

National Sector Conference 2011

Community and Not for Profit

Hilton Brighton Metropole Hotel

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**Community, Youth Workers & Not for Profit Sector
National Industrial Sector Conference
Hilton Brighton Metropole Hotel
Sunday, 27th November 2011**

A G E N D A

Plenary Session.

This will take place in the Oxford Suite, Hilton Brighton Metropole Hotel at 9 a.m. (see enclosed plan) and will be chaired by Tony Woodhouse Chair Unite Executive Council. The business for this session will include:

1. General Secretary's Report
2. Assistant General Secretary's Report
3. Contributions on organising and from the mothers of the Miami 5.
4. Nominations for the SOC for the 2013 National Industrial Sector Conference will also be taken at this session.

Following the plenary session each conference will adjourn to its own room and follow the agenda set out below:

**Community, Youth Workers & Not for Profit Sector
National Industrial Sector Conference
Hilton Brighton Metropole Hotel**
The conference will be chaired by the National Industrial Sector Committee Chair

5. Apologies, Introductions and National Officers welcome
6. National Reports: Sally Kosky and Doug Nicholls
7. Delegate List
8. Consideration of Sector Motions
9. Guest Speakers - Gregor Poynton, UK Political Director, Blue State Digital and Egle Sanchez, prominent Venezuelan Trade Union Leader
10. Elections
 - (a) Unite delegation to the 2012 TUC (Brighton)
 - (b) Unite delegation to the 2013 TUC
10. 100% campaign

The exact order of business may be amended to accommodate guest speakers.

National Officers' Report 2011

The last two years have been almost totally overshadowed by the aftermath of the May 2010 elections and the formation of the current coalition government. The devastating impact of this government's cuts are seriously impacting on jobs and services in the Not for Profit Sector. There is barely an organisation that is not making people redundant, re-organising or closing altogether. Thousands of our members are being issued with redundancy notices, facing cuts to their terms and conditions and are being put under pressure to provide 'more for less'. The sector has been in the frontline for cuts as funders do not have to bear the costs of redundancy, rather these have to be met by provider organisations. It is therefore cheaper, for example, for a local authority to cut a third sector job than a direct employee.

The sector as a whole quickly came to see that the Big Society is a myth and a smokescreen for savage cuts and also to encourage the 'market' to compete against the charitable sector. Big private sector providers are winning bids for services by making bids so low that they can only fulfil the contract by cutting corners and employing staff on inferior terms and conditions and poor pay rates. Service quality is seriously compromised in the process.

Unite worked closely with sector leaders to send a strong message to government about the future of the sector and how now is the time that there needs to be investment, not cuts to support civil society. We worked on building alliances across the sector to ensure a strong voice to defend the best for workers and service users. This continued together with the launch of our Unite for Our Society campaign aimed at ensuring that Unite be seen as a leading and credible voice on behalf of the sector.

Unite for Our Society: Unite recognised the need to support the sector at this extremely difficult time by agreeing to resource a new way of campaigning for the sector. This enables us to have a strong communication strategy for our members and to build organisation along the way. The aim of Unite for Our Society is to build a sector wide campaign seeking to engage the whole sector – members, service users and the public, and to engage communities, not only in fighting the cuts, but also into understanding trade unionism and encouraging a new generation of members and activists.

Our first on-line action was "Tell George" asking our members to submit their stories about the impact of the cuts in their workplaces and telling George Osborne to put back the predicted £5bn cut from the voluntary sector in this year's budget. Following this action we have continued to collect stories focusing on the human cost of the cuts. These are all displayed on a google map on the Unite for Our Society website and are being used to demonstrate the real affects of the cuts to voluntary sector funding – on our members, service users and society.

This was followed by a major survey about issues our members are facing in the sector. This is an on-going survey on the website and we are working to ensure that we are supporting our members on all the issues identified. Unsurprisingly the top three issues of concern are: cuts to services, job security and stress.

In the Summer of 2011 we ran major campaign activities around the first anniversary of the Big Society with an on-line action asking members to co-sign our first anniversary card to David Cameron, supported by local campaign activity. Our co-signed card was delivered to Downing Street and Unite have subsequently met with Nick Hurd, Civil Society Minister

along with the TUC and other Unions in the Sector. The issues raised were: the current state of the sector, commissioning and TUPE issues. This meeting has resulted in agreement that there should be on-going engagement with the department's senior civil servants, with the involvement of Nick Hurd as needed, regarding the major issues within the Sector.

We are using the campaign blog as the main repository of new stories and issues in the sector and are then spreading these using social media. The social media element of our campaigning is extremely important in reaching as wide an audience as possible and we are continuing to see an increase in our facebook and twitter following and beginning to understand the importance and use of social media. For example, in the recent speak-out asking supporters to email their MP, approx 20% of the emails to MPs were as a result of social media activity rather than the email that went to supporters.

We have added over 5000 email addresses to our campaign database that have not been identified as Unite members and are working on a programme of emails to convert those not already, into Unite members.

We are also sending a series of emails to all new members each month to welcome them to Unite, highlight the campaigning that we are doing, and encourage greater participation in union and sector activity.

Over the Autumn/Winter 2011 we are focusing Unite for Our Society campaigning on cuts to youth services, cuts to legal aid, and the affect of the cuts on disabled people.

Justice for All: The cuts in the MoJ have lead to the proposed reform of Legal Aid which is seriously affecting our members jobs in the advice sector as well as denying those most in need access to legal support. We continue to work with many organisations within the advice sector under the campaign banner of Justice for All to fight these proposals and extend Unite's voice and influence within this sector. The shadow justice team have also recognised the strength of the Justice for All lobby and are working closely with us – not only fighting the cuts, but also creating a vision for the advice and legal aid services in the future.

NDPBs have been at the forefront of government cuts and we have seen threats of disbandment and job losses in some, and others have changed to charity status. We have worked to support our members in their work, and also members as members of the public who will experience cuts and reform. We've worked with all the other unions involved in exposing the senselessness of some of these decisions that will be bad for the economy as well as bad for our members employment prospects. We held a rally and parliamentary lobby in February 2011.

Remploy: The fight for the survival of Remploy had continued over the last two years. The Sayce Report on the future of employment for disabled people has recommended the closure of Remploy. We continue to campaign to support our members who value the role that Remploy provides in supporting disabled people in employment. We held a Parliamentary rally and lobby in October 2011.

Speak Up, Speak Out Campaign: Professional Interpreters and Translators campaign opposing government outsourcing their work to agencies resulting in pay cuts and deteriorating standards in the service offered. We held a Parliamentary launch and lobby in October 2011.

TUC Seminar Unite worked with the TUC and Trade Unions in the Sector to hold a seminar in February 2011 for sector leaders and a wide range of sector organisations for a collective voice against the cuts.

Community Development: As a professional and political force community development has been a marked target for closure and transformation. The Union is supporting the main campaign in this arena and has worked with many of the main organisations seeking to protect this vital area of work. Several colleagues have contributed key articles on this struggle for union publications.

Play work: The underpinning development strategy for play work has been pulled away by this government and the excellent work to develop the profession and the qualifications framework and the infrastructure of services and support has been severely curtailed along with significant funding streams for strategic development. All of the regional units have closed and efforts by the union to support a Wales Union Learning Fund bid to sustain play work and our members' jobs in Wales were unsuccessful. We have attended the key play work events and remain represented on the key play work bodies. A recent cuts survey has been undertaken by the play work convenor Chris Martin who has also proposed a detailed organising strategy that will be piloted in the new year. We bade a sad farewell this year to a great supporter of play work and the union Paul Bonel who lost his brave battle against cancer.

Public Sector pensions' dispute: Less than 15% of workers in the sector have public sector pensions. However, steps have been taken to identify those members to ensure they have the opportunity to vote in the public sector ballot.

Skills, Training and Learning: There has been a wide range of training available to members, both bespoke for the sector and as part of training available regionally and nationally. The union remains centrally involved in the relevant standards bodies in youth community and play work. Of particular concern was the destruction of the sector skills council for youth and community work and the cuts to the related play work skills sector council. Considerable effort has been made by the union to secure a future for skills development in the future. The Union remains active on the two Education and Training Standards Committees for JNC in England and Wales and has resumed its role in professional course validation.

Research: It is vital that we support the wellbeing of our members at this very difficult time. Research shows that stress in the workplace increases at times of recession and 92% of respondents to our survey said that they were experiencing workplace stress. We held a parliamentary lobby and a conference in Nov 2010 and have an on-going programme of work around this issue.

The Union has produced a major report on youth service funding. This will be followed by some historical and comparative analysis and by a report entitled *Negative for Youth*, summarising the government's destruction of children and young people's services.

Funding: *"Unsustainable – the impact of funding on Not for Profit Workforce"* launched in Parliament in March 2010. The research focussed on the impact of funding within the sector, and in turn the impact on the Sector.

Organising: Despite the difficulties in the sector, there is still huge potential for growth and despite the wave of redundancies our membership in the sector appears to be holding and over the last two years there has been a continual steady stream of new recognition agreements within the sector. The sector identified three core areas as organising priorities:

Housing, Advice and Play/Youth work. Across the regions there are Officers who have prioritised organisations within this sector as their key targets for organising. With a very disparate membership, we are using our campaigning to reach out to a broader base of workers in the sector to highlight the benefits of trade unionism, looking to build a new community of activists by engaging members and supporters in taking our campaign actions. As part of the preparation for the 100% organising strategy we have carried out an audit of recognition agreements and have collated over 150 agreements within the sector. These can be accessed by people drafting new recognition agreements and to review best practice.

Industrial action: The Sector has seen more industrial action ballots over the recent period than at any time in our history due to the issues we are facing, including: Action for Children members balloted over pay freeze and other issues relating to redundancy entitlement, results of job evaluation and weekend allowances. Centrepoint balloted over a package of cuts to frontline staff involving an increase in the working week, loss of jobs and cuts in pay of up to £6000.

Equalities and Human Rights Commission held a series of one hour strikes in protest at the 60% cut to their budget which will result in job losses and the Commission only able to deliver on statutory obligations, setting back equalities by years as it will no longer be able to engage in proactive work. Oxford Youth Workers over cuts to their service, their pay and terms & conditions.

Devolved Countries: Local authorities across all countries have cut back on funding for CYNFP as governments have ring fenced spending on health and education services at the expense of the third sector.

Legal advice services in Wales and care services in Scotland have been particularly hard hit. In Northern Ireland many anti sectarian organisations have been affected. This is against a background of increasing demands on the sector.

Significant numbers of jobs have been lost through both compulsory and voluntary means. Terms and conditions across the sector have been attacked with many organisations imposing pay freezes and in some cases pay cuts. Hours of work, annual leave and other conditions are being eroded. Statistics show that the number of volunteers in the sector has decreased significantly over the last 12 months.

The sleepover campaign is still being progressed in Scotland through legal channels with solicitors reviewing the recent court decisions.

The phonebank pilot in Scotland was very successful with large numbers of members being contacted. Data was gathered and collated on a wide range of issues affecting members in the sector.

Youth Workers

A small state cannot sustain a big society in an advanced industrial economy. It particularly cannot do this when that economy is based on the most extensive scale of inequality since the Second World War and perhaps beyond. If put to public use the wealth of the richest 1,000 people in Britain could pay for the entire Youth Service in the UK for 1,319 years.

