

# MOTIONS BOOKLET



## 2022

This booklet lists all proposed rule changes to the Regional Constitution and motions for debate received by the deadlines of 15 January and 22 January 2021 respectively.

SOC Report 1 can be found on pages **2 to 3**

SECTION 1: Proposed rule changes can be found on pages **4 to 9**

SECTION 2: AGM Motions can be found on pages **10 to 19**

SECTION 3: Motions intended for submission to NDC 2022 can be found on pages **20 to 27**

SECTION 4: Motions ruled out of order can be found on page **28 to 29**

# Regional Standing Orders Committee Report 1

27 January 2021

## 1.1 Role and Membership

The Regional Standing Orders Committee considers all motions, amendments, emergency motions, and rule changes to ensure they are competent and fall within the remit of the Regional Council and its functions as laid out in the national rulebook.

Four members are directly elected by the Regional Council. The region's National SOC representative and one member of the Regional Convenor's Group each have a seat on the SOC.

Regional Convenor's Group	Mark Chiverton
National SOC Representative	Serena Powis
Directly Elected	Sarah Barwick
Directly Elected	Shaaron Coward
Directly Elected	Sue Tibbles
Directly Elected	Kevin Jackson

## 1.2 Motions and Rule Changes

The deadline for rule changes to be submitted for debate at the Regional Council AGM was 15 January 2022. The deadline for motions was 22 January.

- Two rule changes were received for debate.
- Three motions were received for debate.
- One of those motions were stated as for consideration as regional motions to NDC 2022.

The Regional Standing Orders Committee met on 27 January to consider all rule changes and motions received by the published deadlines.

The SOC will meet again on 10 February to consider any amendments, emergency motions, or appeals to motions ruled out of order.

## 1.3 Procedures - Reference Back of SOC Report

When the SOC Report is moved, delegates will be asked for questions. Delegates can move reference back of a particular section of the report if they are not satisfied with its contents. Therefore the SOC recommends that the AGM may vote to refer back a whole, numbered section or part of a section.

The effect of reference back of a particular section or part of a section is that the AGM has not yet approved that section and the SOC is charged with reconsidering it. The SOC will then report back to the AGM with its reconsidered view and ask the AGM to accept the updated report. The SOC may decide to change its proposal, or to maintain its original proposal. Delegates can only vote to accept the report or refer back a section of the report. They cannot amend the report from the floor of the AGM.

## 1.4 Order of Business

Both motions and the proposed rule changes have been printed below in the following order:

- Those received from regional committees (printed in alphabetical order by committee name).
- Those received from branches (printed in alphabetical order by branch name).

Debates will take place in the order they are printed in this booklet.

Please note that if motions in section 2 are not passed by the AGM, then their equivalent motion in section 3 will be removed from the ballot for regional motions to NDC. You will be advised further on this prior to the ballot.

### **1.5 Motions Ruled Out of Order**

The motions ruled out of order are listed in section 4 below.

The Chair will update the AGM during agenda item 2 'Standing Orders Committee Report' if there have been any changes to this section following appeals.

Delegates wishing to move reference back on this section need to specify which motion they are referring to.

### **1.6 Emergency Motions**

The deadline for emergency motions is 5pm on 9 February 2022.

As of 27 January, no emergency motions have been received.

### **1.7 Amendments**

The deadline for amendments is 5pm on 5 February 2022.

### **1.8 Composites**

The SOC has not suggested compositing any motions.

### **1.9 Group Debates**

The SOC has not proposed any group debates.

### **1.10 Consequences**

The SOC has not noted any consequences for other motions or rule changes on the agenda as a result of the AGM passing, or not passing, any motion or rule change.

### **1.11 Speaking Times**

The mover of a motion or amendment shall be allowed to speak for **five minutes**. Each succeeding speaker shall be allowed to speak for **three minutes**, including the right of reply.

# **SECTION 1: PROPOSED RULE CHANGES**

## **R1: MEETING ARRANGEMENTS**

Submitted by: **Participation Project Working Group**  
For consideration at NDC: **NO**

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Insert new section 18

### **18. Meeting Arrangements**

The expectation for Regional Council, Regional Committee, the Strategic Committees, Standing Committees, and the Sub-Groups is that at least half of all meetings per two-year cycle will take place virtually using video conference software, although due consideration will be given to exceptional circumstances following discussions between the Committee Co-Chairs and Secretary and agreement by the committee as per normal processes.

The Regional Council's expectation is that all other groups recognised at a regional level (as detailed in section 17) follow the same pattern.

For all meetings the region's Access Standards Guidance for virtual and physical meetings must be complied with. For all meetings held in person, reasonable steps must be taken by the officers of the committee to book venues which meet the access needs of committee attendees. The location of meetings should be within a reasonable travelling distance of all committee members, the Region's Access Standards Guidance must be complied with when determining this.

Re-number subsequent sections accordingly.

## **R2: MEETING ACCESS STANDARDS**

Submitted by: **Participation Project Working Group**  
For consideration at NDC: **NO**

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Insert new appendix 4:

### **MEETING ACCESS STANDARDS | ENSURING ACCESSIBLE VIRTUAL AND FACE TO FACE MEETINGS AND EVENTS**

UNISON is committed to removing or reducing all barriers to participation. The South East Region has led the way in this through our Working Together Guidelines, Access Standards and Disability Access Passport. It's vitally important that we continue to ensure all our meetings, whether face to face or virtual, are accessible to all members, and everyone can participate fully.

These must be used for all UNISON South East virtual or face to face meetings and events with members, and our Working Together Guidelines will continue to apply.

### **Approach to Setting Meeting Dates**

- Committee Secretaries and Chairs should work together to schedule their committee meetings in advance of their first meeting, using the Framework For Setting Meeting Dates to ensure these are accessible to the majority of committee members.
- At least 50% of all meetings must be fully virtual meetings. You should think of should the most appropriate format for meetings or events based on the business to be conducted and the access requirements of all participants.
- Meeting dates should not change, any changes should be communicated well in advance
- At least four weeks' notice must be given for all meetings to arrange any necessary adjustments, such as BSL interpreters, and for attendees to secure facility time.
- Meetings will not begin unless they are quorate. If ten minutes after the published start time the meeting is still not quorate the meeting will end.

