

Scotland *in* UNISON

NATIONAL DELEGATE CONFERENCE



BOURNEMOUTH 2006

CONFERENCE DELEGATES HANDBOOK

- WHO'S WHO? BRIEFINGS SERVICE AND OTHER CONTACTS
- SCOTLAND POLICY GUIDE ON ALL THE MAIN ISSUES
- WHATS HAPPENING? PROCEDURES GUIDE

Welcome to Conference

from UNISONScotland Convenor Mike Kirby

Its June, it's the South Coast of England.

It must be time for UNISON National Delegate Conference.

The thirteenth National Delegate Conference will take place at a time of increasing tension within Government. The last throes of Blair, as he looks for the issue which will leave his imprint upon history, could be a dangerous period for public services.

The modernisation drive continues on services and pensions are well within target. Any following leadership candidates have either been Blairites or, like Brown the architect or manager of much of the reform.

A lot of what we expected of the third term New Labour government was included in the Warwick Agreement ... much has still to be delivered.

National Delegate Conference will consider these issues and others of internal organisation, collective bargaining, health and safety, equalities and international trade unionism.

Of the 147 motions and associated amendments submitted experience suggests that around forty motions and composites will be chosen for debate, after prioritisation by NEC, regions and equality groups. That process has highlighted the themes on the following pages. With a few exceptions the agenda should provide a broad consensus.

You will find a policy summary in this booklet and the Communications & Campaigns Committee Briefings Team will keep you updated with daily briefings at Conference.

Don't forget the meeting of Scottish Branches on:

MONDAY 19 JUNE 2006 FROM 5.30PM - 7.30PM

**Merrick Suite, Menzies Carlton Hotel, East Overcliffe,
Bournemouth
(at the Conference Centre)**

Light refreshments will be provided. Conference Crèche will be available until 7.00pm:

Mike Kirby
Convenor
UNISONScotland



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Pat Rowland



Mike Kirby

Mike and Pat, Scottish Region Delegates

Mike Kirby and **Pat Rowland** are Scotland's delegates to Conference, elected by the Scottish Council of branches earlier this year. They are an essential source of information and fulfil a key organisational role. They can help you liaise with other branches and regions throughout the week.

They are very approachable and will keep you right if you need any advice. They will know how debates are being organised, who to speak to and, more importantly, how to get to speak. They will advise on Scottish policy and will speak for the Region in debates.



Matt Smith

Matt Smith, Scottish Secretary

Matt Smith is Scotland's top full time official, leading the union in Scotland in partnership with Mike Kirby, the elected lay convenor. Matt has a long and distinguished history in the trade union movement in Scotland. He is treasurer of the Scottish Trade Union Congress and is a past president of the STUC.



Christine Wilde

Christine Wilde, National President

Christine Wilde is the current president of UNISON, the highest lay member position. She will chair Conference throughout the week.

She is a midwife with the Isle of Wight Healthcare Trust. She joined COHSE in 1976, becoming a shop steward almost immediately, and was elected chair of the branch in 1980. In 1988 she joined the NEC of COHSE and has sat on UNISON's NEC since its formation in 1993.



Dave Prentis

Dave Prentis, General Secretary

Dave Prentis was elected general secretary of UNISON in 2000, took up the post on 1 January, 2001 and was re-elected last year.

Dave was born and brought up in Leeds and went to the University of London where he took a BA in history. This was followed by an MA in industrial relations at the University of Warwick.

He is a member of the TUC General Council, the TUC Executive and the Trade Union Labour Party Liaison Committee.



Robin Hunter



John Stevenson

Robin Hunter, Standing Orders Committee Rep

Robin Hunter is Scotland's rep on the Standing Orders Committee which sets out the business for the week. He is the source of information on what's going on and whether your motion has any chance!

John Stevenson, Briefings Team Leader

John Stevenson leads the the Scottish Communications and Campaigns Committee team who will issue daily briefings. They will also be updating the website with most of what goes out in print so you can get easy access. Approach John if you need to use any of the newsheet facilities.

Scotland policy guide on all the main issues

This briefing, compiled by Scottish Region delegates Mike Kirby and Pat Rowland, is based on policies set or guided by Scottish Council. It is intended as a guide to branch delegates.

