



Photo: © Billy Knox

## 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



[www.unison-scotland.org/news/conf2018](http://www.unison-scotland.org/news/conf2018)  

**UNISON Scotland/ North West Fringe Event:**

# **The Scots who defied Pinochet: film screening of 'Nae Pasaran'**

**Thursday 21 June 17.15**  
**Auditorium 2, Brighton Centre**  
**Tea, coffee & refreshments provided.**

Nae Pasaran is a feature documentary by award-winning director Felipe Bustos Sierra, about Scots who defied the Chilean military coup.

In 1974 a group of workers at the Rolls Royce factory in East Kilbride showed their support for the people of Chile, by refusing to carry out vital repairs to engines for Chilean Air Force Hawker Hunter planes – used during the brutal military coup in September 1973.

The boycott became a minor cause célèbre and endured for four years, until one night in 1978... the engines mysteriously disappeared.

The film-maker's research led to their discovery and the film reunites these inspirational men to hear their story.

For the very first time, it tells the story of the many Chileans who crossed paths with the engines.

In 2015, the Chilean ambassador bestowed the highest honour given to foreigners by the Government of Chile.

In an unlikely twist of fate, the pensioners from East Kilbride became Commanders of the Republic of Chile.

**Speakers:** Director Felipe Bustos Sierra



## **Cuba and Venezuela Solidarity Campaigns Fringe**

**UNISON** Scotland is one of the sponsors of this international event which will host Fernando Gonzalez Llort, one of the Miami Five and President of ICAP (Cuban Institute of Friendship with the Peoples) and Her

**Tuesday 19 June at 5.15pm Venue TBC**



Excellency Teresita Vicente, Cuban Ambassador. President Trump has

further tightened the US blockade of Cuba and his administration has openly called for a military coup in Venezuela.

So this fringe meeting has come at a very important time for international solidarity with Latin America.

# Welcome to National Conference

from UNISON Scotland convener Lilian Macer

**W**elcome all our delegates and visitors to Brighton for UNISON's 25th National Delegate Conference (NDC).

This year as we gather in Brighton to set UNISON policy we celebrate a number of anniversaries, 150 years of the TUC, 100 years of Votes for Women, 70 years of the NHS and 25 years of UNISON. This is a time to celebrate but also to reflect and to build on our achievements.

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.

And this year, as we celebrate 25 proud years of UNISON, it is a time for renewal and a time for improvement.

So as we rightly celebrate this milestone, it presents a unique opportunity to look forward, to confidently map out what type of union we need for the future, what our priorities should be and fundamentally how we match our resources to meet those priorities.

Our union has come a long way in those 25 years. In

**‘This year, as we celebrate 25 proud years of UNISON, it is a time for renewal and a time for improvement.’**

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

Over the past year in Scotland we have focused on our members' pay. Thanks to years of pay restraint and inflation, public sector workers' pay is worth far less now than 10 years ago.

Our members are rightly angry with the impact of Westminster and Scottish governments' austerity agenda on them and their families.

In UNISON Scotland we said last year that the 2018 pay round will be the most crucial since the commencement of the British and Scottish governments' policies of



capping public-sector pay, which have impoverished our members since 2011.

We all agreed that our campaign strategy needed to be a substantial and sustained campaign and not based on one event but one that needed to be a number of activities including a mass demonstration in the autumn.

*continued on page 4*

## IMPORTANT EVENTS

### Scottish Branches Meeting

**Monday 18 June 5.30pm - An essential meeting to get last minute news and updates.**

**The Old Ship Hotel (Paganini Ballroom)  
Kings Road Brighton BN1 1NR**

### Local Government Branches Meeting

**Saturday 16 June 5.00pm  
Syndicate Room 1  
Brighton Centre**

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# Welcome to Conference from Lilian Macer

*From Page 3*

In addition to our sector pay negotiations and numerous campaign activities, October saw over 5,000 UNISON members march down the



*Carol Ball has been an inspiration over UNISON's 25 years. Here she takes time out from an open-topped bus tour to harangue passers-by about early years workers' pay.*

Royal Mile in Edinburgh, holding a demonstration at the Scottish Parliament, putting pressure on politicians to support our demands to Pay Up Now and give all public service workers a decent pay rise.

It was UNISON Scotland efforts that changed Scottish the government's public sector pay policy and our campaign continues until we see

wage restoration for our members.

Within our international agenda we continue through our campaigns to raise the human rights violations, the financial and social injustice experienced by our sisters and brothers across the world.

