

Scotland *in* UNISON

NATIONAL DELEGATE CONFERENCE



BOURNEMOUTH 2010

CONFERENCE DELEGATES HANDBOOK

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

**PUBLIC
WORKS:**

www.unison-scotland.org.uk/conf2010

NATIONAL DELEGATE CONFERENCE BRIEFINGS, PRODUCED BY SCOTTISH COMMUNICATIONS
& CAMPAIGNS COMMITTEE IN CONJUNCTION WITH REGIONAL DELEGATES

UNISON
Scotland

Welcome to Conference

from UNISONScotland Convener Mike Kirby

Welcome to Bournemouth for UNISON's 17 National Delegate Conference.

We meet just five weeks after an innovation in UK politics, a coalition government.

A coalition government committed to slashing public expenditure and the services in which we work and on which our communities rely.

It has been said that the standard of any civilised society can be measured by its public services, its ability to care for those elderly and infirm, young and learning, at work and out of work, those disadvantaged or disabled. The UK standard is about to be severely tested.

The announcements of the first £6billion of cuts in May are a mere starter of what's to come. There will be an Emergency Budget on 22 June. This will be the set piece announcement, in which Chancellor George Osborne shows the markets he is tough enough to deliver the deep cuts they are looking for.

The Financial Times estimated on the previous governments plans, that £37.4bn would have to be cut from public spending by 2014, if the deficit as promised is to be halved.

That's £37.4bn in the expected lifetime of this fixed term coalition. That's 25% of the whole NHS budget, half the cost of the basic state pension, 10 times the NHS dentists' bill, three quarters of the defence budget.

And remember, the pressure on public sector cuts, is likely to hit hardest on women, often the low earners, as workers and family users of services.

It is important to be aware that the Emergency Budget will be a mere foretaste of the cuts that can be expected in the autumn Comprehensive Spending Review.

We can expect it to include:

- deep cuts or very tight restrictions to funding and provision in health, education, social services, policing, housing, and throughout our public services

- further plans on imposing pay restraint across the public sector beyond the pay freeze already announced for 2011-12

- recommendations of the "independent review" of public sector pensions.

Cameron paid an early visit north of the border. He uttered "Respect". The First Minister replied "Respect".....and a deal was done to defer Scotland's share of the first £6bn, £322million until after the elections next year 2011.

There is an argument in delaying cuts in budgets already set by the Scottish Parliament, to avoid heightening the impact. However, two years' cuts will be administered next year, after the Scottish Parliament election.

Should make for an interesting campaign?

Mike calls for cuts?

And as we gather, here's a headline for you, "Trade union leader calls for more cuts".

Cut the central government use of private consultants, £2.8 billion.

Cut the Private Finance Initiative in favour of conventional funding, £3 billion.

Cut the tax dodging non doms and save £10 billion a year.

Cut tax avoidance and unnecessary relief on high earners, save £15 billion.

Cut finance racketeering with a Tobin Tax make £30 billion a year.

And above all, save £80 billion over 40 years, by cutting Trident.

Do that rather than have Our People, pay for the bail out of the banks, estimated at anywhere between £50 to £120 billion.

Across Scotland, and the UK, local authorities and other public service bodies, are cutting services to local communities as the price to be paid for the bail out of the banks.

Replacing Trident will waste billions of pounds of taxpayers' money, that could better be spent on jobs, pensions, education and health, to improve the lives of the people of Scotland and the UK, without threatening the lives of others.

With unemployment continuing to rise, the priority must be to secure a recovery from the recession. Public services must be at the core of that recovery plan.

Across the UK there is a clear majority against deep cuts in public expenditure.

It is more important than ever that UNISON is seen to be at the forefront of the campaign to protect and expand public services and jobs.



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Scottish Branches Meeting
MONDAY 14 JUNE
5.30pm - Details to follow.

Local Govt Branches will also meet at 5.30 on Saturday 12 June.

CELTIC NIGHT
Wed 16 June
Wessex Hotel
Tickets from Pat Rowland - see flyer.

Who's who, or handy folk to know



Matt Smith, Scottish Secretary

Matt Smith is Scotland's top full time official. 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.

Matt was appointed to the Calman Commission on Scottish Devolution. He is set to retire later this year, ending an era because he has been Scottish Secretary since UNISON's birth.



Gerry Gallagher, National President

Gerry Gallagher is the current president of UNISON, the highest lay member position. He will chair Conference throughout the week.

Gerry is a police communications officer with Durham Constabulary. He has been a UNISON member since 1974, and was first elected to the

union's ruling National Executive Council in 2000. Gerry was born and raised in Ferryhill, County Durham. During his Presidential year, Gerry has been campaigning to build awareness of the devastation that domestic violence can cause to families, particularly children.