There is no evidence that the destruction of local authority, grant aided, charity supported and other voluntary organisations is leading to renewed voluntary effort. The main voluntary effort since May 2010 has been in forming community based anti cuts groups. Here has been a fight for survival unprecedented since the creation of the welfare state and universal education.

It is often forgotten that a key pillar in the creation of the welfare state was a more consolidated role for the voluntary sector. Beveridge also wrote extensively about 'voluntary

social action' and the position of a vibrant voluntary sector was valued. For most of its existence it worked complimentary to state provision in partnership arrangements.

A classic example of this was the Youth Service which operated as a partnership between local authorities and voluntary organisations with a core of paid full time professionals motivating and sustaining the input of hundreds of thousands of part time workers and volunteers. The bulk of funding came through local authorities. Support in kind was also given by other state bodies including schools, community centres and so on. The professional training of staff included fundraising and the development and recruitment of volunteers. Similar large scale services were found in community work and play work. New Labour introduced commissioning and marketisation into these services and the coalition seized upon this opportunity to argue for the wholesale withdrawal of funding from them in order permit market forces to enter the arena.

Young people had been involved with the youth service on a voluntary basis and this laid the foundation for long term relationship building with their youth workers. This in turn enabled the development of fun, free association, citizenship education, empowerment and the sharing of critical thinking in the shared responsibility of building society and enhancing life opportunities and experiences.

So coupled with the destruction of the infrastructure of provision goes an additional attack on lifelong learning, collective endeavour and communal answers to social problems. As we recognise the transformation of the public sphere and with it the shape and nature of the voluntary sector is purely ideological and not driven by genuine economic need.

This is what George Osborne meant when he introduced his first budget as being about "changing the way in which Britain is governed for ever." They have in mind through the agency of their wholesale tsunami of attacks on the public and voluntary sectors a new future model of society based on the intervention of the profit motive into every area of activity and a destruction of community development, learning and solidarity.

In coping with the new situation the journal Rapport within our sector has proved to be a lively and informative and respective source of commentary, analysis and organisation for those working in play work, community work and with young people.

Inevitably given the centrality of the attack on young people generally and the youth service in particular there has been strenuous campaigning throughout the country and in a number of high profile events for the Youth Service. The first significant rally against the coalition was in fact in Coventry in relation to Youth Service cuts there. It attracted national news coverage. Our campaigning assisted the demise of a previous Tory Council administration and the new Labour leadership has been keen to move forward with youth service funding and some useful changes, together with the retention of JNC terms and conditions.

As the full scale of the attack on young people and services developed in autumn 2010 a full strategy of defence was put in place. The union initiated a overarching campaign of over 30 national voluntary organisations and unions called Chooseyouth. Sustained campaign and high quality press and publicity work co ordinated by Unite's communications team meant that this campaign has been influential and has inspired and been inspired by tens of thousands of young people and youth workers and communities seeking to protect services and give young people a chance. A significant rally which gained very considerable press and media coverage was held in February 2011. All councillors in the UK and all MPs have been

written to several times by the campaign and a well organised and influential lobby of Parliament was held on October 18th.

Chooseyouth, with greatly appreciated support from the London and South East Region of Unite held a successful rally in London on the Saturday following the end of school term. An excellent DVD of this event was produced and appears on the website www.chooseyouth.org. At the rally young people and the union warned that this would be the most dangerous summer for over fifty years with so many young people in the capital without work or opportunities. In the event the scale of the problems experienced in the rioting was far worse than anyone had expected and the Union spent a great deal of time in its analysis and press work opposing the worst excesses of the government's responses and making positive recommendations about future avoidance of such situations.

In addition to the persistent campaigning of Chooseyouth, a Parliamentary approach had to be adopted. The Union assisted in securing and informing a major Westminster Hall debate in November 2010. In addition the union argued successfully for the scrutiny of young people's services by the Parliamentary Education Select Committee. This was achieved and the Union gave substantial written and oral evidence to this which is widely used in the subsequent reports. Unusually the Committee has expressed considerable disquiet at the government's lack of proper response to its recommendations and this pressure goes on.

We can be proud of the fact as a union that literally thousands of young people have come into political activity, but have also begun to reconnect with the trade unions, particularly Unite which has been seen as a friend and campaigning at a time of need.

In addition to the Parliamentary Select Committee work, the Union was party to a roundtable meeting with all members of the Education Shadow team. Unfortunately before the fruits of this labour could be seen a new team has been shuffled into place and work to engage with these new colleagues to this brief has commenced. Stephen Twigg for example the new shadow Education Secretary spoke at our recent lobby.

The government produced in 2011 20 consultative papers in relation to its laughably entitled new policy steer called Positive for Youth. Informed by a seminar initiated by the Union we produced a very comprehensive 100 page response. This has been the basis of many responses produced by the union in local campaigns to save the service.

Local campaigning for services has largely been led by young people with a few notable exceptions. In the main youth workers have not as is also the case in the rest of the sector, fought the pay cuts, job losses and service destruction. In many instance the lure of enhanced redundancy packages has taken its toll. The most important exception to this is in Oxfordshire where members remain in dispute and taking strike action. They have fought against job loss, removal of terms and conditions, closure of youth centres and changes in the nature of youth work. The strike has already saved the jobs of all those who wanted to stay in the new service. Now we are seeking restoration of professional terms and conditions and youth work.

The other element of campaigning has been to investigate the possibility of a judicial review. Our members in Warwickshire Branch have done a great deal of work to put us into a position whereby a counsel is actively considering the merits of this case.

JNC negotiations have continued and agreement has been reached jointly by both sides to promote the JNC terms and conditions widely and to intervene where employers are seeking to threaten these terms.

The unfortunate reality is that amidst the hurricane of difficulties members have not wanted to prioritise the pay struggle and two years of 0% pay rises have been endured. The employers have offered discussions to commence at the end of 2011 on moving beyond 0% in the future.

In taking up the struggles for some of our Branches there was a spate of victimisation cases directly linked to trade union activities. In all four cases gross misconduct was involved. Three of these cases have been resolved to our members' satisfaction following considerable negotiations with employers.

An energetic and important workforce development group for the entire children's and young people's sector was established by Ed Balls. While this has been retained, as you would expect, its focus has changed. The Union remains represented on this.

Delegate List 2011

REGION	FORENAME	SURNAME	Delegate no.
East Midlands	Mike	Thompson	1
Ireland	Francis	Loughlin	2
London & Eastern	Kingsley	Abrams	3
London & Eastern	Liz	Campbell	4
London & Eastern	Janis	Cannon	5
London & Eastern	Russell	Cartwright	6
London & Eastern	Nicole	Charlett	7
London & Eastern	Alexis	Chase	8
London & Eastern	Leonie	Cooper	9
London & Eastern	Saphia	Crowther	10
London & Eastern	Lauren	Edwards	11
London & Eastern	Monica	Gort	12
London & Eastern	Bronwen	Handyside	13
London & Eastern	Ruth	Hayes	14
London & Eastern	Anton	Johnson	15
London & Eastern	Sean	McGovern	16
London & Eastern	Sithabile	Mpala	17
London & Eastern	Kate	Osamor	18
London & Eastern	Kevin	Parslow	19
London & Eastern	Julie	Saggers	20
London & Eastern	Margaret	Sharkey	21
London & Eastern	Jennie	Twydell	22
London & Eastern	Julian	Vaughan	23
NEY&H	Kevin	Donnelly	24
NEY&H	Ann	Morgan	25
NEY&H	Karen	Walsh	26
North West	Joe	Bailey	27
North West	Robert	Braddock	28
North West	Margaret	Manning	29
North West	Dawn	Williams	30
Scotland	Linda	Douglas	31
Scotland	David	Edwards	32
Scotland	Vicky	Grandon	33
Scotland	Kathy	Jenkins	34
Scotland	Bert	Lawrie	35
Scotland	Des	Loughney	36
Scotland	Linda	Rodgers	37
Scotland	Ingrid	Seilman	38
Scotland	Pat	Stuart	39
Scotland	Ian	Sullivan	40
South East	Kelly	McDougall	41

South East	Jackie	McLeod	42
South East	Keith	Patterson	43
South West	Kevin	Henman	44
Wales	Janet	Cleverley	45
West Midlands	Joan	Allen	46
West Midlands	Bryn	Pass	47
West Midlands	Katie	Whittam	48

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2011

COMMUNITY YOUTH AND NOT FOR PROFIT

SECTOR MOTIONS

1 Economic Crisis in the Sector

This conference notes the devastating impact of the banking crisis on the global economy and the response of the government in cutting public spending which directly affects the working conditions of members including those in the Community, Youth and Not For Profit sector due their reliance on central and local government funding.

This Conference welcomes the Occupy movement founded against the dominance of Wall St as an overbearing factor in the global economy and the current sister movements across the world including that in the City of London.

This Conference calls on the union to support movements such as Occupy and UKUncut, to oppose public sector cuts and to continue to campaign for increased public sector spending which will have long-term benefits of reflating the economy, reducing unemployment, increasing tax revenues and thereby reducing the government deficit.

Mover: Russell Cartwright

Seconder: Ruth Hayes

National Industrial Sector Committee

2 Young People

This conference recognises that young people are facing disproportionate amounts of cuts during this government's ideological destruction of public services.

Conference also recognises that Unite members in the CYW&NfP Sector are in the front line of working directly with young people and communities.

Conference implores the EC to acknowledge the challenges facing young people's hopes and aspirations and agrees to continue prioritizing efforts and resources in support of Unite members who work directly with young people and communities.

Mover: Paul Boskett

Seconder: Kevin Henman

National Industrial Sector Committee

3 Youth Service & The Community

After the 1981 riots there were a number of impacts on government policy – the Scarman report prompted changes in policing, including the ending of the SUS laws; Michael Heseltine produced the paper “it took a riot” which made the case for an active government inner-city strategy. Part of this strategy was further development of community and youth centres and sports facilities in the inner city areas.

Ever since we have faced the erosion of these facilities – with, most famously – more than half of the youth centres in Haringey marked for closure before the August 2011 riots. We clearly need to be resolute in the defence of services for young people nationally, particularly including campaigning against any cuts in such services – for example the strike to defend Oxfordshire’s youth service.

We also need to have an idea of what sort of youth services we want - the JNC agreement for Youth and Community Work sets out the Terms and Conditions of the workforce, Transforming Youth Work - Resourcing Excellent Youth Service set out an adequate service. In the last few years police and councils have strayed from the notion of Informal Education and hijacked the methodology for social control and social care agendas and have used existing youth services to ‘encourage’ muslim youth not to participate in protests against the EDL. We want to see the development of vibrant youth services with serve the needs of the multicultural communities they are situated within.

As a union we:

Reaffirm our commitment to campaign against any cuts to youth services as part of the union’s campaign against all government cuts.

Will organise rallies in the regions to build solidarity for any group of unite members taking strike action to defend youth services.

Will oppose attempts by the state to use youth services as a way of demobilising young people.

Moved by: Mike Thompson
Seconded by:
East Midlands

4 Parity of youth services across the nations

This Conference notes with discern the dissemination of Youth services across England, Scotland and Wales and the resultant negative effect on social cohesion. It also notes the devolved assembly in Northern Ireland has continued to support and invest in Youth Services as they recognise, the distinctiveness of youth work as an effective intervention and the vital role they provide in building communities and a civil society. Conference calls on the government and devolved powers in the other nations to learn from the situation in Northern Ireland and invest in the services that engage effectively with young people and communities, and build a stable society.

