

Composite 1: ROBIN HOOD TAX

Incorporating Motions: 5, 6 and 7

Standing in the names of:

**SOUTH EAST/REGIONAL COMMITTEE
SCOTLAND/FINANCE & LEGAL RISC
SCOTLAND/PROFESSIONAL EXECUTIVE STAFFS BRANCH**

This Conference notes that Britain's economic crisis was caused by an unregulated finance sector which created ever more exotic financial products; and by gross and widening inequality between the rich and ordinary working people. The current Government is adding to these problems by putting austerity measures ahead of social justice, quality public services and rights for working people. Our members, their families and communities are being made to pay for a crisis we did not cause.

Conference deplores these austerity policies and notes that these are bringing about financial hardship for large numbers of our members. Conference believes that the financial institutions that are to blame for creating the on-going economic crisis should be required to pay for their irresponsibility.

The solution to these problems will involve the provision of collective rights; especially the right to organise and take industrial action, strategic government investment and other actions to grow our economy, strategies to address fair taxation, action on tax evasion and avoidance and the rebalancing of our economy away from a reliance upon the financial sector and towards manufacturing excellence.

Conference supports demands to ensure that our finance sector is restructured in a way that it is supporting the real economy rather than speculation; protecting the jobs of Unite members not only in manufacturing and public services, but also in the finance sector.

A Robin Hood Tax would generate funds to fight poverty at home and abroad, help tackle climate change, and save public services from cuts. It would also redistribute wealth, constrain the excesses in the City, and provide an incentive for long-term investment in our economy's future.

Conference therefore supports the levying of a Financial Transactions Tax and condemns the Government's failure to support other European Union governments in pursuing this objective.

Conference notes that a Financial Transactions Tax levied at 0.1% could raise £4.2b per annum, which could and should be used to alleviate the relentless cuts in public services and the attacks on pensions being carried out by the Government.

Conference welcomes the leading role played by Unite and the TUC in the Robin Hood Tax campaign, and calls on the Union to work with the Labour Party and the wider Labour movement to gain support for the introduction of a Robin Hood Tax domestically while supporting and arguing politically for its introduction at an EU and global level. This campaign should include education for our members on the merits of the Robin Hood Tax, encouraging members to become more involved while urging Branches to offer financial and other support.

Conference calls on our Executive Council to lobby the Government vigorously on this issue, and to use its influence with Labour and other sympathetic MPs – and especially with the Labour Shadow Cabinet – to ensure that the Tory and Liberal rejection of this tax is challenged at every opportunity.

Mover:

Seconder:

Composite 2: APPRENTICESHIPS AND PRACTICAL SKILLS TRAINING

Incorporating Motions 9, 10 + Amendment, 11 and 12 + Amendment

Standing in the names of:

**NORTH WEST/METALS (INC FOUNDRY) RISC
WALES/LOCAL AUTHORITIES RISC
LONDON & EASTERN/427 BRANCH (Amendment)
LONDON & EASTERN/651 BRANCH
LONDON & EASTERN/0433 LHR AVIATION ENGINEERS BRANCH
SOUTH EAST/0466 HORLEY BRANCH (Amendment)**

In difficult economic times, many companies are cutting back and leaving the training of apprentices to others which in turn creates a shortage of skilled workers. Youth unemployment now exceeds 1,000,000 and university is not always the best option for all school leavers.

This Unite Policy Conference urges our General Secretary and Full Time Officers to campaign to bring pressure on Government to increase recognition of Practical Skills Training to the same level as Academic Qualifications and fund Secondary Schools to develop practical skills into their syllabus. This would encourage a home grown practical skills base.

The Government has announced its intention to increase the number apprenticeships, however some schemes are being poorly run which has led to apprentices being used as a cheaper alternative to employing unskilled or semi skilled workers.

This conference therefore calls on the Executive Council to lobby Government to bring about a scaled levy/grant system on companies, to fund the training of apprentices unless such companies already have apprentices in place and continue to do so. This centralised fund can then be used to help companies with the cost of training apprentices thereby acting as an incentive to encourage more participants.

This Conference believes that all internships should be paid at least the National Minimum Wage or preferably a living wage and calls on the EC to lobby the government to enforce current National Minimum Wage legislation effectively."

This Conference wishes to have stated the Unite policy on Apprenticeships and, if such a policy does not exist, a policy should be defined and Unite's position on Apprenticeships made clear to members. The policy should be reported back to members not later than 31st December 2012 or sooner if the policy is implemented before that date.

Mover:

Secunder:

Composite 3: NUCLEAR POWER

Incorporating Motions 17 and 18

Standing in the names of:

LONDON & EASTERN/524 BRANCH

LONDON & EASTERN/1210M LUTON GENERAL BRANCH

Conference is opposed to the expansion of nuclear power and in particular to the building of ten new nuclear power stations on the grounds of cost and safety.

Conference believes that nuclear power is not required in order to ensure energy security ('to keep the lights on') nor to ensure a reduction in CO2 emissions by 2050 and further believes that Parliament was misinformed on this matter when the National Planning Policy Statement on nuclear power was debated in 2011.

Unite the Union is committed to supporting, and promoting, the creation of green jobs and the renewable energy sector, and is committed to taking strong action on climate change.

Support for new nuclear power stations runs contrary to those policies. Not only are nuclear power stations an expensive, risky, and polluting source of energy, but they would take funding and jobs away from renewables and energy efficiency programmes and therefore not help the UK meet climate change targets.

The government wants ten new nuclear power stations at eight sites across England and Wales. Each new reactor would cost more than £6 billion and, to attract investment, the government is reforming the electricity market to provide hidden subsidies to nuclear and transfer the risk of nuclear power construction from the private sector to consumer electricity bills.

The disaster at Fukushima shows that nuclear power remains a risky and unpredictable source of energy. The cost of cleaning up the disaster is still unknown but likely to exceed £100 billion.

The number of jobs which would result from a programme of new-build nuclear reactors is far lower than would follow from a similar investment in renewables or energy efficiency. Per unit of energy, nuclear power creates far fewer jobs than any other power source, and saves much less carbon per pound spent than would be saved by energy efficiency and decentralised energy.

Unite supports the 'Million Green Jobs' campaign that the majority of money spent on revising the economy should be on green measures, including energy efficiency and renewable energy, public transport and the retro-fitting of efficient insulation to existing housing stock.

Therefore Unite does not support the construction of new nuclear power stations in the UK and believes that existing nuclear power stations should be phased out with existing workers employed to decommission them and then diversified to energy projects which will produce a higher rate of safer jobs.

Mover:

Secunder:

Composite 4: GREEN JOBS AND SUSTAINABLE DEVELOPMENT

Incorporating Motions 20, 21 + Amendment, 23 and 24

Standing in the names of:

**PASSENGER NISC
EAST MIDLANDS/HEALTH RISC
SCOTLAND/126 BRANCH (Amendment)
SOUTH WEST/LOCAL AUTHORITY RISC
EAST MIDLANDS/LOUGHBOROUGH CENTRAL BRANCH**

This Conference recognises that an accelerating Climate Change crisis is the biggest single threat to the global economy and social stability with rising temperatures, increasing global carbon emissions and worsening environmental degradation. We believe that urgent investment is required in jobs across all public and private sectors to transform the economy towards zero carbon emission.

It is deplorable that whilst neo-liberal governments in UK, Europe and across the developed world are failing to cope with the global capitalist crisis, they are also all but ignoring the burgeoning environmental crisis threatening our planet.

UNITE believes that both the capitalist economic crisis and the environmental crisis need addressing and can and must be addressed together.

Our left Alternative Economic Strategy recognises the essential role of the public sector as the motor for economic recovery when the private sector (the capitalist economy) is in the doldrums and unable to stimulate growth itself due to falling demand and the high cost of debt.

Public sector investment, so vitally needed to stimulate growth, should be directed where possible into areas that help to reduce global carbon emissions and help save the environment. They should create domestic employment and have an export potential should improve our balance of payment and be available within our national boundaries.

This Conference supports Sustainable Economic Development in the UK.

Conference notes the campaign launched by the Campaign Against Climate Change Trade Union group for urgent investment in 1 million climate jobs now, to ensure public services that promote energy saving, housing refurbishment and new build, the extensive development of a co-ordinated public transport system, and investment in green energy production including wind, wave and solar energy turbines and industrial plant.

We therefore ask Unite the union through the Executive Committee and the TUC, to campaign and lobby for sustainable economic development in the UK including lobbying Government to act immediately on this serious problem by exploring:

- Urgent investment to lower the UK's carbon emissions, with Local Authorities taking a lead role in co-ordinating cross-sector initiatives

- An economic plan which will deliver sustainability to invest in future industry and research in order to deliver sustainable products and ongoing development in areas such as energy production.
- Renewable energy – including the use of wind, tidal, solar and hydro-electric power generation to replace as far as possible power generation from fossil fuels. UNITE recognises there are genuine planning concerns to be reconciled with such a policy
- Develop low voltage domestic equipment and lighting as well as a state of the art green public transport system.
- Appropriate financial incentives to improve home and business insulation and progress towards zero-emission status including through the use of solar energy, heat pumps, feeder tariffs etc
- Expansion of public transport through public ownership and public investment, and funding of subsidised fares to encourage modal shift from private cars etc.
- Investment in organisations which can deliver sustainability and become sustainable themselves
- Grants for research and investment in our young people through good quality education and training. This in turn will create jobs and deliver a healthy British economy.

Mover:

Secunder:

Composite 5: DIVERSITY IN THE UNION

Incorporating Motions 26 and 35 + Amendment

Standing in the names of:

**BAEM NATIONAL COMMITTEE
NORTH EAST, YORKS & HUMBER/REGIONAL WOMEN'S COMMITTEE
NORTH EAST, YORKS & HUMBER/205/3 SCUNTHORPE STEELWORKS BRANCH
(Amendment)**

Conference fully supports our Union's agenda of working for race equality in the workplace and also expressed concerns relating to the lack of progress of women within the lay member and officer complement of the union.

Conference believes that it is important for our union to be strongly committed to taking the lead, as an employer, to increasing diversity at Officer level.

We also continue to strive to ensure full representation of BAEM members at all levels of Unite. We must take action on under-representation of BAEM workers at senior levels and show other employers, our members and all workers, that this matter is a priority in our Union.