It will reflect Scottish Council policy and will assist the two Scottish delegates in their discussions and negotiations with other regions, the NEC and the Standing Orders Committee.

The guide cannot mandate Branches who may have different policies. However, it may assist delegates in taking an overview of Conference.

The general line is to support motions unless listed to oppose. Comments have also been made against important issues for support.

If you need any help, advice or assistance during Conference, do not hesitate to contact the Scottish Regional delegates.

Of the 147 motions and associated amendments submitted, experience suggests that around forty motions and composites will be chosen for debate, after prioritisation by NEC, regions and equality groups.

That process has highlighted the following themes. With a few exceptions the agenda should provide a broad consensus.



1-3 RECRUITING & ORGANISING

The importance of growing the union is debated in motions 1- 3. With half an eye to what's happening elsewhere in the trade union (merger) movement. UNISON should seek to strengthen relations with unions with whom we work already.

Engagement rather than merger or enlargement may be the message of a composite of motions 2 and 3, while motion 1 seeks to maximise the potential for growth in our traditional areas particularly among younger recruits to public service.

4 EDUCATION AND TRAINING

Learning and organising are essential to growth. The opportunities for learning, presented by union membership, provide benefits to the individual, the union and the employer. We must also develop and refresh the experience of long-standing representatives.

6 SELF-ORGANISATION & TUC

The precise makeup of the TUC General Council may be a minority sport. Motion 6 addresses issues of a General Council consisting of a federated conference or accountable to the whole TUC.

UNISON, so far, has taken a longer term view to the appointment of equality representatives from equality conferences.

This may be more than an issue of the "big bears" cutting a deal, and something of the different stages of development and participation in equality trade unionism across the various affiliates.

8 BARGAINING

Is any kind of monitoring of the workforce a means towards a positive end taking up constructive enablement or forcing identification and victimisation? It depends upon the conditions and these are addressed in Motion 8.

15-17 HEALTH & SAFETY

The Health & Safety debate now has a regular space on the UNISON conference agenda of 150 submissions, but motion 17 thinks it merits a special conference. Mainstream or sideline? Conference decides.

While we in the trade unions increase our attention to health and safety matters, motion 16 states that there is a trend in government to downplay. It mentions the UK government's weakest proposals on corporate manslaughter. The proposals under consideration at Scottish Parliament are better.

As we strive for the future protections, motion 15 seeks the remembrance of past victims of workplace tragedies and failings.



Margaret Cook (Falkirk) adopts a laid back voting style

18-24 PUBLIC SERVICES

Public Service Reform? Efficiency Reviews? Shared Services? Privatisation? We, and the government, at Westminster, Holyrood and the other devolved administrations, say we want quality public services. However, we obviously disagree on the direction under Blair. Incidentally wasn't Brown the architect?

continued

From Page 3

PFI is costly but we can provide protection for workers (18). Efficiency Reviews do not guarantee that money goes to "the front line" (20). Shared services seemed a good idea as a means of resisting externalisation of services. But with questions over employment models, permanency of funding, terms, conditions and pensions, is this just an attack on "the back office"? (21) (29)

Broader Vision of the Future of quality Public Services, well-resourced, democratically controlled, with public engagement and well-trained, motivated and paid staff are discussed in motions 22-24.

Whatever direction we decide, we should follow a trade union path and not wander off to follow the campaigns of others which may be proposed - debate.



No they don't all want to be excused at once - that's them voting..

25, 26 SOCIAL CARE

The under funding of social care, particularly of the elderly, reduces the quality of care and leads to the exploitation of care workers, particularly migrant workers.

Free personal care should be available and provided by competent, confident, trained and valued staff. Recent legislation (DDA 05) fails to understand and address the position in society of people with disabilities. UNISON's "Beyond the Barriers" campaign must be developed.

With tenants expressing opposition and at best minimal support for the all or nothing investment and council housing presented by the government's externalisation proposals, motions 21 and 22 tell us that there is another way.

Voter engagement: Whatever our criticisms of government on these issues we all fail if voters stay away or use interim elections to kick the government. UNISON must adopt a positively public agenda to engage the electorate (27)

35-44 PENSIONS

As we write we're still in dispute over plans to reduce our works pension entitlements, which we pay for, and the government has just announced that in order to secure a state pension linked to earnings, the safest way of preserving value, we'll have to wait and work longer for our state pensions.

