years in Scotland we have not taken our focus away from our members pay, thanks to years of pay restraint and inflation, public sector workers pay is worth far less now than ten years ago. Our members are rightly angry with Westminster and Scottish Governments 'austerity' agenda on them and their families. As the Covid restrictions are lifted we are now in the grip of a cost of living crisis and holding wages down won't stop the cost of living soaring. We cannot allow workers to pay for yet another economic crisis they did not create, we must act as a collective and demand that the government deliver the



cash so this year's wage increases are above the rate of inflation

In November 2021 Glasgow hosted COP 26, UNISON launched the Getting to Net Zero in Public Services, The Road to Decarbonisation Report and the General Secretary Christina McAnea made a commitment to prioritise climate

IMPORTANT EVENTS

Scottish Branches Meeting

Monday 13 June 5.30pm

An essential meeting to get last minute news and updates.

**Paganini Ballroom, Old Ship Hotel,
Kings Road, Brighton BN1 1NR**

Local Government Branches Meeting

Saturday 11 June 5.00pm

**Paganini Ballroom, Old Ship Hotel,
Kings Road, Brighton BN1 1NR**

Inside

On the Fringe2

Welcome from Lilian3

Who's who5

Scotland policy guide to all the main Conference debates . . .6

What's happening? A guide for new delegates and old ones who were afraid to ask. . . .14

Rough Guide to Conference 15

Conference Briefings and Website Team16

Handy hints for delegates . .16

Brighton information17

Seating plan and delegates list are enclosed on separate sheets.

Welcome to Conference from Lilian Macer

From Page 3

emergency for the union. As our report shows, it is now a perfect opportunity to put in place government action plans with procurement and commissioning mechanisms to enable public services to meet their statutory binding obligations. Key to this success is a social partnership approach, engaging with public service workers and their unions to ensure the

transition to net zero is just and fair - protecting and creating jobs, improving our health and the planet

In defending our public services, we have faced many difficulties with our campaigns mitigating the worst excesses of the impact of the Government's social, economic and political policies of austerity.

Our conference is the opportunity for us to set our union's policy that

will deliver benefits for our members, the economy and our communities. We also need to redouble our efforts through our international work, we condemn Putin's invasion of Ukraine and we stand in full solidarity with the millions of victims of the attack and call for an immediate cease-fire and a withdrawal of all Russian forces from Ukraine. (see UNISON Scotland statement on page 12)

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 Convenor UNISON Scotland



Lilian Macer is not renowned for long tedious speeches but, just in case, a platform delegate settles down to a nice cup of tea.

John Stevenson - an appreciation

As most readers will know, John Stevenson, previous chair of UNISON Scotland's Communications and Campaigns Committee, and until now, the first and only editor of this pre-conference briefing, sadly died on 6 April this year.

Many tributes have already been paid to John, who leaves a huge legacy in communications in Scotland and more widely across the Labour movement.

John was fiercely proud of our tradition in Scotland of lay leadership in partnership with staff and, with the late Chris Bartter, created a model of communications which we continue to

this day.

John's conference briefings are legendary. He never lost sight of their purpose - as briefings for delegates on UNISON Scotland's position of motions and rule changes - but he also made them fun

Those of us picking up John's mantle are well aware of the legacy he has left us and while we will never be that good, we are determined to do our best, in John's memory.

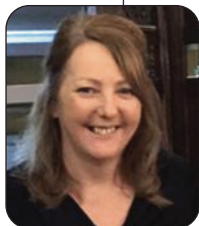
Have a great conference everyone.



Who's who, or handy folk to know

Lilian Macer and Tony Slaven Scotland Delegates

Lilian and Tony are elected as Scotland's reps to Conference by the union's Scottish Council of branches. See page 6 for details of what they do at Conference and how they can help.



Lilian is from Lanarkshire Health Branch and is UNISON Scotland convener.



Tony from South Lanarkshire Branch is a Scotland delegate to the National Disabled Members Committee.

Tracey Dalling, Scottish Secretary

Tracey Dalling is Scotland's top full time official. Tracey took over as Scottish Secretary in 2022 after Mike Kirby's retirement took us all by surprise.

Scotland policy guide on all the main issues

Lilian Macer and Tony Slaven were elected by the Scottish Council as UNISON Scotland's delegates to Conference.

Branch delegates should use them as a source of information and they have a key organisational role.

They can help you liaise with other branches and regions. They will know how debates are organised, who to speak to and, more importantly, how to get to speak.

They will advise on Scottish policy and will speak for UNISON Scotland in debates.

Here, they preview the main debates at Conference, offering comments and advice from a UNISON Scotland policy perspective.

The briefing cannot mandate branches who may have

different policies, however it may assist delegates in taking an overview of Conference.

Conference 2022 has 121 motions (ten less than 2019) and 17 rule amendments (down by six on 2019).

UNISON Scotland and Scottish branches have submitted several motions, ten of which have reached the priority for debate

Re-prioritising

The experience of recent years is that Conference will manage to discuss 30 to 35 or so of these motions.