Moved by: Francis Loughlin
Seconded by:
Ireland

5 Youth Work

Conference notes with concern that where youth workers remain, they are being pressured to engage in named case load management with individuals deemed at risk, at the cost of educational open access group work.

This replicates the work previously done by Connexions Intensive Advisors and other professions who have also have been massively reduced in number.

Conference calls on the Unite Executive and National Officers to resist this change and to reassert the benefits of open access youth work, and for all RISCs to continue to monitor the situation.

Conference also calls on branches to recruit remaining Personal Advisors and workers in allied professions into branches and support appropriately trained professionals to do appropriate work with young people.

Moved by: Kevin Henman
Seconded by: Chris Loughlin
South West

6 Investment in Communities

The CNFPYW Sector has historically faced poor funding arrangements and now the race to the bottom is a freefall, with the impact felt by service users, workers and communities.

The exposé of Winterbourne View in June 2011 which highlighted the abuse of service users, was a culmination of the following factors:

- poor pay, terms and conditions of employment;
- poor/non-existent training;
- poor supervisory, management and governance practices;
- poor external monitoring;
- no assessment of the health, safety, well being and contentment of service users.

Hostile cutbacks have meant that services go understaffed and under resourced, potentially threatening the health and safety of service users, workers and communities.

Unite the Union calls for the re-writing of the commissioning process and not just a simple reversal of cuts. Included in this re-write, contracts will be awarded:

- based on higher than living wage salaries that reflect skill and responsibilities of workers;
- where service providers can demonstrate an ongoing commitment to training their workers;
- where effective supervisory, management and governance practices can be evidenced;
- where staffing levels are appropriate to service user and safety assessment requirements;

- where service providers have processes embedded in both policy and practice to enable the meaningful consultation of both service users and workers.

Unite the Union also calls for an overhaul of the Quality Care Commission, requiring more than 'tick box' monitoring systems that enable bad practices to flourish. The QCC needs to be pro-active in it's monitoring, challenging bad practice and being held to account where it fails to do so.

In Social Housing, the government is moving away from social rents to 'affordable' rents that can actually be more expensive and trap people in the benefits system.

Unite calls for a new house building program to address the growing housing crisis, setting rents that are less likely to trap people in poverty.

This new program should incorporate new practices in sustainable house building to lower impact on the environment and reduce fuel poverty. Where possible, brownfield sites should be the priority for housing developments with a commitment to developing community infrastructures (transport, social and retail).

The government is also attacking young people in our communities by cutting services provided for them, both public and voluntary sector. This is both reckless and despicable and will only serve to alienate and exclude large sections of youth.

Unite needs to formulate policy that develops real inclusion of young people within the democratic and social structures of local communities and society. This needs to be backed up with real investment in young people's services, educational, social and leisure.

Unite also needs to demand the end of student fees and loans and the reinstatement of student grants that address the true costs of living whilst studying.

Unite will demand inclusion of all the above in Labour Party policy.

Moved by: Mike Thompson
Seconded by:
East Midlands

7 Sector Organising Strategy

The conference notes the work being undertaken to ensure that the Union's membership database is up to date, and that Branches are arranged in such a way that all members are able to be in an active Branch. This is very welcome, and is necessary to ensure that the union is as strong and well organised as possible.

However, we know that there are very specific problems within our sector, and that there is much work still to be done.

We call on the Union to address the following:-

- Undertake a mapping exercise of workplaces and membership within the sector (to involve servicing officers and Branch Secretaries)
- Improve systems for ensuring that members joining online and paying by direct debit are put into an appropriate sector and Branch. It is likely that more and more members will join in this way, and it is crucial that we find ways of ensuring that such members are not randomly allocated to Branches.
- Develop a comprehensive strategy for allocating officer support to National Branches. All national Branches should be supported by an officer who has had training in the specific industrial issues affecting the voluntary sector, and, where possible, a specialist officer should be allocated. We believe that it should normally be the case that the officer should come from the Region where the head office and/or the bulk of the membership are based, so that officers are best placed to support members in building effective organisation.

Moved by: Ruth Hayes
Seconded by:
London and Eastern

8 Big Society

The Trade Union movement is built on people giving freely of their time, ideas and skills to work for the collective good. These values underpin the voluntary sector at its best, but the sector relies on having paid staff who are able to provide a framework for effective voluntary and civic engagement. This is essential to provide stability, protection of vulnerable members of the community and good governance and value for money.

We note that there are increasing signs that the Coalition Government's approach to the "Big Society" is having the result of decimating the sector, and reducing the amount of volunteering that takes place. There is also an increasing democratic deficit as services are contracted out with little or no community ownership or control.

We note that virtually all charities now believe that their funding will decrease further and that there have been massive closures and job losses throughout the sector, **disproportionately impacting on poor and BME communities reliant on this sector for jobs and services, as well as on disabled people.**

Additionally, members remaining in paid employment have seen wage freezes, pay cuts and the dramatic reduction of terms and conditions. There has been deskilling of jobs and an increasing lack of opportunity for real training and staff development.

We congratulate the Union on raising these issues and on campaigns such as Unite for our Society, Choose Youth and Justice for All.

We call on the union to work to ensure the following:-

- A clear re-affirmation that volunteers should not be used to replace paid staff
- A policy on work experience and internships which recognises the value of real volunteering and short term vocational placements but which addresses the scandal of youth unemployment, the cut of EMA (Education Maintenance Allowance), and the increase in student fees
- Serious dialogue with the Labour Party in relation to their policy for the sector. We are extremely disappointed that in their recent review, the Labour Party did not consult with lay Unite members in the sector, and we want to see a commitment to the sector not as cheap providers of public services, but as genuine community partners, accountable to their local communities and service users
- **The use of Equality Impact Assessments where possible, to monitor the effects of these cuts on communities and to challenge their imposition.**

We believe that the marketization of the sector has led to a waste of public money but more crucially has eroded the ability of ordinary working people to shape services to meet their needs and to build stronger communities. Now is a time in which we need to be imaginative, creative and inspiring, and we believe that Unite should have a unique role in this regard.

Moved by: Ruth Hayes
Seconded by:
London and Eastern

9 The 'Big Society'

This conference calls on our sector to totally oppose the ConDem governments notion of the 'Big Society' which is nothing more than a Trojan Horse for wholesale privatisation and the systematic destruction of the Welfare State and Public Services.

Further, we call on our sector to expose the 'Big Lie' that this Government, through the 'Big Society', is supportive of the Voluntary, Community and Faith Sector (VCFS) in providing social services to our communities. The reality is that the government does not expect the VCFS to be able to maintain those areas from which state provision and support is being withdrawn.

Indeed, much of this sector is also heavily reliant on government funding and will be hit hard by the current cuts agenda. For example, 97% of respondents to a recent survey conducted by the National Council for Voluntary Organisations (NCVO) expected economic conditions to deteriorate in the VCFS during 2011/12, 66% expected a decrease in their organisation's expenditure, 55% expected to make staff redundant while 35% forecasted a decrease in the extent of their services.

What is clear from this is that the government's real aim is to allow for the transfer of public and local services into the private sector which will then be subject to market forces.

Both the 'Unite for Our Society' and 'Choose Youth' campaigns are crucial in the fight against this. However, we also call on our sector to support the following actions:

1. Step up the campaign against the cuts and for protecting our Public Services. In doing so, ensure the voice of the VCFS is also heard within campaigning around public services.
2. Make Community organising a key priority for the sector: the TUC's document 'Swords of Justice and Civic Pillars' and the Trade Councils Programme of work could provide blueprints towards achieving this.
3. Reiterate our support for organisations such as Hope Not Hate who are on the front line in defending our communities against racist and fascist organisations who are exploiting fears and anxieties generated by cuts to local services.
4. Promote and celebrate our vision of the 'Big Society' through support for the Peoples Charter.
5. Provide our activists with the tools and resources to effectively campaign on these issues.

Moved by: Kevin Donnelly
Seconded by: Ann Morgan
North East, Yorkshire and Humberside

10 Branch Organisation

This conference is concerned that the review of branch organisation and related matters is not progressing as fast as it needs to do in our sector. Also in light of spending cuts having a massive effect on membership in our sector -particularly cuts in youth services -we recognise that some branches may no longer be viable.

We want to make sure that active members who have lost their jobs can still play an active role in branch life and in the wider union.

We are also concerned that it is very difficult and often impossible to find out which officers cover workplaces and members in our sector.

With the progress in the membership data base, feedback from the questionnaire sent out with new cards, and a concerted effort from officers and staff it should be possible to work with branch secretaries to identify our sectors members and workplaces

We therefore demand that the national and regional officers responsible for the review of branches urgently contact the relevant regional officers, the RISCs and the branch secretaries to look at which branches are functioning well, which ones need to reorganize, how best to do this, and how we can ensure there is a local branch for all those who want to be active.

We think there needs to be a flexible approach for branches in our sector -some maybe covering just one employer (possibly regionally based) or workplace, some covering several similar employers, some covering a number of different types of workplaces plus individual members in a geographical area, plus look at how those who are on national branches have the opportunity to attend local or regional meetings and committees.

Moved by: Margaret Manning

Seconded by: Bob Braddock

North West

11 Legal aid and advice

This conference is appalled that the government seems determined to go ahead with cuts in legal aid meaning nearly all civil legal aid would go. Legal aid was one of the founding pillars of the welfare state brought in after the second world war. The cuts will prevent thousands of people having access to expert help in gaining their legal rights in benefits, employment, debt, housing, family issues and medical negligence

Cuts in legal aid will be on top of massive cuts in money for advice made by local authorities and other public funds-leaving most people with no access to good, free advice. It will mean legal rights are only for those with plenty of money.

We congratulate those in our union who have worked alongside others in the Justice For All campaign to publicise these attacks and gain public support. However if we are to succeed in preventing these cuts in legal aid going through we need a concerted effort from the whole union to alert the public what the effects on them will be, to ensure MPs are inundated with pressure from constituents to stop the cuts. We also need Unite MPs to work really hard to convince all MPs that the consequences of cutting legal aid are dire and in the end counterproductive as the long term costs to society will be higher.

We also call on union nationally urgently to work with Unite councillors to stop the cuts in LA funding for advice services.

Moved by: Margaret Manning
Seconded by: Bob Braddock
North West

12 Commissioning of Services – Response

This conference asks that Unite draws up guidelines for local branches and workplace organisations seeking to influence the Commissioning Plans of local authorities. The purpose of such lobbying will be to maintain and improve the terms and conditions of not for profit employees; to improve the services and to meet the needs of users.

The guidelines will include how to influence the implementation of equality impact assessments and public sector equality duties.

The guidelines will include campaigning for trade union and user representation on bodies that monitor commissioning plans. The guidelines will suggest how to make best use of representation on such bodies for the benefit of members, users and the service to be commissioned.

Moved by: Des Loughney
Seconded by: Vicky Grandon
Scotland

13 Health and Safety

This conference, recognising that the protection of member H&S is part of its core work; recognising that the importance of this work is increasing due to the Government's deregulation agenda and continuing and deepening cuts to enforcement capacity and activity;

Recognising that member safety and health is at risk through job losses and threats to pay and conditions;

Recognising that these problems are greater in the not for profit sector given its vulnerability to cuts and its low level of access to health and safety expertise:

finds it unacceptable that Unite has substantially reduced its dedicated expert H&S staffing and calls on Unite to provide dedicated H&S expert staff in each region, and particularly in Scotland, given its increasingly devolved political situation."

