

2024 National Delegate Conference
Motions and Amendments not reached and referred to the NEC under Rule P.18.1

No	Title	Policy	Contact Officer	Comment
2	Building UNISON in the Private Sector	Support	Donna Rowe-Merriman	The issues raised will be incorporated in The National Private Contractors Forum work programme as the committee sees this as an essential requirement for growth. The delay in carrying this motion for another year has an impact on UNISON organising effectively in large private contractors.
2.1	Building UNISON in the Private Sector	Support		
7	Organising for Equality	Support	Josie Irwin	The issues raised will be incorporated in the union's bargaining organising work on equality matters.
10	Strengthening Support for Union Stewards and Introducing the Industrial Partnership Learning Fund	Support	Sarah Hayes	The issues raised will be incorporated in the union's campaigning work on access to learning and supporting the development of learning funds across the UK.
11	Learning at Work	Support	Sarah Hayes	The actions to promote learning at work will be incorporated into the work on motion 8 and strengthen the union's work to promote learning in organising, campaigning, bargaining and reaching out to members.
12	Lay Tutor Training - More Opportunities To Develop Activists	Support	Sarah Hayes	The consideration of more opportunities to train and support lay tutors to deliver training will be incorporated into the work of lay tutors and the work of UNISON College.
13	Mental Health First Aid	Support and Amend	Sarah Hayes	The issues raised will be incorporated into the union's provision of training around mental health awareness and mental health at work.
13.1	Mental Health First Aid	Support		
16	Preventing Burnout	Support and Amend	Sarah Hayes	The issues raised will be incorporated in the work of activist training and development.
16.1	Preventing Burnout	Support		

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17	Maternity Pay and Related Parental Rights	Support	Bukky Akinwale	The issues raised in the motion around inadequate maternity pay and related parental rights are already campaigning issues for UNISON and our partners Maternity Action. Our work with Dan Jarvis MP on his Private Members Bill – the Protection from Redundancy (Pregnancy and Family Leave) Bill – led to a change in the law that will make things a lot better for many new and expectant mothers. This new law will prevent employers from dismissing new mothers by extending redundancy protections to six months. The bill became law in May 2023 and was implemented in April 2024.
19	Artificial Intelligence and Data Use in the Public Services	Support	Kate Jones	The issues raised will be addressed in the union’s policy and campaigning work on AI and new technologies.
20	Artificial Intelligence a Gift or a Curse	Support	Kate Jones	The issues raised will be addressed in the union’s policy and campaigning work on AI and new technologies.
21	Menstrual Health – Menstrual Disorders a Workplace Issue	Support and Amend	Bukky Akinwale	The issues raised are already incorporated in the National Women’s work programme. UNISON submitted evidence to the Department of Health and Social Care (England) consultation on a women’s health strategy. We called on the government to include advice and guidance for employers on workplace policies on reproductive health in the Women’s Health Strategy.
21.1	Menstrual Health – Menstrual Disorders a Workplace Issue	Support		
22	Baby Loss Policies – We Deserve the Gold Standard, Not the Bare Minimum	Support	Bukky Akinwale	The issues raised in the motion around campaigning for improved provisions for paid time off for partners and the pregnant person following a lost pregnancy are key UNISON demands, and we will continue to push for this to be a reality.
22.1	Baby Loss Policies – We Deserve the Gold Standard, Not the Bare Minimum	Support		