Therefore if your favourite is not discussed below, it is unlikely to be debated first time around and the only alternative will be in the re-prioritisation exercise. This will take place on Wednesday evening/ Thursday morning, for Friday afternoon's agenda (see page 16). You can only re-prioritise motions on the priority list.



'Steven Larkin panics when he realises that page 2 of his speech is last night's bar order

The Standing Orders Committee (SOC) has balloted regions, the NEC, self organised groups, National Young Members' Forum and the National Retired Members' Committee on what motions should be prioritised for debate.

Scotland motions and amendments

The following motions and amendments involving Scotland have been prioritised.

16 Never Forget to Lift as You Rise
Lanarkshire Health

17 Supporting Low Paid Women to be Active in Our Union Aberdeenshire

23 Procurement - Don't Sell Our Workers Out Renfrewshire

36 Public Sector Pay, Finance and Taxation UNISON Scotland

47 Bargaining to Resist Cuts in Living Standards Lanarkshire Health & Lothian Health

50 Coronavirus – National Day to Remember Scottish Healthcare

79 Defending Workers' Rights in Turkey South Lanarkshire

91 Devolution Protocol
UNISON Scotland

102 Proportional Representation
South Lanarkshire

104 Proportional Representation
City of Glasgow & North Lanarkshire

121 Speak Up and Speak Out
Renfrewshire

58.1 Campaigning for a National Care Service UNISON Scotland amendment

93.1 Post Glasgow COP26 - Decarbonising UK Public Services
UNISON Scotland amendment

Scotland priorities

As a reminder for delegates the priorities for debate agreed at Scottish Council on 2 April were...

91 - Devolution protocol

Scotland

36 - Public sector pay, finance and taxation

Scotland

58 - Campaigning for a National Care Service

NEC

93 - Post Glasgow COP26 - Decarbonising UK Public Services

NEC

1 - Building the Union Organising for Our Future

NEC

16 - Never forget to lift as your rise

Lanarkshire Health

102 - Proportional representation

South Lanarkshire

17 - Supporting low paid women to be active in our union

Aberdeenshire

23 - Procurement - don't sell our workers out

Renfrewshire

47 - Bargaining to resist cuts in living standards

Lothian Health/Lanarkshire Health

79 - Defending workers' rights in Turkey

South Lanarkshire

50 - Coronavirus - national day to remember

Scottish Healthcare



A disappointed Scott Donohoe is defeated by Conference at the Stone Scissors Paper game.



Frustration sets in as he loses again.

Recruiting and Organising

Motions in this section of the agenda around recruiting and organising will focus on the union's organising strategy ensuring we are fit to cope with the onslaught of savage cuts to public services.

This section includes motions and amendments from 1 through to 19 and is supportable from a UNISON Scotland perspective. Included in this section are motion 16, Never Forget to Lift as You Rise, Lanarkshire Health and motion 17, Supporting Low Paid Women to be Active in Our Union Aberdeenshire.

Motion 1- Building the Union Organising for Our Futures, submitted by the NEC will be a key debate for conference. The motion and amendment highlight the impact of the pandemic on membership and opportunities to organise. Despite a positive national profile

throughout the pandemic, UNISON's membership decline

persisted and 2021 ended in net membership decline of around 30,000.

The composite will call for a strategic review which will report back to Conference in 2019 with a view to tabling proposals which if agreed by Conference can be implemented immediately together with any additional proposals which may take longer to take effect and could require rule changes to be considered by Conference in 2020.

Motions 10 and 11- Not in Our Name highlight the concerns raised at December Scottish Council about the impact resolutions agreed at a meeting of UNISON's National Executive Council on 6

continued on page 8

From Page 7

October 2021 have had, and could have, on our union and our members.

These resolutions were added to the agenda despite advice from the legal department that four of these resolutions were in breach of UNISON rules, potentially unlawful and could bring our union into disrepute. The NEC position is to oppose; **UNISON Scotland position is to support.**

Motion 15-UNISON at 30 Next year, submitted by Newcastle Hospitals Branch. In 2023, UNISON will celebrate 30 years as a trade union. At its creation, UNISON became a union with the majority of its members being women and from the start put rules in place to ensure proportionality. Delegates to UNISON conferences and committees

across all its structures ensure that two-thirds of those nominated to participate are women, with seats reserved



Never try to move a point of order when Jane Aitchison is speaking.

This section covers motions between 20

and 37 and are all supportable from a UNISON Scotland perspective.

It includes motions 23 Renfrewshire, 32 City of Glasgow, Work Related Violence and motion 36 from Scotland, Public Sector Pay, Finance and Taxation.

Motion 36, Scotland and 37 Pay and Cost

for low paid women. The motion call for a report to be submitted to National Delegate Conference 2023 with an action plan and recommendations to improve the number of women participating at all levels in UNISON.

