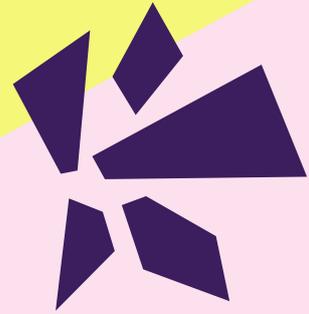


MANIFESTO

Senedd Elections '26





UNISON

CYMRU

**SIARAD FEL UN
SPEAK AS ONE**

PUBLIC SERVICES ARE THE BACKBONE OF OUR NATION.

Across Wales, UNISON members care for our loved ones, support our children, keep our communities safe and deliver the services that make daily life possible. They are the beating heart of our NHS, our councils, our schools and our care services.

But after years of austerity, restricted funding and rising costs, those services are under real strain. Too many workers are stretched thin. Too many communities feel left behind.

With more seats and a fully proportional system, this Senedd election is a choice about the kind of Wales we want to build.

We believe Wales can and must have world class public services. Properly funded, publicly delivered and built around the needs of our communities, not private profit. Services that give every child the best start, every family pride in where they live and every older person dignity in care.

Our members know that strong public services are not a luxury. They are the foundation of a fair, prosperous and confident nation. When we invest in public services, we invest in local jobs, local economies and the wellbeing of future generations.

At a time when some seek to divide communities and undermine the very idea of universal public services, it is important to say Wales succeeds when we stand together as we have demonstrated through our groundbreaking social partnership legislation. Outsourcing always leads to cost-cutting and a weaker service for the public. Wages and employment conditions are squeezed so profit can be extracted.

This manifesto sets out the priorities of nearly 100,000 UNISON members in Wales. It calls on those who seek to form the next Welsh Government to commit to fair pay for all public service workers, insourcing, an improved NHS, a new National Care Service, strong social partnership and fairer funding for Wales.

Jan Tomlinson

Convenor, UNISON Cymru



Jess Turner

Regional Secretary, UNISON Cymru



The background is a vibrant yellow color. Overlaid on this are several large, overlapping, light pink geometric shapes, primarily triangles and polygons, creating a dynamic and abstract pattern. The text is centered and reads:

**Better public
services
for a fairer
Wales**



UNISON members are the centre of our communities. They work in schools, local councils, social care, voluntary sectors, police & justice, utilities, public bodies and across our NHS.

They are mainly women; they are often low paid. They might be people who have lived in Wales their whole lives or they might be people who have travelled from overseas to work here.

This election is about securing the future of the vital public services they provide.

As providers and users of public services, they want more investment in public services in Wales. And they deserve to be able to afford to live well and heat their homes on a fair wage.

Through UNISON Cymru they speak as one – they want better public services for a fairer Wales.



Fair pay for workers to tackle the cost of living

The better public service workers are paid, the more our local economies benefit.

Every £1 earned creates an additional 64p of value to the local economy.

Yet wages have failed to keep pace with inflation or private sector pay, meaning every year UNISON members must do more with less and inequality gets worse across Wales. Low pay and undervalued work fuels the recruitment and retention crisis in sectors like social care.

That's why UNISON members in schools and social care will demand more through new sectoral collective bargaining bodies, which need to be established early in the new Senedd term.

They must negotiate for an end to the scandal of term-time only pay in schools and a minimum £15 per hour for social care workers in the private and third sector. They should also address long-standing issues such as sick pay and unpaid working time for home care workers.

Workers expect that fair pay agreements must be fully funded by a Welsh Government committed to investing in the vital services they provide.

UNISON members in health want what their colleagues in Scotland already have; better wages and a working week reduced to 36 hours with no loss of pay, achieved through direct negotiations with employers and the Welsh Government. They cannot continue relying on the decisions of an unaccountable pay review body in London.



Building a fairer, greener, more equal Wales

UNISON members work for the wellbeing of current and future generations. Public service jobs are rewarding, low carbon jobs needed in every city, town and village in Wales.