### **Before your meeting or event**

#### **All Meetings**

- Agendas must be timed and adhered to. The template agenda must be used. The meeting must end at the advertised time.
- The agenda will be timed and should include when questions or comments are taken on each appropriate agenda item, with timings for this to allow attendees to prepare and have time to input their questions.
- If a meeting needs to continue for more than one hour, regardless of format, regular breaks must be included and these should be clearly set out in the agenda. Shorter meetings should have shorter breaks, and longer meetings should feature multiple breaks.
- All attendees should be asked what adjustments they need in the joining instructions for the meeting with reference made to the region's Access Passport. Do not assume members don't need adjustments - they may have non-apparent impairments. The meeting can only go ahead once its been confirmed that these have reasonably been met.
- Circulate any papers and slides two weeks before the meeting so that members with different impairments have time to read and process the contents. The access passports should be used to identify those who may need additional time to do so and to accommodate this where possible.

#### **Face to Face Meetings**

- The majority of meetings should last no more than two hours. However, it is recognised that some meetings, such as AGMs, may need to be slightly longer to accommodate business. These meetings should last no longer than three hours.

- You should consider setting meeting dates to co-ordinate dates and times with other committees or with other events to minimise the impact of travelling.
- All venues should be fully accessible and used regularly, reference should be made to the accessible venues checklist. Any new venues need to be researched in person to test accessibility. This needs to include the public transport options and walking times. Once this has been assessed, the information needs to be included in the paperwork to those attending
- Timings of meetings need to take into consideration travel to and from the meetings, this includes ensuring that the start and end times allow where possible for off-peak travel.

### **Virtual Meetings**

- Virtual meetings and events can be more tiring, so consider carefully how long the meeting or event needs to last; they should only last as long as necessary to carry out core business or activities.
- The meetings should last no longer than two hours; however, it is recognised that some meetings, such as AGMs, may need to be slightly longer to accommodate business. These meetings should be split into two halves of no longer than one and a half hour sessions, each with a break in the middle.
- Clear instructions must be sent in advance regarding how to access the virtual platform and make clear how the meeting will be run and what functions of the software you will be using. The meeting will be opened ten minutes in advance to allow for instructions on how to use virtual platforms, support any technical or access requirements and for participants to test their equipment.

### **Paperwork**

- Paperwork for meetings needs to be Arial font 12 point black for all standard documents and will be sent out electronically, unless another format requested as a reasonable access requirement i.e larger font.
- Documents should be in a format compatible with screen readers where practical.
- Documents, including presentations, must follow the regional accessible communications guidance.
- If coloured paper is required as a access requirement, the name of the colour needs to be printed clearly on the paper.
- If alternative audio formats of meeting paperwork are required, extra time may need to be made available to transfer information from paper to audio.
- All paperwork, including reports, minutes, agendas, motions etc., must use the template formats. Reports should be provided in writing.
- The working together guidelines should be issued with the paperwork for each meeting.
- The option of claiming travel expenses in advance of a meeting should be notified to those attending a meeting in advance.

## **During the meeting**

### **All Meetings**

- It is important that timings are adhered to, in particular the start and end times and any agreed breaks. Ensuring the meeting finishes on time allows members who need to eat or take medication, have caring responsibilities or need to travel off-peak, to participate fully and are not disenfranchised from any voting or decision making.
- Any other business for a meeting needs to be notified to the Co-Chair and Secretary in advance of the meeting. Emergency business should not be tabled on the day unless it meets an agreed standard as agreed in the regional constitution. If any emergency business or late paperwork is to be discussed at a meeting, the Chair and Secretary will need to propose an alternative timed agenda to allow for reading time, without changing the start, finish or break times.
- If there are any presentations, they should allow time for participants to digest the information, the presenter should ensure that all elements of the presentation are spoken and displayed and check everyone is ready before moving onto the next page.
- Attendees should not speak unless called upon by the Chair; this includes responses back.
- People speaking should say their name every time they speak, so all attendees know who is talking.
- Opportunity should be given to submit questions in advance where possible.
- The Chair should ensure that a wide variety of attendees are called upon to ask questions, this is particularly important as agendas will be timed. Those who have not yet contributed should be called upon first to ensure everyone has a chance to engage in the discussions.
- Notes of meetings must be taken by an appropriate member of staff and circulated to everyone, including those not in attendance. – using agreed templates- reports as well etc.
- Speakers should try to slow down their speaking style and create pauses between sections so members who are taking notes, using live captions or sign language interpreters can catch up.

### **Face to Face Meetings**

- At larger events microphones should be provided and used by all participants.
- Seating will be reserved at the front for those who are partially sighted or have hearing impairments.
- Attendees should notify the Chair of any allergies and the Chair should advise attendees that this must be strictly adhered to.
- The Chair should remind attendees to switch off mobile phones and if they are on vibrate, to remove them from the table as it may interfere with a hearing loop.
- Attendees should be reminded to minimise any disruptive or distracting behaviour and limit background noise as far as possible. This includes having side

conversations, additionally attendees should try not to leave the meeting where possible and wait for the breaks.

### **Virtual Meetings**

- There will be a “technical and access facilitator” in the meeting to deal with any access issues during the meeting and ensure everyone can participate.
- The technical and access facilitator can use the function “mute all” and ask attendees to mute themselves when not speaking to avoid feedback and distracting background noise that can affect members with hearing impairments.
- If attendees are called away from their screen, or there are any distractions in the background, cameras should be switched off so neurodiverse members can focus.
- The chat function should be used to raise technical and access issues with the TA facilitator. Contributions to the meeting should be made verbally after being called on by the Chair.
- If the chat function is used by a participant, i.e to speak to the TA facilitator or to contribute if your microphone is not working, please be aware that some members may face barriers in using their keyboard or mouse, might have dyslexia or their first language might be BSL rather than English.
- Some participants are unable to use the chat function- i.e those joining via phone or those using dictation software, they should be advised to raise their hand to raise technical issues or to email or call the TA facilitator.
- Votes can take place in meetings using the appropriate feature in Teams, as long as every present committee member can participate, alternatively voting links can be set up in advance.

### **Speakers and Contributors**

Speakers, especially the Chair, and all contributors, should be advised of the following in advance of the meeting:

- Make sure your face is well-lit and can be clearly seen so that members with visual impairments or who lip read can see you.
- Position your webcam roughly in line with your eyes and back it up a little so that there is space around your face and upper body.
- Be aware that light coming from behind you can shadow your face and can be painful for people with visual impairment. Do not sit in front of a window – if you must then close blinds or curtains.
- Use a headset or earphones where possible to improve audio quality.
- Choose the option of a plain background in Teams or if available on similar platforms to reduce distraction and allow a clearer image so that neurodiverse members and those with hearing impairments can focus on what you are saying.
- If you are using the shared screen function in Teams, remember that not everyone can see what you’re referring to. Describe what is on the screen and send presentations or documents in advance.

### **Guidance on Reasonable Adjustments**



## Captioning

- If a member has requested speech to text, Microsoft Teams includes the option of live captioning.
- You should advise any members requiring captioning or speech to text that they can switch on this option by clicking the three dots on the control dashboard and selecting 'turn on live captions'.