Motion 16, Never Forget to Lift as You Rise. The motion recognises that our Women Members are our greatest asset and is submitted by Lanarkshire Health Branch. This motion is receiving support from a number of areas within the union. The motion welcomes the election of Christina McAnea as the first woman General Secretary of a major trade union.

Representing more than a million women working across the range of public services, UNISON with its commitment to lay democracy and proportionality and fair representation enshrined within our rule book are in a unique position to ensure that women's voices and experiences are heard at all levels of government as representatives, negotiators, and leaders. This together with motion 17 from Aberdeenshire is likely to form part of a composite.

Negotiating and Bargaining scheme costs

of Living Crisis, Cymru/Wales with amendments are likely to form a composite. This will give branches the opportunity to debate the immediate pressure members face with the high rates of inflation which are eroding the spending power of our member's pay. The rising inflation rate comes alongside a huge increase in energy costs and with food prices increased by 20% this debate will be key to setting the strategy to mitigate against the cost of living crisis we are now living through.

Campaigning

Motions 38 to 109 in the campaigning section will cover the broad range of issues in our campaigning agenda, defending and supporting our members to deliver high quality public services to our

local communities, with a number of motions dealing with, pen-sions and equality, sexism, misogyny and harassment, public sector campaigns and our international agenda.

continued on page 9

From Page 8

Campaigning after COVID (cont)

This section includes **motions 47** Bargaining to Rescind Cuts in Living Standards, Lanarkshire and Lothian Health Branches, and **motion 50** from Scottish Healthcare, Coronavirus and a National Day to Remember.

Also **motion 79**, Defending Workers' Rights in Turkey submitted by South Lanarkshire, **motion 91** Devolution Protocol, Scotland, **motion 102** Proportional Representation, **motion 104** Proportional Representation submitted by City of Glasgow and North Lanarkshire.

Motion 42 Sexual Harassment - More Work to Do and **motion 43** submitted by the National Women's Committee, Zero Tolerance to Sexual Harassment Facing Young Women, submitted by South East and **amendment 43.1** will likely form a composite, recognising that everyone has the right to work in a safe and supportive environment, but for many young women, the sexual harassment they experience at work leaves them feeling vulnerable, scared and powerless.

Victims are often left with little confidence and unable to speak out about the harassment, often downplaying the situation, attempting to ignore, forget or endure the behaviour.

Motion 52 Sick Pay for All Workers, submitted by the Private Contractors' National Forum and **motion 53**, Full Sick Pay Now! Submitted by Ulster Community and Hospitals together with **52.1, 52.2, 52.3, 53 and 53.1, 53.2, 53.3, 53.4** will likely form a composite.

The last two years of the Covid-19 pandemic have drawn attention to the shocking lack of support many workers get when they are sick.

Conference believes that the Statutory Sick Pay (SSP) system is grossly inadequate, and forces too many people to work when sick, borrow money from family and friends, go into debt or take annual leave as an alternative.

Motion 56. Learning the Right Lessons from Covid-19 submitted by the National Executive Council with amendment **56.1** and **motion 57**, A Post-Pandemic Plan for Public Services, submitted by Bedfordshire Police will likely form a composite.

There are a number of actions within the composite including the need to undertake campaign activity with allies, including, where appropriate, the TUC, Welsh TUC, Scottish TUC and Irish Congress of Trade Unions and Labour Link, public service users and community groups in furtherance of our No Going Back to Normal campaign goals - including bringing all privatised services back in house in all public services on equal pay and conditions with the existing workforce.

Motion 58- Campaigning for a National Care Service National Executive Council, amendment **58.1** from Scotland will be an important debate on the crisis in social care and the need for additional funding to meet the demand on the service and the need for a National Care Service which removed the market and offers a fair work agenda for workers.



Gordon McKay bestows a blessing on delegates in the hope that they will give him their vote..

continued on page 10

International motions 69-79

Motion 79- Defending Workers' Rights in Turkey submitted by South Lanarkshire The motion raises concerns at the continued erosion of workers' and human rights in Turkey and the increasingly authoritarian rule of President Recep Erdogan's ruling Justice and Development Party (AKP).

Turkey remains one of the 10 worst countries in the world for workers, according to the ITUC, due to the brutal



Tony Slaven hopes that his tee-shirt will support his claim to be much younger than he is, without too many questions asked!

repression of strikes, the harassment of trade unionists and systematic use of union busting.

Other international motions focus on Colombia, Palestine, Zimbabwe, Nicaragua, Papua New Guinea China and the issue

of vaccine inequality.

Currently there are no motions on Ukraine, because the Russian invasion had not taken place by the time that motions had to be submitted.

However it is very likely that there will be emergency motions on this issue. UNISON's position is very clear and it has unequivocally condemned the invasions.(see page for more details on UNISON Scotland's position on Ukraine.)

The terrible killing of Palestinian journalist, Shireen Abu Akleh by Israeli forces is another matter which may come to conference through an emergency motion. UNISON has unequivocally condemned the killing.