UNISON Scotland has over the last 25 years been involved in many international solidarity campaigns and last year I reported that the situation for Palestinians had worsened, with Israel's military occupation of the West Bank and the siege on Gaza continuing unabated.

For the last 11 years Gaza has been devastated by a tight land, sea and air blockade, which has turned this

narrow strip of land into a virtual prison for two million women, children and men.

The blockade has denied the population access to adequate healthcare, shelter, water and electricity, and resulted in one of the highest levels of unemployment in the world.

In May 2018 we all witnessed the horrifying brutal massacre of 58 Palestinian protesters and injury to over 2,700.

At times of such horror and slaughter, the purpose of peaceful demonstration can often be lost.

Yet it is vital we combine anger at these senseless killings with our support for the cause that brought the protesters out in the first place.

We need to redouble our efforts to campaign for the rights of Palestinians, peace, and a time when such aggression, violence and killing can be consigned to the history books.

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.

# Who's who, or handy folk to know

## Lilian Macer and Elaine Duffy, Scotland Delegates

Lilian and Elaine 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.

Elaine, from Scottish Electricity Branch, is Scottish treasurer.



## Mike Kirby, Scottish Secretary

Mike Kirby is Scotland's top full time official. Mike took over as Scottish Secretary in December 2010 after serving as Scottish convener - Scotland's lead lay activist - since the merger that created UNISON in 1993.

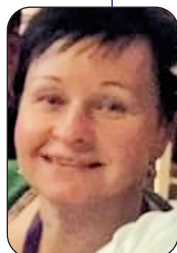
Mike was also for many years one of Scotland's lay Regional reps to National Conference. He was 2011/12 STUC President.



## Alison Mitchell, Standing Orders Committee Rep

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

Alison will be the source of information on what's going on and whether your motion has any chance!



## President

This year's president, who will chair Conference is **Margaret McKee**. She has been a catering assistant for 37 years in the Royal Victoria Hospital in Belfast. She was awarded the TUC women's gold badge at the 2016 Congress in recognition of her union and community work.



**Senior vice-president** is Scotland's own **Gordon McKay** from Ayrshire and Arran Health who has worked as a mental health nurse for 30 years.



He has been on the NEC since 2009 for Scotland and last year was elected to the UK health seat.

The other vice president is **Josie Bird** who has been employed as an administrative officer in Newcastle for 16 years.



## Dave Prentis, General Secretary

Dave Prentis was elected in 2000 and then re-elected in 2006, 2010 and 2015.

Born and brought up in Leeds, he took a BA in history in London, followed by an MA in industrial relations at the University of Warwick. Dave is a member of the TUC General Council and its executive committee.



## Scotland's NEC members



Maggie Cook, Jim McFarlane, Kate Ramsden, Stephen Smellie and Davena Rankin are Scotland's elected National Executive members.

# Scotland policy guide on all the main issues

Lilian Macer and Elaine Duffy 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 2018 has 133 motions (24 more than 2017) and 14 rule amendments (up by 11 on 2017).

UNISON Scotland and Scottish branches have submitted 25 motions, 17 of which have reached the priority list, and four amendments - a healthy increase on last year.

## Re-prioritising

The experience is that Conference will manage to discuss 30 to 35 motions. 15 are scheduled for morning or afternoon sessions and if we get through them in any session, we go on to the remaining prioritised motions, or **'the snake'** as we like to call it.

Friday afternoon is reserved for re-prioritised motions. Branches will be consulted on Wednesday on their priorities.

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.



*Brighton 2007: Pat Rowland and Mike Kirby staff an emergency centre for delegates who can't find their way home.*

## Scotland motions and amendments

The following motions and amendments involving Scotland have been prioritised.