Not surprisingly, the issue again attracts the biggest number of motions (35, 36, 39, 41, 43) However, as the statement/agreement, which sus-

ended the industrial action, gave until June to conclude talks on the LGSS, it's likely that a further statement to conference will overtake these motions.

45, 49 RACISM AND ASYLUM

The continuing scourge of racism was evident in the May local government elections in England. In Scotland we cannot be complacent. We've witnessed racist attacks on our members at work and in the community. It's a trade union issue. Motion 45 calls for vigilance and action in union activity at work and in the communities.

Motion 49 from Scottish branches will seek to build upon excellent work done with the communities and Scottish Executive in protecting the rights of asylum seekers, particularly children, and ensuring a proper caring role for social care/work employees in their professional engagement.

51-59 CIVIL RIGHTS

While government has a duty to protect all residents, the (proposed) introduction of certain measures, ill-considered at best, are at worst abuse of power and human rights (51-53)

Attention should be focussed on developing positive rights for young people (54) and protection of women (55 and 56) rather than divisive and discriminatory legislation and racist practice which feeds off ignorance and prejudice.

66 SPORT

Support the London Olympics (66)

And the Glasgow Commonwealth Games?....

Let's support, but also support the campaign which seeks to prevent exploitation of cheaply produced foreign equipment and style goods.

70 CHILDCARE

Recent research commissioned by UNISON Scotland, and similar work for the Audit Commission in England, shows that child care and child care/education workers are undervalued.

Affordable childcare, by confident, competent and rewarded workers should be universal.

75 ECONOMY

The March budget and its November pre-report showed a growth in public expenditure and aspects of social care. But at a price of private sector rates of investment, which mean future cost.

78-82 EDUCATION

While focussing on the worst excesses of Blair's New Labourism and its impact upon education in England, we know that Treasury models can impact upon more progressive social policy in devolved areas.

86-90, 91 HEALTH SERVICE

While the Government talks of commissioning a patient led NHS, its policies favour market based reform. Again, Scotland has resisted the worst excesses, and reclaimed staff and conditions but must be wary of Treasury impact upon Scotland's economy and budget. We have powerful trade union campaigns to run without being sucked into the activities of other political groups. In doing so we must protect civil rights (92).

95, 98, 99 EMPLOYMENT RIGHTS

Individual rights at work have been advanced to some extent since the change of government. However, these can only be advanced through greater collective rights (95).

Scotland and the Women's Committee assert a particular trade union responsibility to protect migrant workers, particularly women, particularly in health and social care (98/99)

101-104, 111 ENVIRONMENT NUCLEAR

Having safe, secure, enduring and affordable power supplies are addressed in 101-104. But while the government has set up a debate on the future of energy supply, a Tony Blair speech in mid-May sought to predetermine many of the issues offered for debate in those motions. Protecting business before he goes? Don't be cynical. Might even lead one to support the view of disengagement with politics.

But of course nuclear power production/fuel should not be linked to arms production and proliferation (111)unless of course you're Iranian and looking for similar economic opportunities to the West.

116-117 EQUALITY

YES Leads us to the subject of promoting equal opportunities at home, and whether public bodies have a duty to set and lead (116/117)

119-120 EUROPE

Europe for business ... exploiting the need for public services, or a Social Europe? A "no-brainer" for the biggest public service trade union in Europe, but we need to work at it, particularly with our own members.

121, 123, 125, 166 INTERNATIONAL

International solidarity by trade unions can best be expressed by international solidarity with our sister trade unions. Listening to them...assisting them equals UNISON

International Development Fund (121)

This fund is assisting many projects especially in Palestine. As we welcomed guests from Palestine General Federation of Trade Unions and the Israeli Federation Histradut to the STUC in April, we should similarly welcome their representatives to UNISON conference.

We work for a free, independent, viable Palestine, alongside a secure Israel.