This Conference asks that:

- an equality audit monitoring be urgently conducted within the union covering all Officers and staff and published by the EC on an annual basis in order to monitor all appointments within the union showing:
 - numbers, percentages of those applying for and getting appointed, particularly at senior level
 - the diversity of employees at all grades
- Regular monitoring and review of the strategy to ensure success, along with publication of the audit results and a full report to the Executive Council

We call on the Union, in conjunction with the National BAEM Committee and Women's Committee to:

1. Develop a strategy and action plan to increase the representation of BAEM Officers, including the use of positive action and practical support for BAEM reps such as encouraging BAEM stand down officers; mentoring/shadowing and targeted training. Each region should take responsibility to implement the action plan
2. Conduct a review especially in relation to:
 - a) the numbers of women and equality applicants for positions
 - b) proportion of women and equality applicants shortlisted
 - c) the percentage of successful female and equality appointments
3. The EC via consultation with the regions produce a candidate development programme aimed at giving women and other equality activists the necessary skills and experience to enable them to become successful in applying for employment with the union.

Mover:

Secunder:

Composite 6: DISABLED WORKERS

Incorporating Motions: 30 + Amendment, 31, 32 and 33

Standing in the names of:

**LONDON & EASTERN/DISABLED MEMBERS COMMITTEE
LONDON & EASTERN/RTC RISC (Amendment)
WEST MIDLANDS/REGIONAL DISABILITY COMMITTEE
WEST MIDLANDS/0260 COVENTRY BUILDING SOCIETY BRANCH
SOUTH WEST/AEROSPACE & SHIPBUILDING RISC**

This Conference notes that the rights of disabled people are under sustained attack by the Coalition Government. Conference notes that disabled people are frequently disproportionately affected by redundancies and other attacks in the workplace.

Conference reaffirms its belief that all disabled people have a right to a life free from discrimination and with all necessary support to maximise their ability to play a full and equal role in society.

Conference recognises that the defence of disabled people is inextricably linked with our defence of working class rights as a whole.

Conference therefore calls on:

- Branches and Area Activist Committees to support activities and campaigns defending disabled people both locally and nationally
- Workplace reps to ensure all agreements with employers include any necessary provisions to defend the rights of disabled workers and ensure compliance with, and extension of, their legal rights
- The Executive Council to ensure campaigning material and resource is available as necessary and that all officials of the union recognise that defending the disabled people is a priority for our union

This Conference notes that the Equality Act provides for disabled workers to negotiate the option of disability leave as a “reasonable adjustment”, where appropriate.

This disability leave option, we believe, prevents disabled workers from being penalised under the absence management procedure or suffering any financial detriment due to their disability.

Unite members within a number of employers have access to paid disability leave which we believe is a progressive measure to assist disabled members.

Furthermore we need to ensure employers are not ignoring the Equality Act by introducing ever increasing levels of technology without fully assessing the impact it has upon employees with dyslexia (the hidden disability). As a result of assessment, companies should take any necessary reasonable adjustments to ensure employees with dyslexia are not forced out of an industry as a direct result of the implementation of technologies that they otherwise had been able to operate successfully.

It is a fact that there are many more employees with dyslexia that are willing to admit to having this disability and an awareness campaign would go a long way to helping remove the stigma that is attached to this disability and encourage the individuals to seek the help necessary to enable them to continue in their jobs without fear of dismissal as a result of "incapability".

Conference calls upon:

- The union to pursue at the earliest opportunity a suitable paid disability leave policy as a matter of urgency
- The Executive Council to commit Unite to an awareness campaign on "DYSLEXIA – THE HIDDEN DISABILITY" and lobby the government to address this issue head on and to tackle the employers who avoid compliance of the Equality Act

This Conference cannot stay silent, when we can see imminent cuts to our vital government factories such as Remploy and other support services, this c/o The Liz Sayce Report. This report will result in minority groups becoming casualties. The Union needs to show support within our communities, and push for employment opportunities for disabled people which for many is seen as a key element to an independent, fulfilling life and assists others to understand that everyone has a skill to offer. We must not neglect a major pool of valuable talent who could find themselves pushed to the back of the unemployment queue.

We demand our Union lobbies our government:

- Becoming pro-active in helping to transform the lives of disabled people and those experiencing complex barriers to work
- Providing where possible positive opportunities for sustainable employment
- Raise the reintroduction of an employment quota system, paramount in breaking down barriers to equal opportunities

Conference notes:

- There is a legal responsibility to provide reasonable adjustments
- Disabled people may wish support of a personal assistant to be active across the union.

We call on Conference to:

- Review the union's policy to support a disabled member's reasonable adjustment for a personal facilitator to support them to participate in training and the democratic processes

- Create a separate policy to support reasonable adjustments and the use of personal assistants for disabled members. Disabled members should not have to justify this requirement or how their disability affects travelling, accommodation, eating arrangements, etc
- Ensure that personal assistants will not also be out of pocket when supporting disabled members and be given the same daily subsistence allowances
- Inform all branches and industrial committees of reasonable adjustments and their importance to improve participation.

Mover:

Secunder:

Composite 7: THE MIDDLE EAST AND NORTH AFRICA

Incorporating Motions 46, 47 and 48

Standing in the names of:

LONDON & EASTERN/BEDFORDSHIRE & CAMBRIDGESHIRE AAC
EAST MIDLANDS /CYWNFP RISC
NORTH WEST/9827M GREATER MANCHESTER BRANCH

This Conference notes the continuing wave of strikes and workers' protests across the Middle East in support of demands for social justice and democracy. We recognize and support their demands for a living wage, for permanent jobs, for an end to cuts and privatization, for real democracy and against political corruption, and for the right to organize in the streets and workplaces because these are our demands too.

This Conference further notes and celebrates the huge strides taken by the Egyptian working class in establishing hundreds of independent unions and the Egyptian Federation of Independent Trade Unions.

This union welcomes the establishment of the Solidarity with MENA Workers Network in March 2010 and recognizes the need to build the widest possible campaign of solidarity with workers in the Middle East in the trade union movement in Britain.

This union further welcomes the inspiration which the struggles of workers in the Middle East have given across the world – and their role in inspiring the Occupy movement.

This Conference recognizes the need to build the widest possible campaign of solidarity with workers in the Middle East in the trade union movement in Britain.

Conference therefore resolves:

- 1) To support workers fighting for, and defending, social justice and democracy in the Middle East and North Africa.
- 2) To support, in particular, Egyptian workers in their struggles to build independent trade unions.
- 3) To actively promote solidarity by conference agreeing to:
 - a) Organise a union delegation to Egypt, primarily of lay members, and in cooperation with other British and Irish trade unions, which can report back to meetings organised in every Region;

- b) Support twinning between the different sectors of Unite and the unions emerging in Egypt including promoting speaking tours of Britain and Ireland by Egyptian union activists;
- c) Actively support solidarity campaigns, such as the MENA Workers Network, that promote solidarity with the Middle Eastern revolutions and publicise reports and activities of the Network to our members.
- d) To give solidarity to the emerging independent trade unions in the region – by inviting speakers to our conferences and having articles in our publications about the struggles of workers in the region

Mover:

Seconder:

Composite AMENDMENT to Composite 7: THE MIDDLE EAST AND NORTH AFRICA

Incorporating Amendments to Motions 46, 47 and 48

Standing in the names of:

**EAST MIDLANDS/1814 DERBY CENTRAL BRANCH
EAST MIDLANDS/CHESAPEAKE NOTTINGHAM BRANCH
WALES/CHESAPEAKE WREXHAM BRANCH**

Paragraph 3;

After the words "This union..." delete all until "...recognizes the need to build the widest possible campaign of solidarity with workers in the Middle East in the trade union movement in Britain"

Delete;

3. c) Actively support solidarity campaigns, such as the MENA Workers Network, that promote solidarity with the Middle Eastern revolutions.

Replace with;

3. c) Work in conjunction with the Global and European Trade Union Federations to which Unite is affiliated, together with the Workers Uniting structures and other national trade unions to develop real solidarity with the emerging trade unions in the Middle East and North African region.

Mover:

Seconder:

Composite 8: JUSTICE FOR COLOMBIA

Incorporating Motions 51 and 52

Standing in the names of:

**LONDON & EASTERN/5509 GPM GREATER LONDON
SCOTLAND/126 BRANCH**

This conference condemns the murder of Trade Unionists in Colombia, with more than 28 assassinated in 2011. Conference notes that colleagues also face imprisonment, death threats, and are often forced to flee their homes. Conference acknowledges that the majority of these crimes are carried out by state forces and paramilitary groups with very few of the culprits ever brought to justice. There is a 98% impunity rate for trade union murders.

Conference is appalled that internal conflict has raged for more than 50 years in Colombia and that the Colombian army continues to carry out indiscriminate bombings of civilian areas. Over 10% of the Colombian population are currently displaced from their homes, the majority of them women and children. The Colombian army also continues to carry out indiscriminate bombings of civilian areas as part of a military strategy that according to Amnesty International is “largely based on the premise that those living in conflict areas are part of the enemy.”

Conference notes that although current President Santos has made comments about being open to a peace process, the militaristic approach continues and the war has intensified allowing the violations to continue.

Conference notes that those who speak out against this situation are targeted, such as Lilianny Obando, a Colombian trade unionist and single mother, now imprisoned for more than 42 months in Buen Pastor Prison, without being convicted of any crime and around 75 members of our sister union FENSUAGRO who are today imprisoned for their union activity.

Conference congratulates the good work of organisations like Justice for Colombia who seek to give voice to the citizens of Colombia and to bring about positive change by amplifying the difficulties faced by our Trade Union Colleagues on the International stage.

Conference supports the Colombian trade union movement in calling for a peace process to stop the abuses. They are asking for a negotiated settlement to end the conflict and address the social inequalities at its root. Conference notes the Colombian government pays little attention to the demands of its own citizens, but is sensitive to international pressure. By adding our voices, we can support colleagues in Colombia to help end the abuses.

We call on our Executive Council to:

1. Continue to promote and strengthen the Workers Uniting/FENSUAGRO partnership agreement and provide specific support to our sister union.
2. Support Justice for Colombia campaign on peace in the region, and the JFC led work in Colombia in an effort to bring about political change, and use our political influence to exert pressure on the Colombian, UK, Irish and other relevant governments to work towards peace through a negotiated settlement.
3. Write to all branches encouraging them to affiliate to Justice for Colombia.
4. Affiliate the region to Justice for Colombia and consider making an additional donation.
5. Continue to strengthen Industrial sector to sector links and promote grass root solidarity by encouraging our branches to become engaged through affiliation to NGOs as well as providing activists with up to date information on the conflict.
6. Support the Justice for Colombia campaign to help free political prisoners and campaign for the immediate release of those wrongly imprisoned for their Trade Union activity and demand protection from persecution and violence for our colleagues.