- 3. UNISON – Shaping and Resourcing Our Future, Scotland** *Comp A Wed am*
- 8. Make 2018 the Year of Young Workers, Scotland amendment** *Wed am*
- 12. Promoting the Union as an Organising Union, Lanarkshire Health amendment.** *1st on snake*
- 17. Work Related Stress and Mental Health Wellbeing, Edinburgh.** *14th on snake*
- 26. Disability Leave Agreements, Scottish Healthcare**
- 29. Apprenticeships, Lanarkshire Health**
- 36. Pension Charges and Transparency, Edinburgh** *22nd on snake*
- 41. Social Care, South Lanarkshire**
- 42. NHS Underfunding, Social Care Cuts And The Danger of STPs, Lanarkshire Health amendment** *28th on snake*
- 46 Homelessness, South Lanarkshire** *7th on snake*
- 53. Crisis in Local Government, Aberdeenshire** *2nd on snake*
- 57. UK Emergency Services Cuts - The need for greater coordination, Police Staff Scotland** *29th on snake*
- 64. Public Service Mutuals: A Form of Privatisation, Scotland amendment** *20th on snake*
- 65. Treating Terminally Ill People with Dignity in the Benefit System, Lanarkshire Health**
- 72. Democratic Socialism, Glasgow**
- 69. End period poverty, Aberdeenshire**
- 85 End the detention of Palestinian children, Aberdeenshire** *Comp B Thur am*
- 86. Free Abdullah Öcalan from 19 years of imprisonment, South Lanarkshire**
- 87. Colombia, Lanarkshire Health**
- 91. Exiting the EU and Devolution, Scotland** *Wed pm*
- 102. Disability awareness, Aberdeenshire**
- 107. Stand Up to Racism, Glasgow**
- 112. Campaign for Climate Change Resilience Strategy and Funding for Climate Change Resilient public services, Aberdeenshire**

## Scotland priorities

**As a reminder for delegates the priorities for debate agreed at Scottish Council on 14 April were...**

- 7. Exiting the EU and Devolution - *Scotland*
- 6. UNISON-Shaping and resourcing our future - *Scotland*
- 38. Workers' Rights in Turkey - *NEC*
- 8. Make 2019 the year of young workers, *NYMF*
- 93. Social Care - *South Lanarkshire*
- 113. Pension charges and transparency - *City of Edinburgh*
- 26. Climate change resilience strategy and funding - *Aberdeenshire*
- 12. Disability Leave Agreements - *Scottish Healthcare*
- 128. UK Emergency Services cuts - *Police Staff Scotland*
- 25. End detention of Palestinian children - *Aberdeenshire*
- 78. Treating terminally ill people with dignity - *Lanarkshire Health*
- 69. Stand up to racism - *City of Glasgow*

## Organising and Recruitment: Motions 1 to 13

# Shaping and resourcing our union for the future

Motions in this section of the agenda 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 to 13 and is supportable from a UNISON Scotland perspective.

**Motions 1 through to 7** are likely to form part of **Comp A**. This will be a key debate for conference and will include the Scotland **Motion 3**, 'Shaping and Resourcing Our Future'.

As UNISON celebrates 25 years of being the biggest and best union for workers, delivering our public services in the public, private, voluntary and community sectors, we need to start preparing for the next 25 years.

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

**Motion 8** from the National Young Members' Forum has our amendment where we recognise the good work in regions by their young members' committees and congratulate UNISON Scotland's achievement in 2017 winning the TUC campaign award for their anti-bullying campaign.

**Motion 12** from the NEC, Promoting the Union as an Organising Union, notes the significant progress in recruiting and organising new members. As a result of the



*A rare moment of cross party unity as Gordon McKay (Lab) and Chris Stephens (SNP) display a common fastidious tidiness by taking time out from their speeches to clear an irritating speck of dust off the rostrum.*

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*From Page 7*

work done across the whole union, UNISON is now the largest UK trade union.

It is particularly pleasing, from the point of view of the future of the union, to note that there has been a year on year increase in the number of young members joining at a time when other unions report difficulties in attracting young members.

The continued increase in private sector membership shows the importance of

following public service workers into the private sector, even while UNISON remains committed to public provision of public services.

This motion contains an amendment from **Lanarkshire Health Branch** highlighting the age profile of our activists which does not reflect the age profile of our membership and ensures that a range of workforce matters are included in procurement.



*Year unknown. No idea why. But here is Tam Waterson with a Marilyn Munro lookalike... "Happy Birthday Mr Chair-per-son"*

## Education and Training; Motions 14 to 20

# Stress and bullying caused by austerity and workloads

**M**otions 14 to 20 are all supportable from a UNISON Scotland perspective.

**Motion 17**, Work Related Stress and Mental Health

Wellbeing, from **City of Edinburgh Branch** highlights the impact that austerity cuts have had with staff across services bearing the burden of ever increasing workloads. They are feeling overworked, feeling greater levels of job insecurity, anxiety, work-related stress and many are also feeling bullied and harassed.

## Negotiating and Bargaining: Motions 20 to 36

# Transparency on pension scheme costs

**M**otions 20 to 36 are all supportable from a UNISON Scotland perspective.

**Motion 36 on Pension Change and Transparency** from **City of Edinburgh** branch calls for the NEC to undertake a campaign with members, branches and regions to raise the demand for cost transparency in our members' pension funds.