Equalities 80-89

Motion 80 CEDAW Essential for Women's Rights, submitted by National Women's Committee recognises that CEDAW, the United Nations Convention on the Elimination of All Forms of Discrimination Against Women, is significant in the international human rights framework because it is exclusively devoted to gender equality. It is one of the core international human rights treaties of the UN and it requires countries that have ratified it to undertake legal obligations to respect, protect and fulfil women's human right.

See more details on **Motion 87** from the National Disabled Members Committee on page 13

Decentralisation 90-91

Motions 90 Devolution Protocol submitted by Northern Ireland and **motion 91** Devolution Protocol submitted by Scotland will likely be a composite.

The composite notes that the work of reviewing the devolution protocol agreed by the 2019 National Delegate Conference is not yet complete and calls on the National Executive Council to complete that review with the aim of bringing forward an up to date devolution protocol.

Environment 93-95

Motion 93, Post Glasgow COP26 - Decarbonising UK Public Services submitted by National Executive Council, and amendment **93.1** Scotland, will be an important debate and I would encourage branches to participate.

We believe that whilst promoting individual action to combat climate change is important, collective action and social change are essential if man made climate change is to be tackled effectively and public services will be crucial to doing so.

From Page 10

Constitutional reform 102-105

Proportional Representation

This conference sees a number of motions on the agenda on constitutional reform.

These include **Motion 102** on Proportional Representation (PR) from a number of branches including South Lanarkshire, and **Motion 104** also on PR from the City of Glasgow and North Lanarkshire.

Both have been prioritised and may well be composited along with motion 103 from Norfolk County.

There was a debate on PR at Scottish Council in April when a motion from Glasgow City and South Lanarkshire, amended by Scottish Committee, was approved.

Part of the amendment called for the union to "Carry out consultation and research to determine what are the UNISON prerequisites for a 'fair' voting system, such as maintaining a constituency link, party list systems, or a combination of the two and use

this to shape exactly which systems of voting we, as a union are in favour of."

An amendment from the NEC calling for a similar exercise to take place has been ruled out of order by the SOC. However the NEC has agreed to appeal this decision so we will await the outcome with interest.

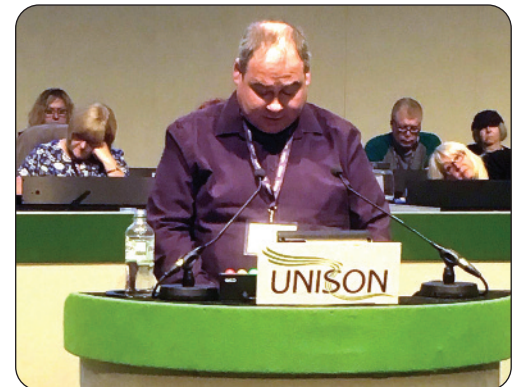
Westminster's First Past the Post (FPTP) voting system has created a toxic environment by repeatedly returning extreme governments against the wishes of most voters.

In 19 of the last 20 General Elections, parties to the left of the Conservatives won the popular vote, yet the Tories have governed for two-thirds of that time.

There are a number of actions within the motions including a call to reject First Past the Post and support the introduction of a form of Proportional Representation for UK general elections, in which all votes count and seats match votes.



Gordon McKay toasts Kathleen Kennedy for her rousing rendition of the Internationale.



Mark Ferguson's bedtime story technique for his kids works for platform delegates too.

Support re-prioritisation of motion 121 - Speak Up and Speak Out

Motion 121 was submitted by UNISON Renfrewshire Branch and was originally ruled out of order by the Standing Orders Committee.

The reason for this was that it was considered insufficiently clear. Following appeal the SOC revised its position and the motion has now been placed on the National Delegate Conference agenda.

The motion highlights the unfairness which exists within current procedures - activists and members who speak out against acts of violence, misogyny and discrimination are not being treated equally.

This motion instructs the NEC to work with self-organised groups to review our procedures and ensure they are equitable, fair, open and transparent. NO activist or member should fear speaking out and should be fully supported when doing so.

As the motion was not part of the original prioritisation process, the only opportunity to have this placed on the main agenda is the reprioritisation process which takes place during conference week.

Renfrewshire is urging all branches to support the reprioritisation of the motion and give it their full backing.

From Page 11

UNISON Scotland statement on Ukraine

UNISON Scottish Council approved this statement at its meeting of branches in April.

Scottish Council unreservedly condemns Putin's invasion of Ukraine and stand in full solidarity with the millions of victims of the attack and call for an immediate cease-fire and a withdrawal of all Russian forces from Ukraine.

Since the night of 24th of February, Ukraine has been under a full-scale attack from the Russia state. Ukraine is bravely fighting the Russian occupiers, defending their homeland, and protecting the Ukrainian nation.

Russian missiles and air strikes are targeted for civil zones. Russian Federation air forces uses cassette and non-controlling bombs. All this leads to destroying of homes, hospitals, and death of civilians.