Mover:

Secunder:

Composite 9: WORKPLACE HEALTH AND SAFETY

Incorporating Motions 56, 57, 59 and 60

Standing in the names of:

EAST MIDLANDS/GPM RISC
SOUTH EAST/GPM RISC
WEST MIDLANDS/37N BRANCH
NORTH EAST, YORKS & HUMBER/GPM RISC
SCOTLAND/RURAL & AGRICULTURAL RISC
EAST MIDLANDS/0283 NORTHAMPTON BRANCH

Conference notes that deaths in the workplace are on the increase. In 2010/2011 171 people were killed while at work which represented a 16% increase on 2009/2010.

The General Secretary in recognising this alarming trend said “Health and Safety regulations are not burdensome bureaucracy but essential protection”, and “effective enforcement of health & safety legislation is vital, not the cuts and deregulatory agenda being pursued by the government.”

This conference deplores the attacks of this coalition government upon workplace Health and Safety through a variety of means including the dismantling of Health and Safety Law, reductions to Health and Safety inspections, abolition of Health and Safety helpline and the changes to RIDDOR reporting, and thereby the concealment of the true extent of workplace sickness and injury.

This Conference deplores the Con Dem’s Government action in slashing funding of the Health and Safety Executive, by 35 per cent over the next four years.

Conference condemns the proposals of the Con-Dem government to drastically cut the budget of the Health & Safety Executive leading to the further watering down of health & safety:

- A reduction in the number of HSE inspections
- Job losses among HSE staff
- The removal of the HSE info line service
- The restriction of reporting of incidents
- The removal of the right to health & safety training for workers in SMEs

Conference is particularly concerned that the number of inspections in particularly dangerous industries such as agriculture, construction and docks is to be massively reduced.

A weaker enforcement regime will inevitably lead to increased deaths, injuries and sickness arising from work.

We further deplore the continuing Government policy to reduce health and safety regulation and health and safety standards. This strategy, built on myth and dogma, puts workers at greater risk.

Conference believes that health & safety standards would be further detrimentally affected if the government progresses with plans to reduce trade union facility time, affecting the ability to organise on health & safety at work through trade union health & safety reps who, since the Health & Safety at Work Act, have proven to be a particularly effective means of addressing health & safety concerns.

Conference recognises that the actions of the government on health & safety are part of a wider agenda of public sector cuts, privatisation and attacks on trade union and employment rights.

Conference therefore calls upon the EC to ensure that Health & Safety remains a key priority throughout the union and is able to function effectively by ensuring adequate frontline resources and support is available to Health & Safety reps.

We call on the Unite at all levels:

- To mount a vigorous campaign to oppose cuts in public spending in the agencies responsible for the enforcement of health and safety within the workplace
- To oppose Government moves to reduce health and safety standards in the workplace

Furthermore, we call on Unite:

1. To continue the campaign for effective corporate manslaughter laws including imprisonment of directors.
2. To campaign with other sectors, trade unions & TUC for a maximum working temperature that covers all workplaces. A legal maximum temperature should be pursued for those doing strenuous work, where once the temperature reaches the maximum limit, then control measures must be implemented to reduce the heat and/or the effect on the employee.
3. To continue to press for greater rights for union safety representatives
4. To challenge the use by employers of “blame the worker” initiatives, and other so-called “Behavioural Safety” programmes in the workplace.

This conference calls on [and] instructs the NEC to vigorously campaign throughout the trade union movement to reverse this insidious destruction of workers protection, to organise campaigning events, including protest events and demonstrations against the government’s anti-health & safety at work agenda and to argue that the case to defend and improve health & safety rights must be an integral part of the movements wider campaigns against government cuts.

Mover:

Secunder:

Composite 10: MANUFACTURING/REBALANCING THE ECONOMY

Incorporating Motions 61 + Amendment, 63, 64, 65 and 66

Standing in the names of:

**SERVICING AND GENERAL INDUSTRIES NISC
NORTH WEST/0515 MANCHESTER AND SALFORD BRANCH (Amendment)
EAST MIDLANDS/1814 DERBY CENTRAL BRANCH
LONDON & EASTERN/1881 PETERBOROUGH CENTRAL BRANCH
SOUTH WEST/437 STROUD TEXTILES BRANCH
WEST MIDLANDS/BIRMINGHAM CENTRAL BRANCH**

This Conference believes that it is imperative that the UK economy is re-balanced in order that there can be no over reliance on just financial services, ever again.

Conference believes that the decline of UK manufacturing has to be reversed through a policy to promote manufacturing in the UK as the current coalition government plainly has no coherent manufacturing policy at all.

Conference therefore welcomes Unite's strategy for manufacturing "20-20 Vision" and supports the need for a national investment bank to help manufacturing companies invest in new equipment and innovation; a skills strategy to attract young people and apprentices into real jobs with real skills and as an investment in the future. Investment in the development of "green technology," and support from the banks for small and medium sized companies.

Conference is concerned at the lack of international competitiveness in many parts of the UK manufacturing. It is clear that British workers do not have the same rights to information, consultation and job protection as other workers throughout the rest of the EU, making it easier quicker and cheaper for companies to close British factories and make their workers redundant.

Conference particularly notes the recent situation of the workers at Bombardier factory in Derby which has recently lost 1400 highly skilled manufacturing jobs. The future of the Train making industry in this country is at risk with many more jobs at risk in the supply chain if the terms of reference (ToR) are not changed for the Crossrail bidding process.

Conference believes that financing and cost should not be the overriding factor on the awarding of a contract and that it is imperative that socio-economic impact is included.

Therefore this Conference calls upon the Unite EC to support a policy of active engagement and intervention and to campaign for the next Labour Government to actively introduce policies including the appointment of a Minister for manufacturing to defend and support manufacturing in the UK as outlined in Unite's manufacturing strategy.

Mover:

Seconder:

Composite 11: DEFENDING PENSIONS

Incorporating Motions 69 + Two Amendments and 71

Standing in the name of:

NORTH WEST/CAT RISC

SCOTLAND/REGIONAL COMMITTEE (Amendment)

LONDON & EASTERN/WEST LONDON GENERAL BRANCH (Amendment)

NORTH WEST/DOCKS, RAIL, WATERWAYS AND FERRIES RISC

This Conference applauds all public and private sector workers taking industrial action to defend their pensions

This conference instructs the Executive Council to ensure Unite campaigns vigorously without capitulation in support of our member's pensions in the public and private sector, so that pensioners can live with dignity,

The recent disputes in the public sector and at Unilever have shown that where trade unions stand and fight, Governments and multi-national companies cannot impose their will unanimously and without recourse. It is only trade unions like Unite who can defend our pensions from the boardroom excess that results in our members future earnings being used to prop up their excessive high pay and rewards for shareholders. Many pension schemes are now facing attacks such as the Railways pension schemes and many multi-nationals as well as the public sector pension schemes. We have no choice to fight; no one else will do this, only trade unions can lead this fight. Ensure the policy of this union is unequivocal in its support of all workers in organisations in respect of their pension schemes. Ensure the unions policy allows for all our members wherever they work to be able to live in dignity for all their retired years.

Conference does not accept the economic need to increase the pension age and resolves that the union shall campaign for the pension age to be lowered over time to 60 for both men and women.

This measure will not only increase the quality of life for our pensioners but be part of a programme of job creation for many young workers stuck on the dole while too many people are working in a long hours culture for far too long till they drop.

This Conference also calls on the Unite Executive Council to broaden the links and activities between members and activists across different industrial sectors to encourage unity, as well as a common understanding of the issues and a cohesive approach to dealing with the defence of pensions jointly across the private and public sector.

Furthermore, this Conference believes that a dedicated programme of cross private/public sector activist education would assist in achieving this goal and calls on the Unite Executive Council to direct the Education Department to develop this.

Mover:

Secunder:

Composite 12: OCCUPATIONAL PENSIONS

Incorporating Motions 70, 72 + Two Amendments and 80

Standing in the names of:

**LONDON & EASTERN/ENERGY & UTILITIES RISC
SOUTH EAST/CIVIL AIR TRANSPORT RISC
IT AND COMMUNICATIONS NISC (Amendment)
WALES/CPPT RISC**

This Conference notes that the union's policy on pensions addresses both public and private sector schemes and has, at its core, the principle that every employee should have access to some form of pension provision.

Conference also notes that the union is supporting legislation to compel employers to auto-enrol employees into pension schemes which meet a minimum standard, but with an employer contribution set at a more generous rate than that proposed by the Government.

Conference believes that Unite's pensions policy needs strengthening in relation to the issues of outsourcing, company takeovers and mergers, and TUPE transfers. Currently this can result in staff suffering inferior occupational pension benefit following transfers. Many employees have been, and still are, severely disadvantaged often having their pension schemes closed and their pensions 'frozen', with no further chance of building up their benefits in their schemes, instead becoming deferred members.

Conference notes that where an employer provides a contractual right to a (DC) cash alternative to an occupational pension, this cash alternative is protected by TUPE. Conference resolves that Unite should provide guidance to reps on appropriate contractual wording.