Pension scheme cost collection should be on the bargaining table with employers who sponsor the defined benefit and contribution schemes of our members.

The motion also demands government introduces legislation to compel pension scheme trustees to collect and publish their scheme's investment costs throughout the investment chain.

## Campaigning: Motions 37 to 79

# Tackling the health and social care crisis

**M**otions 37 to 79 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 the crisis in health and social care.

**Motion 41 from South Lanarkshire**, welcomes the growing support for UNISON's Ethical Care Charters which seek to drive up standards in the social care sector and asks for more work to be done to bring services back in-house.

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Additionally, it requires the NEC to publish guidance and provide resources for regions and branches to recruit and organise private sector care workers.

It calls on the union to use political leverage to influence the commissioning process of councils, ensuring that workers have access to trade unions in their workplace and that employers are required to allow trade unions access for recruitment and organising purposes.

**Motion 42**, NHS Underfunding, Social Care Cuts And The Danger of STPs, from the Isle of Wight encourages the maximum possible joint working between local branches and the Health, Local Government and Community and Voluntary Sector Service Group to maximise the effectiveness of the ongoing campaign for adequately funded health and social care services which are publicly owned and under effective democratic control.

However the motion also calls on the NEC to organise a special one day Health and Social Care Conference with delegates from all Health, Local Government and Community and Voluntary Sector Branches to examine in detail all aspects of the ever increasing health and social care crisis and to further develop strategies to combat this.

**Amendment 42.2** from **Lanarkshire Health** would delete the one day conference and puts a four country perspective on the funding crisis in health and social care, preferring regional organising strategies.

Amendment 42.3 submitted by the NEC agrees with Lanarkshire Health's approach and its position is to oppose the motion unless amended by 42.3.

The purpose of National Delegate Conference is to bring all sections of

our union together to debate in the widest context of our organising and bargaining agenda. Given that we will look to review all our unions' arrangements it makes sense to **support the NEC position in this case and oppose unless amended by 42.2 or 42.3.**

**Motion 43** submitted by the South East Region, Crisis in Health and Social Care, is opposed by the NEC on the same basis as motion 42 and again it makes sense to support the NEC position and **oppose this motion.**

**Motion 46 Homelessness** submitted by **South Lanarkshire** calls on the NEC to challenge all political parties and interest groups to establish a coherent core policy position to tackle homelessness and to develop a consensus around a national strategy to address homelessness including rough sleeping.

**Motion 57 UK Emergency Services Cuts - The need for greater coordination** from **Police Staff Scotland** highlights that the cuts agenda appears to be the leading justification for greater amalgamation of our emergency services and our collective job roles - but at what risk to our members and the wider public?

**Motion 53 Crisis in Local Government** from **Aberdeenshire** highlights the crisis in local government and local services, with the demands and expectations of services increasing year on year while finances are dwindling.

**Motion 64**, Public Service Mutuals: A Form of Privatisation, from North West



*Having retired from high UNISON office last year, Jane Carolan (left) takes her new security responsibilities for Lilian Macer very seriously.*

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raises the alarm that the government has been privatising public services to Public Service Mutuals in its attempt to reduce the size of the state.

**The amendment 64.1** from **Scotland** notes the Scottish Government's Programme for Government states that they will investigate how to expand support for employee ownership including social care co-operatives' role in the delivery of services. Whilst we are supportive in principle, co-operatives should

not be used as a method of out-sourcing public sector provision in Scotland or elsewhere.

**Motion 65 Treating Terminally Ill People with Dignity in the Benefit System** from

**Lanarkshire Health** highlights the change to historical benefits such as Disability Living Allowance that had an automatic provision from the payment of benefit to those people who have less than six months to live.

These "special cases" required confirmation of their illness and their prognosis from their doctor on the form DS1500 and did not require the signature of the patient; this no

longer applies and is hugely distressing for patients and their families.

**Motion 69 End Period Poverty** from **Aberdeenshire** calls for the NEC to work with Labour Link to support Monica Lennon's Bill and to lobby the UK and devolved governments to make sanitary wear more accessible in schools and the community by providing these products in girls' and unisex toilets in schools and in the wider community.

As part of this, menstrual cups should be considered as these are a one-off cost and are more environmentally friendly. It calls on all branches to support the call for free and accessible sanitary wear for all women and girls to end period poverty and to campaign in their local areas including lobbying, where appropriate, their public service employers to this end.