## British Sign Language

- If a member has requested British Sign Language interpretation, we recommend using a BSL interpreter from Interpreting Matters ([office@interpretingmatters.co.uk](mailto:office@interpretingmatters.co.uk))
- If using Teams, you should advise the member to "pin" the interpreter to their screen so they can see them at all times.
- The BSL interpreter will also need to "pin" the Deaf member to their screen.
- The interpreter will need to join the meeting in advance of the start time to set up. BSL interpreters should be registered with a national body such as NRCPD ([www.nrcpd.org.uk](http://www.nrcpd.org.uk)) or RBSLI ([www.rbsli.org](http://www.rbsli.org)). It is not appropriate to use trainee interpreters, family members or work colleagues who can use BSL but are not qualified interpreters.
- Sometimes more than one interpreter is needed depending on the length and complexity of a meeting – interpreters need breaks too!

## **SECTION 2: MOTIONS FOR DEBATE BY THE AGM**

### **M1: STAND UP TO RACISM**

Submitted by: **Portsmouth City**  
For consideration at NDC: **NO**

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Regional Council notes:

1. That the coronavirus pandemic has continued to highlight the inequalities faced by Black people, in particular around low pay in frontline service roles and housing, and the disproportionate way that this has led to increased infection and death rates.
2. That Black people have been more likely to be fined for alleged breaches of covid regulations than white people – in the first three months of the pandemic, Black people were over 50% more likely to be fined than white people, according to research by Liberty. As yet, no police action has been taken in relation to the multiple alleged breaches of lockdown rules throughout 2020 at 10 Downing Street.
3. The continued police brutality faced by Black people. The 2020 murder of George Floyd by the police in the US reignited the Black Lives Matter movement around the world, seeing huge protests despite the pandemic, and has highlighted once again how Black people are treated by the police.
4. That racism and police brutality is not confined to the US, nor is it a matter just for people in the US.
5. That following the Euro football finals, there was a dramatic increase in racism, particularly online.
6. The Tory Sewell report that denied the existence of institutional racism.
7. The Police, Crime, Sentencing and Courts Bill that will increase racism and discrimination through the use of stop and search powers and the criminalisation of trespass laws, this latter particularly impacting on the Gypsy, Roma and Traveller communities.
8. The racist Nationality and Borders Bill currently going through Parliament.

Regional Council believes:

1. That the Tory government will continue to try to make us pay for the pandemic and continue with austerity. This is demonstrated by their financial packages being aimed at businesses and the way contracts for PPE have been handed out to their families and friends, compared to the ending of furlough and the £20 a week reduction in Universal Credit.
2. That this will again disproportionately impact on Black people who will be more likely to be sacked, furloughed and face pay cuts or freezes.
3. Footballers and other sportspeople should continue to 'take the knee' to show their commitment to opposing racism.
4. That the Nationality and Borders bill will scapegoat those fleeing war, famine, the climate emergency and poverty, and will make horrific tragedies where people die whilst seeking safe haven more likely to happen.
5. That the Colston 4 were rightly acquitted on charges of criminal damage, for removing a statue that glorified a slave trader from the streets of Bristol.

Regional Council further believes:

1. That we need a campaign that puts people before profit to respond to coronavirus.
2. That an ongoing response to racism and austerity is essential, and trade unions have an important role in that. We can campaign to end low pay and organise huge numbers of members to challenge racism.
3. That UNISON's continued support of Stand Up To Racism, Unite Against Fascism, Show Racism The Red Card and other campaigns makes a real difference to making sure racism on the streets and in institutions is always opposed.

Regional Council resolves:

1. To re-affiliate to Stand Up To Racism.
2. To continue to support and publicise Stand Up To Racism meetings, protests and other activities to branches and members.
3. To support the event hosted by Camden UNISON LG branch at National Delegate Conference on Wednesday 15 June 2022 fundraising for Stand Up To Racism by adding South East Region to the list of sponsors, donating £500 to sponsor it, and publicising it, including circulating details to branches, and encouraging conference delegates to get tickets and attend.
4. To publicise to members the national demonstration in London for UN Anti Racism Day on 19 March 2022 and encourage members to attend.

**M2: FOR A PUBLICLY OWNED, DEMOCRATICALLY  
MANAGED, FREE AT THE POINT-OF-NEED NATIONAL  
HEALTH AND SOCIAL CARE SYSTEM**

Submitted by:  
For consideration at NDC:

**Surrey County**  
**YES**

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This regional council recognises that every single family will need access to both health care and social care at some point in their lives. Whether it is help with washing and dressing at home or long-term nursing support, most social care has never been automatically free at the point of use like the NHS.

Since the establishment of the welfare state in 1948, councils have had responsibility for social care, but it has always been means-tested - with delivery left to town halls, charities and private companies. In the last decade the means test has become meaner and the demand for help has grown.

Today, more than half of residents in elderly care homes pay all or some of their fees and 82% of places are provided by for-profit operators, according to research company LaingBuisson. Hedge funds, finance houses and profiteers now own and control much of the social care market.

Successive governments, Labour, Tory and Con-Dem, have been unwilling or unable to solve the issue of social care. According to an article in the Guardian in September 2021, "for the hundreds of thousands of families paying 100% of care costs, bills stack

up very fast, especially when loved ones have long term-conditions. Katie Meacock, part of the Rights for Residents campaign group, is selling her mother's flat to pay for her care fees. Caroline Hockter-Duncan, 75, has advanced dementia and moved into a £4,800 a month care home six years ago, and after the fees rose to £7,000 her savings ran out. She has already spent more than £400,000".

Many families who run out of money have to move often highly vulnerable loved ones out of privately funded care homes into council-funded care, which is considerably less well resourced and scandalously, many of those council- funded care home places are actually owned by the same companies raking it in from private payers. Such moves can be highly distressing and even dangerous for those residents' health.

Over 40,000 died from Covid in care homes during the pandemic in an overwhelmingly privatised system that puts profit before safety.

Between 2016 and 2020, the number of people requesting social care support increased by 120,000 but about 14,000 fewer people received it, according to the King's Fund thinktank. There are now more older people, partly as a result of the postwar baby boom and partly because older people are living longer. There are also more working-age adults with disabilities: 19% in 2019-20 compared with 15% in 2010-11. Projected adult social care spending between now and 2031 is £22bn. The Health Foundation argue that to meet demand, improve access and pay more for care will need £36.5bn – and that is with some means-tested charges still applying. The charity also argues that pay levels in social care must be improved and access to publicly funded care must be increased.

The Care Quality Commission warns that vacancy levels across the social care sector could reach 170,000 – Not surprising when the average pay for care workers is a paltry £8.50 an hour and one in four are on zero-hour contracts.