Moved by: Des Loughney
Seconded by: Vicky Grandon
Scotland

14 Playworkers

Conference believes that Playworkers offer a unique and important way of working with children, based on respect for children's rights and agency.

Conference notes with concern the effect of current coalition policies on playwork provision and Playworkers across England and their potential effect on Wales, Scotland and Northern Ireland. These include closure of play services, redundancies, and the devaluing of Playworkers.

Conference also notes the contraction of play services is having a detrimental effect on the availability of playwork qualifications and training and threatens recognition of playwork as a profession.

Conference calls on the national leadership to:

1. Prioritise and resource a national campaign to recruit Playworkers which will aim to establish:
 - a. Unite as the majority union for Playworkers and those working with children in out-of-school settings
 - b. Unite as a lead player in the professionalisation of Playworkers
 - c. Nationally negotiated JNC terms and conditions for Playworkers
2. Work with other organisations to:
 - a. Establish playwork as a profession at par with others in the children and young people's sector
 - b. Campaign for play provision to be a statutory responsibility of government
 - c. Create a license to practice
 - d. Support playwork qualifications and training

Moved by: Kevin Henman
Seconded by: Chris Loughlin
South West

15 Future of Remploy

Remploy is the largest and the oldest employer of disabled people in Britain. It is not only a workplace but a way of life for thousands of disabled people who want sustainable employment of their choice.

The organisation has been systematically run-down by the current government and now face the threat of closure following recommendations of the Sayce Report.

It is essential that we continue to fight the closure of the Remploy Factory sites and instruct the DWP to enter into meaningful discussion on the structure and future of Remploy.

Unite must put pressure on the government and Remploy to develop a new sustainable vision based on public procurement work and ensure that this is professionally managed and marketed in the future.

Moved by: Jan Cleverly
Seconded by:
Wales

16 Women and Pensions in the public and not for profit sectors.

“Unite’s national Campaign against the proposal by the government to change the State Pension Age is gathering momentum.

It is believed some five million men and women will have to wait longer for a state pension. Out of these, half a million women will have to wait over a year for their pension, and 33,000 will have to wait a full two years.

Not only are their plans unfair, they also break a promise the Tories and Lib Democrats made not to do this in the Coalition Agreement. The Labour opposition is going to argue that the Pensions Bill should be abandoned, because the proposals on the state pension age are so unfair.

Many of those members affected work within the public sector, including Youth Workers, and within the Not for Profit Sector. It is essential we take action to unite for pensions for the women who will be disproportionately affected, as well as for men within this sector and for all our futures”.

Moved by: Jan Cleverly
Seconded by: Jojo Tyhurst
Wales

17 Pensions

This conference notes there is insufficient training, materials, advice and support for members and representatives working in the public sector across our union regarding the proposed changes to their pension schemes.

Our members are in a number of schemes within the Civil Service, Local Government and Teaching, our sector is the most diverse within the union. Our members are being asked to pay more, work longer and will receive less as a result of the significant changes proposed. They are being asked to make decisions based on little or no information, they are unaware of the impact the changes will have on their current take home pay nor on their future retirement plans.

We call upon the General Secretary/EC to implement a public sector pensions' strategy, to collate, co-ordinate and disseminate information regarding the proposed changes to all schemes within the public sector. This strategy will ensure members have the opportunity to feed into any consultation in a meaningful way, knowing the potential impact upon them and facilitate a fight back against these proposed changes. This strategy should link the CYWNfP sector with other sectors of Unite impacted by these changes, ensuring our members have the information in a timely fashion.

This is an urgent request and the changes look to be implemented at the beginning of the next financial year, so we seek to have this in place as soon as practicable.

Moved by: Katie Whitam
Seconded by: Bryn Pass
West Midlands

18 Training

This Conference notes that the training within the regions for the Community Youth and Not for Profit Sector is insufficient and fragmented. We are an extremely diverse sector dealing with local authorities, charities, housing associations churches and government departments and the demands placed on our reps and members is extremely high. We call upon the EC to establish a specific programme of training to deal with the problems we face and to assist us in getting the necessary training and support for our sector members that is much needed.

Moved by: Bryn Pass
Seconded by: Katie Whitam
West Midlands

National Sector Conference 2009

- Joint General Secretaries Report
- National Officers Report
- Conference Report

Joint General Secretaries' Report

Winning the Battles that Face Us

Good morning. Colleagues, this is a day along the process, but it is a day that I have been looking forward to for a long time when we bring together our industrial strength in the sector conferences. What is so vital about sector conferences is it gives you the individual right within your sector to determine your policies. It is not going to be determined by anyone else. It will be determined by you. There is not any more lay democratic process anywhere at all than what you are doing now, and you are doing it within the bounds of Unite. And why? Because as individual sectors, we would not have the strength to win the battles that face us.

We knew this when we first discussed bringing together I, in Amicus with four recently merged unions, and Tony with the T&G bringing those together. The only merger in the history of the movement that I can recall, that is not based on the fact that one or other partner were a lame duck; financially or in membership difficulties. It has been brought together for a strategic reason. There is an obvious reason: strength in the workplace, strength in your workplaces. We could spend our time fighting together instead of fighting each other: who is going to get the membership? Who is going to get the single union agreement? We do not have to worry about that so much.

There are still some areas where old histories will take a while to die away, but we can spend the time much more productively fighting on behalf of all our members to improve terms and conditions and build our membership through organising, through the 100% Campaign and trying to stem the decline in union membership due to the economic problems that we currently exist in. That is great and that is wonderful, and that alone would be worth doing. But if that is all we did – if that was the limit of it – then it is all about winning in the workplace. Under the present set-up, we will ultimately lose a much bigger and greater battle.

You see, we will fight to try and repeal the anti-union laws. We will fight to try and allow solidarity actions which are illegal under those anti-union laws. We will support our colleagues, who for example, if you recall the refinery workers and the construction workers challenged by the law because of solidarity action. We did not get the law against us, maybe because we have a Labour government. Maybe they held back because they did not want to expose an open sewer. But, sooner or later, unless we change the law we will not be able to have that solidarity action or win it back.

Changing Politics

So, there is a greater battle to fight than the next wage claim, or regrettably, the fight to protect jobs as people are threatened with redundancy. That greater fight is one of the three reasons why we merged T&G and Amicus together. It is to change politics. Tony referred to it: we want people in Parliament that represent us. I do not want people in Parliament representing us; I want us in Parliament representing us.

I go around on regional tours and I say to people, 'Why? Why aren't people in this room MPs? Why not?' Many of us do not believe we have it in us. Somehow or other we believe it is something special to be a MP. Crikey, if you look at some of them you cannot believe that for much longer, can you? We need people in Parliament that represent us. Back to the traditional roots of the party we created. The Labour Party did not create the trade union movement; it was the other way around. We created the Labour Party and it is time – long past time in fact – that it was back to that tradition and back to representing our interests. We would not be low in the polls. We would not be as concerned, disillusioned, or disappointed if we had a party that was our party. It is time to take it back and we need a big, strong union to do it. That is us. There is not another union that can do it. There is not another union with the breadth and strength to do it. Quite frankly, I wonder if there is any other union with the intelligence to do it.

Let us look at some of them. Our friends in the Rail, Maritime and Transport (RMT) Union, who I mention because it is a transport day. One of our National Officers told me that in the transport sector, in real terms, there is something like 60% unorganised, so what is the RMT's answer to recruiting their 60%? They go down to Heathrow and pinch our taxi drivers. They go into the old North Sea and to the oil rigs to do that. It is time they got on the bloody railways and organise them; an indication that a single specialised union cannot survive. We cannot survive unless we have this kind of a conference because everybody in a big, powerful union will say, 'This union does not represent me'. You will have unions saying, 'Join us because your union is too big and broad and they are not interested in you'. Well, this is the answer. The sectors give you the right to determine your own policy, but within a union big enough to make a difference.

Let us assume for example, we change the law, we win Parliament, we win the Labour Party back and we get shot of the anti-union laws. There is a bigger battle still to fight, and what is tragic about it is that most people do not actually know it because we are concerned about today's problems.

We have just applauded two good colleagues, John and David from Canada. Vale Inco, a Brazilian company intent on world domination. They want to buy up all the mineral resources so that one company can control almost life itself; become so powerful it can dictate to governments. They are in a four month strike because they are up against a powerful conglomerate. We referred the crisis of capitalism. Do not believe for one minute that that crisis of capitalism was a crisis of the capitalists. They are still there, they are still powerful, they control fortunes, they dictate to governments. It is fairy stories, you know, the faceless ones, you do not see them. Not the G8, not the G20, the faceless ones; the ones that can pull strings, bring governments down, start wars, stop wars, create crises in energy, and move petrol prices around so that the rest of us suffer as a consequence. Those people are still there and they operate on a global scale. How do we as working people expect to contend when they are more powerful than the government that we could create?

Our Challenge

We have to have a plan. We have to have a plan that builds an international union strong enough to take on the strongest of the conglomerates. A union that anyone who works anywhere in the world for any particular company can join. A union that can, for example, bridge the dilemma that we just experienced at General Motors; where the Germans tried to screw everybody else with that Magna contract. Until the intervention of ourselves, and particularly Tony, which got our government galvanised, and they think those in Germany who scuppered the deal, and Tony is very popular in Germany now apparently. When we have got back to GM, what were the Germans saying? 'Ah, you will be all right in Britain but in a few months you won't be'. There is still that competition, and that is what happens in global federations, quite frankly. We all sit around and have great ideas and then we all go back and look after our own backyards; a bit like we could be if we are not careful. We sit around and talk about our policies and then go back to our own backyards.

It is time to think outside the box. It is time not just to think about how we win terms and conditions or even how we change the laws to make it easier for us to win terms and conditions. It is about how we are going to survive in the future if we do not have a union capable of fighting on the international front, that can stand solidly with Vale Inco colleagues because we have plants over here that belong to that conglomerate. We should be in a position to fight across the board.

That is the challenge, so why did we come together? Because you cannot build an international union if you cannot build a UK union, or a German union, or an Australian union, or an American union. That is why we stand in with the United Steelworkers (USW) and with Workers United. It is a beginning perhaps, but hopefully a successful beginning that will go on to build that international union.

Conclusion

Colleagues, when we talk about building a union where there is no place for fear, fear this: unless we change politics and ultimately build an international union we need to be very afraid. That is the task and only this union can do it in this country; no other union can. That is the challenge to you. I am delighted, absolutely delighted, that we have been brought together in this way. Whatever we do in the future, whoever we elect as General Secretary, and whoever we elect as our Executive, needs to keep one thing clearly in mind: strong workplaces are no better than shuffling deck chairs on the Titanic if we do not have a political and international strategy. If some colleagues, and I have read some of them, now change the leaflets to reflect that they will get my support. Thanks.

2 Apologies, Introductions and National Officer welcome

Sharon Singleton, Chair, welcomed delegates to the Conference and introduced herself, Vice Chair Des Lockley and National Officers Rachael Maskell and Doug Nichols.