**Motion 72 Democratic Socialism** from **City of Glasgow**: Never more than now are the failings of capitalism exposed. It is so exposed that even the bosses recognise the crisis.

The response of the bosses to give away billions of pounds of workers' money to the failing system is unacceptable. Bailing out bankers and the super-rich 1% with our money to protect their system is not the way forward for trade unionists and working class people.



*Stephen Smellie discovers you don't always come across as erudite as you intended.*

## International: Motions 58 to 88

### Exiting EU must address devolved issues

**Motion 86 Free Abdullah Öcalan from 19 years of imprisonment** from **South Lanarkshire** is on the prioritised agenda but the likelihood of us having a debate on conference floor is very slim. The motion has not come through Scottish Council however other motions with very similar content have been supported through council and therefore part of UNISON Scotland policy. The motion is opposed by the NEC as they say the content is not supported by the trade union

movement in Turkey. Look out for further updates in the daily briefings.

**Motion 87 Colombia** from **Lanarkshire Health** highlights that, in December 2017, Amnesty International produced a report on the killing and forced disappearances of human rights defenders in the 20 years since the United Nations adopted the Declaration on Human Rights Defenders. That report finds Colombia as having the worst record than any other country.

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### **Motion 85, End the detention of Palestinian children, from**

**Aberdeenshire** will form part of **Comp B**. It condemns the fact that Israel routinely imprisons Palestinian children as young as 12 in in clear breach of the UN Convention on the Rights of the Child. They are often blindfolded, bound and shackled and forced to sign confessions (often in Hebrew – a language they do not understand). It calls on branches to lobby UK and devolved governments, write to their MPs and publicise with members.

**Europe: Motion 91 Exiting the EU and Devolution from Scotland** recognises

the UNISON priorities in our 'Exiting the EU' campaign that seeks to inform and engage members and the general public on the impact of the EU exit negotiations. This strategy recognises the importance of addressing all devolved issues in Scotland, Wales and Northern Ireland.

The motion calls on the NEC to work closely with UNISON regions in the devolved administrations, as the EU exit negotiations and related legislation develops.

This approach should ensure that UNISON is campaigning for an outcome that respects the devolution settlement and reflects the particular challenges facing different parts of the UK.

## Equalities: Motions 99 to 104

### More disability awareness

**Motion 102, Disability Awareness, from Aberdeenshire** calls on branches to press employers to deliver more specific training and awareness raising for all staff, but particularly for those in management, consistent

with the Disability Confident Scheme.

This should include training on the legal requirement to make reasonable adjustments and to actively encourage them to apply for promoted posts.

## Racism: Motions 105 to 109

### Mass protests must meet Trump

**Motion 107 Stand Up To Racism from Glasgow** calls for more work to be done with the need to build a mass anti-racist movement.

The Stand Up To Racism national demonstrations in London, Glasgow and Cardiff, linked to many more

protests across Europe on United Nations Day, can play an important part in strengthening that movement and any visit by Trump to Britain must be met with mass protests which we should encourage all trade union members to support.

## Looking back 25 years



*Glasgow's John McFadden, UNISON president in 1997/98, made a presentation to Mo Mowlam at Conference 1998 to mark her role as Northern Ireland Secretary in achieving the Good Friday Agreement.*



*UNISON member Jackie Dennis (left) featured in the first ever edition of Scotland in UNISON in 1993 which went out to every member in Scotland.*

*Edinburgh-born Jackie, at the age of 15, was bigger than Elvis for a week in 1958, when his first single La Dee Dah was ahead of Jailhouse Rock in the charts.*

*In his 1993 interview with John Stevenson, he kindly loaned us this photo of him on the Perry Como (right) show in the USA. Jackie retired from show business in 1970 and became a home carer in Edinburgh and, of course, a UNISON member.*

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## Environment: motions 112 to 114

**Motion 112 Campaign for Climate Change Resilience Strategy and Funding for Climate Change Resilient Public Services from Aberdeenshire** recognises that the governments of the British Isles urgently need to establish

national, regional and local public sector infrastructure climate change resilience strategies and put funding programmes in place to prevent the loss of key services and the associated impacts upon our communities.

## Social Policy: Motions 122 to 127



*The moment Mark Ferguson realises he's brought last night's drinks list instead of his speech.*

**Motion 127,** Decriminalising for Safety, is from Lambeth and the NEC is opposing this motion.

UNISON's policy has tended towards the Nordic Model which provides support services to help sex

workers exit and makes buying people for sex a criminal offence to reduce the demand that drives sex trafficking.