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23	Better Bereavement Leave	Support	Michelle Singleton	The broad aims of this motion are already incorporated into our policy and campaigning in this area. The ERB includes proposals to extend and review bereavement leave.
25	Enough of Rack and Ruin - Safe and Healthy Workplaces Now!	Support	Joe Donnelly	Core aspects of the motion have been incorporated into the National Health and Safety Committee workplan.
26	Campaign for Maximum Working Temperature and Climate Hazards Health and Safety Training	Support and Amend	Joe Donnelly	This motion supports UNISON's longstanding policy. Issues raised reflect policy passed at TUC Congress in September 2022, supported by the UNISON delegation. https://congress.tuc.org.uk/motion-29-working-in-high-temperatures/#sthash.g7r27oJt.dpbs
26.1	Campaign for Maximum Working Temperature and Climate Hazards Health and Safety Training	Support		
27	Organising to End Workplace Bullying and Harassment	Support	Joe Donnelly	Matters raised in this motion reflect key components of our existing policy position and signal our existing guidance and organising efforts.
29	Modernising UNISON's Trade Union and Health and Safety Representatives Credentials	Support	Joe Donnelly	UNISON Representatives receive recognition from employers with whom we have collective bargaining arrangements. However, photo ID cards are currently not required for accessibility and identification.
30	Sector Level Bargaining and Fair Pay Agreements	Support	David Arnold	UNISON's work on the issues highlighted in this motion remain ongoing.
30.1	Sector Level Bargaining and Fair Pay Agreements	Support		

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32	Don't Make Us Pay to Go to Work	Support	Sampson Low	The NEC will continue to push for increases in HMRC mileage rates and that staff don't pay for uniforms and DCS checks.
33	End Child Poverty!	Support	Sampson Low	The NEC remains committed to campaigning to end child poverty.
33.1	End Child Poverty!	Support		
34	Tackling Child Poverty	Support	Sampson Low	The NEC remains committed to campaigning to end child poverty.
34.1	Tackling Child Poverty	Support		
35	Time to End Poverty in the UK	Support	Sampson Low	The NEC remains committed to campaigning to end child poverty.
35.1	Time to End Poverty in the UK	Support		
36	The Cost of Living Crisis and New Mothers	Support	Bukky Akinwale	The key aims of this motion are already incorporated in the National Women's work programme. UNISON has funded a joint research project with Maternity Action on the effect of the cost-of-living crisis on pregnant women and new mothers and will continue to campaign and raise awareness of these issues and support Branches.
37	Minimum Wage	Support	Josephine Grahl	The issue of youth rates is already a campaigning issues for UNISON; there is an existing campaign One Wage Any Age for the removal of youth rates. Labour have committed to remove these for 18+ workers as part of Making Work Pay and the most recent minimum wage announcement included a larger increase to the youth rates with a view to aligning these with the full minimum wage over time.
38	Campaign to Increase Mileage Rates	Support	Sampson Low	The NEC will continue to push for increases in HMRC mileage rates.
38.1	Campaign to increase mileage rates	Support		

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42	Justice for Workers Suffering from Long Covid	Support and Amend	David Arnold	UNISON's work on the issues highlighted in this motion remain ongoing.
42.1	Justice for Workers Suffering from Long Covid	Support		
43	More Powers and Funding for Local Services	Support	Sampson Low	The NEC will work with Local Government SGE to make the case for more funding for Local Government.
44	Local Government Financial Crisis a Broken System	Support and Amend	Sampson Low	The NEC recognises that Local Government still needs emergency funds and a long-term system of fair funding.
44.1	Local Government Financial Crisis a Broken System	Support		
46	GIVEITBACK: A Unique Opportunity to Fight Back Against Cuts to Local Jobs and Services	Support with qualifications	David Arnold	UNISON's work on the issues highlighted in this motion remain ongoing.
47	Public Service Investment	Support	Guy Collis	The issues raised will be incorporated in the union's campaigning work on NHS, social care and wider public services.
47.1	Public Service Investment	Support		
48	Procurement and Outsourcing	Support	David Arnold	UNISON's work on the issues highlighted in this motion remain ongoing.
48.1	Procurement and Outsourcing	Support		

