

Scotland *in* UNISON

NATIONAL DELEGATE CONFERENCE



BRIGHTON 2007

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

UNISON National Delegate Conference will meet weeks after the appointment of a new Prime Minister, a novel development in a long-standing democracy used to electing governments.

We look forward with interest to learn if the architect of much of New Labour's economic and political model of the last decade, including reform of public service delivery, PFI, can adopt a new New Labour direction, particularly in domestic and foreign policy.

The Conference also meets after considerable political change in the UK. In Scotland a change in political ascendancy for the first time in fifty years and a minority administration in power. Similarly, in Wales a more traditional Labour minority administration will endeavour to govern. While in Northern Ireland the diverse communities came together in coalition, with the restoration of a form of self government.

The challenge for UNISON will be how we respond to this new plurality in politics in the UK. In Scotland we have practical engagement with the range of political parties. The union has had to deal with variations of political control and coalition at local government level, but in the majority of UNISON's teenage years it has assumed that it is dealing with one political party.

That may require a change in substance and style. Indeed, Conference two years ago adopted a major report on the Impact of Devolution, pressed for by Scotland, affecting policy development and resources. England may revisit, sooner than it thought, the issues of devolution.

Whether the new New Labour Government will follow the professed Scotland model of co-operation not competition remains to be seen. Conference will debate issues of a UK government agenda, some of which are devolved. Whatever happens in England, and the extent of developing powers in the devolved administrations, the UNISON identity is strong.

Don't forget the meeting of Scottish Branches on:

MONDAY 18 JUNE 5.30PM Grand Hotel, Brighton

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

(Local Government Branches will also meet at the Grand Hotel on Saturday 16 June at 5.30)

Mike Kirby
Convenor
UNISONScotland



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Who's who, or handy folk to know



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.



Malcolm Cantello

Malcolm Cantello, National President

Malcolm Cantello is a long-standing union activist. He joined NALGO, one of UNISON's three partner unions, in 1960 and has been a member of UNISON since its creation in 1993. He chaired the union's smallest service group, Transport, for many years, and was previously vice-president of UNISON, prior to taking up his current position as president. He is currently an Internal Auditor for West Midlands Special Needs Transport, a charity providing a door-to-door service funded in large part by Centro.



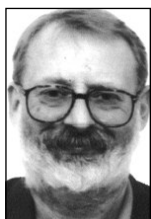
Dave Prentis

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 Campaigning 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 delegate and Scottish Convenor Mike Kirby, 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.

Prioritisation

Of the 130 motions and associated amendments submitted for debate, only a few dozen are likely to be reached.

A process of prioritisation involving the NEC, regions and Self Organised Groups has seen a range of topics identified, with all but one of Scotland's preferred options (M.59) gaining support.

Business

The order of business will reflect these priorities and see some motions forming composites of like subject matters and grouped in topics in half day blocks.

The final order of business, in the second delegates' mailing, will help you spot when your favourite topic is like to be heard.

Motions prioritised for debate, but not reached first time around will be subject to a re-prioritisation for Friday afternoon.

The following motions are most likely to be debated and should be supported with the notable reservations.....



Hey Malcolm, have you seen Scotland's policy positions?

1 & 2 Recruiting and Organising

Organising, recruitment and retention of members is the life-blood of the union. Motion 1 and amendments call for resourcing and developing the organising agenda, while Motion 2 addresses the growing and increasing important issue of bringing migrant workers into trade union organisation.

5 Lay Structure

The changing models of public service delivery and the challenges for branches and service groups in the union are addressed in a major report called for by Conference 2005 (M.5).

Comp A (17-18) 22-23 Collective Bargaining

Pensions are at the top of the bargaining agenda with Comp A (M.17 +18) raising ethical concerns of where our pension funds invest our money.

Bullying at Work (M.22) and employers growing use of Sickness Absence Policies (M.23) to

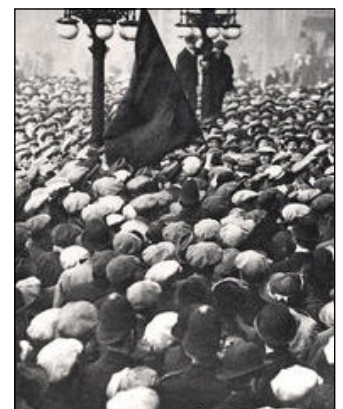
pressure workers are discussed together with the disproportionate use of Disciplinary Action Against Black Workers (M23).

Comp B (27-29) 31-33 Privatisation

The continuing threat of privatisation and outsourcing of public services is highlighted in Comp B (M.27-29 and amendments).

The unanimity of a campaign programme falters, when Glasgow City seek regional activity and demonstrations, which are more likely to be supported than the typical London call for a "national demonstration".

The increasing marketisation of public services is challenged in Motion 31 and Scotland, Northern Ireland and the North West (M.32 + M.33) urge continuation of the Positively Public Campaign and co-operation not competition in delivering efficient and effective services.



Glasgow's idea of a regional demonstration

Continued

From Page 3

34 Occupational Registration

Registration of occupations has been supported by UNISON to protect users, workers and raise standards. The organisational and resource challenges for the union are addressed by Scotland's Motion 34.



Tension mounts as Glasgow's Sam McCartney gets ready to vote...



Sam votes! And the rest join in with passion as the excitement builds...



... and Ian frae Turriff is fair caught up as he frantically waves his card (note John frae Edinburgh (behind) hiding his face cos he got the branch line wrong.)

Comp C (38-39) Housing

As more and more tenants groups in Scotland have voted against stock transfers, Comp C (M.38 + M.39) seeks a fourth option of investment in social housing.