It is argued that decriminalisation would allow sex workers get worker-type protection and help the fight against HIV and STDs. The counter is that total decriminalisation normalises the buying of women and implies a right of men to rent human beings for sexual use.

## Promoting the Political Fund: Motion 128

**Motion 128** from Sefton rises to the challenge of the new law requiring new members to opt in to an extra

payment for the political (or campaign) fund instead of it being included in subs with members able to opt out.

It slams the extra bureaucracy this has caused for members and the union.

It calls for support for the union's political fund working party to publicise how effective the political fund is and develop new ways to encourage members to opt in. It is worth noting that members have consistently voted to keep the fund.

## Amendments to Rules

The Briefings Team will distribute a separate Scottish briefing on Rule Amendments to delegates on the Wednesday of Conference.

## Keep up with the Conference theme



**C**onference is a serious business but that doesn't mean we can't have a bit of fun too.

The Briefings Team has run a theme over the last few conferences including 'Indiana John', 'Cuts Wars', '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' and last year 'Avengers, the age of UNISON'. All have been praised for their literary merit (we think).

This year's eagerly awaited theme remains a closely guarded secret.

## Efficient and Effective Union: Motion 129

# Branch funding: Sticking by the principles of our decision

**W**e may not get to **Motion 129** (it is 23rd on the snake) but in case we do, we need to go over the issues again for the third year.

The advice from a Scotland perspective is to stick to our original principles of the Branch Resources Review (BRR) and avoid the negative effects this motion would have.

Scotland has been central to the debate on branch funding over the last four years.

UNISON Scotland fully supported the motion, 'Gateway to the Future: Stable and Sustainable Branch Resources', in 2016 and confirmed that support again in 2017.

Motion 129 this year may be superficially attractive to some with its 5% increase for branches with reserves less than £16 per member (that would be a whopping £117,000 for a branch like City of Edinburgh – more than double its current reserves).

However, this would be at the cost of services to branches provided by the region and centre and could undermine the financial planning and stability of the trade union.

It also begs the question as to why we would want to transfer money to branches that already have enough - and with no real benefit.

Plus, it will give extra money to branches, irrespective of whether they have an organising plan to use it, with the risk of even more union

money being held in branch reserves doing nothing, and less available to support branches that need it most.

We hear about the problems of branches losing facility time but surely the solution to that is to tackle the facility time issue and not replace lay officers – and potentially lay control – by employing more local staff. In any case a 5% transfer is not enough to employ or retain staff.

**Capitalising on economy of scale makes far more sense than dissipating funds across branches'**

In 2016 Scotland benefited from £380,000 from the fighting fund and when that is matched by £200,000 from branches it combines to give us far more bangs for our bucks!

Capitalising on that economy of scale makes far more sense than dissipating the funds across branches.

The 2016 motion and the report with 11 recommendations was designed to secure the financial stability of the union, while giving immediate support to branches that are struggling to support members.

Scotland backed this and took the lead in piloting Activity Based Budgets which brought valuable information to inform the process.

The union's Finance and Resource Management

Committee pledged financial support to those branches facing financial difficulties through a structured process of budgeting, review and assessment of needs and agreed work plans.

The BRR has aimed at all times to adopt a collaborative approach between regions and the centre.

UNISON Scotland's Stephen Smellie, Davena Rankin and Gordon McKay are members of the UK steering group.

The basic principle was that branches should be funded on the basis of need.

The training programme for branches on how best to maximise their entitlement has been expanded and was informed by the pilot training schemes run for branches in Scotland in 2016.

So far 131 branches have secured extra funding when they didn't have enough funds to support their objective based budgets based on projected data. Sixteen branches in Scotland benefited by nearly £350,000 in the first tranche.

Work is now being done on identifying branches who qualify based on actual financial data returned by branches (rather than projected). Uplift funds are assessed and signed-off by lay regional committees (in our case the Scottish Committee), so there is full lay oversight of the system.

**Oppose 129 and look out for more advice in the daily briefings.**

# What's happening?

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

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



*Over the years, John Stevenson and Jim McFarlane have developed a strikingly similar way of dealing with hecklers.*

**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

**A**fter 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.



*Stephen Smellie and Lilian Macer struggle to contain their excitement as they await the latest issue of the Scotland daily briefing.*

## **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 Elaine Duffy 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.