Dave Prentis, General Secretary

Dave Prentis was elected general secretary of UNISON in 2000, took up the post on 1 January 2001, was re-elected in 2006 and is standing again for election this year with the result due on the Tuesday after Conference.

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.



Bob Revie, Standing Orders Committee Rep

Bob Revie is Scotland's rep on the Standing Orders Committee which sets out the business for the week.

Bob is the source of information on what's going on and whether your motion has any chance!

Scotland policy guide on all the main issues



Mike Kirby: *Is he the one?*



Lilian Macer: *"You know how to whistle, don't you? You just put your lips together and blow."*

Mike Kirby, Scottish Convener and Lilian Macer, Vice Convener

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 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.

Here they preview the main debates at National Delegate Conference

Branches, regions, self organized groups, retired and young members and the NEC National Executive Council, submitted 135 motions and associated amendments to the conference agenda.

The experience of recent years is that conference will manage to discuss no more than 30 or so of these motions, many of which will find themselves in composites agreed by the bodies submitting the original motions.

If your favourite is not discussed below, it is unlikely to be debated first time around and the only alternative will be in the reprioritisation exercise. This will take place on Wednesday evening/Thursday morning, for Friday afternoon business.

The standing orders committee (SOC) has balloted regions, the NEC, self

continued on page 3

From Page 2

organised groups, National Young Members' Forum and the National Retired Members' Committee on what motions should be prioritised for debate at the national delegate conference.

Recruiting & Organising (1, 2 4, 5)

The first round of spending cuts in May and the June Budget to come, further marketisation and outsourcing of services, will intensify pressures on current and future levels of membership, making recruitment and organising essential.

Falkirk's amendment (1.01) identifies that the levels of service members receive can vary dramatically depending upon which branch they are a member of, and the amendment calls for an investigation into the different levels of administrative support available to branches. The organising challenge of the third sector, the newly established Community Service Group, is recognised by the Edinburgh amendment (1.02) which seeks practical strategies.

The theme of resourcing organising is taken up by West Midlands (2), with needs of branch activists identified by Cymru/Wales (4) and Northamptonshire (5).

Self Organisation (9)

Self organised groups have an important role to play in advising how socio-economic pressures can lead to further attacks on disadvantaged groups. Motion 9 from Edinburgh and amendments calls for a review of self organised groups and how we can reinvigorate them, improve accountability, widen participation, link to the unions objectives and provide value for money.

Bargaining (12 & 13, 37)

The impact of cuts on jobs, terms and conditions, and the increase in various forms of outsourcing has the motion (13) from Northern region define a programme to develop and promote a positive bargaining agenda with which members will identify.

The motion from the Young Members' Forum draws attention to the particular impact upon future generations through attacks on further and higher education.

The Future Jobs Fund has taken its first hit in the May cuts. The importance of apprenticeships is highlighted in their motion (13) and by North Yorkshire (37).

Domestic Abuse/Violence (15)

Domestic Abuse and violence are complex issues which do affect our members at work. In recognising some pioneering work by Refuge and Respect, Edinburgh calls for workplace agreements to be made a statutory requirement in the public sector.

The Scottish Council meeting in April agreed Scotland's priorities.

All but three of Scotland's priorities are likely to be debated

Dyslexia in the Workplace (17)

One in ten of the population have dyslexia, probably 100,000 UNISON members, and Derbyshire (17) argue that we need a negotiating guide and awareness raising toolkit.

Pensions (18, 19, 20, 22 & 25, 85)

The NEC should lead a campaign to defend the LGPS pension scheme from the expected attacks, announced in the Coalition Review. This political campaign should include legitimate industrial action say the NEC and Somerset (25). While much of amendment (18.01) from London and motion (22) from Tower Hamlets is appropriate, they determine that the issue should be taken to the TUC, while UNISON convention avoids such instruction, preferring to select TUC motions from the menu of issues carried at conference.

The majority of public sector pensioners receive a pension of less than £5,000 and that half of the women in the NHS scheme receive less than £3,500. We need to address the public sector pensions myths say the Women's Committee (19), a theme taken up by North Yorkshire (20).

With the Coalition talking of linking state pensions to earnings, the National Retired Members' Committee call for a linking of public sector occupational pensions.

Pay (26 & 27)

Pay restraint will be a key part of the Coalition Government's programme over the coming years and motions 26 and 27 set the union against any pay freeze, while the UNISON Scotland amendment (26.02) promotes the concept of the Living Wage.



Scotland demonstrates its usual positive approach to Conference while the delegates take it in turn to snooze.