This Conference urges the Union to fight against any attacks on our members' pensions which are also being threatened by the Government and the European directive and to lobby the Government for major improvements to the Financial Assistance Scheme (FAS) and Pension Protection fund (PPF)

Mover:

Seconder:

Composite 13: STATE PENSIONS

Incorporating Motions 74 + Amendment, 76, 77 and 78

Standing in the names of:

LONDON & EASTERN/785 BRANCH
FINANCE & LEGAL NISC (Amendment)
NORTH EAST, YORKS & HUMBER/0494 BRANCH
NORTH EAST, YORKS & HUMBER/0130 BRANCH
SCOTLAND/DUNDEE NO 1 BRANCH
SOUTH EAST/68 BRANCH

This Conference instructs the EC to campaign for

1. a Basic State Pension above the official recognised poverty level
2. indexed annually to average earnings or prices whichever is the greater
3. an end to means-testing and for universal benefits
4. strong public services delivered by public employees
5. an end to fuel poverty
6. free travel, TV licences and a winter fuel allowance
7. free health and care service that will guarantee pensioners dignity in retirement

This Conference notes

- the basic and second pension in Britain amounts to 30.8% of average earnings, and 32.5% in Ireland, placing Britain 12th among EU countries and Ireland 11th;
- that 2.5m pensioners (1 in 4) in Britain are living below the official poverty line defined as 60% median population income (equivalent to £178 a week before housing costs in 2011) and that two-thirds of these pensioners are women;

This Conference believes

- that our members should be entitled to enjoy a decent standard of living in retirement and rejects the view that current economic difficulties and longer life expectancy provide any justification for lower pensions, whether in terms of State Pension, or public or private sector employer provision;
- that the State Retirement Pension should be the foundation of all our members' retirement incomes and that they should not have to rely on the means-tested Pension Credit;

- that the State Retirement Pension should be raised to the official poverty level as set out above, paid regardless of contributions and increased annually at the same rate as earnings or RPI, or a minimum of 2.5%, whichever is the greater, funded if necessary from the National Insurance Fund surplus;
- the State Second Pension should be maintained as an earnings-related element based on lifetime contributions from both employers and employees;
- that employers should be obliged to enrol employees in an employer-sponsored scheme with a minimum level of contributions, or failing that to the newly-established National Employment Savings Trust (NEST) pension, but believes that these proposals should be introduced more quickly and that employers' contributions should be twice that of employees;
- that our members should be supported in defending company pension schemes and for their rights to include making changes within contractual provisions with trade unions having full negotiating rights; for legislation to increase the proportion of member trustees in trust-based schemes to 50% and for similar member representation on joint management committees, for contract-based (non-trustees) employer schemes.
- that the government should set an example to private sector employers by maintaining good quality defined benefit pension provision for its employees rather than participating in the 'race to the bottom as at present, recognising that the government can provide pensions on a lower-cost and secure basis without any unfair burden being placed on taxpayers.

This Conference welcomes

- the introduction of the minimum increase of 2.5% of the State Basic Pension if inflation is lower, and the changes to National Insurance contribution conditions for the Pension, which will greatly increase the proportion of women receiving the full amount and reaffirms its existing policies of supporting a reduction of the Lower Earnings Limit and to allow part-time earnings from more than one job to be combined for National Insurance purposes, and of expanding the right of carers to build up an additional state pension for those looking after children up to the age of 18.

This Conference resolves

- to campaign with sympathetic organisations such as the National Pensioners' Convention for the aims on pensions as set out above
- to specifically campaign for beneficial changes in taxation, in regulatory oversight, and in actuarial and accounting practices, all of which would force employers to bear pension risk rather than passing it on to employees

- that if an auto-enrolment proposal is received from the employer and this proposal states that the employer contributes less than the employee, our negotiators vigorously oppose this and challenge the employer to contribute at least double what is expected of their employees

In the light of employers' attacks on final salary pension provision in the private sector, repeated attacks on public sector provision and increases in pension retirement age, it is obvious that the present structure of pension provision in the United Kingdom is failing to provide all working people with a reasonable income in retirement.

The Government proposals for auto-enrolment and NEST, commencing from October 2012 onwards offer no guarantee on potential benefits

Successive governments have failed to address the pension bombshell that is awaiting this country now and in the future

This Conference calls upon the Union and the TUC to lobby the Government for the introduction of a national second tier pension

This would:

- be clear and transparent
- cover all employers and employees
- be based on a fair accrual rate for each contributing year
- have a death in service benefit
- have a facility for increased contributions by employees and employers to buy additional benefits
- have all contributions paid to a National Savings Bank with the instruction to invest in British industry and infrastructure whenever reasonably possible

This Union and the TUC must push home this motion to make the Government aware of the need to act fast

We therefore, call upon the Unions and the TUC to lobby during the present Parliament.

Mover:

Seconder:

Composite 14: DIGNITY FOR PENSIONERS

Incorporating Motions 75 and 79 + Amendment

Standing in the names of:

**LONDON & EASTERN/SOUTH WEST LONDON BRANCH
NORTH WEST/VAUXHALL COMPOSITE BRANCH
WEST MIDLANDS/MOTOR COMPONENTS RISC (Amendment)**

This conference recognises that a living Pension should be the right of every citizen. It acknowledges that the employers with the implicit consent of successive governments have allowed both state and private pensions to become undermined and eroded and in some cases obliterated. Conference further recognises that pensions are but one aspect of the social rights of Senior Citizens.

Conference therefore calls on the Executive to campaign at all levels of the movement and wider society for the following Charter for Senior Citizens.

1. Adequate housing, warm and well insulated at affordable rents and an end to fuel poverty.
2. Free at the point of need Health care provisions, including dignified Care Homes provisions for those unable to sustain independent living.
3. Income generating opportunities that are Senior Citizen friendly for those who voluntarily wish to continue participating in working environment
4. Recreational and family care facilities that are community based and that promote physical and emotional wellbeing.
5. Educational facilities and lifelong learning opportunities that promote social and mental wellbeing.
6. Inter-generational initiatives that blend the experience of the older citizen with the talents of the younger citizen, thus promoting a culture for all ages.
7. Ensure that Senior Citizen through free travel, free TV licences and use of modern communications technology have the ability to integrate with society in a stress free manner as possible
8. Pension provisions, both state and private that enable an income level sufficient for a life of independent choice. State pensions to be set at no less than 50% of average income and indexed annually to average earnings or prices whichever is greater.

9. An end to means testing and for universal benefits
10. Strong public services delivered by public employees
11. A more progressive tax system to fund the above benefits

This Conference calls upon the Union's Executive Council to adopt 'The Dignity Code' as drawn up by the National Pensioners Convention as follows:

The purpose of this Dignity Code is to uphold the rights and maintain the personal dignity of older people, within the context of ensuring the health, safety and well being of those who are increasingly less able to care for themselves or to properly conduct their affairs.

This code recognises that certain practises and actions are unacceptable to older people, such as:

- Being abusive or disrespectful in any way, ignoring people or assuming they cannot do things for themselves
- Treating older people as objects or speaking about them in their presence as if they were not there
- Not respecting the need for privacy
- Not informing older people of what is happening in a way that they can understand
- Changing the older person's environment without their permission
- Intervening or performing care without consent
- Using unnecessary medication or restraints
- Failing to take care of an older person's personal appearance
- Not allowing older people to speak for themselves, either directly or through the use of a friend, relative or advocate
- Refusing treatment on the grounds of age

This Code therefore calls for:

- Respect for individuals to make up their own minds, and for their personal wishes as expressed in 'living wills', for implementation when they can no longer express themselves clearly
- Respect for an individual's habits, values, particular cultural background and any needs,
- linguistic or otherwise
- The use of formal spoken terms of address, unless invited to do otherwise
- Comfort, consideration, inclusion, participation, stimulation and a sense of purpose in all aspects of care
- Care to be adapted to the needs of the individual
- Support for the individual to maintain their hygiene and personal appearance
- Respect for people's homes, living space and privacy

- Concerns to be dealt with thoroughly and the right to complain without fear of retribution
- The provision of advocacy services where appropriate

Conference calls upon the Executive Council to publicise, promote and integrate this code into policy and encourage all members and all areas of organisation, to affiliate to the National Pensioners Convention and to campaign alongside and in support of it.

Mover:

Seconder:

Composite 15: EUROPEAN UNION

Incorporating Motions 96, 97, 98 and 99

Standing in the names of:

LONDON & EASTERN/CYWU&NFP RISC
LONDON & EASTERN/LONDON UNITED CRAFT BRANCH
SOUTH EAST/WEYBRIDGE BRANCH
EAST MIDLANDS/1824 LONG EATON BRANCH
NORTH WEST/1400 WIGAN BRANCH

Conference notes with grave concern the December 2011 EU summit, its imposition of deflationary budgetary controls across 26 states and the resulting loss of economic democracy. Franco-German big business used the financial crisis to eliminate what remains of the already limited democratic powers of EU member states by seeking to enforce new treaty regulations that will impose austerity on all economies and drastically reduce workers rights.

At the same time the British government, representing only the financial interests of the City of London, defended the EU Single Market which prohibits both state aid to industry and public ownership of utilities or retail banking.

Despite unemployment across Europe averaging more than 10%, Brussels continues to propose new job destroying regulations and conspire to turn the whole EU into a zone of high taxation. The institution has been stealing our rights to self-determination. Almost nothing the EU proposed or enacted has benefited Britain. We were told staying out of the Euro Zone would be a financial disaster yet it is clear beyond doubt that the opposite is true.

The past two decades of European integration have turned mainland Europe's economies from some of the world's industrial powerhouses into also-rans, stuck in the global slow lane. Only Germany has prospered in the euro. Yet Norway and Switzerland have stayed on as the lynch pins of the European Free Trade Area – able to import iron and export to the EU freely without being subjected to federalist ambitions.

As the victim of Brussels larceny, bullying over – regulation and all round interference, the time has come to win back our country and restore legitimacy and accountability to the political process. As those on board the European gravy train have mounted one power grab after another, pushing Britain's disproportionate contributions even higher.

Conference notes the opposition of organised labour across Europe to these developments and believes that the time has come to fundamentally redraw the character of international economic cooperation across Europe and beyond. Conference resolves that Unite should strengthen existing and develop new direct organising links across the European Trade Union Movement.

Conference therefore recognises that it is now crucial to put forward a progressive counter agenda to protect and advance the interests of working people by regaining powers enabling government investment in the productive economy and allowing state provision of public services.

This Conference believes Unite will strive to furthering the cause of those who believe Britain is better off out of European Union. The struggle to repatriate British sovereignty from a political project that has comprehensively failed people right across Europe.

This Conference calls on Unite the Union to support the ever increasing calls for a referendum of the British people to decide their future membership or otherwise of the European Union. Since 1975 no referendum has been held in this country on the EU, and nobody under the age of 54 has ever been allowed a say on this contentious issue. Labour and the Lib Dems have both broken their manifesto pledge given at the last general election to hold a referendum over the Lisbon treaty ,and the Tory parties Cast Iron Guarantee statement has been shown to be little more that worthless. All three parties have over the years since 1975, shown continued support for the failed European federal dream, and at various times even supported the joining of the disastrous Euro currency, both of which are not in the best interest of the British people.

Conference therefore believes it is high time that the people of Britain be allowed their say through a referendum on this vitally important issue, and calls on the Union to act with other liked minded organisations to campaign for Britain's withdrawal from the EU and to oppose both the Con-Dem Government's Single Market agenda and the new EU treaty that will finally end the sovereign right of member states to control their economies.

Taking Britain out of the EU should not be seen as a move to be "little Englanders". On the contrary ours is a great trading nation with markets all over the world. The time has come to develop our neglected trading links.