The caring work done by UNISON members allows more people to live, learn and work in a clean and healthy environment. They make Wales more equal by enabling people to thrive whatever their social class, race, gender, sexuality, disability, age, language, nationality or belief.

Where some see only short-term costs and disparage their work, ordinary people know that public service workers do jobs of immense value across all generations.

The services they provide make Wales more prosperous, more cohesive, and more resilient. They ensure we are more globally responsible in cutting emissions and our Welsh language and culture is more vibrant.

Yet despite 26 years of devolution, Wales is still one of the poorest parts of the UK and our public services are struggling.

The Barnett Formula, limited borrowing powers and lack of control of resources like the Crown Estate holds back Welsh Government from delivering more for the Welsh people.

UNISON members want a Welsh Government to demand greater devolution in sectors like probation and fairer funding for Wales so they can make the improvements that we all want to see in health, education, social care and the natural environment.



A strong voice for workers to make Wales fairer

UNISON members know how to use fair funding to improve public services. They want to be directly involved in creating better services alongside the people they support.

Social partnership shouldn't just be something that happens in a committee room in Cardiff Bay, it should be embedded as the way change happens across Welsh public service organisations.

Workers want more power to shape and control the technology they use rather than have technology used to control or replace them.

They want to learn and develop, with more skills and more opportunities to progress in their careers. They need the Wales Union Learning Fund to build their confidence and give them more of a voice in their workplaces.

Wales needs people trained and employed to retrofit our old, cold housing stock through good quality, well-paid public-sector apprenticeships.

UNISON members need more protection from the changing climate that devastates their homes and their high streets. They need more investment in the infrastructure and services that make communities safer and more resilient to the flooding, storms and heatwaves.



Universal public services for a more prosperous Wales

UNISON members continue to demand the creation of a publicly funded, publicly owned and publicly delivered National Care Service to provide more dignity and respect for everyone in Wales, removing profit from all care once and for all.

Outsourcing means workers have less money to spend in the local economy than their directly employed colleagues, and public money flows out in the form of profit. They want services brought back in house across the public sector.

The current design of the care visa has led to unacceptable pressures and inequalities between health and social care staff in Wales, and in some cases exploitation and modern-day slavery. UNISON members want Welsh Government to commit to supporting migrant care workers facing exploitation.

They demand NHS services that are fit for the future, with hospital buildings that are safe, effective, workplaces that enable staff to deal with waiting lists.

UNISON members need an end to the housing crisis by building more council housing in every community and shifting away from subsidising private rents.

Workers want affordable and accessible public transport. Universal £1 local bus fares for all adults would be easy to understand and popular in every part of Wales, especially rural areas that suffer most from cuts in services.

UNISON is calling for those who seek to form the next Welsh Government to listen carefully to almost 100,000 voices that make up the biggest trade union in Wales.

Make their priorities your priorities by delivering for a fairer Wales. UNISON members want:

- **WORLD CLASS PUBLIC SERVICES –**
Commit to universal public services, through the biggest wave of insourcing in a generation and boosting public transport and housing.
- **HOLISTIC PUBLIC SERVICE FUNDING –**
Commit to investing in long term, preventative services that reduce demand on more costly reactive interventions and improve everyday outcomes for the people of Wales.
- **NEGOTIATE FOR BETTER PAY –**
Commit to fully-funding Fair Pay Agreements and the creation of a Wales School Support Staff Negotiating Body to end term time only pay in schools, ensure a £15 minimum hourly wage across all public services including social care, and move to direct pay bargaining in the Welsh NHS.
- **KEEP PROFIT OUT OF CARE –**
Commit to finally creating a National Care Service for Wales, building a more equal society and preventing modern slavery in the process.
- **STRONG VOICE FOR WORKERS –**
Commit to embedding social partnership inside every public service, putting the voices of skilled, knowledgeable and unionised workers at the centre of workplace change.
- **FAIRNESS FOR WALES –**
Commit to working with governments across the UK to secure greater devolved power and fairer funding for Wales.