Each morning, Conference starts with a blessing from the Chair of the Scottish Communications and Campaigns Committee.

From Page 3

Absence Procedures (30)

The growing and extended use of sickness absence procedures discriminates against women and the trade union should produce a suitable negotiating guide.



Hang on Dave, we're lurching to the left!

Learning Agenda (35)

Motion 35 from the NEC recognises the important role which adult education plays, including trade union education, in political and democratic

processes. The motion picks up a theme from the review of the political fund and calls for an exploration of how political education can be embedded in existing training courses.

Privatisation (38, 39)

East Midlands (38) call for a continued campaign to promote the value of publicly provided services against outsourcing and the amendment (38.01) from Edinburgh and Cleveland (40) highlight their local experiences and campaigns.

Public Services (41 -45, 48 & 50)

The largest number of motions on a single theme can be boiled down to the key messages of a fairer tax system to pay for democratically controlled and accountable, publicly funded, publicly delivered, to address the inequalities in society, which are an affront to human rights. The union Million Voices Campaign, using the General Political Fund provides the means, to counter such daft schemes as Tory ideas of public services being delivered using the "Easyjet" model of basic service and purchased top-up.



NEC member Gordon McKay demonstrates the importance of checking your fly is zipped before getting up to speak. (Ok we've used it before but worth another run eh?).

Health (58 & 60)

The motions 58 and 60 on health service may relate principally to England with health a devolved matter,

but the themes apply elsewhere. The importance of defending an integrated health service in the current economic climate, and the dangers and challenges of the personalisation agenda (61.01) are highlighted.

Social Care (61 & 62)

Conference is asked to welcome the rise of social care up the political agenda, the personal care provisions and the regulatory framework to raise standards, and to take up the challenge of organising personal assistants.

Total Place (64)

In noting the trend towards integrated public services, trade unions should be involved in service improvement initiatives, but the Lambeth amendment (64.01) would hand over the proper bargaining role of joint negotiating bodies to trades union councils.

The Economy (70 -72 & 75)

Conference will condemn a financial system which allowed a privileged and unaccountable few to get richer at a cost to be met by the many, particularly disadvantaged groups (70.01, 75) and set an alternative economic agenda through the Million Voices Campaign. The New Green Deal provides an ideal programme at a time of recession to grow a way out towards a sustainable and just economy.

Fairer Taxation (81 & 82)

The two motions from Scotland and North West set an agenda for fairer taxation, and an end to tax avoidance, as a means of funding public services.

Trade Union rights (86 -88)

Since 1997, the gains in individual employment rights have to be set against the minimal gains in collective rights. That's why we need a Trade Union Freedom Bill.

The debate on the Minimum Wage will see a repeat of the old debate of putting in a figure (87.01) or using the commonly accepted living wage formula.

Political Fund Review (91)

Conference will be asked to approve the report into the effectiveness of the political fund which was called for two years ago and has been the subject of extensive consultation, something which appears to have passed-by the London Borough of Lambeth (91.01). However, the Scottish amendment (91.02) would seek to give enhanced rights to those who pay into the affiliated part of the fund, subject to them meeting Labour Party rules with regard to representation.

continued on page 5

From Page 4

International (92,93, 96, 101 & 102)

A tax on the movement of money as a means of aiding the poorest across the world is supported in motion 92 from Eastern.

In calling on the UK Government to normalise relations with Cuba, and to reform EU relations, the motion from Yorkshire & Humberside Water and NEC (93) recognises the vanguard role which was played by Cuban health workers in the aid response to the tragedy in Haiti in January this year.

The continued illegal occupation of Palestinian Territory by Israel and the incursion into Gaza in 2008, arguably changed the perspective of the Scottish and UK trade union movements, with the decisions last year to promote a boycott of companies engaged in, or goods and produce from, the illegally occupied territories, and to review relations with Histadrut, the Israeli trade union centre. The campaign should be stepped up.

The motion from Eastern and others (101) would have us explore ways of supporting trade unions and labour groups in the Philippines, where the ITUC says there are growing dangers to activists.

The Lisbon Treaty concentrates a neo-liberal agenda at the heart of EU and is a threat to public services, through further "structural reform" i.e. workforce flexibility and marketisation. We need to alert members through a campaign states Manchester (102).

Racism (104)

The racist BNP were defeated in recent elections. They have been forced off the streets of Edinburgh and Glasgow and their attempts to march elsewhere in Scotland have been resisted, but they persist in many parts south of the border. The trade union campaign must continue.