## Conference briefings and website service



*Jane Aitchison and John Stevenson have been doing this so long they are in monochrome.*

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 **John Stevenson**, *SiU* editor, along with **Jane Aitchison**. Having defected to the NEC, Kate Ramsden is not on the team this year but in case you miss her usual high-brow contributions, she may jot the occasional line for us. 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.



*Closing your eyes and pretending the red light isn't there just doesn't work, as Scott Donohoe will testify.*

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.

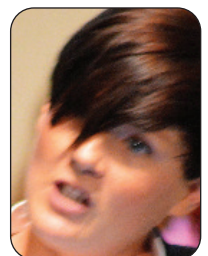
## Handy Hints

### Card Votes

- If you split your vote, make sure the figures add up. Get someone to check.
- make sure it is the right number of card for the vote.
- make sure you've SIGNED 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. **Handy Hint:** Try to take it a wee bit more seriously than Alison MacCorquodale.



### 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!

## Extremely well researched supporter advice in the absence of Scotland in the World Cup

**I**t won't have escaped your notice that Conference has once again clashed with the early stages of the football World Cup.

With Scotland shamefully excluded on the lame excuse that we didn't win enough games, all Scotland's eyes now turn to whom to support.

Our neighbour England is the obvious choice and we'll be right behind them as usual.

But just in case they don't get very far (and that's happened before) who else in the competition has a Scottish bandwagon we can jump on?

Last World Cup we found all sorts of links with Uruguay but we don't want to repeat ourselves. Instead let's consider for a moment Mr Charles William Miller, widely hailed as the father of football in Brazil.

Miller, the son of a Scottish railway engineer, founded the Sao Paulo Athletic Club and the Liga Paulista, the first football league in Brazil. With him as striker, SPAC won the first three championships in 1902, 1903 and 1904.

And let's not forget Archie McLean from Paisley who set up the Scottish Wanderers football team in Sao Paulo in 1912 after a 'transfer' from St Johnstone.

He had an outstanding career and was capped for the Sao Paulo state team.

Before you start criticising, I have not forgotten the famous Gracie family, originally from Carronhill, Dumfriesshire.

Celebrated as martial arts experts, they

are credited with inventing Brazilian ju-jitsu and at least 25 of them still carry on the tradition in Brazil.

Add to this the fact that Brazil boasts four pipe bands, the Brasil Caledonia, the St Andrew's Society of Sao Paulo, the Sao Paulo Scots, and the Wolney Highlanders, and you have a pretty entrenched Scottish connection with Brazil.

Accordingly, the UNISON Scotland Briefings Team consider Brazil to be the team with which

Scotland has most in common and should be supported in the World Cup.

It has not escaped our attention that Brazil could meet England in the tournament.

In this case, Scottish delegates will of course find themselves in a quandary about which team to support. Our advice in this situation – go alphabetically.

**MAFER**  
Records  
apresenta  
**SCOTS**  
30/07  
a partir das 18h  
**Pick ups**  
**Rodrigo Hernandez**  
Rua Mourato Coelho, 830  
Entrada Gratuita!

*The Sao Paulo Scottish Pipe Band*



## Get the Morning Star at conference

**T**he 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.

# A wee bit about Brighton

by 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, 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, currently on 22 seats, and it now forms the minority administration.

## ..and finally

Chris Eubank, ex-boxer, holds the purchased title of 'Lord of the Manor of Brighton' and Eleanor Marx, the daughter of Karl Marx, lived here.

# Some Brighton information

## Taxis

Brighton & Hove's licensed hackney carriage taxis are usually either a London type vehicle or saloon car with a large roof sign with the words 'TAXI' and 'FOR HIRE' on the front and are white with aquamarine bonnets and boots.



Both types of vehicle have the council's logo and the words 'Licensed TAXI' on the front doors as well as the licence number on the rear doors.

A plate on the back of the taxi gives its licence number and drivers must display a council issued badge in the taxi. These are the only vehicles which can stop and pick you up if you hail them in the street. The nearest taxi rank to the Conference Centre is just round the corner in West Street.

to Saturday, and 11am to 5pm on Sundays.

**Westons Chemist**, 6 - 7 Coombe Terrace, Lewes Road, Brighton BN2 4AD, Phone: 01273 605354. Opening hours: 9am to 10pm every day including weekends.