Apologies were received from Joe Bailey (delegate 26), Sean McGovern (delegate 13), Anastasia Twigg, Joan Brown, Jackie McLeod, Carol Robinson, Roy Whitney, Bob Braddock.

3 National Reports – Rachael Maskell and Doug Nichols, National Officers

The Chair introduced Rachael Maskell, who welcomed delegates to the first Conference for the Sector. She said that they would be setting policy and determining work project and priorities for the sector. Rachael also highlighted to delegates:

- Pressures on organisations with many shedding jobs and some going into administration
- Only 8% of workers are organised in the Sector. Unite has 100% campaign which Sector should strive for to help others be strong. Greenfield sites should be targeted.
- The need of the Sector to decide on action collectively, set its own agenda and set key priorities
- Pay issues – Chief Executives receiving large salaries and employing staff on minimum wage. Only 19% carried out an equal pay audit.
- Pressures on workers including stress, bullying, worklife balance. Targets which are de-professionalising, de-motivating and de-skilling members.
- Funding issues – new word in fighting back “rhetoric of choice”. Choices to be made. Redundancy is rife but it can be turned around by working with funders.

- Some successes – an example was the local authority way of change in Edinburgh
- Big threat is possible Tory Government and the need to win back the Labour Party. Tories will encourage the fragmentation of public services, the ability of American multinationals to have an equal stake at winning contracts, the pandering to big organisations, the tearing up of Recognition Agreements, and the weakening of Trade Union rights.

The Chair introduced Doug Nichols who said it was a pleasure to represent the Sector and spoke to delegates about:

- The different traditions of Amicus and TGWU.
- First victory for the Sector to celebrate – serious attacks on JNC and due to solidarity of members in Wakefield the proposals were defeated.
- Industrial action being taken by members regarding £600,000 cut in services for children and young people in Coventry. Urged messages of solidarity.
- The Sector is the biggest in a Trade Union covering children and young people.
- National Young Agency and Sector Skills Council have agreed to publish a manifesto to avoid crisis in services.
- Lack of young people active in the Trade Union movement and young people should be encouraged to join Committees.
- Pay issues – importance of not giving in to pressure to settle for 0% or .5% increases. Biggest sector employers state they can only afford 1% but all employers budget for more.
- National Industrial Sector Committee discussion on a focused organising plan and that 113,000 playworkers, Housing Associations and Childrens Charities should be key priorities.

4 Composites and withdrawal of motions recommended by the Standing Orders Committee

It was AGREED as recommended by the Standing Orders Committee that Motions 1 and 9 be withdrawn in favour of Composite 1 – JNC Pay and Conditions and the Defence of Youth and Community work.

It was AGREED as recommended by the Standing Orders Committee that Motions 2 and 7 be withdrawn in favour of Composite 2 – Ensuring Sector Sustainability and Integrity.

It was AGREED as recommended by the Standing Orders Committee that Motions 8 and 10 be withdrawn in favour of Composite 3 – Organising Resources.

5 Consideration of Sector Motions

Composite Motion 1 – JNC Pay and Conditions and the Defence of Youth and Community Work (see attached)

The motion was moved by Kevin Donnelly (delegate 22), seconded by Tracey Quinn (delegate 17) and supported by Ben Cochrane (delegate 45).

On being put to the vote the Motion was CARRIED.

Composite Motion 2 – Ensuring Sector Sustainability and Integrity

The motion was moved by Ian Richards (delegate 2), seconded by Margaret Manning (delegate 28).

A point of order was raised by Kev Henman (delegate 41) who said the “Youth Workers, Community and Not for Profit Sector” stated in the motion was not the correct recognised name of the Sector. Rachael Maskell, National Officer responded by saying it would be helpful if delegates could show some tolerance when motions are put forward.

On being put to the vote the motion was CARRIED.

Motion 3 – Opposing Spending Cuts in CYWU and Not for Profit Sectors

The motion was moved by Jan Cleverly (delegate 43) who also apologised for the typing error in the title. The motion was seconded by R Cartwright (delegate 8).

On being put to the vote the motion was CARRIED.

Motion 4 – National Lobby of the Third Sector Office

The motion was moved by Keith Patterson (delegate 39) and seconded by Bronwen Handyside (delegate 10). Margaret Sharkey (delegate 19) spoke to support the motion.

During debate, R Cartwright (delegate 8) urged that at Unite Rules Conference EC views on motions be sought. He also urged that a lobby of Parliament be organised and that the National Industrial Sector Committee be asked to amend the motion and take on board view of the Conference. Julian Vaughan (delegate 21) urged that the motion include lobby of Parliament and MPs.

On being put to the vote the motion was CARRIED.

Motion 5 – The Economy and its impact on the Sector

The motion was moved by Kellie O’Dowd (delegate 5) and seconded formerly from the floor.

On being put to the vote the motion was CARRIED.

Motion 6 – Working conditions and funding

The motion was moved by Kev Henman (delegate 41) who also suggested that National Officers should lobby at National Committee meetings for a funding stream. The motion was formerly seconded from the floor.

On being put to the vote the motion was CARRIED.

Composite Motion 3 – Organising Resources

The motion was moved by Alice Rix (delegate 25) and seconded by Francis Loughlin (delegate 4).

During debate Margaret Sharkey (delegate 19) asked if National Officers were going to be committed to organising. Rachael Maskell gave assurance that organising is at the centre of everything as well as securing resources for the Sector. She reminded delegates that organising is everyone’s responsibility.

Doug Nichols, National Officer, said not only was organising a priority it was opportunity to build the Sector. For the first time the three strongest parts of the sector had been brought together, no more competition between Unions for members. It is also recognised that organising needs significant resources and there was a universal commitment towards these issues.

Des Loughney (delegate 35) informed delegates that organising had been made a priority in Scotland Region and 150 new Shop Stewards had been recruited. He said Regional Industrial Sector Committees should encourage organising and share positive experiences.

On being put to the vote the motion was CARRIED.

Emergency Motion – Edinburgh Council and Contracts for Care and Support Services

The motion was moved by Des Loughney (delegate 35) and seconded by Vicky Grandon (delegate 33).

During debate, Bronwen Handyside (delegate 10) supported the motion and requested that news be circulated throughout the health and public service sectors and people be encouraged to keep campaigning.

Kev Henman (delegate 41) urged delegates to challenge commercial confidentiality. He said Local Authorities have a legal duty to consult with users.

In his right to reply, Des Loughney (delegate 35) said the public have a right to know how quality has been determined.

On being put to the vote the motion was CARRIED.

Motion 11 – Flexible Workspace

The motion was moved by Keith Patterson (delegate 39) and seconded by Ian Richards (delegate 2).

During debate Margaret Sharkey (delegate 19) asked Reps to remind employers they have duties under the DDA and that funding is available under the Train to Gain scheme. Ian Richards (delegate 2) said that a Tory Government would scrap Train to Gain funding.

R Cartwright (delegate 8) said a guide to hot desking should be available but that it was better for individuals to have their own desk. Josephine Piper (delegate 16) gave an example of how 32 people use 10 docking stations and how unsatisfactory this was.

On being put to the vote the motion was CARRIED.

Motion 12 – Equal Pay for Work of Equal Value

The motion was moved by Des Loughney (delegate 35) and seconded by Vicky Grandon (delegate 33).

Ruth Hayes (delegate 11) supported the motion and said the voluntary sector was hugely stretched and losing job security. Wages and terms and conditions are being eroded and sick pay being lost.

On being put to the vote the motion was CARRIED.

Motion 13 – Pension Awareness

The motion was moved by Kulbir Kaur (delegate 23) and seconded by Kevin Donnelly (delegate 22).

During debate, Bronwen Handyside (delegate 10) said it was a crucial campaign to provide decent pensions for everyone. She urged delegates to support a demonstration being held in April by the National Pensioners Association.

On being put to the vote the motion was CARRIED.

Motion 14 – Youth Professional Status

The motion was moved by Lisa Rutter (delegate 42) and seconded by Kulbir Kaur (delegate 23).

Josephine Piper (delegate 16) and Kev Henman (delegate 41) spoke in support of the motion and a Licence to Practice for those who wish to work with young people.

On being put to the vote the motion was CARRIED.

Motion 15 – Remploy (see attached)

The motion was proposed formerly from the floor and seconded by Kev Henman (delegate 41).

R Cartwright (delegate 8) reminded delegates that Labour Government had reneged on Remploy and urged members to keep up pressure for support for Unite members in Remploy.

On being put to the vote the motion was CARRIED.

Motion 16 – Mentoring for Representatives (see attached)

The motion was jointly proposed by Joan Allen (delegate 44) and Katie Whittam (delegate 46) and seconded by Kulbir Kaur (delegate 23).

Sithabile Mpala (delegate 14), Lisa Rutter (delegate 42), Martyn Reuby (delegate 1) all opposed the motion. They said mentoring is a professional role and that Reps are not Councillors, that it undermines structures already in place, buddying roles to assist are already available and that new education programmes that can be tailored to the needs of specific sectors are already in place. That education courses create networks that provide assistance.

Brian Egan (delegate 27) supported the motion and said it would encourage young activists and avoid isolation.

Kev Henman (delegate 41) said he supported the spirit of the motion but it was not necessary to create new forums and he could not support the specifics within the motion.

Using their right to reply, Joan and Katie said the intention was not to undermine existing structures but to work alongside them and they saw it as an opportunity to encourage people to get involved.

The motion was not put to the vote as the Movers agreed to REFER the motion to the National Industrial Sector Committee.

Motion 17 – Support for 0% Rent Floor

The motion was moved by Brian Egan (delegate 27) and seconded formerly.

A long debate took place with several delegates expressing concern about the wording of the motion.

The motion was not put to the vote as the Mover agreed to REFER the motion to the National Industrial Sector Committee.

Ian Richards (delegate 2) proposed that where motions have been referred, any action taken be reported back to the mover. Conference AGREED this proposal.

At this point in the Conference the National Industrial Sector Committee members present were identified. It was AGREED that at their first meeting a monitoring system be established which could include NISC minutes being published on the Unite website and updates being reported through email to Reps and by National Officer reports to the Executive Council.

6 Guest Speakers

a) Jon Geenen, International Vice-President of USW

Jon Geenen thanked the Conference for inviting him to attend. He said it had been an interesting experience to participate in pay negotiations and that issues facing workers in the UK are the same as those facing members in the US.

Continued links through Workers Uniting and especially through the paper sectors in UK and US, was sending a message that this is a powerful Organisation globally.

Jon said that the labour climate in North America was bad with 18% unemployment. 100 paper machines had closed and 50,000 USW members had been lost. It was now time to stand up and to expand connections. He said that manufacturing output affects service sectors, airline sectors and technical and finance sectors. Manufacturing is suffering as a result of exploitation of workers especially in China and Indonesia where manufactured goods are produced and exported to Australasia for less than they can be produced for. He said the United States lacks a coherent manufacturing policy.

At this point Jon introduced a USW member, Joe Guido, employed in Sudbury, Northern Ontario. Joe explained his company was bought by Vale Inco, a Brazilian multinational, intent on buying up all mineral-producing companies to dominate the global market. He said that his town of Sudbury had a nickel mining history going back 100 years for three generations. Vale Inco had made a \$4.2b profit in 2.5 years but the company were intent on attacking workers terms and conditions. All members at the mine were now entering their fifth month of strike action. The community of Sudbury is supporting the miners by putting signs in their windows

and one restaurant feeds striking workers for free and gives reduced rates to their families. He said the company is using scab labour, mostly engineers or office workers with no experience of mining underground and with little training. The company had taken out court injunctions against the workers and had hired security guards who record the picket line.