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49	Outsourcing and Procurement	Support	David Arnold	UNISON's work on the issues highlighted in this motion remain ongoing.
50	Childcare	Support	Josie Irwin	The issues raised will be incorporated in the union's work with the Early Years and Childcare Coalition.
50.1	Childcare	Support		
51	Childcare, Women and Boosting Economic Growth	Support	Josie Irwin	The issues raised will be incorporated in the union's work with the Early Years and Childcare Coalition.
55	Public Transport	Support	Mary Onafalujo	The issues raised within the motion will be incorporated in the WET SG work programme and progress will be reported in due course.
57	Insource School Kitchen Staff	Support	Leigh Powell	Work in this area will be incorporated into UNISON's lobbying campaigning and policy work to end the outsourcing of staff who work in public services and to bring services back in-house. We will continue to work closely with partners to highlight the importance of in-house workers in ensuring that children have access to daily, healthy, hot meals.
58	Restoring Funding to Fire and Rescue Services	Support	Sampson Low	The Fire and Rescue Service, like other services, is still under financial pressure and the NEC still supports motion.
59	Restoring Funding to Fire and Rescue Services	Support	Sampson Low	The Fire and Rescue Service, like other services, is still under financial pressure and the NEC still supports motion.
60	Our Universities in Crisis	Support and Amend	Sampson Low	There are still universities making redundancies and the NEC is committed to campaigning to save jobs and services.
60.1	Our Universities in Crisis	Support		

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61	Unison Housing Policy	Support	Sylvia Jones	The new Labour government has taken initial steps to address the housing crisis. The NEC remains committed to campaigning for more ambitious housing and planning reforms to ensure the success of Labour's strategy in tackling the urgent housing crisis.
62	The NHS and the New "Insourcing"	Support	Guy Collis	The issues raised will be incorporated in the union's campaigning work on NHS.
64	Climate Action	Support	Michelle Singleton	This motion is in line with current UNISON policy.
66	A Tipping Point In The Climate Emergency - We Need To Act Now	Support	Michelle Singleton	This motion is in line with current UNISON policy.
67	Smash the Pension and Benefits Gap for Part Time Workers!	Support and Amend	Glyn Jenkins	UNISON pushed for gender pension gap group to be formed for the LGPS. Proposals are being finalised to try and reduce the gap. UNISON is pushing for a similar group for the NHSPS and the issue continues to be raised. UNISON will also call for disabled workers issues to be addressed within the pension scheme.
67.1	Smash the Pension and Benefits Gap for Part Time Workers!	Support		
67.2	Smash the Pension and Benefits Gap for Part Time Workers!			
68	Work Till We Drop? – Resist Further Attacks on the State Pension Age (SPA)	Support	Michelle Singleton	This motion is entirely in line with current policy (and largely lifts from our recent submission to the latest statutory review of SPA).
69	Equal Pensions for Surviving Spouses and Civil Partners	Support	Glyn Jenkins	UNISON continues to push the Government Department to bring forward regulations to address this issue where it is still outstanding in the LGPS England and Wales. Draft regulations expected shortly.

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70	The Chancellor of the Exchequer's Mansion House Reforms	Support	Andrew Dobbie	UNISON opposed the previous Government's proposals during consultations, and they left office before implementing them. The new Government has proposed reforms with some similar features. We will respond to the consultation, consulting reps through the LGPS Forum in the process.
73	Step Up the Fight for Trans Rights	Support	Mitchell Coe	The issues raised will continue to be addressed in the union's campaigning work on trans equality.
74	More LGBT+ Allies in our Workplaces	Support	Mitchell Coe	The issues raised will continue to be addressed in the union's campaigning work on LGBT+ equality.
75	Next Steps for Our Work on the Disability Employment Charter	Support	Nicholas Turnbull	The issues raised will continue to be incorporated in the union's campaigning work on the Disability Employment Charter.
79	Securing and Sustaining the Legacy of UNISON's Year of Black Worker	Support	Margaret Greer	The issues raised will be incorporated in the union's campaigning work on securing and sustaining the legacy of UNISON's Year of Black Workers, working alongside the NBMC.
80	Delivering the Race Equality Act	Support	Margaret Greer	The issues raised continue to be incorporated in the union's campaigning work, the anti-racism charter has been key to working with branches to engage with employers to sign-up to the charter and monitoring how race is being tackled in the workplace and delivering the Race Equality Act in line with UNISON's challenging Racism in the workplace.
81	Ending the Stigma and Discrimination Related to Endometriosis	Support	Bukky Akinwale	The issues raised in this motion are already incorporated in UNISON's campaigning work. UNISON's response to a consultation by the Department of Health and Social Care (England) on a women's health strategy called for the government to include advice and guidance for employers on workplace policies on reproductive health in the Women's Health Strategy.