The government's knee-jerk response was to announce a 'workforce retention and recruitment fund' amounting to a pathetic £108 per care worker – with no explanation as to how this will attract new staff and relying on existing staff to work 'more hours in the system' making burnt-out carers do even more work.

Once again the Tory response is to make working-class people pay the cost of a crisis not of their making. Increasing national insurance contributions will hit working people in their pockets just as food and energy prices are going up, the Universal Credit uplift is being scrapped, and workers are facing attacks on their wages, terms and conditions through 'fire and rehire' across the sector.

In its last annual report, the Care Quality Commission described the sector as "very fragile" and the Association of Directors of Adult Social Services said that in summer 2021 "close to 75,000 disabled and older people and carers were waiting for help in England. While the Covid pandemic has increased the focus on elderly care, council bosses are most worried about providing for people of working age with disabilities".

This regional council believes there is an intrinsic and vital link between health and social care. Social care should address problems before they escalate to a person requiring hospital treatment. Social care services should also enable people to be discharged safely from hospital, freeing up resources. With the current shortfall in care provision, people will either remain in NHS beds or - as has frequently occurred during

Covid - be sent home without adequate support, creating a vicious circle. Cuts in hospital beds and reduced hospital stay times have not been met with increases in social care provision.

This regional council believes there should be no place for private profiteers in our health and social care system. Everyone should have access to free universal health and social care in an integrated system based on need not profit. It should not be based on ability to pay.

The Trades Union Congress has calculated that if capital gains tax - the tax on profits from assets like stocks and property - was paid at the same level as income tax, that would alone generate £17 billion a year for funding health and social care.

But taxing the rich and big business should be just the start. They will do everything they can to avoid paying higher taxes that eat into their profits. We need to be able to plan the funding of health, social care, education and other services based on need not profit. That would be possible if the whole of health and social care services and the major companies, banks and financial institutions were publicly owned and democratically controlled by workers and service users.

We call upon the NEC to publicly campaign for:

1. A fully integrated Health and Social Care Service, 'from the Cradle to the Grave' – free at the point of need - publicly owned and democratically run by workers and service-users.
2. Immediate nationalisation (ie taking into local authority control) of any health or social care firm/organisation going out of business or threatening mass redundancies.
3. Bringing back in-house all privatised health and social care and removing the profit motive entirely from all care services.
4. A £15ph minimum wage, abolition of zero-hour contracts and national terms and conditions across all health and social care services, negotiated by the recognised trade unions in those sectors.

### **Amendment 2.1 – submitted by Isle of Wight LG**

Delete current bullet point 2 and replace with new 2:

"The immediate bringing into public ownership (e.g. nationalisation or taking into local authority control as appropriate) of any health or social care firm/organisation which is either going out of business or threatening mass redundancies."

## **EM1: A HYBRID WORKING POLICY THAT IS FIT FOR PURPOSE**

Submitted by:  
For consideration at NDC:

**Women's Committee**  
**YES**

Council notes that a result of the national lockdown has been a significant rise in the number of members working from home. According to the Office of National Statistics, around a third of working adults in the UK exclusively worked from home in May 2020 during the first national lockdown. This compares to about 5% in 2019. This change included sectors that previously had very low rates of working from home. UNISON's own equalities survey in 2020 found that 40% of our members who had continued working during the pandemic, worked from home.

Council notes that in many cases this increase in working from home is a positive development; the results of the recent South East Region Home and Hybrid Working Survey of UNISON members and public sector workers found that a vast majority of respondents (88%) felt that home and hybrid working has been beneficial to them. The most popular benefits identified include improved work-life balance, reduction in commuting, fewer distractions and the ability to manage caring responsibilities.

For others however, working from home has been a negative experience, leading to feelings of isolation and a negative impact on mental health/well-being.

Council notes that 21% of respondents said that they had had less access to development opportunities whilst working remotely and 12% of respondents feel that they may be overlooked for promotion with 16% say that they feel forgotten about. Whilst 70% of respondents said it had improved their work-life balance, 44% responded that the lines between work and homelife have become blurred, and 31% feel that they work longer hours.

Council recognises the value and importance of the bargaining guide and model policy from UNISON's Bargaining Unit about Working from home and hybrid working as a useful negotiating tool. The bargaining guide is clear in its emphasis that one size does not fit all.

A recent CIPD survey also found that a third of employers (33%) said they would not be making any additional measures available to support homeworkers. Unfortunately, this may even more greatly exacerbate the contrast with those who enjoy working from home and who have suitable home workstations, and those for whom it is difficult due to either their home environment, caring responsibilities or disabilities.

Council notes that previous ONS research had found that women were more likely to work from home than men because it gave them more time to work with fewer distractions.

In November 2021 Catherine Mann, a member of the Bank of England's monetary policy committee, said that as women are more likely to be working from home than men they may have fewer opportunities for interactions that are important for career advancement and two track career development would likely expand, with home workers and women predominantly disadvantaged. This is now being described as a 'she-cession'.

The charity Pregnant Then Screwed, which supports women facing maternity or pregnancy discrimination has found that those with caring responsibilities or with disabilities will tend to stay at home and other employees will likely go into the office. Those at home will look like they're less committed to their job, they won't have as a

good a relationship with their manager, the person that can promote them and give them a pay rise.

In August, the chancellor, Rishi Sunak, warned younger workers that they could put their careers at risk if they worked from home.

In a report that came out in May 2021 from the Behavioural Insights Team 'How many days should we work from home? What works to improve Gender Equality' it was found that women were more likely than men to reduce their flexible working demands to align with the perceived expectations of their manager or employer.

Council notes that to reduce the possible negative impact working from home on women, disabled workers and young workers employers need to:

- Carefully monitor the uptake and impact of working from home/hybrid working
- Encourage all levels of seniority within organisations to engage with flexible working including working from home
- Build a cultural model within their organisation that encourages flexible working for all, not just for those with caring responsibilities

Council notes that increasing the opportunity for working from home/hybrid working is positive for members but that there should be an increasing awareness and subsequent action that this does not result in greater inequality.

In order to take this work forwards, council calls on the NEC to:

1. Research the extent that this is an issue for members
2. Explore the possibility of collaboration with other Trade Unions on this matter.
3. Continue to promote UNISON Bargaining Guidance on working from home and hybrid working.
4. Work with branches to identify employers that have adopted policies that encourage employees to work flexibly.

## **EM2: ZERO TOLERANCE TO SEXUAL HARASSMENT FACING YOUNG WOMEN**

Submitted by:  
For consideration at NDC:

**Women's Committee**  
**YES**

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Everyone has the right to work in a safe and supportive environment. But for many young women, the sexual harassment they experience at work leaves them feeling vulnerable, scared and powerless. Victims are often left with little confidence and unable to speak out about the harassment – often downplaying the situation, attempting to ignore, forget or endure the behaviour.