Joe said the miners were hurting, living on £100 per week but he wanted to thank the delegates for support that Unite and Workers Uniting had shown and for allowing him to address them and highlight the plight of his colleagues and their struggle to defend their terms and conditions against this multinational conglomerate.

Jon Geenen said that the USW was a proud Union but cannot win without support.

Turning to healthcare issues in the United States, Jon gave some personal examples of the health service facilities available and the problems experienced by him and his family. He said that as a direct result of work of Unions it was hopeful that the US Government would shortly introduce a Healthcare Plan for the benefit of all citizens.

Jon concluded by saying that it was the work of rank and file members to establish relationships and that their example of this was a model for others to follow. He thanked the Unite delegates for their support.

The Chair thanked Jon Geenen and Joe Guido for their contributions.

b) Elias Roddriguez, President of a workplace union and from the CST Venezuelan trade union federation

Speaking through an interpreter, Elias Roddriguez thanked everyone for the welcome. He said Venezuela is a reality and he can talk with his heart about the achievements of the Bolivian revolution in Venezuela and is now free and democratic. President Chavez has won 15 out of 16 elections.

A health programme has been introduced and a special agreement has seen 20,000 doctors from Cuba come to work in Venezuela. 520 special clinics have been set up with access to free healthcare.

Previously Venezuela could not access universities now there are 12 new Universities with 3 million students. Missions have been created for homeless children and poverty has been attacked. Public buildings provide meals for the poorest and more than 30,000 community councils have been set up, funded by the Government. President Chavez is eliminating outsourcing in Venezuela.

Many Trade Unions have been created.

President Chavez created a beautiful revolution and the people thought nothing like it would be possible. He has helped their Country and Latin America as a whole. He

formed agreements, which provided cheaper petrol, and now this is under threat as the United States has set up bases in Columbia to destabilise the economy.

Elias invited people to visit Venezuela and see the facts, look at their schools and talk to their Trade Unions and see the reality they are living. Accusations have been made that there is no freedom of speech in Trade Unions but there are now 50017 Trade Unionists since Chavez came to power.

Delegates asked questions about how Venezuela is portrayed in the press, the oil industry in Venezuela, support for Iran, whether policy has changed since Obama became US President and UK Government funding for military training. Elias answered all the delegate's questions.

Elias invited everyone to attend the Latin America Fringe meeting at 5.30 and thanked everyone for listening to him.

7 Elections

a) Unite delegation to the 2010 TUC (13th-16th September in Manchester) – one required

Nominee	Proposed by	Seconded by	Votes
Kev Henman (41)	Lisa Rutter (42)	Josephine Piper (16)	Elected Unopposed

b) Unite delegation to the 2011 TUC (Brighton) – one required

Nominee	Proposed by	Seconded by	Votes
Vicky Grandon (33)	Kev Henman (41)	Kulbir Kaur (23)	Elected Unopposed

c) Substitute delegate for 2010 TUC

Nominee	Proposed by	Seconded by	Votes
Kingsley Abrams (6)	Vicky Grandon (33)	Kellie O'Dowd (5)	Elected Unopposed

d) Substitute delegate for 2011 TUC

Nominee	Proposed by	Seconded by	Votes
Sithabile Mpala (14)	Josephine Piper (16)	Vicky Grandon (33)	9
Joan Allen (44)	Martyn Reuby (1)	Alice Rix (25)	25

Joan Allen (delegate 44) was ELECTED as substitute delegate for 2011 TUC.

The Vice Chair rounded up by saying this had been a milestone meeting. This was a good functioning Sector and that the members and Officers are committed to take things forward and channel more resources into the Sector. He said that hopefully there would be an opportunity to exchange experiences before the next Conference.

Sharon Singleton, Chair, thanked delegates for attending and for their contributions and closed the Conference.

NATIONAL INDUSTRIAL SECTOR CONFERENCE 2009

COMMUNITY, YOUTH WORKERS & NOT FOR PROFIT

SECTOR MOTIONS

1. JNC PAY BARGAINING

1. Conference believes that JNC is the recognised national terms and conditions valid for Professional Youth and Community workers in the Community Not for Profit Sector of Unite.
2. Conference therefore calls on the newly formed Regional Committees to draw up a campaign to support and actively promote JNC within the public and voluntary sector.
3. There are current threats in some local authorities regionally to undermine the use of JNC. Therefore conference further calls on the Committee to undertake some research and analysis on any threats to JNC and inform members on the progress of its work.

LONDON AND EASTERN

Withdrawn in favour of Composite 1

2. ENSURING SECTOR SUSTAINABILITY AND INTEGRITY

Conference, there are ever increasing demands placed upon the Youth Workers, Community and Not For Profit Sector by Government and its agencies to provide services hitherto carried out primarily by the Public Sector, such as personal care and support services and housing.

In the first instance, Unite should not support the erosion of the Public Sector and indeed, should oppose all moves to do so.

We note that the YWCNFP Sector has a very long history, pre-dating the public sector, providing services of more than just economic value to communities they have grown up in.

With typically lower overheads, such organisations become an attractive prospect for governments seeking to fulfil responsibilities at a lower cost and also meet the objectives of the neo liberal agenda to expose the social resources of communities to the profiteering ethics of the market place.

We also recognise the reality that Unite represents members in the YWCNFP Sector, both in terms of people who work for service providers and people who use the service.

At the same time that this sector is taking on more work and responsibility, the Government funding agencies are reducing, in real terms, the value of funding, consciously not including the full costs. On top of this, increased legislative requirements often increase costs but not funding. This puts pressure:

- On organisations to make cuts they can ill afford including targeting staff terms and conditions;
- On annual pay awards to staff;
- To change pension schemes from defined benefit to defined contribution schemes so as to meet new legislative requirements whilst reducing overall costs;
- On the levels and quality of service they can provide to service users;

This Conference therefore commits Unite to campaign and demand that Government amends the Funding Agencies criteria to require organisations to factor into their funding bids the full costs of service provision, including the following:

- Inflation matching pay awards for staff as a minimum protection against wage erosion, with any bench marking to be consistent with the upper quartile for the sector.
- Demonstration of measures to tackle issues of equal pay, evidenced by equal pay audits across 'equality strands' and consequential grading adjustments.
- Meaningful provision for pension payments from the first day of work, safeguarding defined benefit schemes through legislation and promoting them where they do not exist;
- Commitment to high conditions of employment, supporting good working practices, including staff terms and conditions, health and safety, stress management and working environment that are well maintained and not overcrowded;
- Commitment to training that promotes professional and personal development and excellence;
- Minimum contract lengths of 5 years for the sector.

EAST MIDLANDS
Withdrawn in favour of Composite 2

3. OPPOSING SPENDING CUTS IN CYWU AND NOT FOR PROFIT SECTORS

This Conference opposes funding cuts that would impact upon services and jobs in our sector and our wider society. The prospects of future funding cuts affecting public services and not-for-profit sector partners – directly or indirectly – are unacceptable.

Proposed cuts would be counterproductive. They risk harming both the economic and social health and well-being of our society.

Investment in public services is essential for our economy and for the good of our society. The neo-liberal agenda of economic liberalisation; deregulation; privatisation; marketisation; public spending cuts; rising inequality and anti-unionism are the real problems.

Cuts risk undermining the 'recuperation' from capitalism's most recent crisis, they threaten a deeper 'double dip' recession, they risk increasing the deficit, and they would exacerbate social divisions and inequalities.

Members and our committees need to support lobbying and action to oppose any attacks on funding, service and jobs in our sector.

WALES

Moved: Jan Cleverly (delegate 43)
Seconded: R Cartwright (delegate 8)
CARRIED

4. NATIONAL LOBBY OF THE THIRD SECTOR OFFICE

This conference calls on the Community, Youth Workers and Not for Profit section of Unite to organise and campaign for a lobby of the Office of the Third Sector in early 2010 to demand more government funding for the Community, Youth Worker and Not for Profit sector which has seen attacks on pay and conditions due to the crisis of the economy.

SOUTH EAST

Moved: Keith Patterson (delegate 39)
Seconded: Bronwen Handyside (delegate 10)
CARRIED

5. THE ECONOMY AND ITS IMPACT ON THE SECTOR

The Community and Voluntary sector in Northern Ireland is vital to the continued march from conflict to peace and prosperity here. The sector has been to the fore in championing the issues faced by the most marginalised sections of our society, it has saved many lives and transformed the fortunes of many people who without a vehicle for service in their communities would be facing life on the dole or in prison.

The Community and Voluntary sector delivers services to communities which many of us take for granted, anti drug campaigns, anti sectarianism, anti racism, trauma counselling, welfare advice and guidance as well as community education and development. In any developed society these functions should be delivered by the state, however in Northern Ireland a large Community and Voluntary sector has emerged and many within the sector believe these functions are undervalued and being delivered on the cheap.

According to the NICVA (Northern Ireland Council for Voluntary Action) 'State of the Sector' report (February 2009) the sector is spread out over 4,700 organisations with an income of 570million pounds and an expenditure of 544million pounds. The sector employs 26,737 people 75% of which are women and 87,723 people carry out voluntary functions within the sector.

Industrial Relations in the sector vary from very good to appalling with a culture of bullying and harassment common place largely brought on by the target driven demands of funders. Workers in the sector can expect a working life of short term contracts, low pay, under funding, no pension provision, high levels of stress and long periods of unemployment.

Conference calls on the union to form strategic alliances with other unions organised in this sector and initiate a vigorous campaign to highlight the issues faced by workers and volunteers. We must support and defend our members in this sector and organise for the future.

IRELAND

Moved: Kellie O'Dowd (delegate 5)

Seconded: formerly from the floor

CARRIED

6. WORKING CONDITIONS AND FUNDING

This conference celebrates the range and quality of work that our members in the Community, Youth Workers and Not for Profit Sector undertake week in, week out, across the UK.

Conference notes that much of this work is achieved by our membership despite their working conditions rather than because of them.

Conference recognises that too many of our members are employed on short term contracts, with their wages coming from an increasingly complex array of funding routes.

Conference asserts its belief that recruitment, retention and workforce stability are unduly detrimented due to these funding regimes.

Conference demands that professional workers in this sector are paid on their professional pay scales and terms and conditions.

Conference applauds the work led by CYWNFP officers in bringing key agencies together to create the workforce manifesto.

Conference condemns the chaos and de-professionalisation caused by the commissioning and privatisation culture currently fracturing key services to children, young people and our communities.

Conference calls upon the Government to enter into constructive dialogue with Unite in order to rationalise the range of funding streams, provide security of tenure for workers across all our professions, and to put an end to the short term contract culture which means that many workers delivering challenging agendas in our most complex communities are not even in the position to obtain a mortgage.

SOUTH WEST

**Moved: Kev Henman (delegate 41)
Seconded: Formerly from the floor
CARRIED**

7. NOT FOR PROFIT SECTOR STATUS

This Conference agrees it is vital that Not for Profit/Voluntary sector organisations are not used to undercut public services in standards of service, not pay and conditions of staff and not to be seen as aiding privatisation. We therefore urge all of the relevant National Industrial Sector Committees to work together on this. We also ask the NIS Committee to increase its lobbying of government ministers and departments and public bodies, not to pursue a policy of awarding contracts to the lowest bidder. We have to support the not for profit sector in its tradition.

