



Campaigning for a draft new technology agreement

How trade unions can use collective bargaining to uphold and improve working conditions in the context of digital transformation of public services

26 June 2018, Berlin

Some Facts

- Unite is the UK & Ireland's largest Trade Union, with 1.4 million members
- Unite has members all across the economy from Private, Public and Voluntary & Not for profits and it all industries from Aerospace to Zoo Keepers.
- 100,000 Unite members work in our NHS
- The NHS employs over 1.7 million people
- It's the country's largest employer, and the fifth largest in the world (after US Dept. of Defence, People's Liberation Army China, Walmart and McDonalds)
- Only 36% are doctors or nurses
- 66.5 million people are able to use the NHS – free at the point of delivery
- Social Care and Health services are not integrated in most of the UK
- 5 July see the 70th Anniversary of the NHS

The threat of Digitalisation

- More than 230,000 Unite members could lose jobs to automation by 2035
- **High Risk**
 - Health
 - Local Government
- **Medium Risk**
 - Government, Civil Service and Defence
- **Low Risk**
 - Community, Youth Workers, Voluntary and Not for Profit

4 Key Technologies Driving change in the workplace

The Internet

- Online handling of transaction e.g. hotel booking
- Internet shopping has reduced the role of manual handling of data e.g. sales jobs and admin tasks

The internet of things

- Objects and device are connected to network and can communicate with each other

Advances in robotics

- Over the decade, robots have become more mobile robots can even carry out processes as intricate as surgery

Advances in machine learning

- Sensory Artificial Intelligence (AI) expected to be better than people at telephone banking

The Unite Response: Short Term

What is Unite doing?

- Assess the threat of automation
- Collect information from steward/Reps to predict risk
- Develop a risk register
- Bargaining for Security
- Strike ready workplaces
- Alternative strategies (including leverage)
 - Ready for workplace action
- Fund the fight ahead

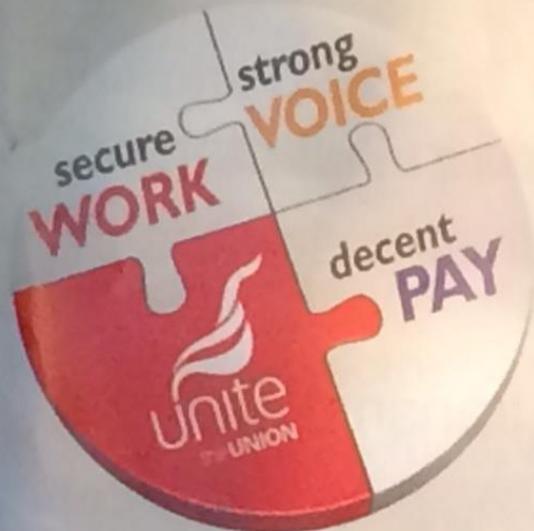
The Unite response: Long term

This should include:

- Building economic power in the Critical National Infrastructure (CNI)
- Safeguarding the union by organising in areas of varying risk
- Building Global Union Power – transnational Combines and Agreements
 - EWC
 - Social dialogue
 - Trigger Agreement
 - Pace setters (top 5 Unite in each sector)

Work Voice Pay:

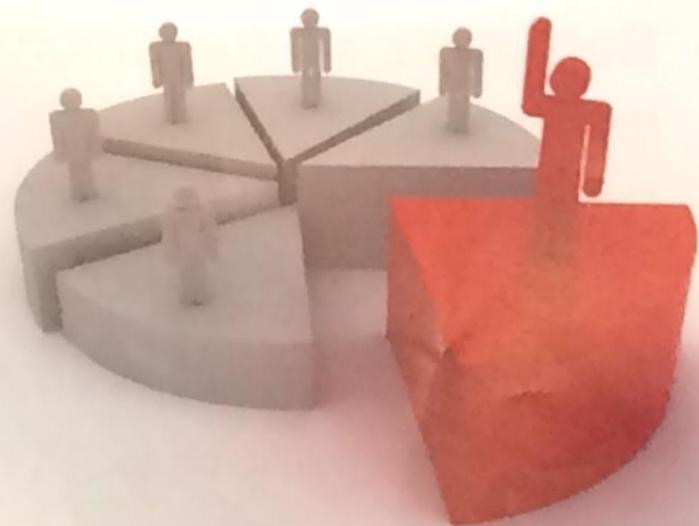
DRAFT NEW
TECHNOLOGY
AGREEMENT



National Organising & Leverage
Department

October 2017

**INCREASING THE
WORKERS'
PIECE OF THE PIE!**



Unite's Draft new technology Agreement

- Principles for potential introduction of New Technology
 - Promoting jobs
 - No divide and rule
 - Training
 - Compensation for new skills
 - Monitoring & surveillance
 - Personal use
 - Health and Safety
 - Fairness and equality
 - Reducing working time not pay
 - Creating new jobs
- New technology bargaining Apparatus
 - New technology sub committee
 - Access to information
 - Timing
 - Content of information
 - Experts
 - Preparation of union's response
 - Negotiation
 - Dispute
 - New Technology representatives
 - New Technology Fund

A 21st Century Workplace Manifesto

Legislation that retains work as a central pillar to society e.g.

- Shorter working time and job protection
- Better retirement policies
- Jobs and/ or salary guarantees based on production volumes or services delivery
- Wide-scale sector most able to get more and better jobs from automation
- Education and training in skills needed for the future

The Way Forward

- Dissemination to National Sector Committees, Regional Committees and Officials and representatives
- Follow up discussions in 4 key areas
 - What automation has already happened in your sector/workplace?
 - What is existing good practice?
 - What should be the union's short and long term industrial response?
 - What should be the union's political demands?
- **Result:** Bespoke sector and regional documents

The NHS 70th Birthday

**CELEBRATE AND
DEMONSTRATE
SAT 30 JUNE**



**12pm Portland Place, London, W1A
Free, for all, forever - #OurNHS70**