Council recognises that anyone of any age and at any time can experience sexual harassment, but the statistics demonstrate that the overwhelming majority of victims are young women.

Council notes the shocking figures issued in January 2022 by the ONS demonstrating an unacceptable increase in violence against women over the course of 2021. In a year that included the violent murders of Sarah Everard and Sabina Nessa, the ONS statistics demonstrated an overall 12% increase in sexual offences in 2021. This includes a shocking and unacceptable 13% increase in the number of rapes recorded by the police. Council also notes that changing workplace cultures has a direct impact on culture outside the workplace, placing an even greater necessity and urgency on the importance of keeping women safe in work from sexual harassment. Young women have the right to feel safe when travelling to and from work, travelling between workplaces and when at work.

What makes matters worse, is that young women are more likely to be in precarious forms of work; fixed term and zero hours contracts exacerbate the sexual harassment pandemic sweeping our workplaces. Power imbalances are more pronounced in precarious workplaces and the link between this and sexual harassment is no coincidence. Young women may feel less able to raise issues of sexual harassment if they have concerns over potential repercussions on their employment status and career progression, or work in an environment with a toxic culture. Although protection against discrimination is a day 1 right, many young women have not been in their job for more than 2 years meaning they are missing out on other vital employment protections that leave them more vulnerable.

In a report published by The Young Women's Trust, over 1/3 of young women would not report sexual harassment at work over fear of being fired. Not only is this obstructing key workers' rights, but building on a legacy that young women are not welcome in workplaces.

Too often, young women are told it is just 'banter' and this toxic workplace culture silences victims and absolves perpetrators and employers of any responsibility. Whether this 'banter' takes place in or outside of the workplace, employers have a duty to protect young women at work. The reality is, the 'banter' and 'jokes' can erode confidence, especially if this is dismissed or not taken seriously by management. This adds an additional barrier for young women wanting to speak up about sexual harassment in the workplace.

In a survey conducted by UNISON during TUC Young Workers' Month 2020, 23% of young members who responded to the survey responded that one of the most frequent reasons for young members to contact UNISON was around the issue of bullying and harassment. Council notes that there needs to be education and training provided to managers and staff about the different forms of sexual harassment; in order for incidents to be identified and dealt with appropriately.

Moreover, over a third of 18–34-year-olds who have experienced some form of harassment, abuse or violence at work said it was carried out by a third party (member of the public, client or customer), according to TUC research. Some employers claim that it is not possible to stop third parties from harassing staff as they have no direct control over them. An employment relationship is between the employer and the worker – the employer's responsibility is to ensure good health, safety, and wellbeing for all employees. UNISON's anti-sexual harassment policy helps to ensure that the workplace environment is non-discriminatory, safe and respectful for all, and that a co-operative culture is established.



According to data collected by Eurostat, just 37.6% of senior managers in the UK are women, indicating that women's issues are not necessarily understood throughout all levels of an organisation.

Council also notes that as well as supporting our branches in negotiating sexual harassment policies with employers, the government needs to take immediate action and introduce employer duties that prevent sexual harassment in the workplace and protect victims.

The Young Women's Trust also reports that 61% of young women feel ignored by politicians. The government need to reconnect and listen to young women. This includes young Black women, young women with a disability, young female parents and young women part of the LGBT+ community.

The TUC's #ThisIsNotWorking campaign to try and stamp out sexual harassment at work has been calling for;

- a. A new easily enforceable legal duty on employers to take all reasonable steps to protect workers from sexual harassment and victimisation;
- b. Compulsory guidance explaining exactly what employers must do to prevent harassment, including mandatory training;
- c. Mechanisms for workers to report anonymously to the regulator, bypassing toxic workplace environments that leave victims unable to speak out; and
- d. Real consequences for employers who do not comply, making sure the onus lies with the employer and not with the victim.

Although the government have committed to introduce a new duty for employers to protect all their staff from sexual harassment at work, and to protect workers harassed by clients, customers or colleagues – Council believes this new duty should be introduced as soon as possible. If this is to be a genuine turning point, the government must change the law swiftly, put more resources into enforcing the new duties and ensure victims have access to justice. Pressure must be put on the government to action these promises.

Council calls on the Regional Committee to work with the Regional Women's Committee, the NEC and the National Women's Committee to:

1. Publicly promote, endorse, and raise the profile of the TUC #ThisIsNotWorking campaign and support the action of lobbying the government in introducing a new duty for employers
2. Raise the profile of what sexual harassment is and the different ways it can impact young women and use this as a strategic tool when recruiting and organising young women
3. Work with the appropriate bodies within UNISON to conduct research about young women in UNISON and the sexual harassment they experience, in order to generate resources and toolkits for branches that are reflective of the different service groups we represent
4. Develop a tool kit for activists and branch officers that includes guidance on;

- Support and guidance when negotiating and utilising UNISON's Sexual Harassment Guide and Model Policy 2020
  - Appropriate external bodies, that branches can signpost victims to, for expert support and counselling outside of the workplace
5. Work with Learning and Organising Services to provide specific training for activists on sexual harassment in the workplace and how to develop workplace policies
  6. Work with Labour Link to promote the issue of sexual harassment of young women in the workplace
  7. Campaign for the reintroduction of Section 40 of the Equality Act 2010 on 'third party protection'.

### **EM3: JUSTICE FOR COLOMBIA**

Submitted by: **Isle of Wight LG**  
 For consideration at NDC: **YES**

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This Regional Council AGM applauds the letter sent in January to the Colombian embassy by Frances O'Grady, TUC General Secretary, calling on the Colombian Government to ensure protection for trade unionists following new threats from paramilitaries targeting trade union activists and prominent trade union activists. In addition, 2022 has already seen 12 social activists murdered in the first four weeks of the year.

Regional Council pays tribute to the Colombian people for their commitment to human rights, peace and social justice through trade union-led, national strike protests that have mobilised millions of people and condemns the horrific abuses against protesters committed by security forces under President Ivan Duque. Research by Justice for Colombia and UNISON has named 962 trade union, social, environmental, Afro-Colombian and Indigenous activists who were murdered between 2017-2020.

Regional Council further condemns the violent suppression of anti-government protests in 2021 and the way in which Colombian government ministers made dangerous and unfounded insinuations linking protesters to criminal organisations and legitimising police violence against them.