The invasion is ongoing from East, South, and North, with heavy battles continuing in Kyiv. The Ukrainian people urgently need medical supplies and we urge branches to lobby their health boards to support the call from Medical Aid Ukraine.

We can be in no doubt we are witnessing the worst conflict and the most serious refugee crisis on the continent of Europe since the Second World War. Harrowing pictures of desperate mothers, fathers and children that are all too familiar.

We call on all governments to provide safe-haven for all refugees fleeing the conflict – Ukrainians and foreign workers and students. The UK government has a shameful record of creating a hostile environment for refugees, which is now impacting those fleeing the conflict in the Ukraine and must do everything in its powers to welcome and support all refugees from Ukraine and elsewhere as determined under international law.

UNISON Scotland condemns the widely documented racist treatment faced by Black refugees seeking to leave Ukraine. We send solidarity to all workers and trade union members in Ukraine and in particular to those public sector

workers who are trying under extreme circumstances, to provide vital public services. Council supports sanctions against Russia in response to the invasion, particularly targeted against the Russian oligarchs and supporters of Putin.

This council welcomes the prompt actions by our General Secretary Christina McAnea and welcomes the immediate donation by the union to the ITUC Ukraine appeal and salutes the response by UNISON branches and members both in supporting the ITUC appeal but also the Ukrainian people, which represent the best traditions of international trade union solidarity.



Rule Amendments

Rule amendments are traditionally debated on Thursday afternoons. There will be a full briefing in the Wednesday conference briefing, prior to the debate the next day..

Looking back at the Conference theme

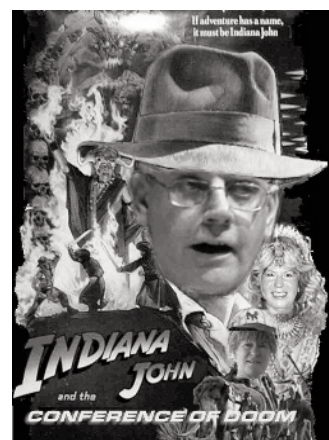
Conference is a serious business but that doesn't mean we haven't had a bit of fun in our time too.

The Briefings Team has run a theme over previous conferences including 'The Conference of the Rings', 'Star Trek the Conference Generation', 'Conference Royale', 'Lili Potter and the Conference of Secrets', 'Glescalot', 'Mike - The Greatest Fairy Tale never Told', 'Avengers, the age of UNISON' and last year's 'Lili Pan, A Scottish Fairy Tale'. All have been praised for their literary merit

(we think).

Sadly we no longer have the multi-talented John Stevenson with us to provide the graphic illustrations, without which the stories are but words on a page.

This year, in memory of John, we will run a retrospective on some of the best pieces of literary endeavour, the stories they told, the many roles people played and the genius that was John Stevenson's graphics.



Equalities Motion 87

Year of Disabled Workers 2022

Demand for review of Equality Act

This year has been designated by UNISON as **Year of Disabled Workers** as a result of a motion from South Lanarkshire Branch to National Delegate Conference in 2019.

COVID pushed back the year from 2021 to 2022 but it is now up and running and the recent STUC Congress followed UNISON's lead and also declared this as the Year of Disabled Workers.

UNISON Scotland launched the Year of Disabled Workers at the Scottish Council meeting in December 2021, when MSP Pam Duncan-Glancy gave an inspiring presentation which generated passionate discussion by delegates at a level seldom experienced and a commitment to do their part to highlight the experience of our disabled members, the value they bring to our union and to the workplace, and to call for better enforcement of legal rights including the right to reasonable adjustments at work.

Alison Mitchell, Chair of Scottish Disabled Members Committee (SDMC) asked that all branches commit to an activity during 2022 as a contribution to this agenda in support of disabled members.

Alison said: "This campaign is for all workers, and not just disabled workers.

"YOU have a part to play to make sure that your disabled colleagues who have the same ability and the same work and



career progression aspirations as you, also have equity of opportunity throughout their working lives. Each of us is only ever a second away from an injury or illness that can leave us with a life-changing condition facing avoidable workplace challenges and barriers caused by attitudes, assumptions, and workplace structures and policies

“ This campaign is for all workers, and not just disabled workers ”

Some of the main pieces of work that will be delivered by the SDMC include:

- Development and roll out of disability training modules.

- Webinar input on Reasonable Adjustments available to branches, on request.

- Series of webinars covering a range of topics.

- Production of guidance on accessibility at virtual meetings for hearing impaired/deaf members.

- Member survey of attitudes to disability and barriers.

- Publication of our regular newsletter.

Motion 87 from the National Disabled Members Committee calls for the NEC to work with



Pam Duncan-Glancy MSP

them to campaign for a full independent review of the Equality Act 2010 which involves meaningful consultation with disabled people and considers whether there are other groups, such as carers, who need to be offered additional protection.

It calls for the parts of the Equality Bill that were never implemented to be revisited, reviewed and brought into law and for UNISON to support the TUC campaign to fully implement all Equality Act provisions, including the socio-economic duty, dual and multiple discrimination and the publication of impact assessments.