## Health

Brighton and Hove's Walk-in Health Centre is open from 8am to 8pm every day next to the railway station. 0333 321 0946

## Pharmacies

**Ashtons Late Night Pharmacy**, 98 Dyke Road, Seven Dials, Brighton BN1 3JD, Phone: 01273 325020. Opening hours: 9am to 10pm, every day

**Boots the Chemist**, 129 North Street, Brighton BN1 2BE, Phone: 01273 207461. Opening hours: 8am to 7pm on Monday

## Useful numbers

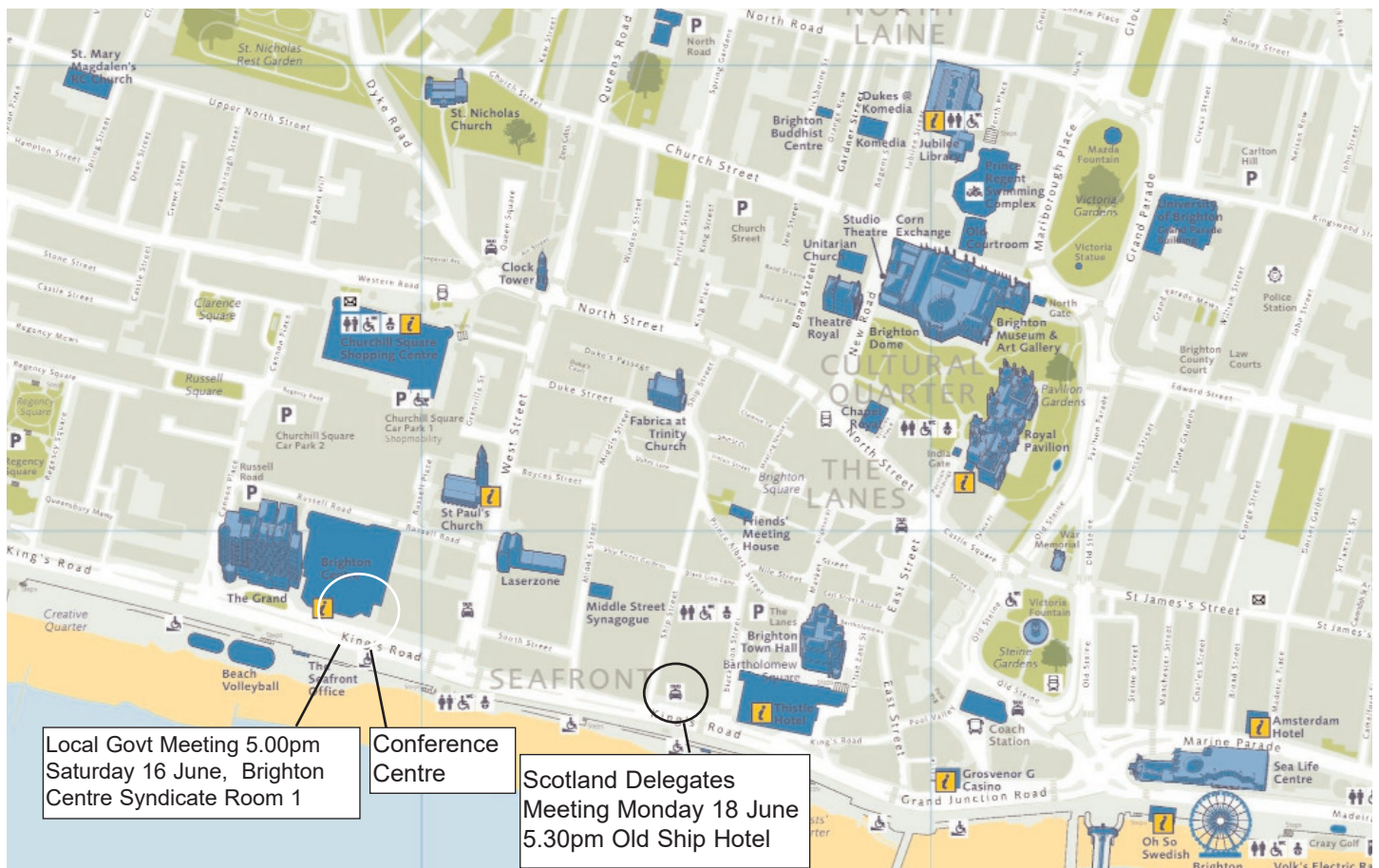
(These are not recommendations)

Brighton and Hove Radio Cabs 01273 20 40 60

City Cabs 01273 205 205

Streamline Taxis 01273 20 20 20

Brighton & Hove Bus and Coach Company 01273 886200 or [www.buses.co.uk/](http://www.buses.co.uk/)



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