Regional Council is appalled that Colombian trade unionists face stigmatisation even as they are being killed and that, according to the International Trade Union Confederation, Colombia remains the world's most dangerous country in which to be a trade unionist. Regional Council is also very concerned that Britain's free trade agreement with Colombia and its training of Colombian security forces is giving the green light to state violence, while impunity still surrounds most killings of trade unionists and social activists.

Regional Council calls on the NEC to:

1. Call on the British government to review security and trade partnerships with Colombia in response to human rights abuses
2. Pressure the British government to demand accountability for perpetrators of state violence and full investigations into killings of trade unionists and social activists
3. Lobby the British government to increase its efforts to support full implementation of the 2016 peace agreement
4. Support the vital work of Justice for Colombia by encouraging regional and branch affiliation.
5. Continue to work within the TUC alongside other affiliates to highlight the extreme dangers faced by trade unionists in Colombia

## **SECTION 3: MOTIONS WHICH (IF PASSED) ARE TO BE CONSIDERED AS REGIONAL MOTIONS TO NDC 2022.**

### **N1: FOR A PUBLICLY OWNED, DEMOCRATICALLY MANAGED, FREE AT THE POINT-OF-NEED NATIONAL HEALTH AND SOCIAL CARE SYSTEM**

This conference recognises that every single family will need access to both health care and social care at some point in their lives. Whether it is help with washing and dressing at home or long-term nursing support, most social care has never been automatically free at the point of use like the NHS.

Since the establishment of the welfare state in 1948, councils have had responsibility for social care, but it has always been means-tested - with delivery left to town halls, charities and private companies. In the last decade the means test has become meaner and the demand for help has grown.

Today, more than half of residents in elderly care homes pay all or some of their fees and 82% of places are provided by for-profit operators, according to research company LaingBuisson. Hedge funds, finance houses and profiteers now own and control much of the social care market.

Successive governments, Labour, Tory and Con-Dem, have been unwilling or unable to solve the issue of social care. According to an article in the Guardian in September 2021, "for the hundreds of thousands of families paying 100% of care costs, bills stack up very fast, especially when loved ones have long term-conditions. Katie Meacock, part of the Rights for Residents campaign group, is selling her mother's flat to pay for her care fees. Caroline Hockter-Duncan, 75, has advanced dementia and moved into a £4,800 a month care home six years ago, and after the fees rose to £7,000 her savings ran out. She has already spent more than £400,000".

Many families who run out of money have to move often highly vulnerable loved ones out of privately funded care homes into council-funded care, which is considerably less well resourced and scandalously, many of those council-funded care home places are actually owned by the same companies raking it in from private payers. Such moves can be highly distressing and even dangerous for those residents' health.

Over 40,000 died from Covid in care homes during the pandemic in an overwhelmingly privatised system that puts profit before safety.

Between 2016 and 2020, the number of people requesting social care support increased by 120,000 but about 14,000 fewer people received it, according to the King's Fund thinktank. There are now more older people, partly as a result of the postwar baby boom and partly because older people are living longer. There are also more working-age adults with disabilities: 19% in 2019-20 compared with 15% in 2010-11.

Projected adult social care spending between now and 2031 is £22bn. The Health Foundation argue that to meet demand, improve access and pay more for care will

need £36.5bn – and that is with some means-tested charges still applying. The charity also argues that pay levels in social care must be improved and access to publicly funded care must be increased.

The Care Quality Commission warns that vacancy levels across the social care sector could reach 170,000 – Not surprising when the average pay for care workers is a paltry £8.50 an hour and one in four are on zero-hour contracts.

The government's knee-jerk response was to announce a 'workforce retention and recruitment fund' amounting to a pathetic £108 per care worker – with no explanation as to how this will attract new staff and relying on existing staff to work 'more hours in the system' making burnt-out carers do even more work.

Once again the Tory response is to make working-class people pay the cost of a crisis not of their making. Increasing national insurance contributions will hit working people in their pockets just as food and energy prices are going up, the Universal Credit uplift is being scrapped, and workers are facing attacks on their wages, terms and conditions through 'fire and rehire' across the sector.

In its last annual report, the Care Quality Commission described the sector as "very fragile" and the Association of Directors of Adult Social Services said that in summer 2021 "close to 75,000 disabled and older people and carers were waiting for help in England. While the Covid pandemic has increased the focus on elderly care, council bosses are most worried about providing for people of working age with disabilities".

This conference believes there is an intrinsic and vital link between health and social care. Social care should address problems before they escalate to a person requiring hospital treatment. Social care services should also enable people to be discharged safely from hospital, freeing up resources. With the current shortfall in care provision, people will either remain in NHS beds or - as has frequently occurred during Covid - be sent home without adequate support, creating a vicious circle. Cuts in hospital beds and reduced hospital stay times have not been met with increases in social care provision.

This conference believes there should be no place for private profiteers in our health and social care system. Everyone should have access to free universal health and social care in an integrated system based on need not profit. It should not be based on ability to pay.

The Trades Union Congress has calculated that if capital gains tax - the tax on profits from assets like stocks and property - was paid at the same level as income tax, that would alone generate £17 billion a year for funding health and social care.

But taxing the rich and big business should be just the start. They will do everything they can to avoid paying higher taxes that eat into their profits. We need to be able to plan the funding of health, social care, education and other services based on need not profit. That would be possible if the whole of health and social care services and the major companies, banks and financial institutions were publicly owned and democratically controlled by workers and service users.

Conference calls upon the NEC to publicly campaign for:

1. A fully integrated Health and Social Care Service, 'from the Cradle to the Grave' – free at the point of need - publicly owned and democratically run by workers and service-users.
2. Immediate nationalisation (ie taking into local authority control) of any health or social care firm/organisation going out of business or threatening mass redundancies.
3. Bringing back in-house all privatised health and social care and removing the profit motive entirely from all care services.
4. A £15ph minimum wage, abolition of zero-hour contracts and national terms and conditions across all health and social care services, negotiated by the recognised trade unions in those sectors.

**NB, if amendment 2.1 to M2 is carried, N1 will also be amended in the same way.**

## **N2: ZERO TOLERANCE TO SEXUAL HARASSMENT FACING YOUNG WOMEN**

Everyone has the right to work in a safe and supportive environment. But for many young women, the sexual harassment they experience at work leaves them feeling vulnerable, scared and powerless. Victims are often left with little confidence and unable to speak out about the harassment – often downplaying the situation, attempting to ignore, forget or endure the behaviour.

Conference recognises that anyone of any age and at any time can experience sexual harassment, but the statistics demonstrate that the overwhelming majority of victims are young women.