The motion also calls for a campaign for the Disability and Employment Charter to be recognised as the starting point for radically improving the government's Disability Strategy, which should be based on robust consultation with disabled people and improved support for disabled people to enforce their rights, including the right to reasonable adjustments.

What's happening?

GUIDE FOR NEW DELEGATES (AND OLD ONES WHO WERE AFRAID TO ASK)

With up to 3,000 delegates and visitors, Conference can be a daunting prospect, especially if you don't know what's happening. But now you will, thanks to *SiU*'s handy guide.

Scotland Meeting

Monday's Scotland delegates' meeting gives last



Katrina Murray isn't too proud to seek more enthusiastic applause in the usual way



And is well chuffed when she gets it!

minute information and discusses Scottish input. It is also your chance to push your issues (see p3).

Seating Plan

There should be a seating plan in this pack. We traditionally get at least one seat wrong - so if you find yourself sitting on someone's knee, it's likely to be a mistake.

Credentials Bar Code

No this is not a secret sign to get a drink. Your credential card has a bar code which will scan you in. You must wear the card at

all times. Wearing it at your waist is not helpful to the stewards, will lead to delays and may end up with more than you expected being scanned!

Conference Guide

This prints all motions submitted. It also has more detailed useful information. You will also get a booklet with composite motions, listed by letters of the alphabet (usually with the numbers of the motions in brackets).

Speaking, speakers lists, timings

Seats for speakers FOR and AGAINST are labelled at the front. If in doubt, staff at the Rostrum Control will help.

In any case it is best to tell them you want to speak because they will have a list - and with amendments it is not always clear which seat you should be in. It also helps to speak to the Scottish Regional delegates first!

Speakers can speak *only once* in a debate (except for the right of reply). Movers get five minutes. However, Conference sometimes reduces this. You will get warning to chainsaw all those bits you loved dearly out of your speech. Subsequent speakers get three minutes.

Always start your speech by giving your name and your branch.

HANDY HINT: Have a brief closing remark ready in case you run out of time.

Right of Reply

The mover of a motion is allowed a Right of Reply at the end of the debate or before voting on an amendment (but not both). This is a reply to points raised in the debate and cannot be abused by introducing new stuff (although many try it).

Voting

Normally votes are taken by holding up brightly coloured cards and the president will decide whether a count is needed.

If it is close, or a major issue is involved, the chair can call for a branch card vote. Delegates can also call for a card vote but only if 10% of us shout out with voting cards up immediately. If this is on an amendment, the debate is suspended until the result is known.

Branch card votes are stamped with the voting entitlement of your branch and with either FOR or AGAINST.

The correct number must be used for the particular vote. **Get a colleague to check it.**

Procedure

Like any other formal meeting, Conference is run by a series of rules. This often seems very bureaucratic but the system ensures some semblance of order is kept.

The president chairs Conference and their ruling on any issue is final.

See page 16 for rostrum lights, points of order and handy hints...

Rough Guide to Conference

After years of being caught out by jargon and sneaky procedural wheezes, your *SiU* scoop brings you a rough guide to help you out.

Standing Orders Committee (SOC)

Comprises reps elected by each Region (ours is Alison Mitchell) and three from the NEC who organise the order of business, composites and so on. A report will be issued each morning on the day's business and probably future business - this is really important to understanding what is going on. Sometimes their rulings are challenged but it rarely makes sense to do so since the committee reflects regions' priorities.

NEC Positions

Most motions haven't got a chance of being heard and will be referred to the NEC, or somewhere. So it is worth looking to see what position the NEC has taken on your motion.

Agenda and Priorities

The running order (you'll get one at Conference) is set after consultation with regions on priorities. Motions are grouped into 'themes' to avoid duplication and the risk of voting against what we'd voted for earlier (yes we've done that before!).

Friday priorities

Come Friday (oh, come, come Friday), there is a chance to re-prioritise your pet motion that was not reached. On Wednesday we will circulate branches with a form to pick their priorities for Friday afternoon. These will be collated and go to the SOC which will set out a Friday pm agenda that reflects Conference's wishes. That can be an eye-opener!

Emergency motions

Conference has to vote to hear emergency motions in the first place (after the SOC has decided it is an emergency and is relevant and competent). To qualify for an emergency, it must have been impossible to submit the motion's subject matter before the deadline.

Composite

An amalgam of similar motions drawn together into one motion that nobody likes! Not fair

really, because many composites do succeed in combining areas of agreement through negotiation. You will get a composites booklet before Conference and new ones issued throughout the week.

Suspending Standing Orders

A super wheeze (needing a two thirds majority) to do something that's not on the agenda. To be avoided in most cases because it cuts across agreed priorities and of course stops Conference making decisions.

Grouped Debates

Where a pile of similar motions and amendments are all moved one after the other, there is an all-in debate and we vote on them one after the other at the end.