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82	The Menopause - An Equality Issue	Support	Bukky Akinwale	<p>UNISON has played a key role in the development of a new British standard on menstruation and menopause in the workplace, that was published in July 2023. This new standard draws on UNISON's guidance on menopause, designed to assist branches in ensuring that workplaces consider how menopausal symptoms can impact on women, trans and non-binary people. The new standard recognises that menopausal symptoms can coincide with significant mid-life challenges and responsibilities, with research showing that stress and menopausal symptoms are linked.</p> <p>There is a dedicated webpage on menopause on the UNISON website where members can obtain more information about the menopause. The UNISON guidance on menopause will also be refreshed and updated next year.</p>
84	Challenging Discrimination and Neo-colonialism in Immigration Rules and Regulations	Support	Narmada Thiranagama	<p>The issues raised in this motion relating to the discriminatory and unfair nature of immigration rules in the UK and the impact this has on overseas workers in health and social care have been incorporated into our campaigns to enforce migrant worker rights and our work to tackle the exploitation of overseas staff.</p>
85	Migrant Workers	Support	Narmada Thiranagama	<p>This motion's calls to tackle the exploitation of migrant workers are being progressed as part of our high priority to organise migrant workers, improve enforcement, tackle exploitation and transform the social care sector.</p>
86	Supporting Asylum Seekers and Refugees into Sustained Employment	Support	Narmada Thiranagama	<p>UNISON has a longstanding campaign to remove the restrictions on working on asylum seekers and improve support and resources provided and this motion's calls have been incorporated into it.</p>
87	Justice Should Not Be A Luxury	Support	Narmada Thiranagama	<p>This motion around improving access to ETs is incorporated into our campaign around the Employment Rights Bill.</p>

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91	Women and Children of Gaza	Support and Amend	Mark Beacon	The issues raised are covered by the union's work on Palestine.
91.1	Women and Children of Gaza	Support		
93	Solidarity with Palestine	Support	Mark Beacon	The issues raised are covered by the union's work on Palestine.
94	Time to Stop Buying Products Made in Workplaces Riddled With Forced Labour and Union Busting	Support	Gemma Freedman	Meetings with Government Ministers & round table with new Labour MPs planned; involved in GBE bill commitment for no Uyghur Forced Labour in UK solar energy. Statement and letter to government on sentencing of Hong Kong trade unionists. Supporting public sector affiliates of Electronics Watch to promote freedom of association.
96	In Pursuit of a Just and Sustainable Peace in Northern Ireland	Support	Sampson Low	The NEC welcomes the return of Stormont and believes a priority should be public service pay and an employment rights bill, followed by a Northern Ireland Human Rights Act.
97	Empowering Our Regions: a Call for Devolution to Protect Public Services	Support	Sampson Low	The NEC will monitor the English Devolution Bill in the Kings Speech and call for more funding to reduce regional inequalities.
99	Mileage Expenses for UNISON Members	Support	Nita Patel	Continue to support – the FRMC will continue through Labour Link to work towards this objective.
100	Think Again - Fund UNISON Welfare Properly	Oppose	Marica Fuller	The Committee continues to work with the UNISON Welfare Board of Trustees to ensure the Charity can undertake and continue its work without any reduction to its services. It also continues to work with UNISON Welfare to encourage branch donations to There for You.

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101	Ethical Sponsorships – Our Duty to Our Members	Support	Sharon Williams	This motion is in line with UNISON policy. The NEC does not promote any form of gambling across the union or any such publicity that encourages or engages such activities amongst the membership. We will continue to uphold this position to safeguard the health and well-being of our members.
102	Environmental Impact Attending Conference	Support	Tracey Ayton- Harding	The issues raised will be incorporated in the union’s considerations when booking conference venues.