

UNISON'S ANNUAL CONFERENCE

The only trade union activity for which there is an ongoing agreement on time off is **Unison's annual conference**, and any other 'special conferences' which Unison may organise. It has long been the County Council's policy to grant paid time off for a delegation of up to five Unison members to represent the Branch on such occasions, subject to the following limitations,

(i) Inclusion of Branch Officers

While aiming for a delegation as representative of the spread of membership across departments as it can get, the Branch needs to include appropriate experience to organise effectiveness at Conference. The delegation may therefore ordinarily include up to two Branch Officers (whether in receipt of 'facility time' or not). Where the Branch feels that more than two are necessary it may argue a 'special case' to the Head of Human Resources.

(ii) Spread of representation across the membership

The maximum number of delegates drawn from any one department will be two (including any Branch Officer delegate working in that department) or the proportion of the total number of delegates pro rate to the proportion of Branch membership employed in that department, whichever is the lower number. Where the lower number is less than one a single delegate will be acceptable.

Special cases

Where the Branch feels justified in arguing a special case for exception to these arrangements it may do so to the Head of Human Resources.

Unison determines the delegation

Where the Branch wishes to construct a delegation that in some way does not meet these arrangements, and does not wish to argue, or is unsuccessful in arguing, a case for exception, the Council will grant the delegate(s) concerned time off without pay.

Council's right to protect operational needs

The Council reserves its right to refuse time off work for any delegate on grounds of operational need.