Reference Back

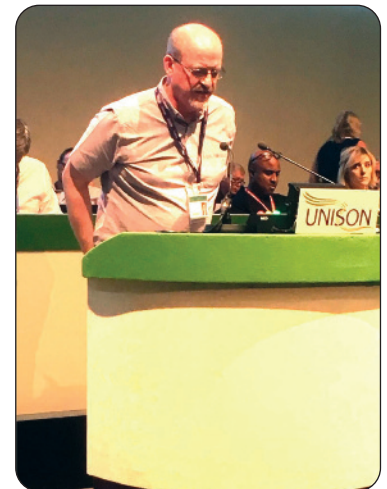
Reports, such as the annual report or standing orders report, are presented to conference for approval. If someone is unhappy with part of the report they can ask for 'reference back', meaning the committee or working group that prepared the report should reconsider that section.

Remittance

When the NEC asks for a motion to be referred to them for further clarification, elaboration, or investigation.

Scottish delegates

Lilian Macer and Tony Slaven are this year's Scottish Regional delegates. They are there to help, especially if you want to get into a debate - they'll tell you how, who to see, and if you're not careful (or lucky), what to say! Sincerely folks, they are an essential source of advice, information and help.



We suggest being a bit more prepared than Arthur Nicol and pulling your trousers up before you get to the podium

Conference briefings and website service



Jane Aitchison will head up the Briefings team at NDC, with help from Kate Ramsden and other Committee members

The Scottish Communications and Campaigns Committee, along with the Regional Delegates, will issue daily briefings during Conference week.

It is not a 'News' service after the event (after all you were *there*), it is for briefing delegates *before* the event.

However, we will issue some special reports as a basis for branch reports back home. We will also be updating the website with most of what goes out in print. The service is also there to be used by branches to promote motions within Scottish

policy. In exceptional circumstances we can also help from our own resources with typing and communications with branches, media etc back home.

Your contact is **Jane Aitchison**. Jane will be at the helm of the daily briefings, trying her best to follow on from the iconic John Stevenson, sadly missed.

Kate Ramsden will be multi tasking alongside her NEC duties. Other committee members will be helping out too.

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.

PLEASE ADVISE US IF YOU DO NOT WISH TO BE PHOTOGRAPHED OR NAMED IN REPORTS

Blinkin' lights and points of order Timing for speeches is shown by lights on the rostrum...

... but even if you don't notice the light, there is always some bright spark who will shout 'time', usually when they're not agreeing with you.



Pointing at the lights and telling them not to go red just won't work as a desperate Elaine Duffy found.

It can be useful to have an 'escape clause' in your speech to cut to so you can finish on a good note.

The lights mean...

Yellow: means the speaker has a minute to go.

Red: means 'zip the lip' now, not after you've made ten more points.

Green: means a point of order has been raised and will be heard before the next speaker.

Points of Order

You can move 'next business', 'adjournment' or 'private session' but the most used is 'that the question be put'.

The president must put this to Conference and, if carried, we go straight to the right of reply, and the vote on the motion or amendment. (The chair can caution there has not been enough debate.)

This move is especially helpful when there are a host of speakers for a motion and none against.

You can only move most points of order if you haven't already spoken in the debate.

Handy Hints

Card Votes

- If you split your vote, make sure the figures add up. Get someone to check.
- Make sure you've SIGNED it.
- And make sure the branch name is on it.

Get your photo in advance

- If you haven't done it online, get your credential photo in advance. Photo booths are few and far between.

Consideration

- We hope the briefings will be of some use to you. But for safety, do not leave papers on the floor.
- Don't leave mobile phone ringers on.
- Don't walk in front of the signers.
- Lots of people will be pushing papers at you as you come to Conference. Not taking one does not make you a bad person!

A wee bit about Brighton

With thanks to John Stevenson

If you find you have any time off (after 5pm of course) and you find you've exhausted all the fringe meetings here is a brief guide of what Brighton has to offer.

Brighton has plenty of trendy bars, clubs and restaurants, as well as traditional British pubs and restaurants. There is a lively LGBT scene.

The Lanes

The Lanes, an area of winding alleys and hidden squares and passages, are the historical heart of the fishing town of Brighthelmstone which is easy for me to say.

There is a wide range of 'new age' shops and up-market jewellery. They also boast coffee shops and specialist restaurants, as well as the traditional pubs.

North Laine

North Laine is known as the 'cultural quarter', with 300 or so shops, as well as cafes, bars, pubs and theatres. The Royal Pavilion, Brighton museum & art gallery and theatres are all around here.

Beachfront and Piers

Famous for its pebble beach and piers, the beachfront area offers a host of attractions and you can hire deck chairs (contact the Briefings Team for



instructions on how to knot your hankies!).

The fishing quarter has a museum, modern art trail and seafront artists' quarter.

The Sealife Centre is also on the seafront near the pier.

The Palace Pier is the only pier in England to be open year-round. Deckchairs again with amusement arcades and fairground rides and games, souvenir shops, fish and chips and even a pub.