(126) We remember the words of Nawaaf Masalla the Chairperson of the International Committee of Histradut at the STUC, "I am against the humiliation of Palestinians, I support a Palestinian state". He also called for, "Israel and Palestine to be together as workers... We are more than neighbours"

(123) Campaign for aid and assistance, not linked to conditions set by "developed countries".

While recognising the rights of migrant workers and the benefits they bring, we must be wary of the adverse effect of their migration upon their indigenous countries (125).



Conference Glasgow 2005: As if one Bob Revie wasn't enough!

129/130/131 VENEZUELA

The new government of Hugo Chavez in Venezuela and its importance for emergent politics of other states in the Andean Continent are addressed in motions from Wales and others including Edinburgh.

However, our solidarity should be raised through broad-based organisations campaigning within UNISON's criteria for affiliations.

145 BRANCH FUNDING and finally ...

It wouldn't be conference it wouldn't be a Scottish briefing without mentioning money.

If you manage your branch membership records at the branch, you'll see the merit in Glasgow's amendment. It's not profligate (... ask John Stevenson...) but it will give you the resources to pay for the organisational duties which have passed to your Branch, so says Mike Kirby, Chair Glasgow City Branch AKA Scottish Convenor.

Did I just miss something?

ALL YOU NEED TO KNOW ABOUT CONFERENCE MYSTERIES

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 Robin Hunter and he's really helpful) 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.



Not how Clytus Williams has usually presented Standing Orders Committee Reports - but it was Glasgow.

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 Thursday, 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 (hopefully) 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 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 probably new ones issued throughout the week.

Suspending Standing Orders

A super wheeze (needing a two thirds majority) often tried to get an outside speaker up or do something that's not on the agenda. To be avoided in most cases because it cuts across agreed priorities.

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 that 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

Mike Kirby and Pat Rowland are this year's Scottish Regional delegates. They are there to help (in seats at the back of the hall), 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.

What's happening?

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

With up to 2,500 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.



Stephanie Herd looking down on herself, looking down on....

Scotland Meeting

Monday's Scotland delegates meeting gives last minute information and discusses Scottish input. It is also your chance to push your issues.

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 scrutineers on the door, will lead to delays and may end up with more than you expected being scanned!

Conference Guide

This details 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 may 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 but 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

See page 8 for details on the rostrum lights for timing speeches.

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 bright 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. As a reminder, this information is usually put up on electronic screens at either side of the stage.

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 8 for rostrum lights, points of order and handy hints...



Jane Carolan (NEC speaker on lots of things) eyes the twin mikes suspiciously

Conference briefings and website service

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 magazine reports back home.

We will also be updating the website with most

of what goes out in print so you can get easy access.

The service is also there to be used by branches to promote motions within Scottish policy. In special circumstances we can also help with typing and communications with branches, press etc back home.

Your contact is *SiU* editor John Stevenson who leads the team with Jane Aitchison and Bernard Kanya, with other committee members helping out too.

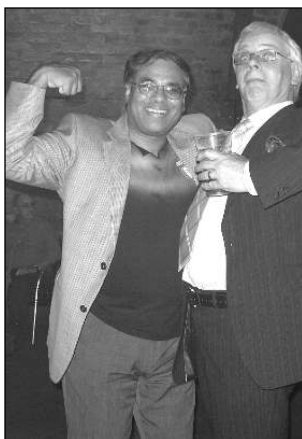
You will find the team in the Newsheet area but please do not visit in numbers, it is very busy.



John prepares a bulletin while Jane poses!
Inset: Bernard Kanya who was at the pub.

Blinkin' lights and points of order AND A RANGE OF OTHER HANDY HINTS

Timing for speeches is shown by lights on the rostrum....



Its not all toil at Conference and you can unwind at Celtic Night - just like Hameed and John last year. **Best caption wins a prize!**

... 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.

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.)

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.
- make sure you've SIGNED your card
- and that the branch name is on it.

Credentials

- Get your photo in advance. Photo booths are few and far between.

Consideration

- We hope the Scottish Briefings will be of some use to you. But for safety, do not leave papers on the floor.
- Don't leave mobile phones on.
- Don't walk in front of the signers.
- Lots of people will be pushing papers and leaflets at you as you come to Conference. Not taking one does not make you a bad person! If you took them all, you would be like a walking rain-forest anyway.