45 Employment Rights

While there have been new individual employment rights introduced by New Labour we need greater collective rights through a Trade Union Freedom Bill (M.45).

51 World Wide Public Services

Whatever our struggles to protect current public services, millions in the developing world may only gain access through a heavy burden

of economic conditions set by the developed world. UNISON must assist the pursuit of key UN Millennium Development Goals with our sister unions abroad (M.51).

51-52 International

UNISON support for the struggles of the Cuban and Palestinian peoples are addressed in Motions 51 and 52 with trade being seen as a weapon to support in one case and a boycott tool in the case of Israel/Palestine.

57 Racism

That over 20,000 voted for BNP in Scotland should not be dismissed as a mindless minority. They have political office in the Midlands and other areas of the UK and our opposition must be strengthened (M.57).

63 Global Warming

UNISON Scotland is promoting a broad trade union and labour movement coalition to fight global warming and a UK campaign is called for in Motion 63, with particular objectives.

Comp D (73-75) Trident

Eight motions and amendments, including three from Scotland should ensure a debate on continued campaigning against a Trident Replacement, which is in our backyard and has been shown to have an adverse effect upon public service provision and public service jobs (Comp D M.73-75).

Comp E (76-77) Health

Composite E National Health Service (M.76-77) has again topped the prioritisation poll and while Gordon Brown may have said that he has red-circled health, PFI costs are still a draw on proper funding. But the comprehensive composite may attract trifling amendments. While Motion 79 Mental Health addresses a devolved issue where there is separate legislation in Scotland, motion 81 on NHS- Scrutiny and Accountability (M.81) includes some universal principles.

85-88 Education

The education debate including Leitch Review (M.85) and Schools Review (M.86-88) are devolved matters with a different agenda but the principles of Leitch should be supported and pressed for in the current Scottish Review.

90, 94 Civil Rights

Motion 90 calls for continued work against Islamophobia and attacks on all civil liberties (Motion 94).

99, 102 Pensions

Of a number of motions submitted on pensions three topics are likely to be debated, including Scotland's motion 101 on the campaign to secure rights of representation on pension fund boards. Other themes will include restoring the link between pensions and earnings (M.99) and access to state pension for part-time workers (M.102).

107-108 Equalities

An action plan to pursue implementation of the recent Gender Equality Duty is discussed in motion 106. While welcoming recent advances in rights for lesbian, gay, bisexual and transgender people, motion 108 promotes a Charter for Change for LGBT Equality. With the return of a degree of self-government to Northern Ireland, motion 107 seeks to redress some of the imbalance of equality and loss of fair impact assessment during the period of direct rule.

111-112 Social Poverty

Is the government missing its own targets to evaluate child poverty? There are 3.4 million answers to that question and motion 111 seeks to change the answer.

Developing awareness and campaigning against Violence Against Women is predicated upon identifying cause as motion 112 demands.

Comp G 121-122 Public Spending

A number of motions on the review of public spending will be reflected in Composite G (M.121-122) which sets out UNISON objectives in the drive for efficiency.

Comp H (126-127) Europe

Events and developments in Europe have major implications for UNISON members at work and in the community and Composite H (M.126-127) sets out a comprehensive agenda including opposition to any European constitution.

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

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.

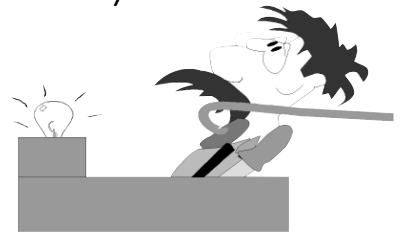
It can be useful to have an 'escape clause' in your speech to cut to so you can finish on a good note..

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 the branch name is on it
- Make sure it is the right numbered card for the vote.

Credentials

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

Consideration

- We hope the Scottish Briefings will be of 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!

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.



Ok, it was back in 2005 that Clytus Williams presented the Standing Orders Report in a kilt - but worth another look eh?

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 - instead of being passed or defeated - 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, 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.

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 5 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.

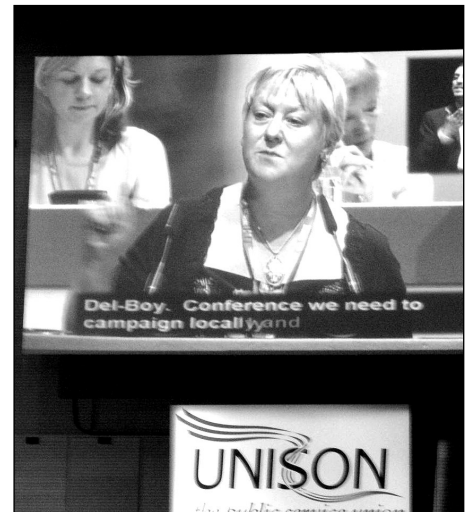
The correct number must be used for the particular vote. As a reminder, this information is usually put up on electronic screens at either side of the stage.

Make sure you use the right card vote. The Chair will tell you which number it is (Special reminder for Aberdeenshire delegate - you know who you are...)

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



The Palantype sometimes throws up a few funnies and Scotland NEC member Jane Carolan looks fazed by this subtitle on the big screen. We think she did say 'Del-boy' though. What was that speech about again?

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.

It is especially useful when changes emerge during the week and unforeseen issues arise.

The team will also produce the sheets for branches to prioritise motions for Friday afternoon.

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 Kate Ramsden, 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.

Award winning team



Jane Aitchison picks up national magazine award



Kate Ramsden picks up national magazine award



John Stevenson picks up award - a wee bit longer ago

NOTES

(Have you noticed booklets do this all the time when they can't think of anything to fill the space?)