By night, the beachfront clubs are jumpin' (we're told). There is also open-air cinema, free performances at the Ellipse area, music on the beach, and shows and concerts at the seafront near Brighton Centre.

Brighton Pavilion

Building on this Regency But 'n' Ben in the elaborate Indo-Saracenic style began in 1787 as a retreat for the somewhat decadent George IV, then the Prince of Wales.

The pavilion is home to the finest collections and examples of the chinoiserie style in Britain.

History/ Politics

A branch of the Social Democratic Federation was first formed in Brighton in 1889. Organised trade unionism had begun long before with the arrival of the railway and railway engineering in the 1840s.

But it wasn't until 1986 that the Labour Party won control of the council. The party also won control of the

unitary authority from 1997 to 2003 when Brighton and Hove went to no overall control with the Tories as the biggest party.

From 2007, the Greens were famously the biggest party but in 2015 they lost 12 seats while Labour increased their tally by 12 making it the biggest party on 23 seats forming the minority administration.

In the 2019 elections, the Labour Party recovered its place as the largest party on the council.

The Labour minority administration in place since 2015 continued in office; however, a little over a year later, in July 2020, the Greens regained control of the Council, after three Labour councillors quit.

Motions ruled out of order and what you can do

Appeals to Motions, Amendments to Motions, and Rule Changes ruled 'Out of Order'

Each year UNISON provides branches with guidance on submitting motions, including advice on how to avoid pitfalls that might rule a motion out of order, submission of motions and Rule changes onto the Online Conference System, and the appeals process.

Branches and other submitting bodies know each year that submission deadlines are in February and are encouraged to speak with their region's standing orders rep for advice in advance of deadlines to reduce the likelihood a motion will be ruled out. The guidance on amendments to Rule changes is clear and any proposed amendment to Rule must be precise and unambiguous.

Despite this some motions, amendments to motions, and Rule changes don't make the cut.

My motion has been ruled out of order, how do I appeal?

UNISON issues guidance on appeals within its guidance on submitting motions and Rule changes.

If your motion or Rule change is ruled out of order you will be told via OCS the reason for that decision and will be invited to appeal, along with details of how to do this and timescales.

My amendment to Rule has been ruled out of order, how do I appeal?

You follow the same guidance on appeals that relate to appealing motions.

However, you will only be allowed **one** opportunity to appeal. The reason for this is that under Rule N3 delegates to conference need to be given notice within the final agenda of an amendment to Rule to be debated. Under Rule D1.9.4 the final agenda is published four weeks before conference.

If your appeal isn't upheld there's **no** further appeal at conference. It's back to the drawing board for submission next year.

My amendment to motion has been ruled out of order, how do I appeal?

You follow the same guidance on appeals that relate to appealing motions.

I appealed the decision to rule my motion/ amendment to motion/ Rule change out of order, and the appeal was upheld. What happens?

That's great! Your motion/ amendment to motion/ Rule change will be submitted onto the Final Agenda.

Motions ruled out of order and what you can do

(cont)

I appealed the decision to rule my motion/ amendment to motion out of order, but it wasn't upheld. What happens?

The appeal's process is concluded. However, the Standing Orders Committee will invite the delegate (who **must** be from the submitting body) to speak to them in person, by appointment, before Conference.

There's no compulsion on the Committee to review its decision, but it will always speak to the delegate and will always consider whether to review its decision based on *new information*.

If upheld your motion will be placed onto the agenda and conference notified. The same applies to the amendment to motion unless the main debate has already taken place.

I spoke with the Standing Orders Committee before conference, but the Committee didn't change its decision.

Branches and other submitting bodies are able to ask Conference to reference back a section of the Standing Orders Committee report that relates to motions (or amendments to motion) ruled out of order.

After the Report has been presented to Conference, you ask Conference to agree to reference back the section of the report that notes your motion for reconsideration.

However, it's important you know that there's an expectation that you've engaged with the appeals process.

Appeals can't be started at Conference or from the Conference floor, a written appeal must have been made in advance of the Conference via OCS appeals.

Conference is **your** opportunity to debate the issues and agree the policies that are important to our members. Referencing back reduces the time available for debate, detracts from Conference business, and increases the likelihood that some important motions that your branch (or committee/forum) may have properly submitted will not be reached.

By the time Conference starts a submitting body has had **three** opportunities to have its motion considered by the Standing Orders Committee, and **two** opportunities to have its amendment to motion considered by the Committee.

If a submitting body asks Conference to reference back, when you make your decision consider,

1. Did they approach their Standing Orders Committee Rep prior to submission for advice to minimise the risk their motion will be ruled out?
2. Is it an experienced branch or submitting body that should know better how to write motions?
3. Did they use the appeal's process?
4. Did they seek out a meeting with the Standing Orders Committee prior to conference to ask for reconsideration?
5. What's the likelihood that the Committee would arrive at a different decision if it's already