Conference notes the shocking figures issued in January 2022 by the ONS demonstrating an unacceptable increase in violence against women over the course of 2021. In a year that included the violent murders of Sarah Everard and Sabina Nessa, the ONS statistics demonstrated an overall 12% increase in sexual offenses in 2021. This includes a shocking and unacceptable 13% increase in the number of rapes recorded by the police. Conference also notes that changing workplace cultures has a direct impact on culture outside the workplace, placing an even greater necessity and urgency on the importance of keeping women safe in work from sexual harassment. Young women have the right to feel safe when travelling to and from work, travelling between workplaces and when at work.

What makes matters worse, is that young women are more likely to be in precarious forms of work; fixed term and zero hours contracts exacerbate the sexual harassment pandemic sweeping our workplaces. Power imbalances are more pronounced in precarious workplaces and the link between this and sexual harassment is no coincidence. Young women may feel less able to raise issues of sexual harassment if they have concerns over potential repercussions on their employment status and career progression, or work in an environment with a toxic culture. Although protection against discrimination is a day 1 right, many young women have not been in their job for more than 2 years meaning they are missing out on other vital employment protections that leave them more vulnerable.

In a report published by The Young Women's Trust, over 1/3 of young women would not report sexual harassment at work over fear of being fired. Not only is this obstructing key workers' rights, but building on a legacy that young women are not welcome in workplaces.

Too often, young women are told it is just 'banter' and this toxic workplace culture silences victims and absolves perpetrators and employers of any responsibility. Whether this 'banter' takes place in or outside of the workplace, employers have a duty to protect young women at work. The reality is, the 'banter' and 'jokes' can erode confidence, especially if this is dismissed or not taken seriously by management. This adds an additional barrier for young women wanting to speak up about sexual harassment in the workplace.

In a survey conducted by UNISON during TUC Young Workers' Month 2020, 23% of young members who responded to the survey responded that one of the most frequent reasons for young members to contact UNISON was around the issue of bullying and harassment.

Conference notes that there needs to be education and training provided to managers and staff about the different forms of sexual harassment; in order for incidents to be identified and dealt with appropriately.

Moreover, over a third of 18–34-year-olds who have experienced some form of harassment, abuse or violence at work said it was carried out by a third party (member of the public, client or customer), according to TUC research. Some employers claim that it is not possible to stop third parties from harassing staff as they have no direct control over them. An employment relationship is between the employer and the worker – the employer's responsibility is to ensure good health, safety, and wellbeing for all employees. UNISON's anti-sexual harassment policy helps to ensure that the workplace environment is non-discriminatory, safe and respectful for all, and that a co-operative culture is established.

According to data collected by Eurostat, just 37.6% of senior managers in the UK are women, indicating that women's issues are not necessarily understood throughout all levels of an organisation.

Conference also notes that as well as supporting our branches in negotiating sexual harassment policies with employers, the government needs to take immediate action and introduce employer duties that prevent sexual harassment in the workplace and protect victims.

The Young Women's Trust also reports that 61% of young women feel ignored by politicians. The government need to reconnect and listen to young women. This includes young Black women, young women with a disability, young female parents and young women part of the LGBT+ community.

The TUC's #ThisIsNotWorking campaign to try and stamp out sexual harassment at work has been calling for;

- a. A new easily enforceable legal duty on employers to take all reasonable steps to protect workers from sexual harassment and victimisation;

- b. Compulsory guidance explaining exactly what employers must do to prevent harassment, including mandatory training;
- c. Mechanisms for workers to report anonymously to the regulator, bypassing toxic workplace environments that leave victims unable to speak out; and
- d. Real consequences for employers who do not comply, making sure the onus lies with the employer and not with the victim.

Although the government have committed to introduce a new duty for employers to protect all their staff from sexual harassment at work, and to protect workers harassed by clients, customers or colleagues- Conference believes this new duty should be introduced as soon as possible . If this is to be a genuine turning point, the government must change the law swiftly, put more resources into enforcing the new duties and ensure victims have access to justice. Pressure must be put on the government to action these promises.

Conference calls on the NEC to work with the National Women's Committee to:

1. Publicly promote, endorse, and raise the profile of the TUC #ThisIsNotWorking campaign and support the action of lobbying the government in introducing a new duty for employers
2. Raise the profile of what sexual harassment is and the different ways it can impact young women and use this as a strategic tool when recruiting and organising young women
3. Work with the appropriate bodies within UNISON to conduct research about young women in UNISON and the sexual harassment they experience, in order to generate resources and toolkits for branches that are reflective of the different service groups we represent
4. Develop a tool kit for activists and branch officers that includes guidance on;
  - Support and guidance when negotiating and utilising UNISON's Sexual Harassment Guide and Model Policy 2020
  - Appropriate external bodies, that branches can signpost victims to, for expert support and counselling outside of the workplace
5. Work with Learning and Organising Services to provide specific training for activists on sexual harassment in the workplace and how to develop workplace policies
6. Work with Labour Link to promote the issue of sexual harassment of young women in the workplace
7. Campaign for the reintroduction of Section 40 of the Equality Act 2010 on 'third party protection'



### **N3: A HYBRID WORKING POLICY THAT IS FIT FOR PURPOSE**

Conference notes that a result of the national lockdown has been a significant rise in the number of members working from home. According to the Office of National Statistics, around a third of working adults in the UK exclusively worked from home in May 2020 during the first national lockdown. This compares to about 5% in 2019. This change included sectors that previously had very low rates of working from home. UNISON's own equalities survey in 2020 found that 40% of our members who had continued working during the pandemic, worked from home.

Conference notes that in many cases this increase in working from home is a positive development; the results of the recent South East Region Home and Hybrid Working Survey of UNISON members and public sector workers found that a vast majority of respondents (88%) felt that home and hybrid working has been beneficial to them. The most popular benefits identified include improved work-life balance, reduction in commuting, fewer distractions and the ability to manage caring responsibilities. For others however, working from home has been a negative experience, leading to feelings of isolation and a negative impact on mental health/well-being.

Conference notes that 21% of respondents said that they had had less access to development opportunities whilst working remotely and 12% of respondents feel that they may be overlooked for promotion with 16% say that they feel forgotten about. Whilst 70% of respondents said it had improved their work-life balance, 44% responded that the lines between work and homelife have become blurred, and 31% feel that they work longer hours.

Conference recognises the value and importance of the bargaining guide and model policy from UNISON's Bargaining Unit about Working from home and hybrid working as a useful negotiating tool. The bargaining guide is clear in its emphasis that one size does not fit all.

A recent CIPD survey also found that a third of employers (33%) said they would not be making any additional measures available to support homeworkers. Unfortunately, this may even more greatly exacerbate the contrast with those who enjoy working from home and who have suitable home workstations, and those for whom it is difficult due to either their home environment, caring responsibilities or disabilities.

Conference notes that previous ONS research had found that women were more likely to work from home than men because it gave them more time to work with fewer distractions.