Conference believes that Britain's withdrawal for the EU will strengthen the struggles of working people across Europe to protect and regain hard-won trade union and democratic rights and therefore urges on the Executive to take this argument to the TUC and the Labour Party [and this] motion forward to this year's (2012) TUC Congress.

Mover:

Seconder:

Composite 16: POLITICAL FUND

Incorporating Motions 81, 82 and 83

Standing in the names of:

**IT & COMMUNICATIONS NISC
NORTH WEST/IT & COMMUNICATIONS RISC – NORTH WEST
NORTH WEST/MANCHESTER AREA ACTIVISTS COMMITTEE
LONDON & EASTERN/0555 BRANCH**

Conference resolves that until the Labour Party adopts and actively pursues policies in support of trade union freedom, at least 10% of members' Political Fund contributions that would historically have been spent on the Labour Party shall be used by Unite to directly campaign for trade union freedoms instead of being used for contributions to, or support for, the Labour Party.

Conference resolves that until the leadership of the Labour Party publicly supports Unite members taking industrial action against austerity and in defence of public services, at least 10% of members' Political Fund contributions that would historically have been spent on the Labour Party shall be paid into Unite's National Dispute Fund.

To ensure transparency, Conference resolves that Unite's accounts will show contributions, expenditure, assets and liabilities relating to the Political Fund separately from its general funds.

Mover:

Seconder:

Composite 17: LINKS WITH THE LABOUR PARTY

Incorporating Motions 85, 88 + A (2) and 92

Standing in the names of:

**SOUTH WEST/R&A AND FOOD, DRINK AND TOBACCO RISC
EAST MIDLANDS/0168M BRANCH
SOUTH WEST/401 BRANCH
LONDON & EASTERN/REGIONAL COMMITTEE (Amendment)
AEROSPACE & SHIPBUILDING NISC (Amendment)**

This conference calls on the Executive Council to regularly monitor the policies of the Labour Party so that they reflect the principles, policies, aspirations of our Union and our members. This conference believes that the working people of this country have been let down by the Labour Party over the last 15 years. None of the Conservative anti-trade union laws were repealed. It is obvious to most trade unionists that the Labour Party is prepared to take our subscriptions but not give anything back.

Therefore, if necessary, Unite should re-examine our relationship and links with the Labour Party if it is felt that the Party is not speaking up and campaigning for Union policies, and supporting members, working people and their families.

In particular this conference notes:

- the statement by Labour leader Ed Miliband and shadow Chancellor Ed Balls that Labour cannot pledge to reserve any Tory cuts. Balls said that 'starting point' is 'we're going to have to keep all these cuts'.
- Balls and Miliband have endorsed the public sector pay freeze that is slashing living standards for millions of workers.
- that Unite General Secretary Len McCluskey has denounced the statements as 'discredited Blairism' and said "The real points of differentiation between Labour and the government on the economy are now very hard to identify'.

This Conference believes:

- that the statement from Len McCluskey and others attacking Balls and Miliband are welcome
- that it is more than ever clear that we cannot 'wait for Labour' to deliver change and that we will have to fight ourselves against the Tories
- that the millions of pounds shovelled to Labour by some unions have been wasted

- that workers should not pay for the bosses and bankers' crisis. We could defend and improve public services by such measures as taxing the rich, collecting the £120 billion of tax that is avoided and evaded by the rich and corporations, imposing a tax on financial transactions ('Robin Hood Tax') and withdrawing troops from Afghanistan
- that we need socialist policies – public ownership and control of the banks for example – not more pandering to the rich.

This Conference resolves:

- that we are totally opposed to the Tories, their austerity drive and all cuts and that this Union should continue to seek unity in action between the trade unions and the general anti-cuts movements.
- to encourage a major debate throughout the labour and trade union movement on the question of working class political representation, affiliation to Labour and the alternatives and calls on the EC to bring to a future Policy Conference any proposals they might agree to facilitate taking the results of this debate forward.

Mover:

Seconder:

Composite 18: TULO

Incorporating Motions 86 + A, 87, 89 and 91

Standing in the names of:

EAST MIDLANDS/DERBY & DERBYSHIRE AREA ACTIVISTS COMMITTEE
BAEM NATIONAL COMMITTEE (Amendemnt)
EAST MIDLANDS/37F BRANCH
LONDON & EASTERN/128 BRANCH
NORTH EAST, YORKS & HUMBER/302/25 BRANCH

Conference notes that the historical relationship between the trade union movement and the Labour Party is being challenged by those who wish to sever this alliance and that the living standards of our members are under increasing attack.

The trade union movement must do everything in its power to support the Labour party and defend this link. However, conference is concerned that for too long too many within the Labour Party, including current and aspiring MPs, play lip service to the trade union movement. Our union must therefore strengthen our political voice and must, in particular, work to ensure that the labour Party is properly responsive to the needs of our members.

Unite must ensure that all efforts to develop Unite members' political activities are reflective of the diversity of the union and recognise under-representation of Black, Asian & Ethnic Minority members; Women; Young People; LGBT and Disabled activists in the political arena

Conference notes and applauds Unite's policy to win back the Labour party from the right –wing neo-liberals who have infested the party over the past 20 years, and return it to where it belongs: as a voice and political vehicle for the working class people of this nation.

Conference notes the valuable work done by our representatives in the recent "Refounding Labour" debate through the Trade Union and Labour Party Liaison Committee (TULO) and its success in resisting moves to reduce the trade union share of the vote on the Labour National Executive, Conference Arrangements Committee and within Party Conference itself.

Conference strongly supports TULO recommendations to:

- Remove the restrictive "Contemporary" criteria which currently result in many motions of genuine concern being ruled out of order.
- Support and reinforce the work of our union's delegates to CLP and Regional Labour Parties by ensuring that constituency parties are able to select 4 topics for debate at Conference additional to the 4 topics selected by the unions.

- Ensure any motions carried at Labour Party Conference are duly inserted into the Party's Rolling Programme of Policies.

In respect of Labour Party policy making, affiliates and Constituency Parties must be able to move amendments to the Party's policy documents. If carried, amendments should be incorporated within the Party's Rolling Programme.

This Conference further affirms that our Union's levy payers must retain their right to vote in elections for the Labour leadership. Additionally to ensure a balance of representation for individual party members, Conference supports the TULO proposal to increase the number of nationally elected constituency seats on the Labour National Executive Committee including 2 seats reserved for election by members in Scotland and Wales respectively.

In respect of Parliamentary Selections, Conference supports the TULO proposal that sitting MPs should in future need at least 66% of the nominations from the constituency's wards and affiliated trade union branches to achieve automatic reselection, noting that sitting MPs are automatically guaranteed a place on the shortlist.

In respect of changes to Labour Party Rules this Conference wishes proposed changes to be circulated well in advance of Conference. At Conference, rule changes should be debated and voted on one by one.

In order to address the issue of tokenism towards the trade union movement Unite must strive to ensure that going forwards the Labour Party has good credible trade unionists at all levels of its organisation.

This conference therefore calls upon the EC, as a matter of urgency and no later than 1st October 2012, to:

- Ensure Unite develops a political strategy that supports the involvement of active trade union members within the Labour Party's official ranks;
- Support and endorse Unite members who want to become politically active at all levels, including those members wanting to stand as councillors or MPs;
- Develop a training schedule for trade unionists who wish to become council and parliamentary candidates in the future;
- Introduce mechanisms for better direct involvement of Unite lay members within the TULO structures at all levels;

Unite also has many lay-members and union reps who have been elected or intend to stand for election in the position of 'trade union liaison officers' (TULOs) in their local constituency labour parties. This is a golden opportunity for the union to have in position across many CLPs Unite members and reps in what is an important position within the labour party and therefore agrees:

- That Unite actively encourages members and reps to join the Labour Party and put themselves forward as trade union liaison officers.
- That the union develop and fund a TULO training programme so we can fully educate our TULO officers in how to carry out this position successfully and help take forward into the local CLP's the ethos of our union & the wider trade union movement to the grass-roots members of the party as yet another weapon in our armoury to win back the Labour Party to once again be the voice for the working-class of this nation.

Mover:

Seconder:

Composite 19: DEFEND THE NHS

Incorporating Motions 105 + Amendment, 106, 107 and 108

Standing in the names of:

HEALTH SECTOR NISC

HEALTH SECTOR NISC (Amendment)

WEST MIDLANDS/COVENTRY AND WARWICKSHIRE AREA ACTIVISTS COMMITTEE

LONDON & EASTERN/WEST LONDON MEDICAL BRANCH

LONDON & EASTERN/0024M SE LONDON MEDICAL BRANCH

This Conference totally opposes the Government's Health and Social Care Act with its agenda of privatisation, and its threats to the provision of comprehensive and universal health care. This Government is now committed to the systematic dismantling of the NHS. Rapid privatisation is already taking place, and the Health and Social Care Act removes remaining barriers to this. The Act will also remove the requirements for comprehensive healthcare, with the NHS reduced to a giant 'postcode lottery' system; and for universal healthcare, where all of us are entitled to high quality treatment. The Act will destroy the NHS as we have known it and will be a disaster for those whose health depends on the NHS and also for those who work for it.

Conference is outraged. This ideological assault on the NHS, combined with a savage £20 billion cuts, is causing fundamental harm to the health services that all of us need. Our members and their families will pay with their health and ultimately with their lives for the attacks now taking place.

Conference notes that the foundation of the NHS in 1948 transformed the lives of millions of ordinary working class people and their communities. Decent healthcare – formerly the preserve of the rich – became available to all of us. Those communities will pay a high price if the NHS is dismantled.

Our health service should be publicly owned, publicly funded, publicly provided and accountable and free at the point of delivery, delivered on a basis of need and not ability to pay. The underlying principles of the NHS go further than just free healthcare and socialisation of risk. In addition UNITE supports the presence of the NHS in local communities and seeks to improve upon our present health system as a major weapon in the fight against inequality and poverty.

To this end this conference seeks to include in its health policy:

- That where possible all distinct geographic areas include access to well supported local health centres with primary services, a health promotion role and minor treatment.

- That all district communities are within easy reach of a local hospital with casualty and maternity services.
- That all regions have access to a specialist hospital with cardiac and other time critical services.

Conference congratulates the union for its lead role in the defence of the NHS and the campaign against the Health and Social care Act. Conference resolves to make defence of the NHS a centrally important issue for Unite as a whole, and believes that our members have a central role to play in resisting cuts and the relentless drive towards the breakup of the NHS through social enterprise and privatisation.