NORTH WEST
Withdrawn in favour of Composite 2

8. ORGANISING

This conference welcomes the enlargement of the Community, Youth Workers and Not for Profit sector membership as a result of the merger. Conference realises that as our Union is rapidly expanding, resources will be reallocated across the sectors.

Conference recognises that:

1. only 15% of the Community, Youth Workers and Not for Profit sector is organised within trade unions. Conference further believes that a united Community, Youth Workers and Not for Profit Sector within Unite has the opportunity to build significant union density in order for the union to be able to make a difference and
2. there is no agreed definition of organising and therefore agrees that a debate/education should take place within the sector about what is organising

This conference notes that large organisations can provide large numbers of members and are easier to cover. However, conference recognises that a significant proportion of the workplaces in the sector are very small. Also, this conference is aware that it is harder and more resource intensive to organise and recruit in these small workplaces.

However, conference believes that the following are the basic minimum of an organising strategy:

- the maximum involvement of lay members in all campaigns with the union – *every worker a member, every member an organiser*
- that recruitment results from organising around issues
- that any deals which are signed with management, without the full involvement of the workforce are not sustainable in the long term

- a strategic organising strategy with the aim of building workers' power in the workplace and throughout the Community, Youth Workers and Not for Profit Sector

Conference therefore calls on the Executive Council and the National Sector Committee to:

- produce a national organising strategy for the Community, Youth Workers and Not for Profit Sector
- organise meetings of sub-sector reps, to develop organising strategies for the different sub-sector
- ensure that all training for reps and members in the sector has an emphasis on organising
- ensure that all Regional Sector Committees produce a regional organising plan, which is linked to that of the National Sector Committee
- evaluate the possibilities for community organising, in conjunction with other campaign groups.

LONDON AND EASTERN
Withdrawn in favour of Composite 3

9. PROTECTION OF SERVICES AND DEFENCE OF YOUTH WORK

This conference for Community, Youth Workers and Not for Profit calls upon the Union to recognise the significant contribution that Community, Youth and Not for Profit Workers make to society. The pressure and recognition that central Government has placed upon Youth Workers over the past year in reducing any social behaviour, gang crime, crime in general, reduction of NEETs, drug use and teenage pregnancy due to their unique relationship with young people through voluntary engagement has been immense.

It further recognises that Central Government funding has not been passed down to Local Authority Youth Services but commissioned out, yet Local Authority Services have still been pressurised to provide extra services on Fridays and Saturdays.

Conference therefore calls upon the Union to put pressure on Central Government and Local Authorities to direct funding to enable Local Authority Youth Services to employ more staff and resources where they have the experience and expertise to provide cost effective services to young people.

Linked to this, this conference also notes with concern the way that Youth and Community Education and Training is moving away from being informed by radical, pedagogical values and processes towards a depoliticised, narrower, competency based framework.

Conference therefore calls on the National Committee to put pressure on all institutions involved in the education and training of community and youth workers in order to reverse this trend through fully supporting and promoting the “In Defence of Youth Work” campaign”.

Underpinning both aspects is the JNC; there is a real need to stop Local Authorities downgrading the pay and conditions of experienced professional youth workers and to protect the National Agreement so as to keep Community and Youth Workers on JNC for National Bargaining. Further, to ensure the continuation of the high standards the profession contributes to society the Union must continue to promote JNC with Not for Profit Organisations as a basis for consistency for the professional recognition and contribution it makes to fostering that better society.

**NORTH EAST, YORKSHIRE AND HUMBER
Withdrawn in favour of Composite 1**

10. RESOURCES TO ORGANISE THE SECTOR

Conference calls on the Union to recognise the potential for membership growth within the Community and Voluntary sector in the Region and urges the union to allocate the resources needed to embark on a campaign of organisation and recruitment in this sector.

People who work in the community and voluntary sector know only too well the problems associated with political violence, social exclusion, discrimination and lack of funding, all issues which the trade union movement has campaigned around for years. These workers share the principles of collectivism, campaigning and a desire for social justice that the Trade Union Movement was built on.

Conference believes that this sector which employs 26,700 people is a readymade constituency filled with potential activists and organisers. We believe that the proven success of the organising model used by the organising units throughout the union should be given a chance to transform a fractured sector into a vital industrial sector within our union.

The issues within the sector can be tackled with well co-ordinated action thereby increasing confidence and promoting trade unions within the sector.

We therefore call on the Union to make the community and voluntary sector a strategic target of the union's organising unit.

IRELAND
Withdrawn in favour of Composite 3

11. FLEXIBLE WORKSPACE

This conference notes that with the growth of flexible workspaces or hot-desking in the Community, Youth Workers and Not for Profit sector due to the current financial crisis, there is as a consequence some workers with disabilities who need a fixed desk or workstation with adjustment and special equipment lose out by either not having a proper desk or the right equipment. Another issue is other people using the workstation and altering the adjustments.

The Regional Industrial Sector must remind their trade union representatives that employers have a duty under the DDA to negotiate proper facilities for those people who require reasonable adjustments in the workplace.

SOUTH EAST

Moved: Keith Patterson (delegate 39)

Seconded: Ian Richards (delegate 2)

CARRIED

12. EQUAL PAY FOR WORK OF EQUAL VALUE

This conference calls on Unite to press statutory funding bodies to meet their duties regarding equal pay for work of equal value. By statutory funding bodies we mean, amongst others, the UK Government, the Scottish Government, Local Authorities, Health Boards and organisations they control. We call on these funding bodies to provide the finance to ensure that funded bodies can meet their obligations under Equal Pay for Equal Value legislation. We call on the funding bodies to take the necessary measures to ensure, once the finance is available, that the obligations are actually met.

In assessing the obligations of the funding bodies and the funded bodies we call on the funding bodies to ensure that the employees of the funded bodies who do similar work to the work of employees of the funding body are paid the same. By pay we mean all that comes under the definition of pay including the rate of pay, sick pay and pensions provision.

SCOTLAND

Moved: Des Loughney (delegate 35)

Seconded: Vickey Grandon (delegate 33)

CARRIED

13. PENSIONS AWARENESS

This conference for Community, Youth Workers and Not for Profit calls upon the Union to offer training to all members and Representatives on different types of pension schemes, what they are, what is best for members and what Representatives should be fighting for in their negotiations with employers who are looking to down grade their Pension Schemes and furthermore to consult/negotiate with Government to offer organisations in our Sector financial support to maintain good Pension Schemes, such as final salary or as a minimum defined benefits and thus ensure our members have a decent Pension to retire on.

NORTH EAST, YORKSHIRE AND HUMBER

Moved: Kulbir Kaur (delegate 23)
Seconded: Kevin Donnelly (delegate 22)
CARRIED

14. YOUTH PROFESSIONAL STATUS

Conference notes the recent call from CWDC for the establishment of a Youth Professional Status for certain groups of professions working with young people.

Conference believes this is not in the interests of young people as it will weaken existing professional structures, such as JNC, and will offer nothing in return.

Conference believes that Youth Professional Status has, in fact, no status within existing professional groups and is an attempt to create generic posts, without recognising the distinct nature and benefits of different professional groups working with young people.

Conference believes that professional workers need professional recognition with professional Terms and Conditions and that the most effective way to enhance the professional status of the youth workforce is to build on existing arrangements and to strengthen and widen the JNC.

Conference calls on the CWDC, our National Body and the Government to abandon the futile Youth Professional Status and to focus on enhancing JNC and supporting a License to Practice for those who wish to work with young people, using youth work approaches.

SOUTH WEST

Moved: Lisa Rutter (delegate 42)
Seconded: Kulbir Kaur (delegate 23)
CARRIED

15. REMPLOY

This Unite Conference recognises that the impact of the recession on Remploy could have a devastating impact on Remploy jobs.

This Conference calls on Unite to campaign for:

- Improved support for public procurement
- Job security for Remploy workers
- Modernising Remploy to expand employment opportunities for disabled people

WALES

**Moved: Formerly from the floor
Seconded: Kulbir Kaur (delegate 23)
CARRIED**

16. MENTORING FOR REPRESENTATIVES

This conference calls upon Unite to assist with the establishment of a mentoring service for representatives in our sector.

The mentoring service will provide mentors from within the sector to be available to mentor others as needed.

Conference calls upon Unite to provide initial training for mentors and provision for monthly forums to discuss progress.

WEST MIDLANDS

**Moved: Joan Allen (delegate 44) and
Katie Whittam (delegate 46)
Seconded: Kulbir Kaur (delegate 23)
REFERRED to the National Industrial Sector Committee**

17. SUPPORT FOR 0% RENT FLOOR

This Conference supports the National Housing Federation Campaign for 0% rent floor for Housing Associations and other Registered Social Landlords.

This Conference in order to safeguard members jobs within Housing Associations, supports this motion to call for a floor of 0% increase in rents during the current economic downturn.

This will ensure the security of our members jobs and will lead to continued high standards of service delivery, in many cases to some of societies most vulnerable and disadvantaged groups.

NORTH WEST

Moved: Brian Egan (delegate 27)

Seconded: Formerly from the floor

REFERRED to the National Industrial Sector Committee

COMPOSITE 1 – JNC PAY AND CONDITIONS AND THE DEFENCE OF YOUTH AND COMMUNITY WORK.

Conference believes that Joint Negotiating Committee for Youth and Community Workers (JNC) is the recognised national terms and conditions agreement for Professional Youth and Community workers in the Community Youth Workers and not for profit sector of Unite.

Conference therefore calls on the newly formed Regional Industrial Sector Committees to draw up a campaign to support and actively promote JNC within the public and voluntary sectors and in conjunction with the National Industrial Sector Committee to undertake research into any threats to JNC and inform members of progress in this work.

Conference notes the pressure and recognition that central Government has placed upon Youth Workers over the past year in reducing anti social behaviour, gang crime, crime in general, and reducing the numbers of those young people not in education, employment or training, using drugs and lowering teenage pregnancy rates. Conference recognises that this success is due to youth workers' unique relationship with young people which is one of voluntary engagement with young people.

Conference further recognises that Central Government funding has not been passed down to Local Authority Youth Services but commissioned out, and in addition Local Authority and voluntary sector Services have been pressurised to provide extra services for young people on Fridays and weekends.

Conference therefore calls upon the Union to put pressure on Central Government and Local Authorities to direct funding to enable Local Authority and voluntary sector Youth Services to employ more staff and resources where they have the experience and expertise to provide cost effective services to young people.

Linked to this, this conference also notes with concern the way that Youth and Community Education and Training is moving away from being informed by progressive values, social justice and inclusive processes towards a depoliticised, narrower, competency based framework.

Conference therefore calls on the National Industrial Sector Committee to put pressure on all institutions involved in the education and training of community and youth workers in order to reverse this trend through fully supporting and promoting the "In Defence of Youth Work" campaign".

Moved: Kevin Donnelly (delegate 22)
Seconded: Tracey Quinn (delegate 17)
CARRIED

COMPOSITE 2 - ENSURING SECTOR SUSTAINABILITY AND INTEGRITY

Conference, there are ever increasing demands placed upon the Youth Workers, Community and Not For Profit Sector by Government and its agencies to provide services hitherto carried out primarily by the Public Sector, such as personal care and support services and housing.