In November 2021 Catherine Mann, a member of the Bank of England's monetary policy committee, said that as women are more likely to be working from home than men they may have fewer opportunities for interactions that are important for career advancement and two track career development would likely expand, with home workers and women predominantly disadvantaged. This is now being described as a 'she-cession'.

The charity Pregnant Then Screwed, which supports women facing maternity or pregnancy discrimination has found that those with caring responsibilities or with disabilities will tend to stay at home and other employees will likely go into the office.

Those at home will look like they're less committed to their job, they won't have as good a relationship with their manager, the person that can promote them and give them a pay rise.

In August, the chancellor, Rishi Sunak, warned younger workers that they could put their careers at risk if they worked from home.

In a report that came out in May 2021 from the Behavioural Insights Team 'How many days should we work from home? What works to improve Gender Equality' it was found that women were more likely than men to reduce their flexible working demands to align with the perceived expectations of their manager or employer.

Conference notes that to reduce the possible negative impact working from home on women, disabled workers and young workers employers need to:

- Carefully monitor the uptake and impact of working from home/hybrid working
- Encourage all levels of seniority within organisations to engage with flexible working including working from home
- Build a cultural model within their organisation that encourages flexible working for all, not just for those with caring responsibilities

Conference notes that increasing the opportunity for working from home/hybrid working is positive for members but that there should be an increasing awareness and subsequent action that this does not result in greater inequality.

In order to take this work forwards, conference calls on the NEC to:

1. Research the extent that this is an issue for members
2. Explore the possibility of collaboration with other Trade Unions on this matter.
3. Continue to promote UNISON Bargaining Guidance on working from home and hybrid working.
4. Work with branches to identify employers that have adopted policies that encourage employees to work flexibly.

## **N4: JUSTICE FOR COLOMBIA**

This National Delegate Conference applauds the letter sent in January to the Colombian embassy by Frances O'Grady, TUC General Secretary, calling on the Colombian Government to ensure protection for trade unionists following new threats from paramilitaries targeting trade union activists and prominent trade union activists. In addition, 2022 has already seen 12 social activists murdered in the first four weeks of the year.

Conference pays tribute to the Colombian people for their commitment to human rights, peace and social justice through trade union-led, national strike protests that have mobilised millions of people and condemns the horrific abuses against protesters committed by security forces under President Ivan Duque. Research by Justice for Colombia and UNISON has named 962 trade union, social, environmental, Afro-Colombian and Indigenous activists who were murdered between 2017-2020.

Conference further condemns the violent suppression of anti-government protests in 2021 and the way in which Colombian government ministers made dangerous and unfounded insinuations linking protesters to criminal organisations and legitimising police violence against them.

Conference is appalled that Colombian trade unionists face stigmatisation even as they are being killed and that, according to the International Trade Union Confederation, Colombia remains the world's most dangerous country in which to be a trade unionist. Regional Council is also very concerned that Britain's free trade agreement with Colombia and its training of Colombian security forces is giving the green light to state violence, while impunity still surrounds most killings of trade unionists and social activists.

Conference calls on the NEC to:

1. Call on the British government to review security and trade partnerships with Colombia in response to human rights abuses
2. Pressure the British government to demand accountability for perpetrators of state violence and full investigations into killings of trade unionists and social activists
3. Lobby the British government to increase its efforts to support full implementation of the 2016 peace agreement
4. Support the vital work of Justice for Colombia by encouraging regional and branch affiliation.
5. Continue to work within the TUC alongside other affiliates to highlight the extreme dangers faced by trade unionists in Colombia

## **SECTION 4: MOTIONS RULED OUT OF ORDER**

### **DEMOCRACY IN UNISON**

Submitted by:	<b>Surrey County</b>
For consideration at NDC:	<b>No</b>
Ruled out because:	<b>Legal jeopardy. Staffing issue</b>

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*Motion not printed.*

### **DEFEND PAUL HOLMES**

Submitted by:	<b>Portsmouth City</b>
For consideration at NDC:	<b>No</b>
Ruled out because:	<b>Legal jeopardy</b>

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*Motion not printed.*

### **DEFEND PAUL HOLMES**

Submitted by:	<b>West Sussex</b>
For consideration at NDC:	<b>No</b>
Ruled out because:	<b>Legal jeopardy</b>

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*Motion not printed.*

### **NEC INFORMATION**

Submitted by:	<b>West Sussex</b>
For consideration at NDC:	<b>Yes</b>
Ruled out because:	<b>Not a genuine emergency. Legal jeopardy</b>

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This Regional Council notes that at the Finance Committee of the National Executive Council which took place on Wednesday, 26 January 2022, discussions took place about paid time off work for NEC members, paid for by the union, and the accountability and transparency of such payments.

Regional Council believes that this gives rise to serious matters which deserve to be considered as a priority by National Delegate Conference.

Regional Council therefore resolves to submit the following motion to National Delegate Conference;

#### TIME OFF WORK FOR NEC MEMBERS

Conference notes that the functions carried out by members of our National Executive Council (NEC) are generally trade union activities, for which paid time off work is not a statutory requirement, rather than trade union duties, in respect of which members have a legal right to paid time off work from their employer.

Conference commends those members of the NEC who are able to negotiate paid time off with the employer and recognises that this is a reasonable approach taken by progressive employers seeking good relations with their workforce and trade unions. Conference believes that our first objective should always be to secure paid time off work for members of our NEC to carry out their functions, and that it should be a priority for Regional Secretaries to support any negotiations to this end.

Conference believes that it is an important principle that activists should neither benefit nor suffer financially for their activity on behalf of UNISON. Conference therefore recognises that there are circumstances in which UNISON needs to bear the cost of unpaid time off being taken by NEC members in order to carry out their functions. This may be by way of recompensing employers for payments made to NEC members in their employment, or it may be by way of direct payment to the NEC member concerned.

Conference affirms that all such payments must be made in an equitable and transparent way, and that protecting the confidentiality of individual NEC members must be balanced with the importance of accountability of UNISON to its members for the expenditure of the resources provided by their subscriptions.

Conference therefore resolves that;

1. The audited accounts to be presented by the NEC to conference in accordance with rule M.4.2 shall in future include details of the total amount of expenditure in respect of time off for NEC members, whether by way of payment to individual members or recompense to employers for permitting time off.
2. Full details of all such payments shall be authorised by the Chair of the Finance & Resource Management Committee, and presented to the presidential team, and an anonymised summary shall be made available to the NEC and reported to National Delegate Conference.

Conference believes that it may be appropriate for similar arrangements to be made in respect of time off for members of national committees, service groups and other UNISON bodies and instruct the NEC to give further consideration to this matter and to report back to Conference.