This fight will take place at many different levels: nationally, regionally and locally; through campaigning, political work, and an industrial fightback. Our belief is that this campaign will be made stronger if it brings together public and private sector workers, unites trade unionists and community campaigns, and seeks to build the broadest possible alliance to defend the NHS. Millions of us will suffer if we lose the NHS; this opens the potential to build a massive fight to save it. Conference instructs our Executive Council to progress this through any possible means, including:

- The production of campaign material not just within the Health Sector but for use across Unite. Unite will work to ensure that our whole membership understands that high quality healthcare is dependent on a skilled and stable NHS workforce. Our publications and campaign material will stress that the defence of NHS jobs, terms and conditions (including pensions) is inextricably linked to the wider campaign to protect our health service.
- An approach of building links across our public sector groups to enable a united approach in defence of services; making links also with our voluntary sector groups to build a common fight and a strategy of systematically involving Unite branches in community campaigns to defend the NHS Nationally, regionally and locally, Unite must be on a 'war footing' to campaign and organise with real determination against the devastating privatisation and cuts that are already profoundly damaging our NHS. This will include a willingness to work with other unions and with a broad range of community, anti-cuts and campaign groups (including Keep Our NHS Public), and with direct action groups such as UK Uncut. There is a real urgency to building this mass resistance. By the time of the next General Election, much of the English NHS will have been lost unless there is a determined and sustained fight to save it.
- Support for local and national protests in defence of the NHS. Unite will ask the TUC to call a national demonstration in defence of the NHS, and will organise and build this ourselves and with campaign groups if the TUC does not back this initiative. If the national demonstration is a wider one against austerity, we will ensure that defence of the NHS is a prominent theme within this. We will also mobilise for the largest possible turnout on the TUC-backed 'March for the Alternative' demonstration in Birmingham in October.

- Support for our members in Health or other public sector areas in taking action to defend services. Our policy means not just campaigning for improvements in many areas but also defending services that at present are under attack. We should ensure that in defending such services we work with all active community groups and fellow unionists taking steps to organise and publicise the campaign. Further we should seek to ballot or take action including peaceful civil disobedience where our members decide upon such a course of action.
- We will work with the Labour Party to go beyond a simple repeal of the Act and develop a vision for restoring a publicly owned and publicly accountable NHS.

Conference further calls on the Executive Council to ensure that adequate resources are made available for this important work.

Mover:

Seconder:

Composite 20: COUNCIL HOUSING

Incorporating Motions 109 and 110

Standing in the names of:

NORTH EAST, YORKS & HUMBER/LOCAL AUTHORITY RISC
NORTH EAST, YORKS & HUMBER/GRIMSBY AREA ACTIVISTS COMMITTEE
SOUTH EAST/2048 BRANCH

Due to successive governments' failed housing policies there has been a burgeoning housing crisis developing in the UK over the last 30 years.

The 'Right to Buy' policy allowing council tenants to purchase their council home has drastically reduced the number of council houses available for rent. The financial crisis and the reluctance of financial institutions to lend money has effectively put home ownership beyond the reach of many ordinary working people.

The private sector is unaffordable and cannot provide the homes needed. Privately rented accommodation and social housing in the form of housing associations is more costly to rent, is more expensive for the taxpayer and less accountable to democratic scrutiny and control.

An increase in genuinely affordable and secure publicly owned homes for rent is vital with almost 5 million people stuck on council house waiting lists, rising homelessness, and more and more working people and their families living in cramped, sub-standard accommodation, which is having a severe effect on social stability and health.

Research has shown that poor quality housing has a massive negative impact on quality of life but in particular for children it has a significant effect on both their education and health, it is also widely recognised as being a major contributor to family break-up. If we are to avoid a return to the 'Rackman' days of slum landlords we must step up our efforts to try and address this disgraceful situation, access to decent, affordable, secure and accountable housing should be a basic human right.

This conference agrees that the only way to solve the housing crisis is to build council housing. Council housing rents pay for maintenance and repair costs as well as repay building costs. Council housing is cheaper to build, manage and maintain than any alternatives and provides the secure, affordable housing millions of people are desperate for, with an accountable landlord.

We need investment in existing and new council housing. Public sector investment is needed now to rebuild our housing stock. Spending public money in this way is probably the best way to stimulate economic growth and provide jobs. If we are to learn the lessons of history then we must follow the example set during the great recession of the 1930's and build our way out of the current financial crisis.

Tens of thousands of our members in the construction sector are unemployed, manufacturing is in steep decline and thousands loyal and dedicated public sector workers have seen their jobs with Local Authorities outsourced and privatised. It would be both economically and morally the correct decision for this government to commence a large scale council house building program in order to kick start the economy, which in turn would create hundreds of thousands of jobs in Local Authorities, Construction and the manufacturing supply chain including providing apprenticeships for thousands of young people currently unable to find work, while providing much needed housing for many thousands of ordinary working people including our members and their families.

The Government are threatening to remove life-time secure tenancies, force up rents, and cut access to council housing. There is no electoral mandate, or justification for these attacks on tenants, which will hit the elderly, the sick, the poorest and most vulnerable.

Conference calls for:

- The EC to support the campaign for a large scale national council house building program and provide the necessary resources for the campaign including lobbying government and highlighting what we believe will be one of the biggest issues facing working people in the next few years.
- Political lobbying to demand a future Labour Government invests in Council Housing to provide homes and jobs in the construction sector. It is a stain on the last Labour government's record that despite it being Party policy for over 5 years they did not implement it as government policy and undertake a large scale council house building program. We call on the EC to work with the Labour Party to make it Labour Party policy to undertake a large scale council house building program when returned to government, to continue to affiliate too and work with Defend Council Housing and to use our political influence at all levels within the Party to persuade councils to support this policy and where possible bring back in-house outsourced services.
- Unite Area Activist Committees to organise local Housing Emergency meetings, petition and lobby of Council and MPs to defend secure tenancies, rents and access to council housing.
- Use of Unite Councillors network to pressure Labour Councils not to sell off Council Housing stock

- Unite to continue to work with Defend Council Housing and pressure the Government to allow affordable homes with an accountable landlord to be built
- Demand all the money from our rents and capital receipts should be ring-fenced to manage, maintain, repair, improve and build new council housing.

Mover:

Seconder:

Composite 21: FREE TRADE UNIONS

Incorporating Motions 120, 121 + Amendment, 122, 123, 124, 125, 126 and 127

Standing in the names of:

NORTH EAST, YORKS & HUMBER/REGIONAL COMMITTEE

EAST MIDLANDS/CONSTRUCTION RISC

LONDON & EASTERN/BEDS & CAMBS AAC (Amendment)

NORTH EAST, YORKS & HUMBER /GPM RISC

LONDON & EASTERN/365 BRANCH

NORTH WEST/546 BRANCH

NORTH WEST/765 BRANCH

NORTH WEST/522 BRANCH

SCOTLAND/0349 BRANCH

Workers need the right to organise in the workplace to secure justice and respect, remedy wrongs and hold employers to account. Above all, workers need to have the ability to bargain for better wages and conditions, and have the right to collectively withdraw their labour in protest.

Before trade unions were fettered by Thatcher's anti-union laws, which were subsequently endorsed by 13 years of New Labour, collective bargaining covered over 80% of the workforce. Free trade union power ensured that wealth was more fairly distributed and working people not only enjoyed a better share of the nation's wealth, but also enjoyed enhanced political power too. Indeed in 1979 when Thatcher first came to power it is no coincidence that Britain was the most equal society in Europe with some of the most progressive social policies in the developed world.

However, thirty years of attacks on trade unions have resulted in less than 30% of the workforce covered by collective bargaining. Weaker trade unions, facing massive legal obstacles to stage legal strike action, are much less effective at regulating wages today. Working people's share of the nation's wealth has shrunk as a direct result and over the past few years is now actually falling in real terms.

Meanwhile the wealthy are enjoying a bonanza at our expense. Top directors' pay is increasing at almost 50% per year and top bankers are again enjoying multi-million pound bonuses. In contrast to 1979, Britain is now by far the most unequal society in Europe and the gap between rich and poor is accelerating at an alarming rate. It is also true that as trade union influence has declined, working people have less political power than before and the political consensus has shifted far to the right. Indeed all three political parties swung behind a neo-liberal agenda

Strong trade unions with a fighting back agenda can make a difference industrially and politically as UNITE is now demonstrating. We are actively organising the unorganised once more, building power in the workplace and supporting our members to fight for better wages and conditions. We are forging ahead with a bold political strategy to reclaim the Labour Party for working class values.

But our task will be made much easier if we have the freedom to withdraw our labour and the right to regulate wages in the economy once more. We therefore resolve to intensify our campaign to create a new legal framework for trade union freedoms in the interests of civilized society, equality and justice and for the promotion of basic human rights and democracy.

Conference recognises that the existing laws hampering and undermining trade union rights must come to an end. It is clear that the Tories intentions are to regulate the unions into ineffectiveness. Conference notes that the Labour leadership has remained aloof from any assistance in this. Clearly more needs to be done to save trade unionism from legal suffocation.

The UK's anti-strike legislation is in breach of international law and binding international treaties ratified by the United Kingdom and binding upon it, confirmed by judgments of the ILO and the European Social Charter.

Conference recognises that current employment laws are both restrictive and are undermining the rights of employees and will continue so to do, for as long as we have a Tory Government. Conference therefore insists that either a bill of workers' rights or a repeal of anti-union legislation be an absolute priority in any discussions with the Labour Party. Conference also calls for this to be prioritised at all levels of the labour movement.

The fundamental right to strike has been so severely curtailed that effective strike action is often nearly impossible and democratically decided strike action can be stopped by judges such as during the BA dispute.

The coalition is now threatening to change the law to make legal strikes almost impossible by setting a 50% threshold in turnout for postal ballots. They are also threatening the rights of workers to political representation by threatening union funding of the Labour Party.

The removal of these legal bars to action and the rights of working class people to political representation are of paramount importance to our union and our movement. To do this we as a union need to go on the offensive against the Government and assert the rights as we see as vital to working class self organisation.

This Conference fully supports the terms of the 2005 TUC Composite Resolution 1 Fairness at Work which calls for the repeal of the anti-union laws and their replacement with a framework of positive rights in accordance with minimum ILO standards.

This conference congratulates the electricians and others in the construction industry in their ongoing battle against the attempts by some major employers to break up the JIB and reduce the terms and conditions of workers in the industry.