In the first instance, Unite should not support the erosion of the Public Sector and indeed, should oppose all moves to do so.

This Conference agrees it is vital that Not for Profit/Voluntary sector organisations are not used to undercut public services in standards of service, not pay and conditions of staff and not to be seen as aiding privatisation.

We note that the YWCNFP Sector has a very long history, pre-dating the public sector, providing services of more than just economic value to communities they have grown up in.

With typically lower overheads, such organisations become an attractive prospect for governments seeking to fulfil responsibilities at a lower cost and also meet the objectives of the neo liberal agenda to expose the social resources of communities to the profiteering ethics of the market place.

We therefore urge all of the relevant National Industrial Sector Committees to work together on this.

We also recognise the reality that Unite represents members in the YWCNFP Sector, both in terms of people who work for service providers and people who use the service.

At the same time that this sector is taking on more work and responsibility, the Government funding agencies are reducing, in real terms, the value of funding, consciously not including the full costs. On top of this, increased legislative requirements often increase costs but not funding. This puts pressure:

- On organisations to make cuts they can ill afford including targeting staff terms and conditions;
- On annual pay awards to staff;
- To change pension schemes from defined benefit to defined contribution schemes so as to meet new legislative requirements whilst reducing overall costs;
- On the levels and quality of service they can provide to service users;

This Conference therefore commits Unite to campaign and demand that Government amends the Funding Agencies criteria to require organisations to factor into their funding bids the full costs of service provision, including the following:

- Inflation matching pay awards for staff as a minimum protection against wage erosion, using RPI NOT CPI with any bench marking to be consistent with the upper quartile for the sector.
- Demonstration of measures to tackle issues of equal pay, evidenced by equal pay audits across 'equality strands' and consequential grading adjustments.
- Meaningful provision for pension payments from the first day of work, safeguarding defined benefit schemes through legislation and promoting them where they do not exist;
- Commitment to high conditions of employment, supporting good working practices, including staff terms and conditions, health and safety, stress management and working environment that are well maintained and not overcrowded;
- Commitment to training that promotes professional and personal development and excellence;
- Minimum contract lengths of 5 years for the sector.

We also ask the NIS Committee to increase its lobbying of government ministers and departments and public bodies, not to pursue a policy of awarding contracts to the lowest bidder. We have to support the not for profit sector in its tradition.

Moved: Ian Richards (delegate 2)

Seconded: Margaret Manning (delegate 28)

CARRIED

COMPOSITE 3 - ORGANISING RESOURCES

This conference welcomes the enlargement of the Community, Youth Workers and Not for Profit sector membership as a result of the merger. Conference realises that as our Union is rapidly expanding, resources will be reallocated across the sectors.

Conference calls on the Union to recognise the potential for membership growth within the Community and Voluntary sector in the Ireland and urges the union to allocate the resources needed to embark on a campaign of organisation and recruitment in this sector.

People who work in the community and voluntary sector in Ireland know only too well the problems associated with political violence, social exclusion, discrimination and lack of funding, all issues which the trade union movement has campaigned around for years. These workers share the principles of collectivism, campaigning and a desire for social justice that the Trade Union Movement was built on. The issues within the sector can be tackled with well co-ordinated action thereby increasing confidence and promoting trade unions within the sector.

Conference believes that this sector which employs 26,700 people in Northern Ireland is a readymade constituency filled with potential activists and organisers. We believe that the proven success of the organising model used by the organising units throughout the union should be given a chance to transform a fractured sector into a vital industrial sector within our union.

Conference recognises that:

1. only 15% of the Community, Youth Workers and Not for Profit sector is organised within trade unions across the UK. Conference further believes that a united Community, Youth Workers and Not for Profit Sector within Unite has the opportunity to build significant union density in order for the union to be able to make a difference and
2. there is no agreed definition of organising and therefore agrees that a debate/education should take place within the sector about what is organising
 - a. the potential for membership growth within the Community and Voluntary sector in Northern Ireland and urges the union to allocate the resources needed to embark on a campaign of organisation and recruitment in this sector.

This conference notes that large organisations can provide large numbers of members and are easier to cover. However, conference recognises that a significant proportion of the workplaces in the sector are very small. Also, this conference is

aware that it is harder and more resource intensive to organise and recruit in these small workplaces.

However, conference believes that the following are the basic minimum of an organising strategy:

- the maximum involvement of lay members in all campaigns with the union – *every worker a member, every member an organiser*
- that recruitment results from organising around issues
- that any deals which are signed with management, without the full involvement of the workforce are not sustainable in the long term
- a strategic organising strategy with the aim of building workers' power in the workplace and throughout the Community, Youth Workers and Not for Profit Sector

Conference therefore calls on the Executive Council and the National Sector Committee to:

- produce a national organising strategy for the Community, Youth Workers and Not for Profit Sector
- organise meetings of sub-sector reps, to develop organising strategies for the different sub-sector
- ensure that all training for reps and members in the sector has an emphasis on organising
- ensure that all Regional Sector Committees produce a regional organising plan, which is linked to that of the National Sector Committee
- evaluate the possibilities for community organising, in conjunction with other campaign groups
- to make the community and voluntary sector a strategic target of the union's organising unit.

Moved: Alice Rix (delegate 25)
Seconded: Francis Loughlin (delegate 4)
CARRIED

EMERGENCY MOTION – EDINBURGH COUNCIL AND CONTRACTS FOR CARE AND SUPPORT SERVICES

This Conference congratulates the City of Edinburgh Council for last week deciding to reconsider using competitive tendering for commissioning services for vulnerable adults. Faced with overwhelming evidence that the process discriminates against people with learning and physical disabilities and people with mental health or hearing impairments by denying choice and reducing quality, the Council has called for further reports that will be discussed at a meeting on Thursday 3rd December 2009.

This Conference calls on the Council to decided to shelve competitive tendering as a means of commissioning these service not only for reasons related to the quality of service to users but also because the envisaged 21% cut in cost will largely be at the expense of our members terms and conditions.

In addition to being a means of cost cutting the process itself is detrimental to our members because, under the cloak of commercial confidentiality, our right to be consulted which lies at the heart of the 2006 TUPE Regulations, Conference calls on Unite to challenge local authorities who place commercial confidentiality over the rights of employees.

7/148 EDINBURGH VOLUNTARY SECTOR BRANCH

Moved: Des Loughney (delegate 35)
Seconded: Vicky Grandon (delegate 33)
CARRIED

Standing Orders 2011

STANDING ORDERS – NATIONAL INDUSTRIAL SECTOR (NIS) CONFERENCES

1) Purpose

The National Industrial Sector Conference has the following purposes:

- 1.1 to set industrial policy for the Sector provided that it is not inconsistent with the general policy and objectives of the union.
- 1.2 to consider emergency motions, on matters that are in accordance with 1.1, that could not have been considered by a RISC, which should be submitted in writing to the General Secretary for the attention of the Standing Orders Committee.
- 1.3 to elect representatives to attend the annual TUC Congress
- 1.4 to elect the Standing Orders Committee for the following NIS Conference

2) Composition and Size of NIS Conference

- 2.1 NIS conferences will be comprised of one delegate per 1,000 paying members in the Sector (subject to a minimum of 30 delegates). Regional allocations will be based on paying membership in the region in the sector.

3) Delegates and attendees

- 3.1 The NIS Conference will be open to all accountable representatives of workers elected by Regional and/or National Industrial Sector Committees.
- 3.2 All delegates will be allocated a numbered seat and will retain that for the duration of conference.
- 3.3 Executive Council members, working in or representing the sector but not elected as delegates shall be invited to attend on an *ex officio* basis.

4) Chair

- 4.1 The Conference plenary shall be chaired by the Chair of the Executive Council.
- 4.2 The Sector Conference shall be chaired by the chair of the National Industrial Sector Committee.
- 4.3 The Chair shall only have an ordinary vote on all matters if elected as a delegate.
- 4.4 The Chair shall not have a casting vote.

5) Secretary

- 5.1 The National Official or other employee shall act as Secretary to the conference – advising the chair as appropriate and, assisted by a member of the Research Dept, recording decisions taken and the outcome of the elections.

6) Order of Business

- 6.1 The Order of Business for the Conference shall include:
 - 1. Plenary: General Secretary supported by the Assistant General Secretaries as appropriate
 - 2. Election of delegates to form the SOC for the following NIS Conference
 - 3. Political, international and other speakers
 - 4. National Officers' Introduction and Apologies
 - 5. National Officers Report including national strategy for the Sector
 - 6. Consideration of composites and motions approved by Standing Orders Committee.
 - 7. Election of delegates to the annual TUC Congress for the next two years

7) Conduct of elections

- 7.1.1 All nominees in conference elections shall be individually nominated and seconded. Nominees who do not attend may be elected provided they have given an appropriate apology reported by the National Officer and accepted by conference.
- 7.3.1 Votes shall be cast by a ballot vote or by show of hands from amongst those delegates present at the Conference.

- 7.3.2 Any dispute about the conduct of an election should be settled by the Chair. If it is not possible to settle any dispute at the Conference, then an appeal should in the first be lodged with the Standing Orders Committee which has overall responsibility for the conduct of the elections.
- 7.3.3 In the unlikely event that any such dispute cannot be settled, an appeal against the decision of the Chair can be forwarded to the General Secretary, who may delegate handling the appeal to an appropriate senior official.

8) Conduct of Business

- 8.1.1 The Chair shall be responsible for the conduct of the meeting. Delegates may only speak when called by the Chair. The Chair shall have discretion on whether to allow a delegate to speak more than once on a subject..
- 8.2 The mover of a motion shall be allowed five minutes and subsequent speakers three minutes each. No delegate shall be allowed to speak more than once on any motion except the mover who shall have the right of reply.
- 8.3 Next business, that the vote be taken or such other procedural motions may be moved and seconded by any delegate who has not previously spoken during the debate. There shall be no speeches on such motions.
- 8.4 Emergency motions shall be put if in writing to the General Secretary for the attention of the Standing Orders Committee. No such motion shall be deemed an 'emergency' that is connected with circumstances which could have been dealt with by conference/committee allowed to forward motions for the agenda.
- 8.5 The Chair shall have the same speaking rights as any other delegate. In addition, the Chair may intervene during or at the conclusion of any discussion, to clarify the issues decided and/or to sum up the discussion.
- 8.6 A delegate who wishes to raise a point of order (which must be confined to the manner in which the meeting is being conducted) should say "*point of order*" and hold his/her hand aloft until called by the Chair. Subject to that exception, delegates should not interrupt another speaker.
- 8.7 The ruling of the Chair on any question relating to the conduct of the meeting shall be final unless a challenge to the Chair is supported by at least two thirds of the delegates present..
- 8.8 Save as provided herein, the business of the Conference shall be conducted in accordance with the normal rules of debate as laid down by Walter Citrine in the ABC of Chairmanship.

8.9 In the event of an equality of votes, the proposition before the conference shall not be carried.

9) Smoking/Alcohol/mobile phones

9.1 There shall be no smoking or consumption of alcohol allowed at the Conference.

9.2 All mobile phones should be switched off at all times during conference.

HILTON BRIGHTON METROPOLE FLOORPLAN