Equalities (112,113,115 & 117)

The EHRC has illustrated that disabled people are at greater risk of targeted violence and hostility and the motions from the Disabled Members' Committee, (113) seek to raise awareness, identify the particular roles of public services and the justice system in a zero tolerance approach. However, in welcoming the DDA, they also draw to our attention that not all forms of disability are apparent and there is a need to raise awareness of non apparent disability.

Women bear the brunt of the recession as workers and users of services, along with discrimination in the workplace and this needs to be highlighted as part of the organising strategy of the union. The National

Women's Committee also calls for a campaign to Demand Change and legal reform, in recognition that prostitution is a form of violence against women.

Civil Rights (120, 122 & 124)

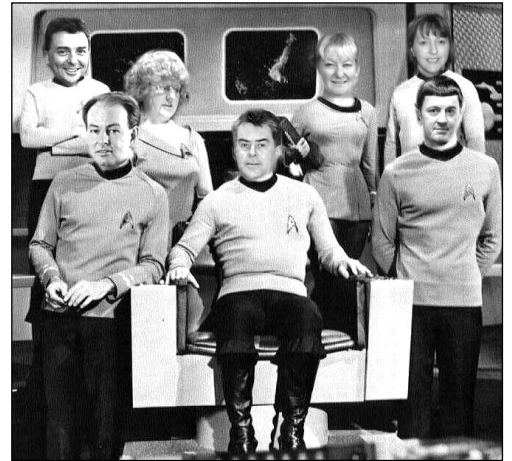
While the Good Friday Agreement (120) has brought a period of stability under the Northern Ireland Assembly, the final round of implementation talks saw the UK government renege on a Bill of Rights, a crucial part of the deal for many in Northern Ireland.

Some may remember the "sus" laws of the 1970's which were used to target young people, particularly black youth. They were repealed but police are now using stop and search provisions of the Terrorism Act 2000, hardly social policing.

The Conservatives have stated their intention to repeal the Human Rights Act, which provides for Freedom of Assembly, the right to a fair trial, prohibition of forced labour, all relevant to trade unions.

Devolution (133 & 134)

Following a decade of devolution, during which a number of powers devolved to the various administrations have been developed, and UNISON produced its own protocol on devolved matters, this is in need of review together with further consideration to resource issues.



We like a theme in the Conference Briefings and three years ago it was Star Trek. - Back row from left: Dave Prentis, Pat Rowland, Jane Carolan, Lilian Macer, Front: Matt Smith, Mike Kirby and Dave Watson.



Dave Prentis unveils a Mabledon Place tribute to his favourite Conference Briefing

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



The Standing Orders Committee is a body of unquestionable integrity - but they have to get their guidance from somewhere!

Bob Revie 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.

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 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) 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 and of course stops Conference making decisions.

Grouped Debates

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

Reference Back

Reports, such as the annual report or standing orders report, are presented to conference for approval. If someone is unhappy with part of the report they can ask for "reference back", meaning 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 Lilian Macer 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 (see p1).

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, 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 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.

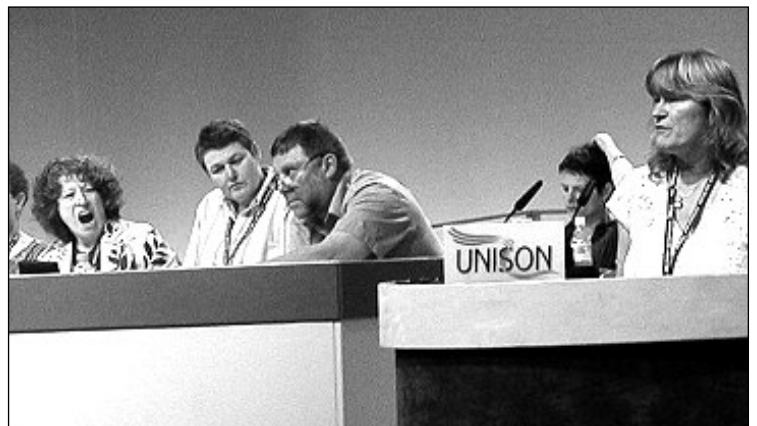
Always start your speech by giving your name and your branch.

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



Aberdeenshire's Kate Ramsden stifles an expletive as she is heckled mercilessly by the Head of Local Government

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

Conference briefings and website service



The Briefings Team's John Stevenson with the two other folk that help.

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 at www.unison-scotland.org.uk/conf2010.

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 **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.

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.



No point in getting upset about it Denise. When the red light comes on - that's you off!

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

The lights mean....

Yellow: means the speaker has a minute to go.

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

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

Points of Order

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

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

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

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

Handy Hints

Card Votes

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

Get your photo in advance

- Get your credential 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.

"I did switch the cooker off before I left. Didn't I?"



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