Conference further notes with concern that legal interference in the conduct of industrial action ballots is creating a situation in which it becomes increasingly difficult to take legitimate industrial action by workers in defence of their terms and conditions. The record of Unite over the past two years in supporting workers who have seen an unprecedented level of attacks on their terms and conditions has been outstanding and an inspiration to all.

Conference welcomes the efforts of Unite's Legal Department to avoid repudiating members action, despite employers increasingly looking to using the law to undermine our ability to take action legally. Conference acknowledges the significance of the interplay between official and unofficial tactics and calls on the Executive Council to encourage members to deliver effective action despite the anti trade union laws.

This supreme policy making body of the union instructs the Executive Council to use all its means at its disposal to ensure that the Labour Party, both adopts as policy, and is committed to legislate, to restore trade union rights. That will include:

- the right to strike, this includes so called political strikes, solidarity and sympathy strikes
- to actively campaign for the simplification of the industrial action ballot procedures
- the right of trade unions to act politically including funding political parties and campaigning
- the right to legally protected facilities time for reps in all workplaces
- the right to effectively picket workplaces and related establishments
- much improved rights in terms of recognition.

The union resolves to:

- use all Labour Party structures to ensure these freedoms are official Labour Party policy and put pressure on to ensure implementation as law by the next Labour Government
- to go on the offensive industrially and politically against any attacks on our rights by the current Government.

This Policy Conference calls for Unite to be at the forefront of a campaign for the repeal of the anti union laws and their replacement by a framework of positive employment and trade union rights.

Mover:

Secunder:

Composite 22: AGENCY LABOUR

Incorporating Motions 129, 130, 131, 132, 133, 134, 135 + Two Amendments

Standing in the names of:

RTC NISC

SOUTH EAST/RTC RISC

SOUTH WEST/WILTSHIRE AREA ACTIVISTS COMMITTEE

NORTH WEST/2814M MANCHESTER CRAFT BRANCH

NORTH WEST/763 VAUXHALL MOTORS BRANCH

SCOTLAND/HARPER COLLINS WAREHOUSE BRANCH

SOUTH EAST/0750 PORTSMOUTH & DISTRICT BRANCH

SOUTH EAST/0750 PORTSMOUTH & DISTRICT BRANCH (Amendment)

SCOTLAND/EPIU GLASGOW BRANCH (Amendment)

Conference recognises that Agency Workers are exploited, and that they are used by employers to sow division in the workplace, and to undermine the employment and social conditions of all workers.

Conference applauds those members of Unite who have shown the way by taking direct action to defend their agreements.

Conference welcomes the addition of the Agency Workers Regulations on to the statute books and believes that this is a positive step. However, Conference is becoming increasingly alarmed at the number of employers up and down the country who are using the Swedish derogation provision to avoid giving agency workers parity of pay and terms and conditions of their fulltime counterparts

Not only does this provision fall outside the scope of the legislation it is also excluded from the anti-avoidance measures contained within the legislation. In addition it also serves to drive down the terms and conditions of full time employees and in some cases threatens the prospects of gaining direct full time employment

We call on our union to exercise all options both industrially and in the courts to support our membership to organise all workers “agency or self-employed” that have been obliged at best; bullied at worse to sign contracts that deliberately then put those workers at a disadvantage and undermine those agreements established by our union in the never ending drive by all employers “in a race to the bottom” for all workers.

Conference therefore calls upon the Executive Council to:

- Work with the Political and Legal departments to lobby government with a view to amending the regulations in particular the repeal of regulation 10 relating to permanent contracts providing pay between assignments.
- To work with the International and Political departments to lobby at a European level to close legislative loopholes that are not compatible with the intended objectives of the overriding European Legislation.

In addition, Conference resolves to campaign for:

- Equal rights for agency workers from day one of employment
- All workers, working for signatory companies to national agreements, to be employed under the relevant agreements' terms and conditions with no exceptions.
- Effective regulation of Gangmasters and other labour providers
- The organisation of all agency workers in every Unite workplace
- Education of our members on the principles of Solidarity and Internationals
- Opposition to the use of contractors and third party hauliers in our workplaces who use agency labour on terms and conditions that do not meet the requirements of the Agency Workers Regulations and the Agreement with this Union in that workplace.

Mover:

Seconder:

Composite 23: EMPLOYMENT RIGHTS – EQUALITIES

Incorporating Motions 136, 137 and 138

Standing in the names of:

**WOMEN'S NATIONAL COMMITTEE
NORTH WEST/REGIONAL WOMEN'S COMMITTEE
NORTH WEST/598B BRANCH**

Conference deplores the attacks on the rights of working people by the Coalition Government.

Conference is concerned that employment rights including Maternity and Paternity rights are under attack.

Conference opposes all plans to reduce the period of maternity leave to 18 weeks. Conference believes this would lead to an attack on contractual maternity pay and result in women being forced to return to work early for financial reasons. "Flexible parental leave" may be considered more "optional" and pressure placed on families to delay taking their "flexible parental leave"

Conference notes the Beecroft report which states that the government is considering a change to the law to permit "no fault" dismissal which would render protection under the Equality Act ineffective.

Conference condemns the introduction of fees for access to employment tribunals, extending the qualifying period for unfair dismissal cases and cutting the powers of statutory enforcement agencies.

Conference condemns the sustained attacks by the Coalition Government on Trade Union Facility Time. We believe Unite the Union should campaign vigorously to ensure that Trade Unions are able to fully represent their members at their respected places of work.

The Trade Unions in Britain have a good industrial relations track record and this can only be maintained through good communication between the employer and the recognised Trade Union representatives at the workplace.

Conference is concerned that the strategy to develop Union Equality Reps should not falter due to the current attack on reps facility time

Conference condemns the Government's decision to include equality legislation in the "red tape challenge" – suggesting that equality law is an unnecessary bureaucracy.

Conference believes that these changes will make it easier for employers to sack workers and reduce their pay and conditions and will have a disproportionate affect on women workers.

Conference is deeply concerned that many more women face a future lifetime of poverty as a result of the assault on employment rights, working conditions, pension rights and the race to the bottom on pay.

Conference calls on Unite to ensure that the gender impact of stripping away employment rights is a main feature of our campaign to defend employment rights.

Mover:

Secunder:

Composite 24: FACILITY TIME

Incorporating Motions 139, 140, 141, 142, 144

Standing in the names of:

**LOCAL AUTHORITIES NISC
EAST MIDLANDS/ENERGY & UTILITIES RISC
NORTH WEST/CPPT RISC
SOUTH EAST/CYN4P RISC
NORTH WEST/364 BRANCH**

The Tory led Coalition government and its allies in the media, right wing think tanks and organisations have been conducting a campaign to discredit and undermine trade union facility time for workplace representatives and stewards as part of their wider attack on collective trade union and employment rights; often using union resistance as a diversion from their indiscriminate cuts and an opportunity to vilify trade union representatives and activists.

Unite representatives in local government and across the public sector have experienced a series of Freedom of Information requests and have been the subject to media coverage and briefings from the Taxpayers Alliance. Ministers Francis Maude and Eric Pickles stated at the Conservative Party Conference in 2011 that they would be targeting the facility time of trade unions in the public sector. Unite has had trade union representatives targeted in a number of local authorities. This national, hostile environment towards trade union facility will also make it harder for trade union reps in the private and not-for-profit sectors.

This is despite the many positives that trade union reps create, which according to BERR research includes;

- Savings to employers and the exchequer of between £22m - £43m as a result of reducing the number of Employment Tribunal cases;
- benefits to society worth between £136m - £371m as a result of reducing working days lost due to workplace injury and;
- benefits to society worth between £45m - £207m as a result of reducing work related illness.

This Conference believes that Unite, along with the TUC and the Labour Party, needs to develop a strategy to resist the continued attacks on the union movement and the dedicated colleagues who work day to day in the workplace to protect the members of this union. The strategy should set out a broad framework which recognises the invaluable contribution representatives make for workers across all Sectors of Unite.

We believe that the union in conjunction with the TUC and other unions we should:

1. Work with the TUC and other trade unions at all levels to actively promote the many positives that trade union representatives bring to the economy and wider workplace and where attacks are being made to campaign politically, industrially and legally to resist such attacks.
2. Ensure that regionally and nationally the seriousness of the threat to trade union facility time is recognised by all and the steps everyone must take to defend trade union reps are known and clear
3. Ensure that we work with the Councillors' Network and Unite MPs to take forward the battle on this issue politically and make sure they understand that attacking trade union reps in this way is unacceptable.

Our union should not tolerate the setting up of TURC, the Trade Union Reform Campaign. Conference calls on the Executive to do everything in its power to halt the Con Dem proposals. We call on Unite to give full protection of any representative who is victimised because of TU activity.

Mover:

Seconder:

Composite 25: REDUNDANCIES

Incorporating Motions: 149 and 150

Standing in the names of:

**WEST MIDLANDS/AEROSPACE & SHIPBUILDING RISC
WEST MIDLANDS/688 BRANCH**

Conference calls on our Union to vigorously campaign politically and through our supported MP's to change the laws and regulations in the UK which allow companies to be closed resulting in redundancies.

The regulations in our colleague European countries, France and Germany in particular do not allow closures and redundancies without certain laws being complied with, furthermore, because of legal requirements on payments, training and re-employment having to be complied with it becomes far more complicated for employers to close the gates.

Conference calls upon the Executive Council to initiate a major debate within the TUC to develop improvements to our members' severance payments upon redundancy. It specifically asks that UK based companies should continue to have on-going social responsibility towards its employees even after the date of redundancy.

To that end it believes that legislation should be enacted as soon as possible to give UK workers the same benefits received by workers in some European Countries, namely that a percentage of the previous salary would continue to be paid to the employee for an agreed period after their redundancy.

This we believe will assist our members in minimising the number of redundancies and assist our members' on retraining and re-skilling whilst maintaining a reasonable standard of living.

Mover:

Seconder:

Composite 26: BLACKLISTING

Incorporating Motions 152 + Amendment and 153 + Four Amendments

Standing in the names of:

IRELAND/0303M BELFAST SHORTS BRANCH
LONDON & EASTERN/CLERKENWELL & ST PANCRAS BRANCH (Amendment)
NORTH WEST/1400 BRANCH
NORTH WEST/0541 LIVERPOOL CONSTRUCTION BRANCH (Amendment)
NORTH WEST/533 BUILDING AND CONSTRUCTION CENTRAL LIVERPOOL BRANCH (Amendment)
SCOTLAND/0390 GLASGOW BRANCH (Amendment)
NORTH WEST/1400.5 BRANCH (Amendment)
CONSTRUCTION NISC (Amendment)

Conference is called upon to support our call for Unite to initiate a campaign to abolish the blacklisting of trade unionists

Conference notes that in March 2009 it was revealed that the Consulting Association was operating a blacklist in the construction industry. Over 40 major construction companies were using the blacklist, which contained the names of over 3,000 construction workers. It is recognised that workers in many other professions and sectors of the economy have also experienced the destructive effects of victimisation and blacklisting.

Conference also notes with concern the reports in The Observer newspaper (4th March 2012) that the police and security services supplied information to an illegal blacklist of trade unionists in the construction industry, and that the Consulting Association blacklist was used by multi-national contractors to repeatedly dismiss and deny work to thousands of building workers who raised concerns about safety issues, unpaid wages or participated in union activity.

Conference therefore supports the call made by John McDonnell MP and Michael Meacher MP for a full Public Inquiry into the police and security services collusion with the Consulting Association, and instructs the National Executive Committee to raise the issue of a Public Inquiry with our sponsored MPs and the TUC.

Conference welcomes the Unite sponsorship of the 2011 Blacklist Support Group AGM and the Blacklist Report of September 2011. Conference however, believes that we must do more both politically and industrially to expose and fight back against those companies who attack union activists, shop stewards and other workplace representatives who volunteer to stand up in the fight to advance the interests of our members.

Conference asks the Executive Officers and Executive Council to put in place a properly resourced strategy to defend members facing such attacks including;

- Publicising a full list of companies that victimise trade unionists
- Campaigning politically and industrially for clear contract procurement and tendering policies that prohibit work being placed with companies found guilty of blacklisting workers or victimisation on the grounds of trade union activities
- Initiating training throughout the Union involving; Shop Stewards, National and Regional Committees and Officers of the union, aimed at identifying and defeating employer strategies to attack union activists and effective union organisation at work.
- Promoting and organising industrial action(s) supported by our members in the workplace to defend those blacklisted or victimised for their trade union activities to include a day of action campaigning against the worst blacklisting companies.
- Raising the issue of a Public Inquiry, with our sponsored MPs and the TUC, into the police and security services collusion with the Consulting Association.

Mover:

Secunder:

Composite 27: SEVERANCE PAYMENTS

Incorporating Motions 159, 160 and 161

Standing in the names of:

**AEROSPACE & SHIPBUILDING NISC
EAST MIDLANDS/CPPT RISC
NORTH WEST/225 BRANCH**

Conference notes that in July 2011 the General Secretary issued a statement concerning Derek Simpson's severance payment of £361,000, stating 'there will be no repetition of such inappropriate payments in the future'.

But lay activists and members require more than 'good intent'. Conference therefore instructs the Executive Council to govern this great union in such a way as to prevent this malpractice, hypocrisy and deceit, and to put in place standard and transparent severance provisions applicable to all employees of the union, up to and including the General Secretary. The contents of those provisions will clearly state:

- no *ex gratia* payments will be made to any employee up to and including the General Secretary over and above the standard severance terms;
- no severance terms to be available for 'known leavers' - i.e. those staff/officers giving notice of retirement or resignation up to and including the General Secretary;
- 'known leavers' information to be provided to the Executive Council on a quarterly basis;
- the Executive Council to monitor severance packages on a quarterly basis in line with the Executive Council budgetary process;
- no employee of the union up to and including the General Secretary, after receiving a severance package, will be employed on a 'consultative' basis unless approved by the Executive Council;
- all 'compromise agreements' are to be negotiated within agreed guidelines produced by the Executive Council; in addition a sub-committee of the Executive Council (recognising the confidentiality of such agreements and data protection) shall oversee and regulate all compromise agreements before payment to ensure they are within the agreed guidelines.

Conference instructs the Executive Council to implement the points above as soon as possible and no later than October 1st 2012.

Mover:

Secunder:

Composite 28: MEMBERSHIP

Incorporating Motions 165 and 186

Standing in the names of:

LONDON & EASTERN/SERVICING AND GENERAL INDUSTRIES RISC NORTH WEST/24 AEGON UKS BRANCH

This conference needs to reiterate/support issues surrounding membership problems. Branches need to be kept more up to date by the membership department and informed regularly on any changes to their lists.

This is urgently needed so that Branches can make more of a proactive effort to retain members. This would also be beneficial when doing recruitment campaigns and when voting is required. This would in effect benefit the union as a whole and keep member numbers.

This Conference calls on the Executive Council that all branches under the new Unite Structure must be informed of changes within the union, at the earliest possible date following a known decision, even where the date of implementation has not occurred, including changes to the reporting structure, following restructuring and reorganisation of branches, retirements, long-term sickness, changes of placements, branch allocations and/or re-allocations, redeployment of union officials within Unite, or any other changes that may impact on the reporting of issues, or facilitating the ability of paying members, to report to the relevant Unite Officials at Regional District Offices.

We further call upon the Executive Council that names and contact details are issued to enable the relevant Regional Industrial Sector Committees and Branch Secretaries to ensure suitable dissemination of information to Unite members who may require it.

Mover:

Secunder:

Composite 29: EDUCATION

Incorporating Motions: 168 and 170

Standing in the names of:

SOUTH EAST/LOCAL AUTHORITIES RISC WALES/CHESAPEAKE WREXHAM BRANCH

Conference recognises the fundamental importance of education for all its activists, representatives and members. In today's society many of our members' political views and opinions are influenced and shaped by a media and a press which is predominantly right-wing, biased and has its own political agenda.

Educational courses provide the best opportunity for Unite to counteract this rhetoric and to educate and politicise our members with an alternative political perspective. This alternative perspective can fire the enthusiasm of our members as reps and activists in the workplace and wider society.

In order to ensure that Unite maximises this opportunity it is imperative that a consistent message is delivered in all its courses, and for this a more coherent set of materials needs to be developed. Conference recognises the requirement to ensure that training materials should continue to reflect core areas such as Shop Stewards training, Equalities, Pensions, Health & Safety, etc., but Conference also believes that courses should also include a more dynamic and strategic element which focuses on politics, ideologies, economics and the core policies and objectives of Unite.

Conference also notes with concern the increased use of outside organisations and tutors to deliver education to its members. While these organisations and tutors may be appropriate training providers in certain circumstances, it is imperative that we also have a dedicated in-house team of tutors who have a greater understanding and knowledge of the fundamental principles and policy areas of the union.

While Conference recognises the financial implications of the use of in-house tutors, Conference also believes there is a fundamental need to develop a more dynamic, vibrant and effective educational strategy that can revitalise the political outlook of our membership.

Therefore Conference calls for the Unite Executive to:

- Re-evaluate its current education programmes and ensure that these programmes are streamlined and updated to reflect the main aims and objectives of the union;
- Develop generic materials for all courses to ensure a consistent and coherent message is delivered to all Unite representatives;
- Re-evaluate its use of tutors and ensure that a healthy balance is developed between the use of 'in-house' and external tutors;
- Ensure that all 'in-house' and external tutors are evaluated on a regular basis to ensure that they are sufficiently competent and capable.

Mover:

Seconder:

Composite 30: IMPROVED USE OF IT

Incorporating Motions: 183 + Amendment and 184

Standing in the names of:

**NORTH EAST, YORKS & HUMBER/BIG LOTTERY BRANCH
NORTH WEST/DISABLED MEMBERS COMMITTEE (Amendment)
SOUTH EAST/1274 BRANCH**

This Conference notes that our current use of IT requires significant improvements to enable efficient and effective communication with members and potential members.

Improved communication between members using Twitter and Facebook type sites, through the Unite website, will give members a chance to communicate with each other. It should have access to offices and officers to avoid queuing when phoning offices/officers.

This is what young people do. Could “I have a grievance” on Google be put through to the Union website, therefore attracting new members? The costs would be minimal especially if advertising were found for this website.

Improving the lives of disabled through IT and new technologies is only possible if disabled members have access to the appropriate forms of communication

Employers and service providers have a duty not to discriminate. Therefore, communication (whether printed, in house intranet, web sites or electronic form) must anticipate disabled peoples’ needs and be made available by alternative means. Alternative formats include different size font, audio, British Sign Language, Easy Read, plain English, text-only versions, unformatted, phone or textphone, face-to-face.

Local authorities have a positive duty to involve disabled people. They can only do so if communication is accessible.

One of the long-term forms of digital exclusion is access to the employers’ in-house intranet and in house e-mail address.

Access to broadcast Unite e-mails would assist with recruitment of non-members.

This Conference calls upon the Executive Council to work with the IT and Communications departments to implement the following changes:

- Improve the external website significantly, keep it regularly updated, remove out of date materials and update the materials and advice available to representatives. Improve the search engine on the site, in order for it to search for relevant, up to date information. Carry out maintenance regularly on the 'My Unite' area so that it is accessible more often than it is down. Within this area, allow representatives to register the positions they hold, this will further improve communications within the union as a whole;
- More frequent and relevant use of Twitter. Use at the moment is sporadic and generally tends to consist of links to press releases; better use could be made of this social network. When @unitetheunion is tweeted with questions, responses could be tweeted, important tweets from others should be retweeted to followers, details of when NISC and RISC meetings are being held could also be tweeted to raise awareness of the lay structures of the union and encourage participation;
- Introduce the use of smart phone apps. An app could be developed to let members know what is happening in their region and/or their sector, update users on the most recent news from Unite, policies could be uploaded and also the rule book. Further functions could be added and updated at later dates;
- Representatives should have access to Unite email addresses in order to communicate with members. This would ensure confidentiality when communicating with members as employers have access to emails sent from their network and, in some cases, emails sent to members may be subject to Freedom of Information requests. Use of hotmail and yahoo etc are not considered to be secure enough to send confidential emails to members. Email messages should be sent from a Unite email address and be marked 'Personal';
- Unite should consider the call for all public buildings to be WI-FI enabled;
- Unite the Union should support members who wish to partner with bona-fide trade unionists who wish to make presentations and open discussion on the merits of IT, surveillance at work and emerging new technologies. There are conferences such as the Association for Learning Technologies and national and city regions' sciences fairs at which Unite could participate with the support of the union's region, internal committees and branches. These public discussions of IT culture would be especially helpful for disabled workers. It is clear that IT improvements that benefit disabled workers may provide a boon to the wider community.

Mover:

Secunder: